



PotlatchDeltic[®]

**2022
ENVIRONMENTAL,
SOCIAL, AND
GOVERNANCE
REPORT**



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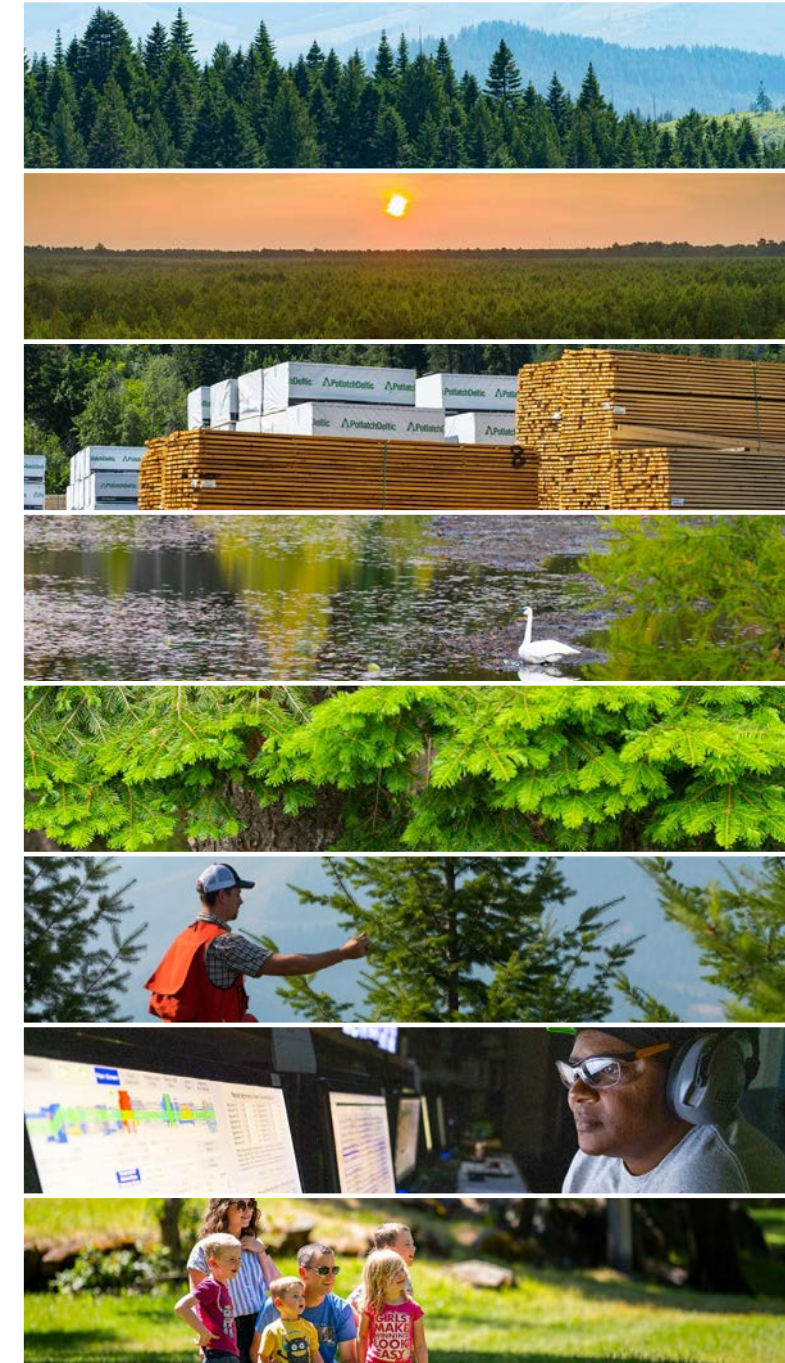
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PotlatchDeltic Overview

POTLATCHDELTAIC IS A \$4 BILLION TIMBER REIT THAT OPERATES IN THREE BUSINESS SEGMENTS: TIMBERLANDS, WOOD PRODUCTS, AND REAL ESTATE. WE OWN NEARLY 2.2 MILLION ACRES OF TIMBERLAND AND HAVE 7 MANUFACTURING FACILITIES THAT PRODUCE LUMBER AND PLYWOOD.



GROWING & HARVESTING TREES SUSTAINABLY



BEING PART OF THE SOLUTION TO CLIMATE CHANGE



MANUFACTURING LUMBER & PLYWOOD



SELLING DEVELOPED & RURAL LAND

Timberlands		
REGION	STATE	ACRES ¹
NORTHERN	IDAHO	626
		626
SOUTHERN	ARKANSAS	952
	GEORGIA	218
	ALABAMA	152
	MISSISSIPPI	135
	SOUTH CAROLINA	63
	LOUISIANA	30
		1,550

Wood Products		
REGION	FACILITY	CAPACITY ²
LUMBER	ST. MARIES, IDAHO	185 MMBF
	BEMIDJI, MINNESOTA	140 MMBF
	GWINN, MICHIGAN	185 MMBF
		1,070 MMBF
PLYWOOD	OLA, ARKANSAS	150 MMBF
	WALDO, ARKANSAS	190 MMBF
	WARREN, ARKANSAS	220 MMBF
	ST. MARIES, IDAHO	150 MMBF
		150 MMSF

Real Estate

RURAL REAL ESTATE³

- LEGACY CATCHMARK LAND**
Located Near Population Centers
- Legacy Deltic Land**
EXCEEDING EXPECTATIONS
- LARGE PROPORTION OF SALES HAVE**
Conservation Outcomes

CHENAL MASTER-PLANNED COMMUNITY
LITTLE ROCK, ARKANSAS

- ~60% COMMERCIAL SOLD
- ~70% RESIDENTIAL SOLD

OPPORTUNITIES

Carbon Credits

Carbon Capture

Green Energy

Conservation

ESG OVERVIEW



Letter to Our Stakeholders



Eric J. Cremers
President and Chief Executive Officer,
PotlatchDeltic

“WE ARE FOCUSED ON CREATING SHARED SUSTAINABLE VALUE AND ON BUILDING OUR CAPABILITIES TO UTILIZE WORKING FORESTS AS PART OF THE SOLUTION TO CLIMATE CHANGE.”

In the net-zero transformation that is currently underway, I believe it is important to both build climate resilience and position the Company to participate in the opportunities that are emerging. To succeed, and to create stakeholder value, our environmental and social goals must be anchored in our mission, values, and culture, and be integrated across our strategic initiatives.

The rollout of our updated mission and values through workshops with Team Members across the Company reinforced our belief that our environmental, social, and governance approaches have long been rooted as a fundamental part of our culture. We recognize that our actions build trust with our stakeholders and support the strategic initiatives we work on.

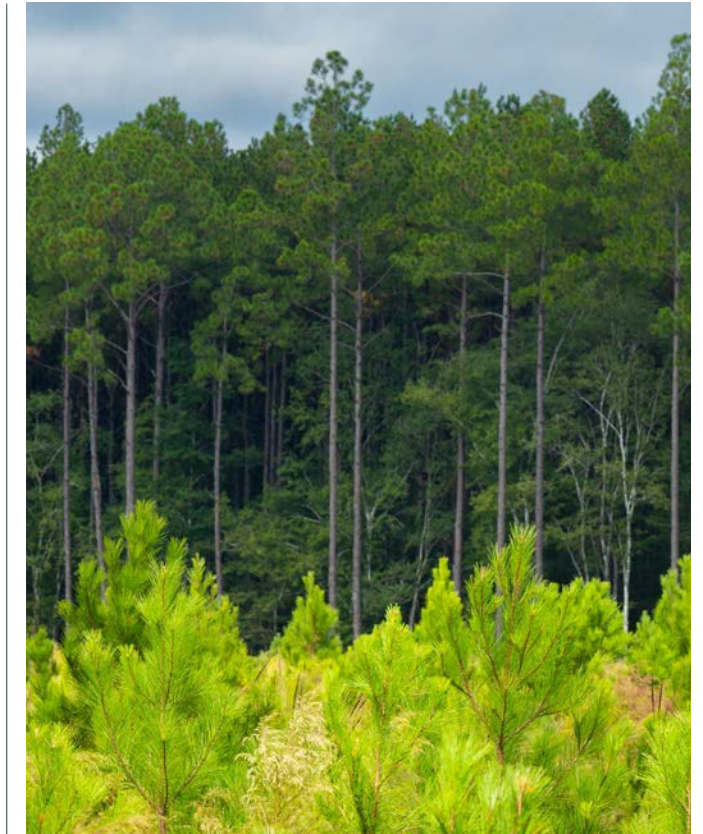
This year, we are formally linking our mission and values to ESG by establishing four ESG pillars – Forests, Planet, People, and Performance. Our approach to ESG centers around these pillars, which are fundamental to our mission and are embedded in our values. We have established several goals within each pillar, and we look forward to providing annual updates on our progress through our ESG reporting.

Our commitment to sustainable forest management, using best management practices that protect water quality and conserve biodiversity, is at the heart of our mission. During 2022, we added nearly 400,000 acres of high-quality timberland, which expands our positive effect on the environment. Our forests stored approximately 452 million metric tons CO₂e at year-end, reflecting the power of working forests as part of the solution to climate change.

We are committed to doing our part to build a healthy planet. During 2022, we made capital investments at our wood products facilities to improve product yield and reduce waste, including the installation of a robotic auto-patch system at the St. Maries, Idaho plywood facility. We established 2030 greenhouse gas (GHG) emission reduction targets for Scope 1 and Scope 2 and Scope 3 emissions. In addition, we committed to a goal to achieve net-zero GHG emissions by 2050.

Our Team Members and the communities where we operate are integral to our success. During 2022, we introduced a childcare program for our Team Members in St. Maries, Idaho. We were proud to sponsor and participate in the first Women’s Forest Congress. We maintained a relentless focus on safety, achieving incident rates below industry peer averages. We strengthened our communities, including a contribution towards a sports field in St. Maries, Idaho and volunteering for Habitat for Humanity build events.

We are committed to ESG transparency and governance. During 2022, we responded to the CDP Forests questionnaire and published our inaugural Carbon and Climate Report with details on our carbon record and on physical climate risks and opportunities for our Idaho and Arkansas timberlands. Significant work was done on policy initiatives and frameworks to advance the role of working forests in sustainability and in developing natural climate solutions. We established ESG goals within individual performance and compensation plans, starting in 2023.



We are starting to see climate change opportunities taking shape. Our team made good progress on solar and on potential carbon credit and carbon capture projects in 2022. Progress is also being made on bio-based product initiatives. While it will take time for these efforts to pay off, we are optimistic about growth tied to providing natural climate solutions and we believe these efforts will result in higher returns as well as higher timberland values.



Anna Torma
Vice President, Public Affairs
and Chief ESG Officer,
PotlatchDeltic

“WORKING FORESTS ARE WELL POSITIONED AS A SOLUTION TO CLIMATE CHANGE. COMMUNICATING OUR SUSTAINABLE APPROACH AND DELIVERING OUR ESG COMMITMENTS HAS NEVER BEEN MORE IMPORTANT.”



Q What were PotlatchDeltic’s key ESG successes during 2022?

A A significant focus for our Team Members this past year was the development of a commitment to reduce our Scope 1 and 2 greenhouse gas emissions by 42% by 2030. Carbon and climate teams were established at each wood products facility to evaluate potential reduction strategies and recommend the best alternatives. These reduction commitments have been built into the goals and compensation of key managers and leadership as we track our progress.

During 2022, we increased our ESG reporting transparency through publishing our inaugural Carbon & Climate Report. In addition, we expanded our corporate website to include a wide range of our ESG information and data, and the case studies which showcase the great work done across our Company each year.

Q What are currently the biggest ESG challenges you face?

A ESG reporting is still evolving, and it is difficult to establish carbon accounting methodology and greenhouse gas reduction commitments when protocols for the land sector are still being developed. We believe it is important to have transparent reporting that accurately reflects our carbon flows and have worked with our industry peers towards a common interim approach and to help develop a protocol.

Another significant challenge is to help many of our external stakeholders better understand the benefits of

working forests. We manage our forests on a sustainable basis while protecting water quality, biodiversity, and wildlife. We also contribute to sustainable development through jobs, training, benefits, and helping to support the communities where we operate. Our industry did not communicate this effectively for many years, and it is important for working forests stakeholders to trust that we are doing the right thing if we are to participate as a solution to climate change. We are committed to sharing our successes and challenges.

Q What can we expect next for PotlatchDeltic in ESG during 2023?

A We will be publishing our second annual Carbon & Climate Report later this year. We plan to complete physical climate risk and opportunity analysis for our Georgia and South Carolina timberlands under four representative concentration pathway (RCP) scenarios. In addition, we will discuss some of the transitional and market opportunities that are emerging as decarbonization strategies are implemented. We will also respond to both the CDP Forests and Climate questionnaires this year.

Q How are you advancing the role of sustainably managed forests as a nature-based climate solution?

A Forests have a significant opportunity within climate solutions, playing a key role in net-zero strategies and in products that have a lower embodied carbon footprint. Building with wood and mass timber stores carbon for the long-term, while emerging products



like biofuels and bioplastics could offer solutions towards a bio-based circular carbon economy.

This could drive significant changes in our markets, reduce our planet’s reliance on fossil fuels, and further support jobs and communities, all while we maintain our commitment to sustainable forest management practices. We support scientific research organizations to advance the roles of forests, biomass, and wood products in climate solutions. In addition, we work with our industry associations to promote regulations and policy that translate science into credible frameworks for sustainable development.

ESG Highlights⁴

OUR CORE UN SDGs



SUPPORTED UNITED NATIONS SDGs



FORESTS



LONG-TERM SUSTAINABLE FOREST MANAGEMENT PLANS INCORPORATE BEST MANAGEMENT PRACTICES

FORESTRY PRACTICES **100% THIRD-PARTY CERTIFIED**

21 MILLION SEEDLINGS PLANTED

HARVESTED **3.7%** OF TIMBERLANDS, INCLUDING THINNING

PROTECTED **6,494** MILES OF RIVERS AND STREAMS

PROTECTED ENDANGERED SPECIES AND PROMOTED BIOLOGICAL DIVERSITY

RENEWABLE ENERGY **43%** OF TOTAL USED AT FACILITIES

PEOPLE



FOCUSED ON DIVERSITY AND INCLUSION



WOMEN CONSTITUTE **30%** OF OUR TOTAL SALARIED ROLES



TEAM MEMBER DEVELOPMENT

OUR WOOD PRODUCTS TCIR IS **1.6**
OUR SAFETY ASPIRATION IS **ZERO** INCIDENTS

VPP STATUS AT **4 OF 7** FACILITIES

CONNECTED TO OUR COMMUNITIES



NEARLY ALL TIMBERLANDS AVAILABLE FOR PUBLIC ACCESS OR LEASING

PERFORMANCE



INDEPENDENT BOARD OF DIRECTORS



30% WOMEN DIRECTORS

ESG GOVERNANCE INCORPORATES CROSS-FUNCTIONAL TEAMS AND BOARD OVERSIGHT



COMPREHENSIVE POLICIES REFLECT OUR HIGH STANDARD AND ETHICS

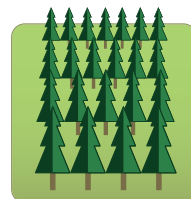
ENTERPRISE RISK MANAGEMENT FRAMEWORK, INCLUDING CLIMATE RISKS



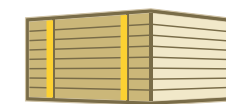
PUBLIC ADVOCACY AND PARTICIPATION IN **OVER 30** RESEARCH ORGANIZATIONS AND COALITIONS



PLANET

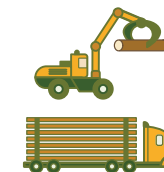
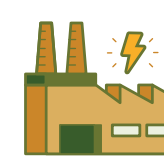


-8.2 MILLION METRIC TONS CO₂e SEQUESTRATION



-3.2 MILLION METRIC TONS CO₂e

SCOPE 1, 3 CARBON REMOVALS AND STORAGE



+2.6 MILLION METRIC TONS CO₂e

SCOPE 1-3 GHG EMISSIONS

About This Report

WE STRIVE TO SUSTAINABLY MANAGE OUR ASSETS, VALUE OUR STAKEHOLDERS AND THE COMMUNITIES WHERE WE OPERATE, AND BE A GOOD CORPORATE CITIZEN.

Our environmental commitment, the role of forests and wood products as a natural climate solution, the relationships we have with Team Members, the independence and oversight of our Board of Directors, the positive impact we have in our communities, and our public advocacy can have a profound impact on our success in maximizing a range of values for our stakeholders. We recognize that these environmental, social and governance factors are the foundation for our long-term success.

The purpose of PotlatchDeltic’s 2022 ESG Report is to provide our stakeholders with an understanding of our priority ESG topics. It reflects our commitment to provide transparency and accountability of our ESG practices, performance, and goals. Our Report outlines our approaches, policies, practices, and results, and highlights some of our ESG topics through case studies. We report on ESG annually and update you on our progress, on ESG related changes in our business and operating environment, and on our initiatives.

Our ESG approach reflects our commitment to continue to focus on areas where we can enhance our disclosures, procedures, and key performance metrics. Our analysis and benchmarking also help us to identify issues where we can improve and position us to develop action plans that are linked to our strategic objectives. These measures can range from initiatives related to diversity, training, suppliers, and Team Member engagement or can involve plans to further reduce our environmental impacts. The approach is embedded within a strong governance framework with Board oversight, broad management involvement, and cross-functional working groups.

The 2022 ESG Report is a companion to our second Carbon and Climate Report which we will publish later this year. The Carbon and Climate Report provides additional information about our carbon removals and storage, our greenhouse gas reduction initiatives, and our climate risks and opportunities.

Our 2022 ESG Report covers January 1, 2022, to December 31, 2022, unless otherwise stated and complements our 2022 Annual Report on Form 10-K, our 2023 Proxy Statement, and material available on our website at www.PotlatchDeltic.com. We report our ESG performance informed by and referencing frameworks such as the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and Global Reporting Initiative (GRI). We have incorporated our support of the United Nations Sustainable Development Goals (UN SDGs) into our report, highlighting some key areas of alignment. In addition, we report under the CDP disclosures for Forests and for Climate. Our 2022 ESG Report has been prepared in alignment with SASB, which utilizes industry-specific standards to identify, manage and communicate relevant sustainability information to investors and with reference to the GRI standards.



Living Our Mission and Values

FOUNDED IN 1903, WE HAVE A RICH HISTORY IN TIMBERLAND MANAGEMENT AND FOREST PRODUCTS. SUSTAINABILITY IS CENTRAL TO OUR BUSINESS MODEL. 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.



VALUES

Safety	Inclusion & Respect	Integrity
Operational Excellence	Community	Environmental Stewardship

MISSION

To Grow and Produce the Resources that Build a Foundation for Our Lives and Improve the Communities Where We Live, Work, and Play

OUR VALUES

SAFETY

We are collectively responsible for an injury-free workplace. Safety is at the core of every decision we make.

INCLUSION & RESPECT

We care for and value the uniqueness of each individual. We foster an environment where everyone has a voice and feels they belong.

INTEGRITY

We act with strong principles. We honor our commitments and build and maintain trust with our stakeholders.

OPERATIONAL EXCELLENCE

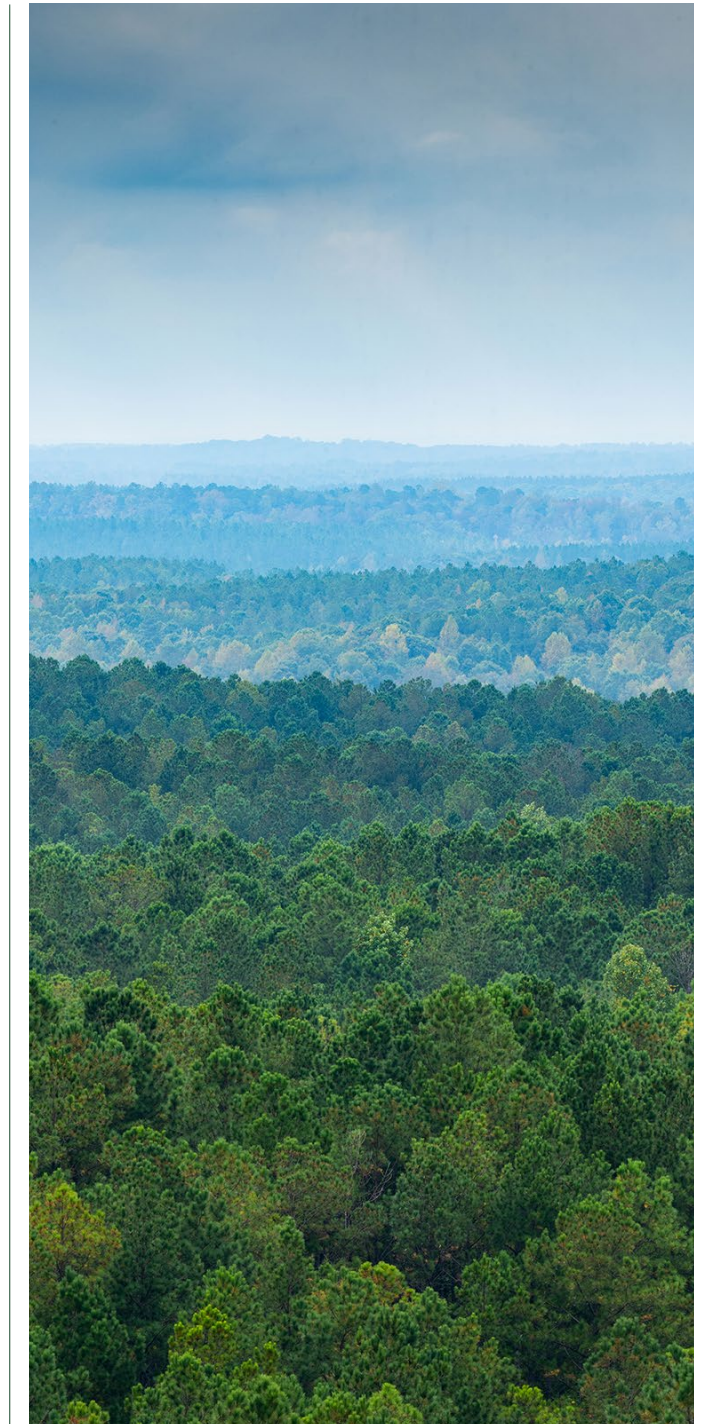
We achieve superior results. We create opportunities for growth through sound business decisions, accountability, and continuous improvement.

COMMUNITY

We are an integral part of the communities where we live, work, and play. We provide jobs, volunteer, and invest in the well-being and vitality of our communities.

ENVIRONMENTAL STEWARDSHIP

We sustainably manage our forests and minimize our environmental footprint. We engage in initiatives to make a positive impact on our planet.



How We Create Value

OUR TEAM MEMBERS WORK ACROSS BUSINESSES TO DRIVE ECONOMIC VALUE WHILE REMAINING FOCUSED ON SUSTAINABLE DEVELOPMENT.

Our timberland management promotes clean air and high water and soil quality, while providing biodiversity and wildlife habitat. Our timberlands also provide abundant recreational opportunities for our communities. Keeping forests healthy includes thinning southern timberlands as they grow and harvesting trees at optimal ages.

Contractors in our timberland supply chain include harvesting operators and log haulers as well as contractors who provide H-2B temporary labor to plant seedlings that enable us to manage our forests on a sustainable basis.

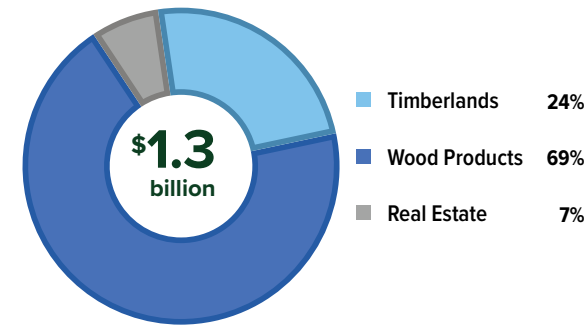
The fiber from these harvests flow both to our wood products facilities and to other wood products and pulp, paper, and packaging producers. Our efficient wood products facilities manufacture lumber and plywood which is used in residential construction and industrial plywood applications. Through this process we support our Team Members with competitive benefits and wages and provide opportunities for training and development.

Our wood products supply chain includes purchased goods, the use of contractors for maintenance and other electrical or general work, and the purchase of utilities including water, electricity, and natural gas.

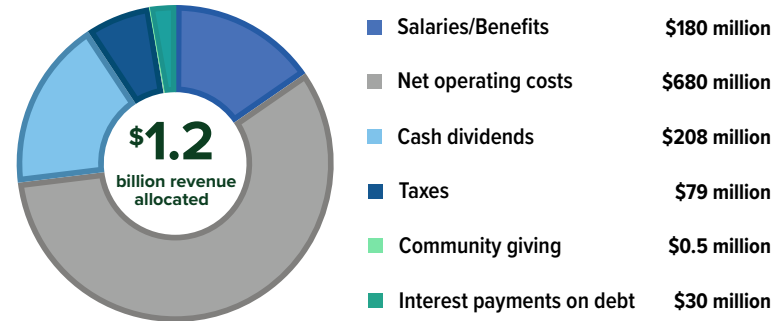
Our downstream supply chain includes distribution to wholesalers, distributors and ultimately to consumers for their use. Our products are graded⁸ to meet performance standards and building code requirements. The taxes, wages, and fees we pay strengthen the economic growth of our local communities, further aided by our charitable giving and initiatives.

Our forests and wood products are a natural climate solution, removing carbon from the atmosphere and storing it in lumber and plywood. Responsible forest management enables construction using wood, which acts as a carbon vault and can substitute for materials that are more emission intensive. Most importantly, the homes built with our lumber provide much more than just shelter – they are the foundation for peoples’ lives.

ECONOMIC VALUE GENERATED - 2022⁵



ECONOMIC VALUE DISTRIBUTED - 2022⁵



ECONOMIC VALUE RETAINED – 2022⁵ \$100 MILLION

Suppliers

- \$680 million in procured goods and services
- 3,850 suppliers

Customers

- ~280 customers
- Shipped lumber that could frame ~80,000 homes⁶

Our Team

- 1,330 Team Members
- \$180 million paid in Team Member salaries and benefits

Communities

- \$500,000 invested in communities through donations and sponsorships
- \$79 million taxes paid
- Nearly 100% of forests available for recreation

Shareholders

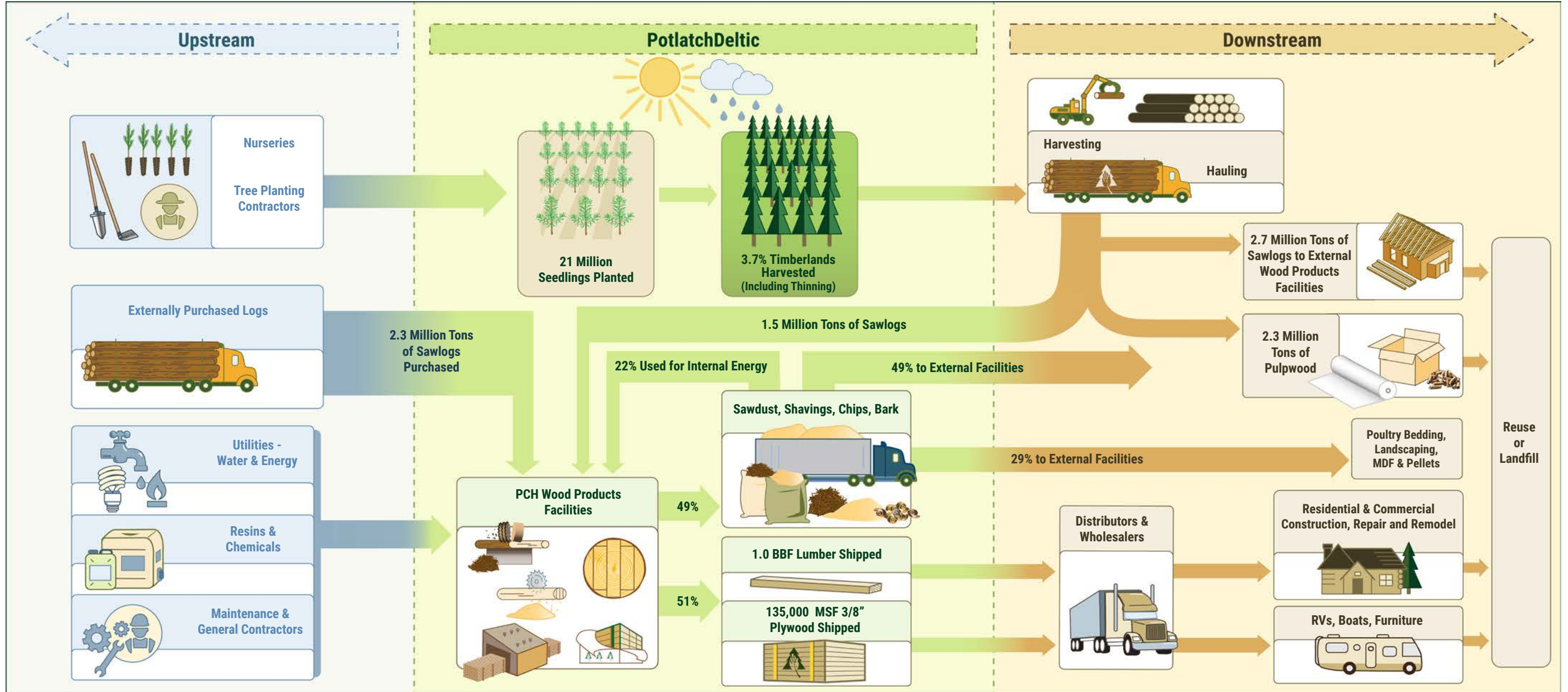
- \$208 million in dividends distributed and \$55 million in share buybacks
- 45% increase in regular dividends per share since 2012

Planet⁷

- Sequestered 8.2 million tons CO₂e (including CatchMark legacy timberlands)
- Carbon removals and storage of 3.2 million tons CO₂e

Our Value Chain

Our value chain describes our fiber flows, by-products, and end-use products in 2022. This includes fiber from our timberlands to external sources, fiber from our timberlands as a raw material for our wood products facilities, and externally purchased fiber for our wood products facilities. The value chain illustrates the flow of our by-products - sawdust, shavings, chips, and bark - which we either used for internal energy or sold to external customers for a wide range of end-uses. We also provide our finished goods shipments of lumber and plywood to distributors and wholesalers. Data in the 2022 value chain includes the impact of the merger with CatchMark Timber Trust, Inc. on September 14, 2022.



Our ESG Strategy

WE EXECUTE OUR MISSION THROUGH THE LENS OF OUR ESG STRATEGY. THIS GUIDES HOW WE VIEW SUSTAINABILITY IN OUR BUSINESS AND ACROSS OUR VALUE CHAIN.

OUR PILLARS



FORESTS

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



PLANET

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



PEOPLE

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



PERFORMANCE

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



FORESTS



STRATEGIC INITIATIVE

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.

GOAL

- Update our forest [inventory](#) regularly and maintain 100% SFI or FSC certification of our timberlands.
- Follow 100% [best management practices](#).
- Apply the results of research to continually improve our forest management and resource conservation practices.
- Conserve and protect [streams and water](#).
- Conserve wildlife, [biodiversity](#) and at-risk species through management practices and participation in the Wildlife Conservation Initiative.
- Pursue [conservation outcomes](#).



PLANET



STRATEGIC INITIATIVE

Environmental Footprint

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

Carbon & Climate

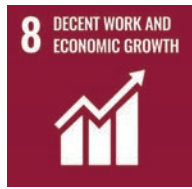
We seek to maximize the benefits of working forests through providing solutions that help address the impacts of climate change.

GOAL

- Continue the goal of 100% compliance with [environmental requirements](#) and permitting.
- Reduce [energy](#) consumption at our manufacturing facilities by 10% by 2030.
- 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.
- Disclose our net [carbon removals and storage and GHG emissions](#).
- Reduce Scope 1 and Scope 2 [GHG emissions](#) by 42% and work with our value chain to reduce Scope 3 GHG emissions by 25% from a 2021 baseline by 2030.
- Partner with our electricity suppliers, resulting in a transition to renewable energy sources that supports our Scope 2 GHG emissions goal.
- Manage our timberlands to minimize fire risk and work collaboratively towards [wildfire](#) protection and response.
- Regularly analyze [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.



PEOPLE



STRATEGIC INITIATIVE

Diversity, Equity, Inclusion

We are committed to advancing, supporting, and preserving a culture of diversity, equity, and inclusion where every employee feels like their ideas and unique perspectives are heard and valued.

Hiring and Retention

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

Safety

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

Training and Development

We are focused on building a highly skilled workforce.

Community Engagement

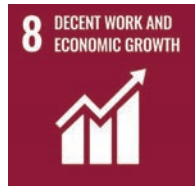
We strive to support the communities where we work, live, and play.

GOAL

- Double the representation of [women and minorities](#) in Wood Products leadership roles from 2022 levels by 2030.
- Partner with Native nations on environmental and community initiatives.
- Support policies promoting the growth of skilled labor and collaborate with trade schools to create curriculums that actively support the [development](#) of our Team Members in skilled labor positions.
- Implement [benefit](#) strategies designed to ensure that all Team Members have equitable access to care.
- 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 results in zero OSHA recordable incidents.
- Foster the growth of employee resource groups, mentorships, allyships, and advocates who help deliver equitable career growth outcomes for all Team Members.
- Provide charitable contributions that impact our local [communities](#) and encourage Team Members to volunteer.



PERFORMANCE



AREA

Governance

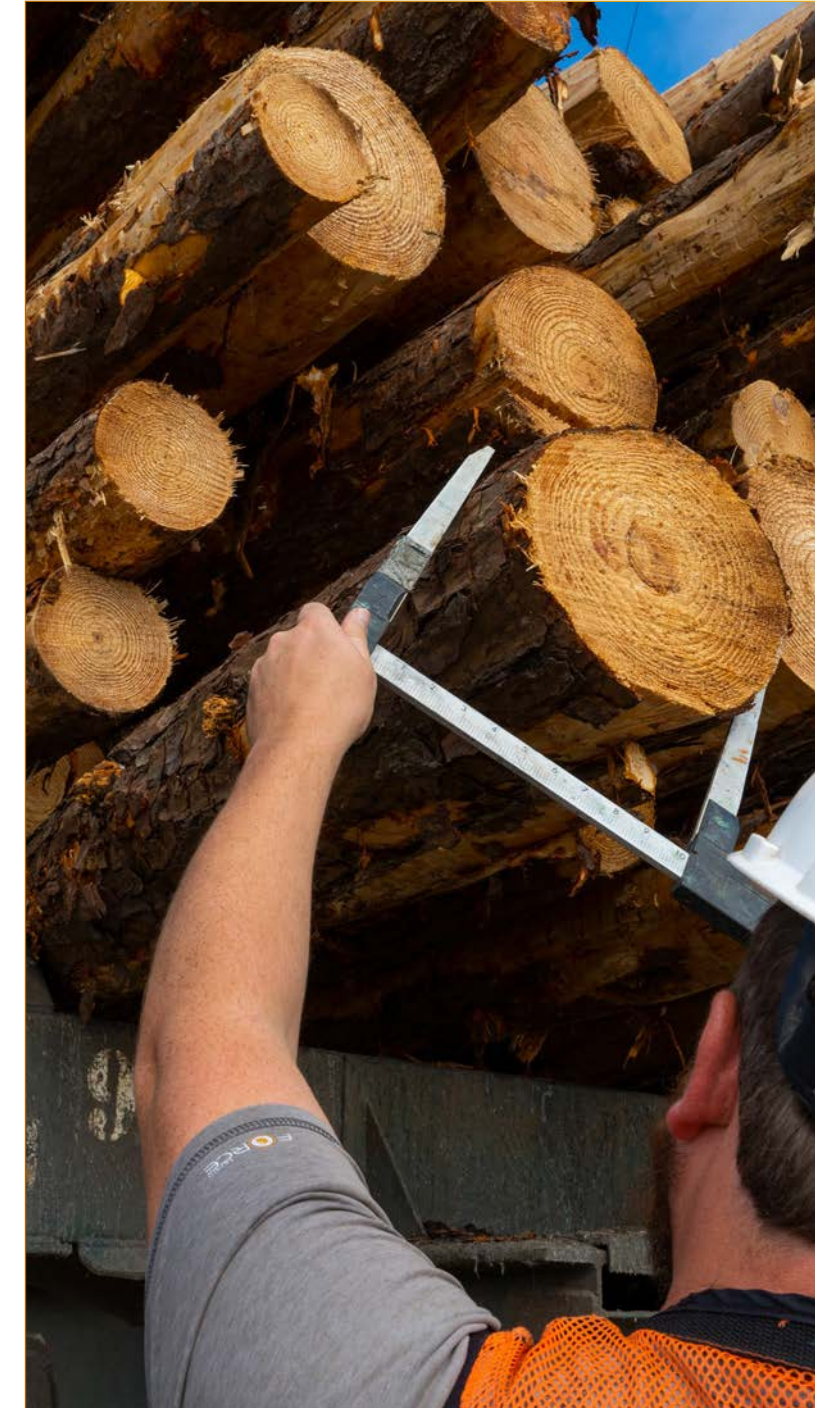
We are focused on economic contribution and operational excellence. Strong environmental, social, and governance practices, ESG transparency, and risk management are essential to delivering sustainable results.

Supply Chain

Responsible sourcing is a key component of our strategy.

GOAL

- Aspire to achieve 40% diversity in [Board](#) representation by 2030.
- Uphold our Corporate Conduct and Ethics Code, train our employees on [ethics](#) and integrity, and promote business integrity across our value chain.
- Respect and promote [human rights](#) and uphold our Supplier Code of Conduct.
- Maintain Board and committee oversight of [ESG](#), regularly report on ESG, continue to embed ESG in goals and decisions, and expand ESG training.
- Complete annual enterprise [risk management](#) process with 100% of management team, including identification, mitigation, ranking, and incorporating ESG risks.
- Advance effective [cyber](#) defense programs to protect information and systems.
- Work with our [contractors and suppliers](#) on advancing ESG metrics.
- Ensure that 100% of [fiber sourced](#) at wood products facilities is purchased from certified land or certified to another wood fiber standard.
- Actively participate in [organizations](#) that promote standards and building codes to support building with wood products.



Engaging Our Stakeholders

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 including investors and analysts, Team Members, communities, customers, government representatives, Indigenous peoples, industry associations, non-governmental organizations, research organizations, and suppliers. This helps us to understand, prioritize, and manage our impacts as an organization and our opportunities towards systemic change. Meaningful stakeholder engagement is also a critical part of our ESG strategy, promoting increased knowledge and awareness of ESG issues, inviting feedback on insights and trends, and nurturing trust and collaboration.

Our engagement typically has three principal objectives: 1) to share information; 2) to promote meaningful dialogue; and 3) to build and maintain sustainable relationships. By providing information surrounding our strategies, accomplishments, and goals we allow internal and external stakeholders to make informed decisions.

We properly and fairly disclose material information in compliance with law, and with the goal of maintaining transparency and accountability. We also seek meaningful dialogue with stakeholders, listening to

their concerns and opinions, to continuously improve our business and our communications. Collaboration is a cornerstone of our values, and we view this as an essential component in finding solutions to the challenges we face both every day and in the longer term. We believe that building sustainable relationships and considering valued perspectives results in better outcomes. We communicate with our stakeholders through direct conversations, meetings, workshops, or conferences, and through the public release of information.



Find Out More
About Our 2022
Stakeholder
Engagement



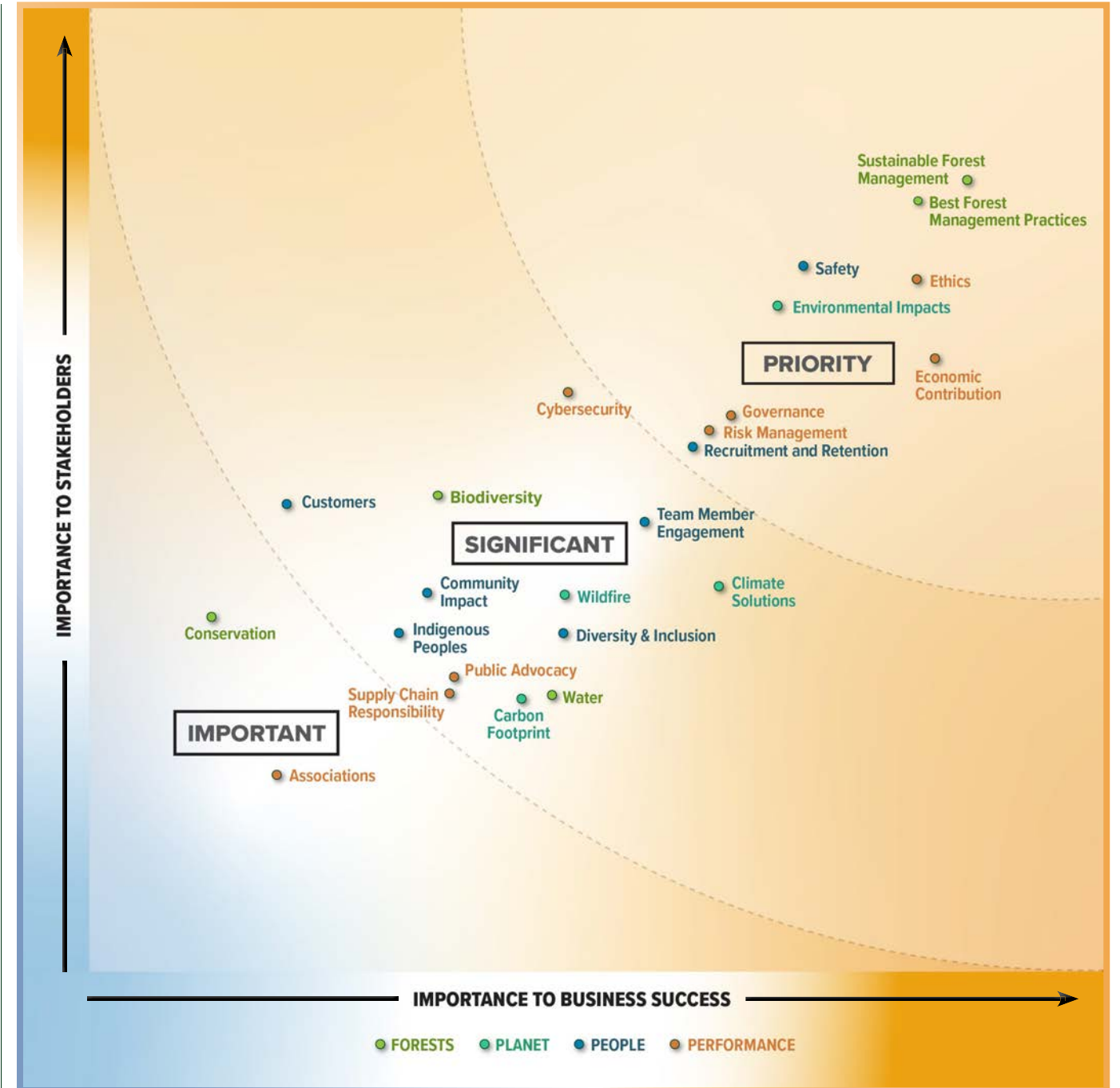
Reporting on ESG Material Issues

POTLATCHDELTIC CONDUCTS AN ESG MATERIALITY ASSESSMENT EVERY TWO YEARS TO ENCOURAGE STAKEHOLDER DIALOGUE, INFORM THEM OF OUR SUSTAINABILITY STRATEGY, AND IDENTIFY THE ESG TOPICS DEEMED IMPORTANT TO A BROAD RANGE OF INTERNAL AND EXTERNAL STAKEHOLDERS.

We conduct an ESG materiality assessment every two years to identify the ESG topics deemed important to a broad range of internal and external stakeholders. The results focus attention and transparency on the most important ESG topics, inform management of ESG issues, and assist with our ongoing alignment with UN SDGs, GRI, and other reporting frameworks. Our second materiality assessment was conducted in 2022.

Our process for the materiality assessment started with the review of any potential new topics. We then engaged with a broad range of internal and external stakeholders to identify the importance of each topic. The final phase consisted of interviews and analysis with members of the management team to prioritize the importance of each topic to PotlatchDeltic's business success. The results were plotted on an ESG Materiality Assessment matrix which was then reviewed and approved by the ESG Working Group and ESG Management Group.

We have organized our ESG priorities into four pillars: Forests, Planet, People, and Performance. These pillars are the framework within which we have established goals related to several of our material topics. The material topics are also linked to our efforts under the United Nations Sustainable Development Goals (UN SDGs).



United Nations Sustainable Development Goals

OUR MATERIAL TOPICS AND GOALS ARE MAPPED TO THE UN SDGS. WE INCORPORATE OUR CORE AND ALIGNED UN SDGS INTO OUR STRATEGIES AND INITIATIVES TO HELP MAKE A DIFFERENCE.

OUR CORE UN SDGs



The 2030 Agenda for Sustainable Development was adopted by all United Nations Member States in 2015. At its core are the [UN Sustainable Development Goals \(UN SDGs\)](#), which represent a global partnership between developed and developing countries to end poverty, protect the planet, and improve the lives and prospects of people everywhere. There are 17 UN SDGs with 169 underlying targets. The private sector has been asked to partner towards the successful achievement of the UN SDGs by identifying opportunities to incorporate them into business strategies. While PotlatchDeltic supports all the UN SDGs, we focus on the six core UN SDGs where we have the greatest impact. We also include an additional five goals that closely align with our policies and initiatives. In our ESG report, we highlight some of our work that reflects these international goals.

OUR ALIGNED UN SDGs



UN SDG 3
Good Health and Well-being



UN SDG 4
Quality Education



UN SDG 5
Gender Equality



UN SDG 10
Reduced Inequalities



UN SDG 11
Sustainable Cities and Communities



UN - SDG 6



CLEAN WATER AND SANITATION.

ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

Over 50 percent of the nation’s drinking water originates from forests,⁹ and timberland owners play an important role in protecting water quality. PotlatchDeltic’s forests play a fundamental role in protecting water quality and providing aquatic habitat. Protecting and restoring water-related ecosystems is fundamental to our forest management efforts. Our wood products facilities seek to minimize use of water and promote water quality. We also seek conservation outcomes through rural land sales that protect water and aquatic habitats.



SDG Target 6.6
Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes

ESG MATERIALITY

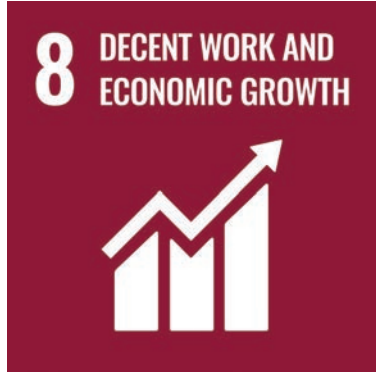
- Best Forest Management Practices
- Environmental Impacts
- Conservation
- Water

2022 Highlights

- Followed [best management practices](#) across timberlands to protect water quality, including the use of [streamside management zones](#) and updated stream crossings.
- Undertook projects to improve the usage and tracking of water, such as water meter installation and water balance studies at several wood products facilities.
- Restored and protected select streams located on our Georgia timberlands to create mitigation credits.
- Completed conservation land sale in Arkansas to protect the Hot Springs recharge area.



UN - SDG 8



DECENT WORK AND ECONOMIC GROWTH

PROMOTE SUSTAINED, INCLUSIVE, AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT, AND DECENT WORK FOR ALL

PotlatchDeltic invests in technological improvements at our wood products facilities to increase productivity and resource efficiency. We cultivate a workplace of excellence through our inclusive culture, fair compensation, and opportunities for development. We maintain partnerships with high schools, technical schools, and universities within our communities. We aim to prevent occupational illness and injuries by focusing on the health and safety of our employees without compromise. This is at the core of every decision we make.



SDG Target 8.2
Achieve higher economic productivity through diversification, technological upgrading, and innovation

SDG Target 8.5
Achieve full and productive employment

SDG Target 8.6
Reduce youth not in employment, education, or training

SDG Target 8.8
Protect labor rights and promote safe and secure working environments

ESG MATERIALITY

- Economic Contribution
- Safety
- Recruitment and Retention
- Diversity and Inclusion

2022 Highlights

- Made capital investments at wood products facilities to improve product yield, reduce waste, and create safer work environments. Projects included the installation of a robotic [auto-patch system](#) at our plywood mill.
- Completed a safety culture survey at all mills to identify opportunities for improvement. Improved safety at wood products facilities through investments in automated systems. SLAM (Stop, look, Assess, and Manage) safety assessments. Piloted a Team Member incentive program that includes hazard and recognition and reporting.
- Remodeled breakrooms, offices, bathrooms, and operating booths at various wood products facilities.
- Conducted annual timberland contractor safety training. Evaluated contractors in wood products for safety and ESG metrics.
- Provided Team Member training and development programs including trade apprentice programs at wood products facilities.
- Offered apprenticeships to Idaho high school students through Idaho School to Registered Apprenticeship ([STRAP](#)) program.
- Offered summer internships in timberlands and wood products.
- Re-certified [VPP status](#) at St. Maries and Gwinn and maintained [MNSTAR](#) status at Bemidji wood products facilities.

UN - SDG 12



RESPONSIBLE PRODUCTION AND CONSUMPTION
ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Sustainability is a hallmark of effective forest management and wood products manufacturing. With over 100 years of experience, PotlatchDeltic embodies sustainable consumption and production. From pollution prevention programs to technology upgrades, we have many examples of reducing emissions, reducing waste generation, and maximizing the efficient use of natural resources. By combining these efforts with sustainable practices and integrated sustainability benchmarks, we provide a winning combination for our shareholders, our Team Members, and our communities.



SDG Target 12.2
 Sustainable management and efficient use of natural resources

SDG Target 12.4
 Reduce releases of emissions to air, water, and soil

SDG Target 12.5
 Reduce waste generation through prevention, reduction, recycling, and reuse

SDG Target 12.6
 Adopt sustainable practices and integrate sustainability information in reporting

ESG MATERIALITY

- Best Forest Management Practices
- Sustainability
- Environmental Impacts
- Supply Chain Responsibility

2022 Highlights

- Made capital investments at wood products facilities including improved infeed recovery, installed new Ola saw line with improved recovery, recovery improvement project at Waldo, and the installation of a plywood [auto-patch system](#).
- Continued to incorporate ESG metrics in the capital decision and approval process.
- Reduced landfill waste at wood products facilities through the beneficial reuse of wood ash and wood residuals in land application.
- Increased recycling efforts by providing Team Members with training and establishing [recycling programs](#).
- Reduced hazardous waste through [aerosol initiative](#).
- Collaborated with nurseries on the return of pallets and boxes to reduce waste.
- Replaced plastic water bottles with water refilling stations and provided Team Members with refillable bottles at some facilities.
- Improved our planting system in Idaho to increase seedling survival on harsh sites, plant less trees per acre, and to utilize smaller seedlings.

UN - SDG 13



CLIMATE ACTION

**TAKE URGENT ACTION
TO COMBAT CLIMATE
CHANGE AND ITS IMPACTS**

As a steward of Earth’s natural resources, PotlatchDeltic recognizes the need for climate action, and that timberlands play a powerful positive role in combating climate change through carbon sequestration. We continue to improve our climate change resilience and adaptive capacity across our organization, from specialized seedling selection for planting to increased resource utilization efficiency at our mills. This is an iterative process to integrate climate change measures into our policies, strategies, and planning cycles. In addition, wood products store naturally sequestered carbon as a climate solution.



SDG Target 13.1
Strengthen climate change resilience and adaptive capacity

SDG Target 13.2
Integrate climate change measures into policies, strategies, and planning

SDG Target 13.3
Improve education and awareness-raising on climate change

ESG MATERIALITY

- Climate Change
- Natural Climate Solutions
- Sustainability
- Environmental Impacts
- Associations
- Public Advocacy

2022 Highlights

- Sequestered 8.2 million metric tons of CO₂e in our timberlands (including CatchMark). Stored 3.2 million metric tons of CO₂e in wood products (excluding CatchMark).
- Established a 2030 greenhouse gas (GHG) emission reduction target for Scope 1 and Scope 2 emissions of 42% and a Scope 3 value chain GHG emissions reduction target of 25% from a 2021 baseline.
- Committed to a goal to achieve net-zero GHG emissions by 2050.
- Completed climate change scenario analysis for our Idaho and Arkansas timberlands.
- Entered into agreement with Entergy Arkansas for Green Promise Green-e® Energy Certification renewable energy credits.
- Evaluated opportunities for nature-based solutions to climate change including solar, carbon offsets, carbon capture storage and the development of markets like biofuels.
- Initiated project to manage parts of our forests to increase GHG atmospheric removals and create forest carbon offset mitigation credits.
- Developed system within [compensation](#) that considers performance against ESG goals beginning in 2023.
- Sold 1,800 acres for planned solar projects, which could power 50,000 – 70,000 homes.

UN - SDG 15



LIFE ON LAND

PROTECT, RESTORE, AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, HALT AND REVERSE LAND DEGRADATION, AND HALT BIODIVERSITY LOSS

PotlatchDeltic has a vested interest in conservation and the sustainable use and management of our forests. We are a leader in the sustainable management of forests through best management practices, reforestation, and the protection of biodiversity and threatened species. As part of our sustainability commitment, we remain diligent in reducing the impacts of invasive and alien species through targeted control efforts.



SDG Target 15.1
Conservation and sustainable use of freshwater ecosystems

SDG Target 15.2
Sustainable management of forests and reforestation

SDG Target 15.5
Biodiversity and protection of threatened species

SDG Target 15.8
Reduce impact of invasive alien species

ESG MATERIALITY

- Best Forest Management Practices
- Sustainability
- Biodiversity
- Conservation
- Supply Chain Responsibility

2022 Highlights

- Planted 20.6 million seedlings across 41,790 acres.
- Completed Sustainable Forestry Initiative® (SFI) and Forest Stewardship Council® (FSC) audits in timberlands and FSC Chain of Custody® and SFI Fiber Sourcing® audits in wood products.
- Completed threatened and endangered species evaluation on existing and on acquired timberland.
- Completed reproduction, monitoring, and banding of the red-cockaded woodpecker clusters on our [Moro Big Pine](#) Conservation Area.
- Conducted fire salvage and replanting and monitored seedling survival.
- Worked with Idaho Fish and Game on field studies regarding elk, deer, birds, and other species.
- Participated in [Idaho Shared Stewardship](#) Advisory Group.
- Implemented motor vehicle restriction on our Idaho timberlands to protect soil, water, and biodiversity.
- Sold over 10,000 acres in Minnesota for conservation outcomes.

UN - SDG 17



PARTNERSHIPS FOR THE GOALS

STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

Partnerships represent combined and often multiplicative efforts to improve the world in which we live. PotlatchDeltic maintains that cooperation and access to science, technology, and knowledge-sharing is foundational to sustainable development. Our work with research organizations, coalitions, cooperatives, and industry associations provides evidence of this philosophy, which helps make progress towards several of the UN SDGs.



SDG Target 17.6
Cooperation on and access to science, technology, and knowledge-sharing

SDG Target 17.14
Enhance policy coherence for sustainable development

SDG Target 17.16
Enhance partnerships to support the sustainable development goals

ESG MATERIALITY

- Best Forest Management Practices
- Environmental Impacts
- Biodiversity
- Conservation
- Climate Solutions
- Associations
- Public Advocacy

2022 Highlights

- Coordinated with industry associations, coalitions, and peers on tools and data related to carbon sequestration, life cycle assessments in wood products, biodiversity.
- Participated in Montana-Idaho Airshed Group for smoke management.
- Worked with the National Council for Air and Stream Improvement (NCASI) and other research organizations towards natural climate solutions and environmental improvement.
- Participated in [St. Maries PM Advance](#) program's Citizen Advisory Committee to improve air quality.
- Joined the Forest Productivity Cooperative to improve the efficiency of forest management and increase forest growth.
- Joined an emerging coalition of private landowners to develop voluntary Best Management Practices to manage and mitigate the negative impacts of [chronic wasting disease](#).

Our Aligned SDGs



UN SDG 3
Good Health and Well-being



UN SDG 4
Quality Education



UN SDG 5
Gender Equality



UN SDG 10
Reduced Inequalities



UN SDG 11
Sustainable Cities and Communities

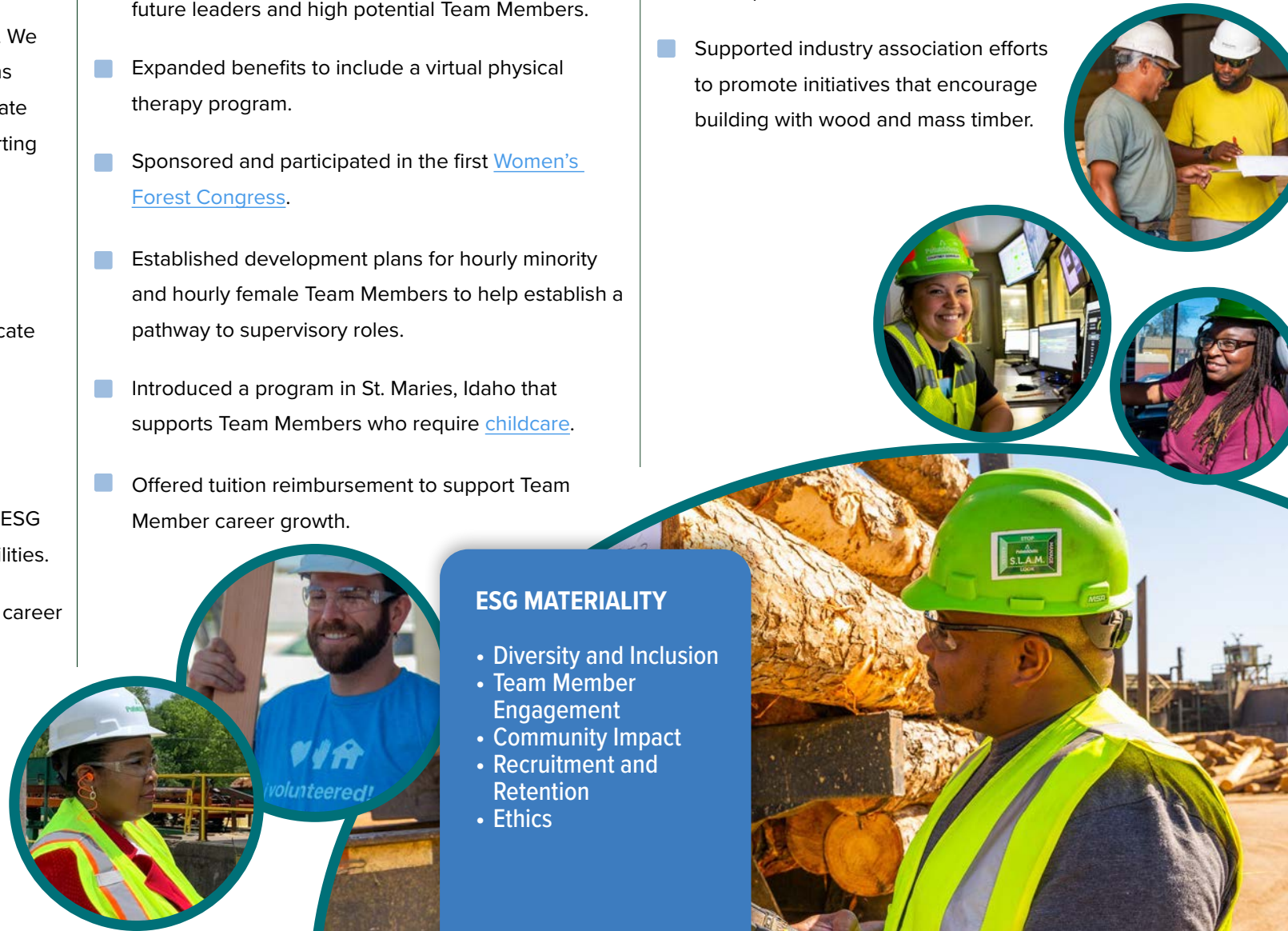
A positive human experience enables our employees to do their best work and our stakeholders to align with our mission. Our culture has health and safety as a core value and offers employees and their families comprehensive benefits and wellness initiatives. We value a culture of ethical, diverse, and inclusive teamwork and look to attract talent with diverse backgrounds and experience. Employee engagement, training, and development is promoted through a strategy of continuous performance improvement. We promote the use of wood products and innovations like mass timber in buildings as nature-based climate solutions. Our charitable giving focuses on supporting the communities where we operate.

2022 Highlights

- Lectured at school and college classes to educate about the forest products sector.
- Partnered with technical schools and attended career fairs.
- Provided field trips about forest management, ESG presentations, and tours of wood products facilities.
- Focused on veteran recruitment and attended career fair at Fairchild Air Force Base.
- Female / male pay equity of 100% in hourly and 100% in salaried roles.

- Worked with Spokane Community College Natural Resource Advisory Group to determine course content for SAF (Society of American Foresters) accredited courses.
- Established vaccination clinics and health, safety and benefit fairs for our Team Members.
- Provided leadership training and development for future leaders and high potential Team Members.
- Expanded benefits to include a virtual physical therapy program.
- Sponsored and participated in the first [Women's Forest Congress](#).
- Established development plans for hourly minority and hourly female Team Members to help establish a pathway to supervisory roles.
- Introduced a program in St. Maries, Idaho that supports Team Members who require [childcare](#).
- Offered tuition reimbursement to support Team Member career growth.

- Contributed charitable donations and volunteered in our communities including [United Way](#), [Habitat for Humanity Forestry House](#), and [PotlatchDeltic Field at Lumberjack Community Sports Complex](#) at St. Maries High School.
- Through our associations, developed resources that better identify the life cycle and carbon footprint of wood products.
- Supported industry association efforts to promote initiatives that encourage building with wood and mass timber.



ESG MATERIALITY

- Diversity and Inclusion
- Team Member Engagement
- Community Impact
- Recruitment and Retention
- Ethics

FORESTS



Our Approach

WE HAVE A LONG LEGACY OF EXCELLENCE IN SUSTAINABLE TIMBERLAND MANAGEMENT AND IN PROTECTING WATER, SOIL, AND WILDLIFE.

PotlatchDeltic is committed to the sustainable management of our timberlands and responsible environmental methods. This approach is reinforced through our [Forest Stewardship Policy](#).

Our approach includes managing timberlands on a sustainable basis using advanced long-term strategic harvesting 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 third-party 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 that we manage.

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



Core United Nations SDGs



Supported United Nations SDGs



Managing Our Forests Sustainably

THE FOREST MANAGEMENT CYCLE COMBINES DECADES OF BIOLOGICAL KNOWLEDGE WITH TECHNICAL ADVANCES IN FOREST MANAGEMENT. OUR FOREST STEWARDSHIP POLICY REFLECTS OUR COMMITMENT TO SUSTAINABLE FOREST MANAGEMENT.

Learn More About Our Forest Planning

Long-term strategic harvest scheduling starts with the detailed inventory of our timberlands. The estimated total volume of standing merchantable timber inventory is updated annually.



Timberlands are managed using 50-year strategic management plans based on harvest schedule models. Timber inventory data are utilized in growth and yield models, which optimize long-term harvesting and forest management operations and project sustainable harvest volumes over the 50-year time horizon. The harvest schedule is remodeled every two years, alternating between the southern region and Idaho each year. Foresters prepare five-year tactical plans of tracts for silviculture work and harvest based on the strategic management plan. Tracts are then moved into annual operating plans and site-specific prescriptions are developed for each forest operation.

IDAHO

MAJOR SPECIES
Douglas-Fir/Larch,
Hem-Fir, Cedar

Timber **GROWS**
3-6%
per year

MAJOR SPECIES
Southern Yellow Pine,
Mixed Hardwoods

Supplied¹⁰
301 Billion
Gallons
of Water

(Supply for >10 million Americans)¹¹

PROTECT
929 MILES
OF STREAM AND RIVERS

Supplied¹⁰
792 Billion
Gallons
of Water

(Supply for >26 million Americans)¹¹

Timberlands Harvest at
45-65 years

2.1%
HARVEST
of our timberlands
per year on
average¹²

Timberlands Harvest at
25-28 years

6.6 Million
Seedlings planted
on **16,439 acres**
or **2.6 % of our**
legacy timberlands

2.4%
HARVEST
of our timberlands
per year on
average¹³

14 Million
Seedlings planted
on **25,351 acres**
or **2.2 % of our**
legacy timberlands¹³

U.S. SOUTH

Focusing on Forest Stewardship

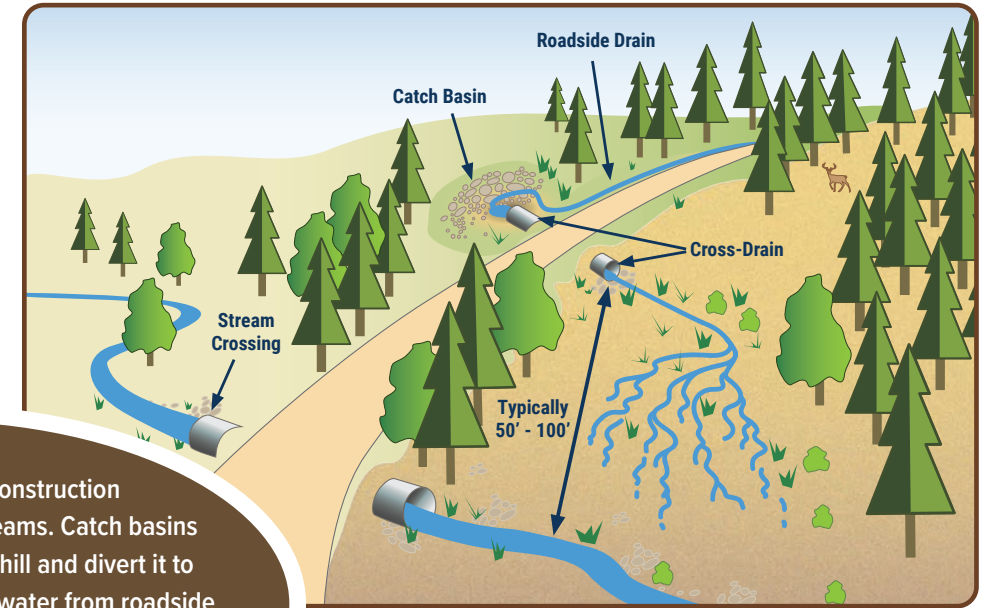
OUR FOREST MANAGEMENT PRACTICES ADHERE TO A COMBINATION OF LEGISLATION, REGULATION, BEST MANAGEMENT PRACTICES, AND VOLUNTARY CERTIFICATION STANDARDS. THESE, COMBINED WITH OUR EXPERTISE, ENSURE THE HEALTH OF FORESTS, SOIL, WATER, VEGETATION, WILDLIFE, AND AQUATIC HABITAT.

Learn More About Our Forest Stewardship

Our timberland management practices are driven by our objectives for sustainable timberland production and for environmental protection. Utilizing our decades of timberland management expertise, we have developed internal best management practices (BMPs) that include regulatory and certification frameworks and provide a consistent, tested means of implementing environmental protection. Our timberland management requirements are used as a proactive approach to maintain the health of forest soil, protect water quality and aquatic habitat, and promote biodiversity. Our foresters implement BMPs 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. The BMPs are evaluated in formal studies, field tested, revised, and adapted over time to continually improve their effectiveness.

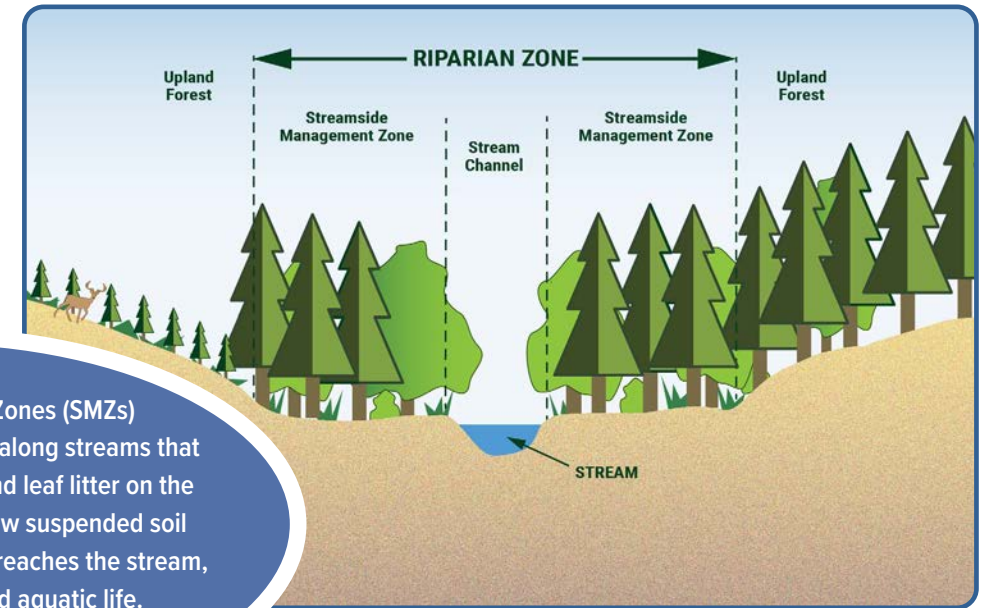
PotlatchDeltic utilizes a comprehensive timberland environmental management system (EMS) which focuses on continual improvement in achieving our sustainable forest management objectives. The EMS includes training foresters and contractors, and prescribing, monitoring, and inspecting forest management practices in all our operations. It also includes tracking and incorporating stakeholder feedback on our environmental performance. We conduct internal inspections of EMS implementation, and we have implementation rates averaging 95% or greater. The EMS includes monthly regional reporting and annual Timberland business unit reviews of environmental performance indicators.

CATCH BASIN AND CROSS-DRAIN ABOVE STREAM CROSSING



BMPs used during road construction minimize sediment reaching streams. Catch basins intercept runoff coming from uphill and divert it to cross-drains. Cross-drains collect water from roadside drains and catch basins and disperse it onto the undisturbed hillslope, where it filters into the soil, trapping sediment.

STREAMSIDE MANAGEMENT ZONES



Streamside Management Zones (SMZs) are relatively undisturbed areas along streams that act as filter strips. Vegetation and leaf litter on the forest floor slow runoff and allow suspended soil (sediment) to settle out before it reaches the stream, protecting water quality and aquatic life.

FOREST MANAGEMENT



Darin Ball
Vice President, Timberlands,
PotlatchDeltic

“Our timberlands management focuses on delivering a wide range of values from our forests. These include timberland financial returns, conservation of wildlife habitat, recreational opportunities, protecting water quality, and natural climate solutions.”



Q What is sustainable forest management?

A Sustainable forest management is a holistic approach to stewardship of our lands to provide environmental, social, and economic benefits and to ensure these benefits are available for the generations to come. Planning and science is at the heart of our sustainable forest management. Timberlands are managed using 50-year harvest schedule models which incorporate regularly updated inventory volumes. Foresters prepare tactical plans for silviculture work and harvest based on the results of the harvest schedule that include enhancing wildlife habitat, protecting water quality, protecting special sites, and increasing forest productivity. They inspect logging activity under our environmental management system to ensure environmental protections are implemented and site-specific prescriptions for the tract being harvested are followed. The continuous cycle of planting, growing, and harvesting keeps lands in sustainable forest use and maximizes our forests’ ability to provide clean air and water, and conserve biodiversity.

Q How do the foresters approach forest management?

A Our day-to-day forest management practices are based on an objective of environmental protection. We have developed best management practices (BMPs) that include regulatory and certification frameworks. These practices protect water quality, support biodiversity, and promote forest productivity. We require that all contractors are trained on and implement applicable BMPs during activities on our lands and in our mill supply chains.

Q How do the BMPs protect water quality?

A Best management practices are designed to conserve and protect water quality. We carefully plan roads to minimize sediment, leave streamside management zones as buffers along streams and use logging methods and equipment that protect water quality. The key objective is to minimize any sediment through the filtering ability of natural vegetation and erosion control measures adjacent to water bodies. There have been many scientific studies that show that BMPs protect water quality and provide healthy aquatic systems.¹⁴ In fact, PotlatchDeltic led a multi-decade study at the [Mica Creek Experimental Watershed](#) in Idaho that found contemporary BMPs provide effective protection.

Q What considerations go into determining the location and size of an area you harvest?

A We limit the sizes of areas we harvest depending on topography and access. Limiting size and planning the location of a harvest establishes different ages of forests that are connected, supports a range of wildlife species and promotes forest health and resilience. Harvesting followed by forest regeneration results in early successional habitat and a mosaic of different age managed forest stands that broaden biodiversity.

Q Do you replant after you harvest areas?

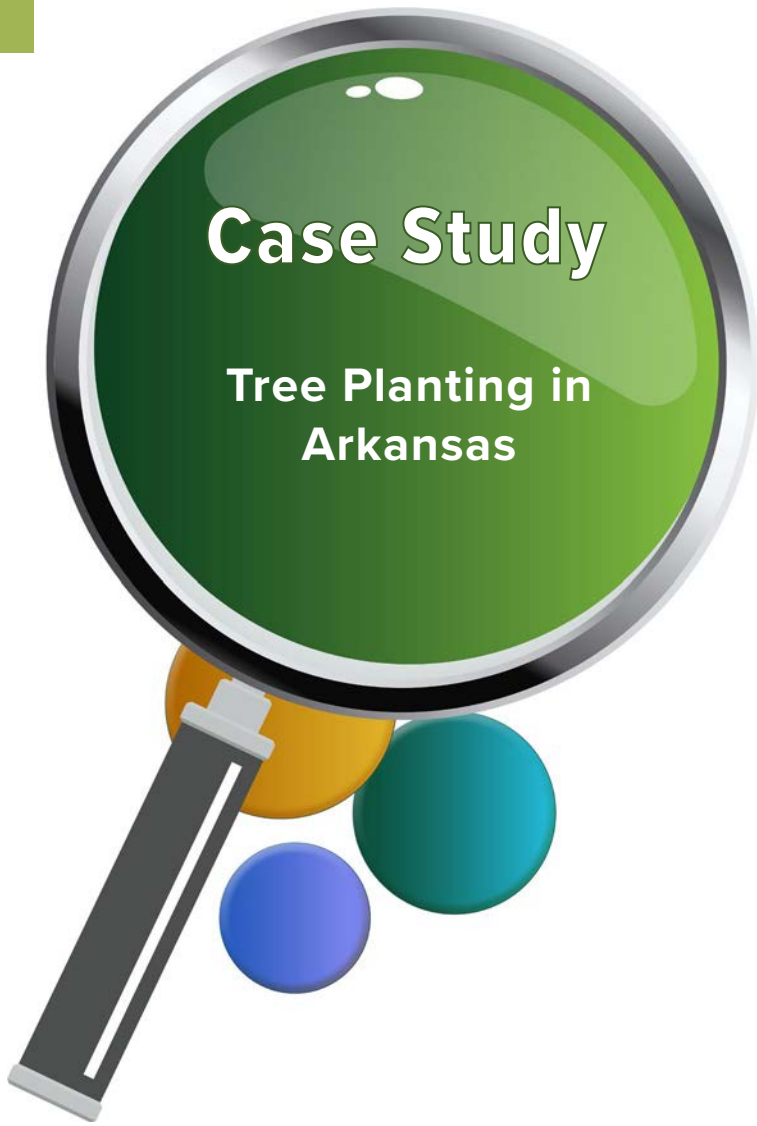
A Replanting promptly after harvest is a critical part of what we do to manage our forests sustainably. We utilize improved, locally adapted planting stock and monitor seedling survival to ensure well-stocked stands.

Q Why is third-party certification important?

A All our lands are third-party certified to SFI, FSC, or both. Third-party certification verifies that our forest management planning and best management practices are being implemented properly, provides an independent evaluation of our forest management, and encourages continuous improvement. The requirements under the certification programs include a broad range of environmental goals and objectives that go well beyond replanting trees. We disclose all of our third-party audit results and findings and use them to improve performance. Forest management certification also flows into supply chain certification and sourcing standards and ensures that products manufactured from our logs are sourced responsibly.

Q What opportunities do you see for forests to be part of natural climate solutions?

A Forests play a critical role in natural climate solutions for mitigating climate change through increasing forest carbon storage and reducing emissions from the built environment. Carbon offset markets are one of the most direct ways that forests can contribute to global efforts to reach net zero. New markets are developing through emerging technology that allows wood fiber to be used in applications ranging from biofuels to bioplastics. In addition, demand for mass timber in architecture is growing, driven by the ability of wood to store carbon for the long-term, lower embodied carbon emissions compared to other building materials, and due to pleasing aesthetics. I am excited for these opportunities.



Every year in the U.S. South, we replant seedlings across areas harvested the previous 12-18 months. The primary goal of our reforestation program is to utilize the best planting stock possible. Our planting stock is selectively bred to achieve superior disease resistance, produce excellent form, exhibit high growth rates and be well-adapted to the local climate and growing conditions. In Arkansas, we produce 30-40% of our seed at two PotlatchDeltic seed orchards. The orchards were established through a tree improvement co-operative in the early 2000s using parent trees with desirable characteristics. These orchards are open pollinated, which means pollen from any tree in the orchard can pollinate the seed. The seed-filled cones are harvested in October and are sorted and stored by family for form, cold hardiness, and growth. The remaining seed is acquired from third-party nurseries and comes from seed produced using open pollination and controlled pollination. Controlled pollination allows selection of both parent trees and provides additional improvement to planting stock. We do not utilize seedlings produced from genetic modification.



Seed is grown into seedlings at third-party nurseries. Seed is sent to nurseries in mid-February for a 45-day seed stratification process. The seed is planted in nursery beds in mid-April and the seedlings are lifted on an as needed basis starting in early December. Before lifting can occur at least 200 hours of chilling is required, where the ambient temperature is less than 32 degrees in the nursery. Seedlings are stored at 36-38 degrees to prevent freezing and to keep the tree dormant. The seedlings are then placed in bags or boxes for storage and transportation. All this careful handling is done to maintain healthy seedlings that will thrive when they are planted.

Planting season in the South starts in December and typically lasts 18 weeks, wrapping up by April. Planting can be accomplished by machine or hand planting. Machine

planting is effective in challenging soils such as gravel, light rock, or deep sand. The machine planters are a 2-person operation and plant approximately 12 acres per day per machine. Hand planting is used on sites that have undergone a mechanical site preparation to create elevated beds. Planting is done by contractors who typically hire H-2B guest workers. These professional tree planters tend to return year after year and are highly efficient and skilled. Crews of 10-15 planters each plant up to 3,000 seedlings per day or around 10 seconds per tree! Inspectors stay close behind the planters to ensure quality planting performance and proper seedling density. Foresters conduct checks as the seedlings grow to track growth and survival.





Conserving Biodiversity and Wildlife

SUSTAINABLY MANAGED PRIVATE WORKING FORESTS ARE HEALTHY AND RESILIENT AND PROVIDE FOREST HABITAT THAT SUPPORTS A SIGNIFICANT AMOUNT OF THE FOREST SPECIES. OUR FOREST STEWARDSHIP COMMITMENTS INCLUDE THE RESPONSIBILITY TO CONSERVE WILDLIFE SPECIES AND THEIR HABITATS.



BIODIVERSITY & WILDLIFE

Forests are diverse ecological systems with habitats for plants, animals, and organisms. Active forest management is a valuable tool for creating and maintaining a wide range of biodiversity benefits, enabling forests to stay healthy and productive. Across a landscape, a mosaic of forest ages from recently harvested to mature can be maintained – these forests in turn support long-term viability of wildlife species, plants, and biodiversity. At a broader scale, managed forests can provide habitat connectivity and help maintain and enlarge intact forested areas.

Our commitment to conserving biodiversity on our forest lands is based on this recognition that well-managed working forest lands provide a broad range of habitats for aquatic, avian, and terrestrial biodiversity. Four main components comprise our approach to maintaining and enhancing biodiversity: (1) landscape-level management; (2) stand-level diversity; (3) protection of ecologically unique sites or species; and (4) research.

PotlatchDeltic has a long and continuing commitment of investing in and utilizing research to improve biodiversity conservation and environmental protection. In addition, we actively advocate for laws and regulations that protect fish and wildlife and promote practical approaches that recognize the benefits of working forest lands.

ENDANGERED SPECIES

PotlatchDeltic recognizes that some of its lands need to be conserved as forestland in perpetuity. We realize this goal through land partnerships, conservation land sales, and conservation easements. We work with a wide range of stakeholders for conservation, including states, cities, counties, water authorities, and environmental organizations including The Conservation Fund, The Nature Conservancy, and the Trust for Public Land. In addition, we commit to the protection of species at-risk and have entered into habitat conservation agreements to protect endangered species.

We have 12 species designated as globally critically imperiled, 29 species designated as globally imperiled, 9 species listed as federally endangered, and 6 species listed as federally threatened animal or plant species on or adjacent to our land base, 10 of which have a dual federal designation. All the species and the areas where they occur are mapped in our GIS system and their habitats conserved during forest management. Most of the species are aquatic and are protected by implementation of BMPs.

Overall, we own 75,067 acres of timberland that have protected conservation easement status. Of this, 15,961 acres are within a conservation easement in Arkansas with the Nature Conservancy and the Arkansas Natural Heritage Commission and Arkansas Department of Fish and Game that sets these lands apart in perpetuity. This is known as the [Moro Big Pine](#) Wildlife Management and Natural Area and has a habitat conservation plan (HCP) for red-cockaded woodpecker.¹⁵

WILDLIFE CONSERVATION INITIATIVE

The [Wildlife Conservation Initiative \(WCI\)](#) is an effort by [National Alliance of Forest Owners \(NAFO\)](#) members to build a partnership with the U.S. Fish and Wildlife Service (Service) 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 of working forests to at-risk species, implementation of on-the-ground practices to conserve species and use of third-party forest certification to provide assurances to the Service.

PotlatchDeltic was a leader with other landowners of the WCI in Arkansas and the Lake States. The initiative resulted in the Service recognizing the benefits of managed forest lands and Best Management Practice (BMP) implementation in their Endangered Species Act (ESA) listing evaluations.

The WCI has strengthened and expanded since it was initiated in 2016 and now has cooperative landowner-Service projects in all the primary timber growing regions. The projects include species surveys, habitat research projects, and dialogue on how to simplify and reduce the administrative and regulatory burden of expanding conservation of listed species on private lands.

MANAGING FOR BIODIVERSITY

Active forest management creates resilient, healthy forests that are the foundation for diverse and sustainable wildlife habitats.

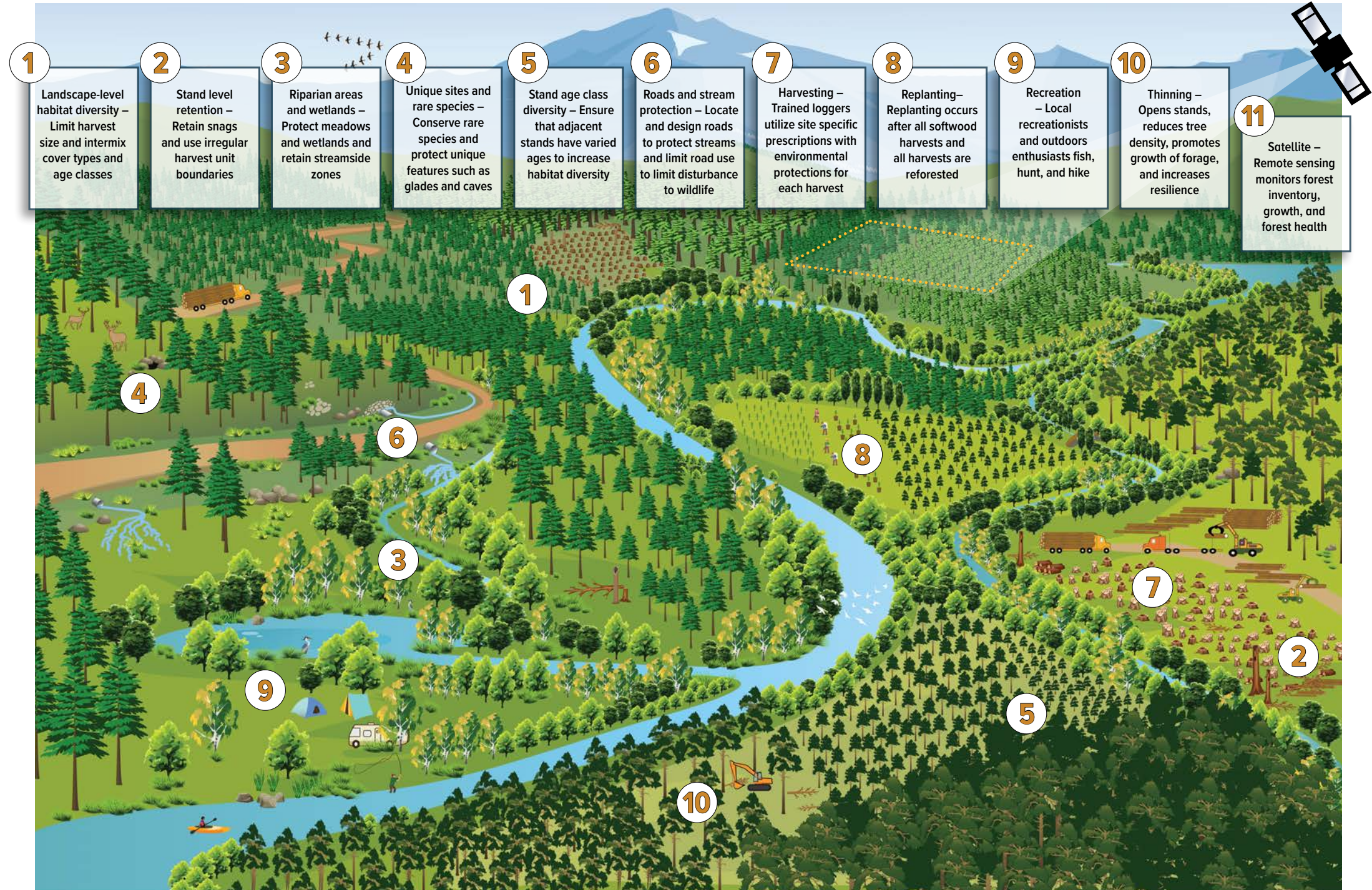
Harvesting followed by forest regeneration results in early successional habitat with abundant grasses and shrubs, scattered coarse woody debris, and standing snags that are used by many mammals, birds, and insects.

The broader managed forest landscape has an interspersed mosaic of extensively managed streamside zones, swamps and meadows, and a mosaic of managed stands of trees that broaden the biodiversity that inhabits working forest lands.

Streams and lakes are protected and provide habitat for fish, frogs, turtles and aquatic bugs.

Within this diverse and biodiversity-rich landscape are specific conservation measures that we apply to benefit species that require unique habitats or management.

Across the landscape, implementing these measures helps provide for both common and at-risk species that utilize early, mid and late successional habitat.



BIODIVERSITY & WILDLIFE, ENDANGERED SPECIES



Kit Hart
Director Forest Planning
and Environment,
PotlatchDeltic

“After 45 years of managing private working forests, I am continually reminded of their contributions to wildlife and biodiversity conservation. Active forest management’s role in keeping forests healthy and resilient and providing a long-term, sustainable habitat base for the fish and wildlife that we all cherish is a legacy I am proud to be a part of.”



Q Are forest management and harvesting compatible with wildlife conservation?

A Sustainably managed forest lands are estimated to be home to 80% of the world’s terrestrial wildlife and private working forests provide habitat for 60% of at-risk species in the U.S. Actively managed forests provide a full range of species habitat including young forests with lots of herbs, flowers and grasses mixed with small trees, older forests, and riparian forests protected with stream side zones. It is this continuous supply of forested habitats that keeps numerous species common and highlights the value of keeping private working forests in forest land use.

Q What practices do you use to conserve biodiversity?

A Our commitment to conserving biodiversity on our forest lands is based on the recognition that well-managed working forest lands provide a broad range of habitats for aquatic, avian, and terrestrial biodiversity. We provide habitat diversity at the landscape level by utilizing stand size and age class adjacency restrictions for final harvest, utilizing streamside management zones, maintaining a diversity of cover types, and replanting native species. The managed landscape provides a mixture of forest structure, forest age classes, and cover types, intermingled with less intensively managed riparian areas and embedded conservation of unique sites. We protect streams and aquatic life using best management practices, we design, maintain and limit access on forest roads, and we identify and map

unique habitats and ecological sites that require special management or that need to exclude management entirely. Forest management contractors receive annual internal environmental training and harvesting contractors are required to maintain their status as qualified logging professionals under the Sustainable Forestry Initiative’s core and continuing education requirements. Site-specific activity plans that our foresters prescribe, and trained contractors implement are how we apply our practices on the ground.

Q What other organizations do you work with on biodiversity conservation?

A Collaborating with conservation organizations including federal, state, non-governmental environmental organizations and tribes is a cornerstone of our biodiversity conservation. In Idaho we partner with the Idaho Department of Fish and Game (IDFG) to conduct wildlife surveys and to balance public recreational use with resource protection. In Arkansas we have worked closely with the Arkansas Natural Heritage Commission and Arkansas Fish and Game to conserve Red-cockaded woodpeckers and provide recreational use.

Q How do you conserve rare, at-risk, and endangered species?

A We acquire information on known locations of rare species, habitats, and natural communities from state agencies, we then install them in our map-based forest data system, and we develop forest management prescriptions to conserve the occurrences. We have developed specific habitat management plans for

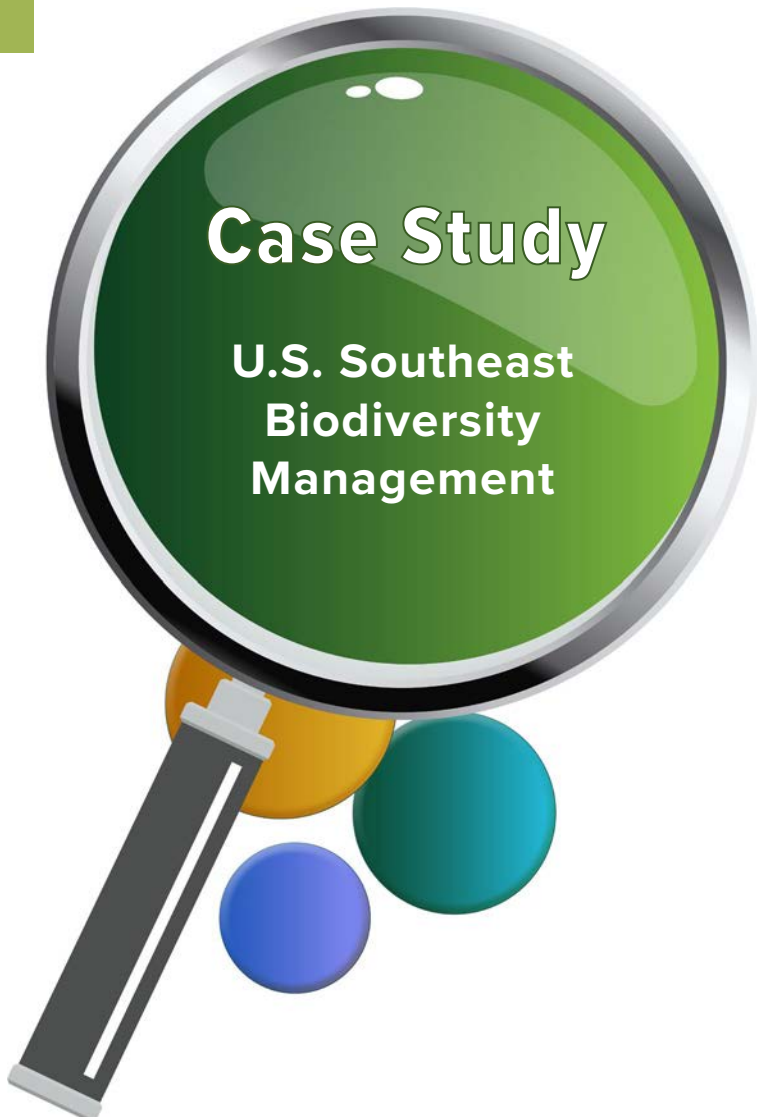
federally endangered species like red-cockaded woodpecker that we implement on our Moro Big Pine Wildlife Management and Natural Area in Arkansas. Several aquatic species of mussels and fish that are listed or are species of conservation concern thrive in the streams on our southern ownership, reflecting the maintenance of water quality and aquatic habitat within working forest landscapes.

Q Do you conduct research on fish and wildlife and how they utilize working forests?

A PotlatchDeltic has a long and continuing commitment to investing in and utilizing research to improve biodiversity conservation and environmental protection. We actively participate in and fund research with universities and fish and wildlife organizations to understand habitat and biodiversity response to forest management and then integrate research findings into our management. Recent work with forest research cooperatives, academia, and the National Council for Air and Stream Improvement is focusing on developing an understanding of climate change’s impacts to forests.

Q How do you incorporate a changing climate into your forest management and biodiversity conservation?

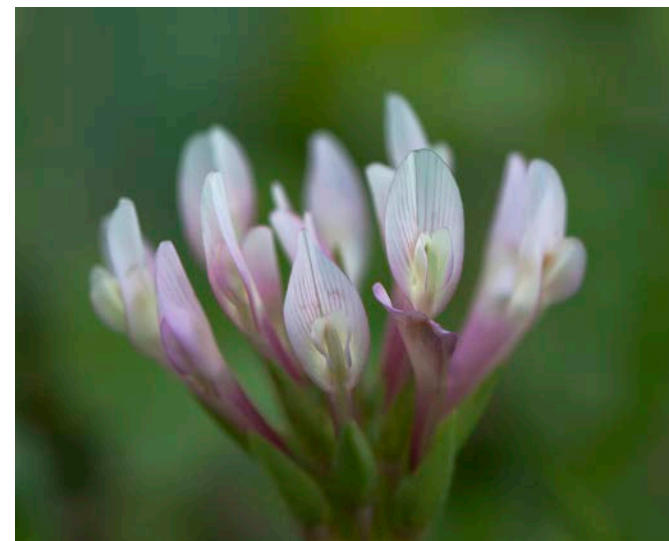
A Working forests are increasingly recognized as a natural climate solution and for their biodiversity conservation value. Managing forest health, productivity and resilience is the basis of ensuring our forests are adaptable to changes and continue to provide wildlife conservation benefits in the future.



The merger with CatchMark expanded PotlatchDeltic’s timberlands eastward into Georgia and South Carolina and this expansion brought unique biodiversity and wildlife habitats including the Fringed Campion, Gopher Tortoise and Swallow-tailed Kite. CatchMark’s commitment to wildlife conservation will continue with PotlatchDeltic. Our forest stewardship commitments and biodiversity conservation measures on the new lands will be certified under the Sustainable Forestry Initiative and we will continue to partner with Georgia’s Forestry for Wildlife program administered by the Department of Natural Resources Wildlife Resource Division. The broad, beneficial wildlife conservation value of working forests – with thinning of pines and the use of streamside management zones, combined with special conservation measures for rare and unique wildlife – is an approach we are committed to continuing.

FRINGED CAMPION

In Talbot County, GA a special site has been designated covering 99 acres to ensure the protection of the endangered Fringed Campion. The Fringed Campion is a low-growing, perennial herb that forms colonies by runners or stolons that creep along the ground. The species produces large, bright pink flowers with fringed margins that bloom in the spring. The showy flowers produce nectar utilized by beetles, moths and butterflies. It is found in only a small number of counties in Georgia and northern Florida. The species is globally imperiled and is federally listed as Endangered.



GOPHER TORTOISE

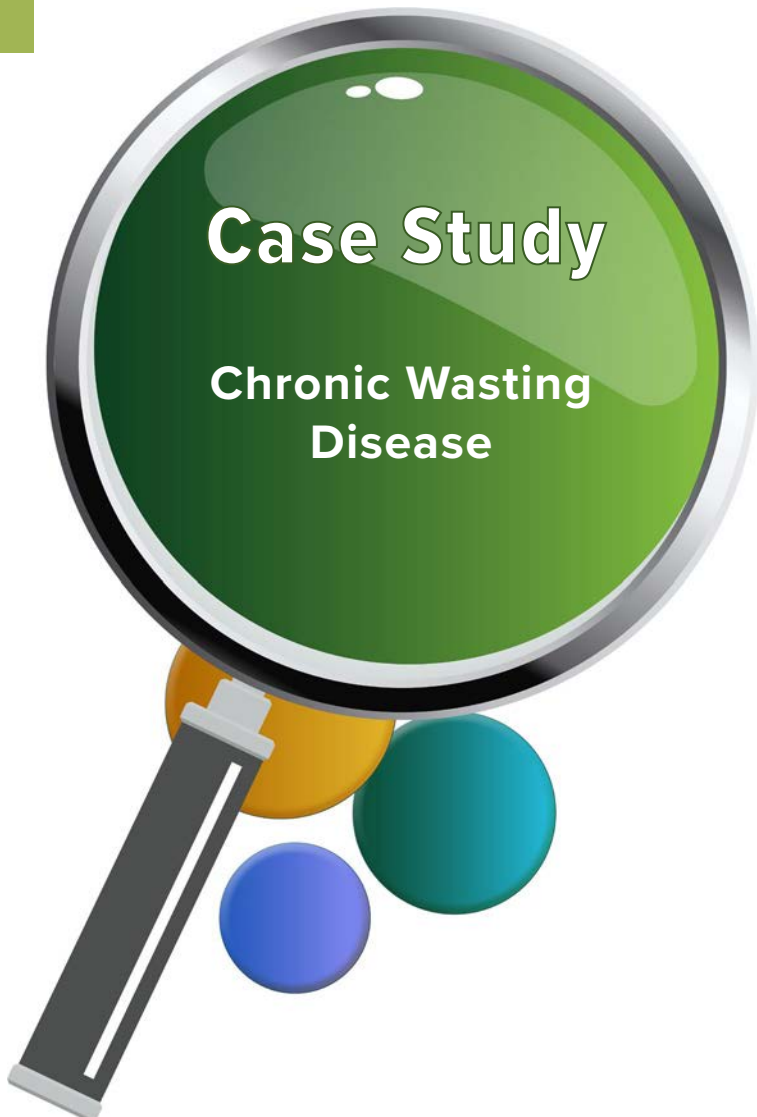
Native in the southeastern U.S., the Gopher Tortoise is a keystone species because it digs burrows that provide shelter for at least 360 other animal species. PotlatchDeltic gives special attention to Gopher Tortoises and protecting their habitat. Our foresters do so by tracking locations of known burrows and avoiding mechanical site preparation or harvests near them. In addition, we regularly plant with wider spacing between rows, which promotes growth of plants the tortoise uses for forage. Tortoises often place their burrows in gaps in the tree canopy created by thinning.



SWALLOW-TAILED KITE

Listed as “endangered” by South Carolina, and as “rare” by Georgia, the Swallow-tailed Kite and its nesting area is a priority for protection by our foresters. We have a proactive plan in place that ensures protection of the majestic Swallow-tailed Kites that nest in our timberlands. This plan includes monitoring nesting, tracking nest locations, and protecting trees with active or inactive nests, minimizing heavy machinery activity within a half-mile of known nest sites during the nesting season, and avoiding harvesting clumps of dominant, tall trees within Streamside Management Zones (SMZs), which are common nesting areas.





[Chronic Wasting Disease \(CWD\)](#) is a highly contagious fatal disease that affects deer and related species such as elk and moose. No cases of CWD infecting humans are known. The neurological illness typically causes infected animals to exhibit a shaggy coat, weight loss, and a wider wobbly stance. The disease was first detected in Colorado in 1967 but has since spread to 30 states and four Canadian provinces.

CWD is caused by a prion, or misfolded protein and can spread through contact between animals, with the saliva, blood, or waste of an infected animal, and with contaminated soil or plants. No treatments or vaccines are currently available, and no methods exist that can remove CWD from the landscape. The expansion of CWD negatively impacts environmental, economic, and cultural values.

PotlatchDeltic coordinated with peers to lead a coalition of private landowners to develop non-regulatory, voluntary guidelines for CWD Best Management Practices to manage and mitigate the negative impacts of CWD and to educate recreational users. The guidelines include measures surrounding: 1) the prevention of CWD introduction and establishment, 2) surveillance of CWD, 3) the management of CWD, and 4) additional support activities.

CWD Best Management Practices targeting prevention include discouraging human-assisted movement of live deer and related animals onto a landowner's property and unnatural concentrations of the animals through practices like baiting or feeding. In addition,

landowners agreed to support or advocate state or provincial efforts restricting the movement of high-risk carcass parts.

Surveillance measures include promoting educational materials for recreational users, encouraging recreational user participation in state agency organized CWD sampling efforts and proactively reporting any suspect animals, supporting research that will improve CWD testing or management, and working with state agencies as they implement their CWD response plans.

The practices recognize that in order to manage the prevalence of CWD, landowners will need to continue communications and education of recreational users. Additional support can be provided through working with state agencies and through supporting research.

Through partnering with other landowners and state agencies, we strive to slow or halt the progression of this disease. Our efforts also reflect how we respond to new challenges or risks and work collaboratively with others towards protecting our forests and all that is within them.



Certifying Our Forest Management

THIRD-PARTY CERTIFICATION CONFIRMS THAT SCIENCE-BASED STAKEHOLDER-DEVELOPED FOREST MANAGEMENT PRACTICES AND CONTINUAL IMPROVEMENT ARE OCCURRING ON ALL OUR TIMBERLANDS.

Third-party certification plays an important role in ensuring and communicating sustainable forest management is practiced on our lands. Independent third-party certification provides a credible assurance that our forest management practices meet clearly defined standards, which have been developed and regularly reviewed by a range of stakeholders interested in the values forests provide.

Our third-party forest certification reflects the rigor of our environmental management system, which is based on a continual improvement process. Practices are adjusted and improved, whether that be in threatened and endangered species management, forest productivity, water quality, or climate change mitigation. Forest certification challenges us to think long term, and to invest with research organizations to study and improve the industry’s technical knowledge. In addition, it encourages us to engage with our communities and stakeholders.

In addition to third-party certification, we conduct annual internal audits on all our timberlands. Our 2022 internal audits resulted in one minor non-compliance, five opportunities for improvement and two notable best practices. Timberlands added through mergers or acquisitions in 2022 were immediately added to our internal environmental management system and were also added to our SFI and/or FSC certifications as appropriate.



PotlatchDeltic is certified to the [Sustainable Forestry Initiative](#)® (SFI®) Forest Management Standard on 100% of our timberlands. To meet certification standards, our forest management practices are reviewed through an annual third-party surveillance audit, and full recertification audits every five years.



Our 2022 SFI Forest Management surveillance audit was in Idaho which resulted in successful recertification.

SFI 2022 AUDIT RESULTS	NON-CONFORMANCES We received no non-conformances
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The mark of responsible forestry

PotlatchDeltic is also certified on 70% of our combined timberlands in Arkansas and Louisiana to the [Forest Stewardship Council](#)® (FSC®) Forest Management standard. FSC surveillance audits are conducted annually with a full re-certification every five years. We dual-certify some of our timberlands through FSC to meet customer preferences for those that prefer FSC certification.



Our 2022 FSC audit was in Arkansas which resulted in successful recertification.

FSC 2022 AUDIT RESULTS	NON-CONFORMANCES We received no non-conformances
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Pursuing Conservation Outcomes

IN RURAL REAL ESTATE, CONSERVATION OUTCOMES ARE AT THE HEART OF OUR OBJECTIVES, AND WE SEEK TO PARTNER WITH ORGANIZATIONS TO BENEFIT RECREATION, WATER QUALITY, AND WILDLIFE.

Our rural land sales efforts have focused on lands that we have identified as non-strategic or that have a higher and better use than timberland management. These higher uses can be the result of conservation objectives, demand for rural recreational real estate, or other uses such as solar energy sites. We expect to sell approximately 1% of our rural acres each year. The merger with CatchMark and three bolt-on acquisitions completed in 2022 are expected to provide additional non-strategic lands that are being analyzed through our land stratification process, including some with conservation outcomes.

Rural recreational land transactions provide an opportunity for neighboring landowners to increase their ownership, and for both in-state and out-of-state buyers to find a place where they can get away to a rural home, go hunting, fishing, hiking, and enjoy the outdoors. Recreational land buyers often have a management plan for wildlife habitat on the property and may obtain a related income stream from active timber management. These transactions can provide the owner a legacy of land ownership and can introduce future generations to the benefits of the outdoors, timberlands, and wildlife.

In our Chenal Valley master-planned community, we generally design around the existing topography with less dense development and green space in the areas with steeper slopes. Walking paths have been constructed to connect the different areas of Chenal, along with bike paths and playgrounds, to promote a healthy lifestyle for residents.



Nearly **70%** of our rural land sales have had conservation outcomes since 2018

Learn More About How We Think Green In Real Estate

THINKING GREEN IN REAL ESTATE



Bill DeReu
Vice President, Real Estate,
PotlatchDeltic

“We seek to achieve conservation and recreation outcomes within our rural land sales program and continue to integrate environmental considerations and green space into our Chenal and Red Oak Ridge developments.”

Q&A

Q What conservation outcomes are you most proud of completing?

A Over the years, our team has had the pleasure of working on tremendous conservation opportunities. We have preserved riverfront along the Mississippi River in Minnesota, helped secure the drinking source for the City of Little Rock in Arkansas, and provided numerous opportunities to expand public hunting across our ownership, most notably in Alabama.

The most impactful conservation outcome, however, was based in Minnesota through a transaction led by The Conservation Fund (TCF). Through a series of phases, we sold nearly 140,000 acres which forever allows the land to be used for recreation, open space and wildlife habitat. Many of the phased purchases involved collaboration between multiple conservation organizations, federal and state governments and local municipalities. We are proud of our Team Members’ required effort in navigating these various relationships, especially in the middle of the COVID pandemic. The largest piece of that, 72,000 acres sold directly to TCF, was named the Deal of the Year by The Land Report in 2021.

Q Can real estate development be “green”?

A Yes, real estate development can be green, and is ESG compatible in many ways. Real Estate development and associated construction provides good paying jobs, housing for the residents and occupants, and is typically designed with open spaces and green belts, in addition

to capturing and re-using water. At PotlatchDeltic, we strive to promote sustainability in our analysis, design, permitting, and development of our rural recreation and conservation tracts, as well as our Chenal Valley master-planned community in Little Rock, Arkansas.

Q How is demand for land being impacted by climate change initiatives?

A Naturally, timberland absorbs carbon and is effective in mitigating the impacts of climate change. This recognition has caused tremendous interest in timberland ownership by existing timberland owners, conservation organizations and investors. Properties large and small enjoy this benefit, so the demand for timberland and recreation property has increased significantly.

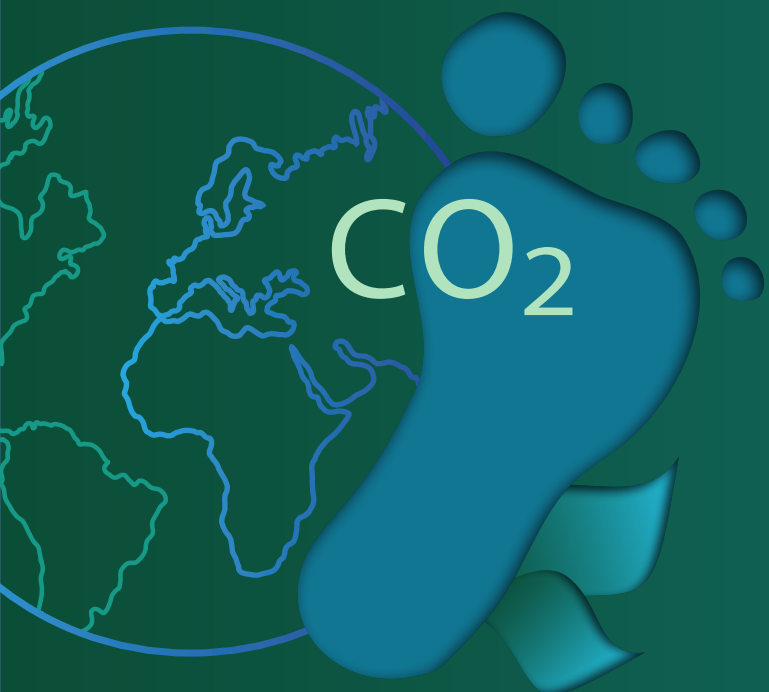
We have also seen a significant increase in demand for solar installations. This has been driven by utilities’ initiatives to green the grid and the benefits of the Inflation Reduction Act which provides an Investment Tax Credit for solar photovoltaics. The U.S. Department of Energy (DOE) recently released a study that shows solar energy has the potential to power 40% of the nation’s electricity, up from about 3% today.¹⁶ We have closed one solar transaction in 2022 and have several under option agreements. We currently think that as much as 2% of our acreage could accommodate solar installations that would provide green renewable energy for hundreds of thousands of homes and businesses.

Q Does the recent CatchMark merger provide additional opportunities for conservation outcomes?

A Our merger with CatchMark increased our ownership by approximately 350,000 acres. These lands in Georgia, South Carolina, and Alabama are located in vibrant timber growing regions. These highly productive lands also store carbon, provide wildlife habitat, filter and clean drinking water and afford abundant recreation opportunities. Over time we will research and identify those specific areas and properties that enjoy these characteristics and then proceed with conservation outcomes where appropriate.



PLANET



Our Approach

OUR WOOD PRODUCTS MANUFACTURING PROCESSES FOCUS ON OPERATIONAL EXCELLENCE WHILE MINIMIZING OUR ENVIRONMENTAL FOOTPRINT AND REDUCING GREENHOUSE GAS EMISSIONS. THROUGH CARBON REMOVAL AND STORAGE, WE ARE PART OF THE SOLUTION TO CLIMATE CHANGE.

A healthy planet is fundamental to our future, so we operate in a responsible and sustainable way. We also recognize that sustainably managed forests and the bioproducts made from them are part of the solution to climate change.

Our wood products facilities focus on responsible manufacturing and resource efficiency. An experienced professional team actively manages environmental compliance at our manufacturing facilities, and we have implemented compliance programs that include environmental education and training for our Team Members. Facilities minimize air emissions, monitor water discharge, and protect streams and rivers. We pursue opportunities to reduce energy consumption, conserve resources, and increase the use of renewable energy. Waste is managed throughout our facilities to reduce the amount we create, repurposing or recycling whenever possible to avoid landfills.



Providing transparency on our carbon record is a key priority and we are fine-tuning our approach to be in line with peers or with developing protocols. In addition, we have committed to greenhouse gas reduction targets across Scope 1 & 2 and Scope 3 emissions. We continue to assess our physical risks and opportunities associated with climate change.

We are also monitoring and evaluating transitional market opportunities that are emerging. Sustainably managed forests are part of the solution to climate change through carbon offsets or carbon capture and storage solutions. The life cycle of managed forests and the production of long-lasting wood products also have a significant climate benefit, with relatively low emissions associated with the production of wood products and their ability to substitute for fossil-fuel emissions-intensive building materials. Wood fiber can also play an important role in the transition to a circular bio-economy.



Core United Nations SDGs



Supported United Nations SDGs



Minimizing Our Environmental Impact in Wood Products

UNDERSTANDING APPLICABLE REQUIREMENTS OF ENVIRONMENTAL LAWS AND OUR OPERATING PERMITS, AND ESTABLISHING RELIABLE METHODS TO MEET THOSE REQUIREMENTS, ARE CRITICAL IN ESTABLISHING A RELIABLE COMPLIANCE ASSURANCE PROGRAM.

PotlatchDeltic operates six lumber mills and an industrial plywood facility. Each mill operates subject to stringent limits and legal requirements within various environmental permits and regulations that are in place to protect air and water quality for human life and the environment.

Under the Clean Air Act and our site-specific Renewable Operating Permits, our mills closely monitor operating parameters and air emissions, including hazardous air pollutants (HAPs) to ensure those emissions are minimized. Under the Clean Water Act, we protect water quality by meeting strict discharge limits and other provisions established at each site for process water and stormwater discharges through the [National Pollutant Discharge Elimination System \(NPDES\)](#).

Resource efficiency is a critical component of our operations, and we are continually working to reduce our waste.

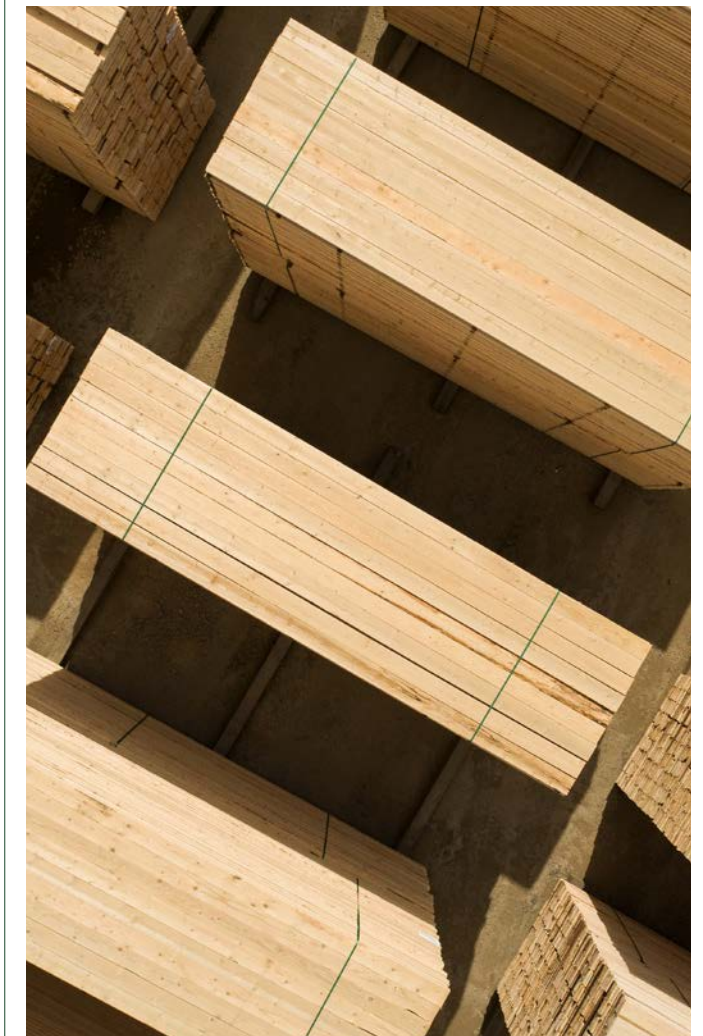
PotlatchDeltic wood products facilities have procedures and programs in place to comply with all applicable environmental laws and regulations. An environmental compliance management system (CMS) establishes best practices, programs, and procedures that strive for 100% compliance with federal, state, and local regulations governing air emissions, water discharges, and waste disposal. The CMS provides a standard framework to promote reliable environmental compliance in alignment with our Environmental, Health, and Safety Policy.

The CMS includes a “Roadmap Process” used to identify all applicable environmental compliance requirements for air and water. The Roadmap Process links the identified actionable items with standard operating procedures to meet those specific requirements. Supporting management system elements integrated into the roadmapping process include monitoring and measurement, operational control, and recordkeeping. The CMS also includes processes for the establishment and execution of annual Wood Products Division and facility-specific objectives and targets intended to drive continual improvement in environmental performance and regulatory compliance reliability.

We pursue continual improvement in the reliability of our compliance assurance programs through Team Member training, process monitoring, systematic performance evaluations, and through regular internal compliance audit¹⁷ and corrective action processes. Key findings and best practices identified in these audits are shared across facilities to focus improvement across the Division. Each site reviews its compliance status as well as progress against environmental objectives at least semiannually. In addition, business level reviews take place several times per year as part of the annual planning process.

ENVIRONMENTAL COMPLIANCE

	2022	2021	2020
Fines and penalties (thousands of US\$)	\$89	\$-	\$5
Environmental noncompliance incidents	2	1	-
Internal environmental compliance audits	2	3	3



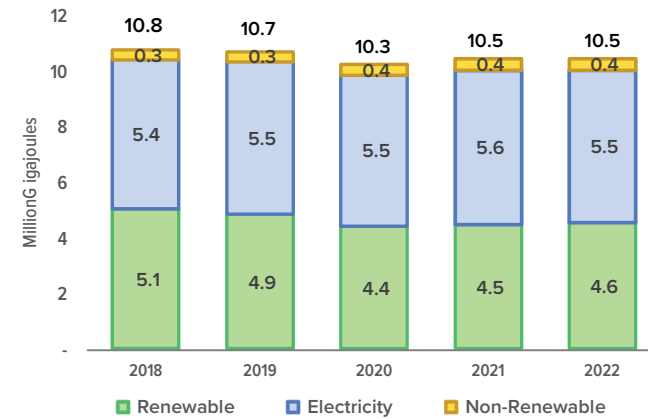
Reducing Energy Demand and Focusing on Renewables

REDUCING ENERGY CONSUMPTION AND UTILIZING RENEWABLE SOURCES ARE INTEGRAL TO OUR SUCCESS. WE CONTINUALLY EVALUATE OUR OPERATIONS AND PLANNED PROJECTS TO EMPHASIZE CONSERVATION AND THE USE OF RENEWABLE ENERGY.



Energy needs at our wood products facilities are supplied by residual wood-fired boilers and burners, purchased electricity, and some fossil fuels. In 2022, energy consumed consisted of ~53% electricity, ~43% renewables, and ~4% non-renewable fossil fuels.

ENERGY CONSUMPTION¹⁸



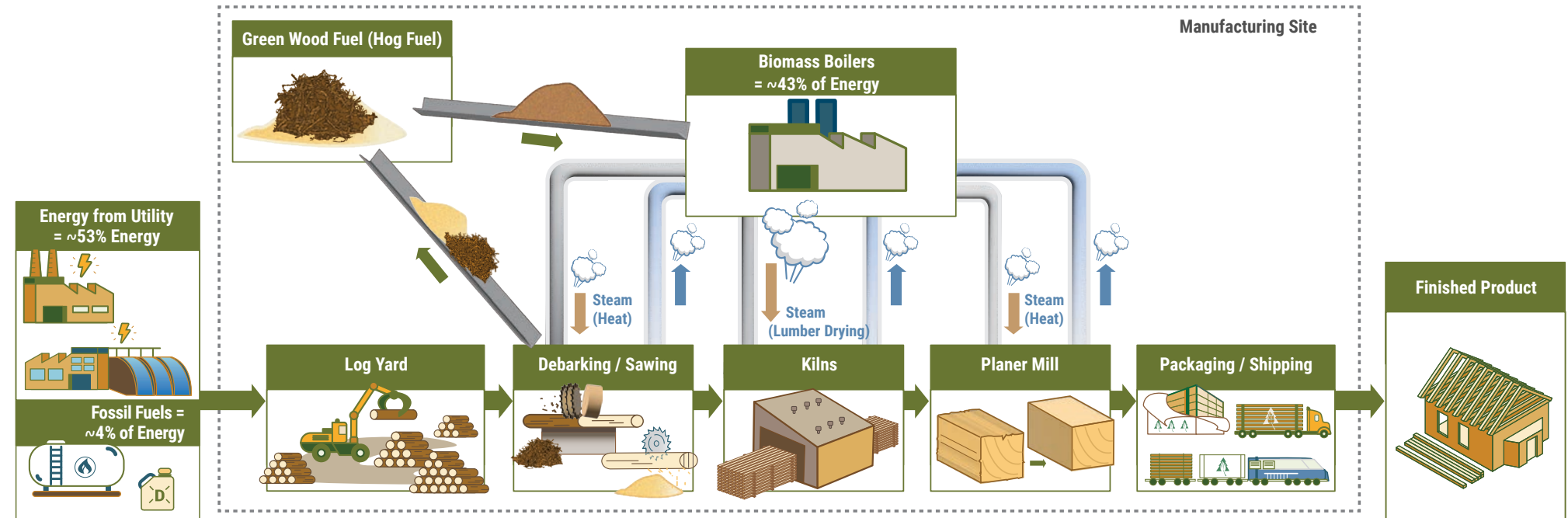
The sources of energy consumed at each mill vary depending on equipment configuration. The goal is to optimize the use of renewable fuels such as our wood residuals, within the physical equipment constraints while minimizing other environmental impacts.

Residual wood from lumber production is utilized in boilers to produce steam energy to dry wood in the kilns and to provide thermal energy. Purchased electricity is used to run process equipment and for heating and cooling. Other fossil fuels (mostly diesel) are predominantly used in mobile equipment with one facility also having a natural gas-fired boiler and direct-fired kiln and another facility using propane to fuel pollution control equipment.

In 2022, our wood products facilities utilized an average of 22% of the wood residuals they produced as fuel in their boilers to generate thermal energy in the form of steam. In fact, wood residuals provide all the thermal energy needed to produce steam and dry wood at our mills except for Gwinn where natural gas is used. Overall, this sustainable source of fuel provided on average 43% of the 2022 energy requirements at our wood products facilities.

The greenhouse gas emissions from the boilers burning wood residuals produce biogenic emissions. Although the wood residuals emit CO₂ when burned, the carbon emitted is part of the biogenic cycle rather than an increase in total carbon in the atmosphere from burning fossil fuels.¹⁹

ENERGY PROCESS FLOW



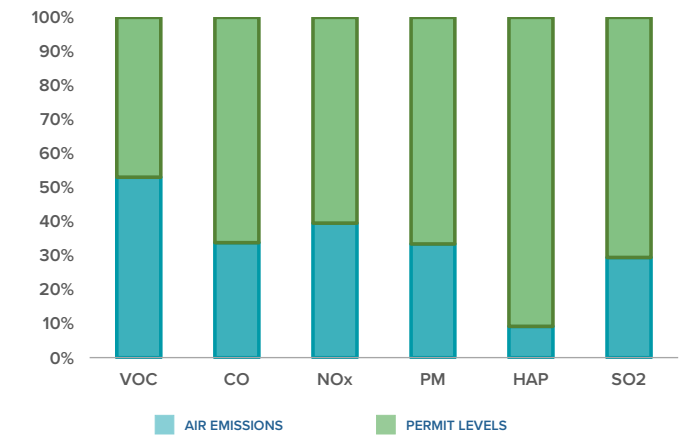
Protecting Air Quality

WE ARE COMMITTED TO PROTECTING AIR QUALITY AND WORK TO MINIMIZE AIR EMISSIONS THROUGH PROPER OPERATION AND MAINTENANCE OF OUR PROCESS EQUIPMENT AND USE OF POLLUTION CONTROL TECHNOLOGIES.

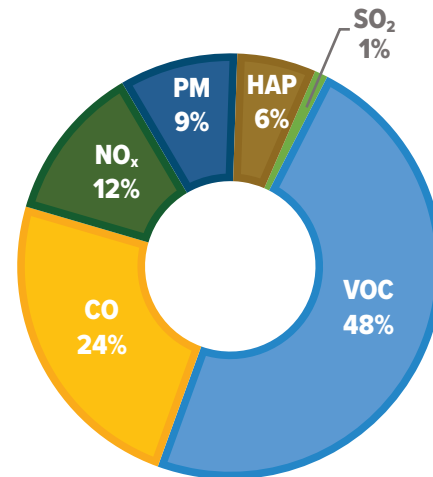
Air emissions from our wood products facilities are generated primarily from the combustion of fuels to generate energy. Combustion of residual wood in boilers that produce steam energy for use in the kilns to dry lumber produces small amounts of combustion-typical emissions such as carbon monoxide (CO), nitrogen oxides (NO_x), sulfur dioxide (SO₂), Hazardous Air Pollutants (HAPs), and particulate matter (PM). The majority of these pollutants are subsequently captured or destroyed by air pollution control devices. When drying lumber in a kiln, wood extractives in the form of volatile organic compounds (VOCs), HAPs, and PM (formed from the condensation of VOCs) are released.

We monitor the operation and maintenance of all our emission sources and their associated control devices. Proper design, operation, and maintenance of the production equipment minimizes emissions and is an important part of our air quality commitments. We measure and report air emissions at each of our facilities and monitor compliance with emission limits for each source and emission type established in our Renewable Operating Permits. Internal audits are also conducted every two years to verify that the site compliance monitoring requirements are being met.

AIR EMISSIONS AS % OF PERMIT - 2022²¹



AIR EMISSIONS BY TYPE - 2022²⁰



Protecting Water Quality

WE CONSIDER WATER STEWARDSHIP TO BE A CRITICAL COMMITMENT, SO WE MAKE EFFORTS TO REDUCE, REUSE, AND RECYCLE WATER AT ALL OUR LOCATIONS TO REDUCE CONSUMPTION.

Learn More About How We Reduce, Reuse, And Recycle Water

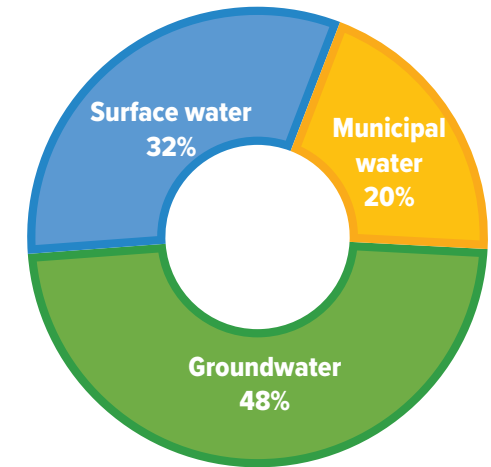
The water used in our wood products facilities is obtained from surface water, groundwater, and municipal sources. It is used principally for watering log decks, saw cooling, make-up water at the boilers for steam production, and fire protection. Water withdrawals are minimized through reuse and recirculation, especially at the log deck. The water that is discharged is sent to settling ponds for solids removal prior to being released. Water loss across the facilities is mostly due to evaporation from log watering activities.

Discharges of water at our facilities are regulated under two main permit programs, the National Pollutant Discharge Elimination System (NPDES) and the Multi-Sector

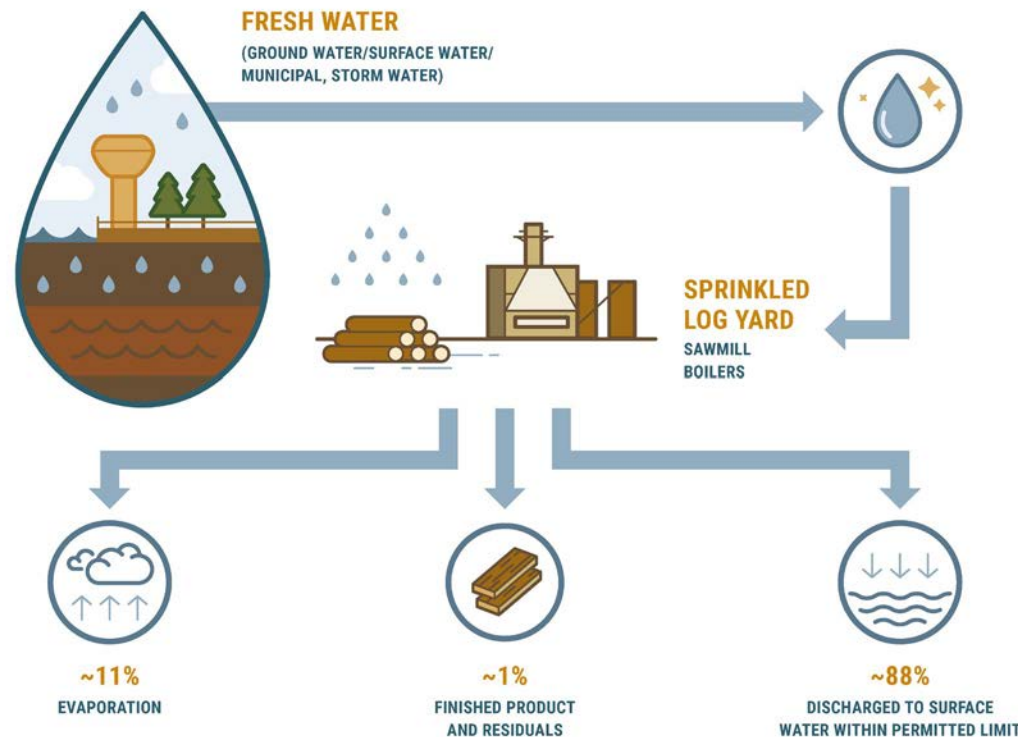
General Permit (MSGP). The NPDES is the primary permitting program in the United States and covers stormwater and other allowable discharges. The NPDES program requires monitoring and imposes discharge limitations for allowable discharges.

PotlatchDeltic has NPDES discharge permits at St. Maries, Waldo, Warren, and Ola because these facilities occasionally discharge to surface water. Stormwater discharges at Waldo, Warren, Ola, and Bemidji currently are regulated under the NPDES 2021 Multi-Sector General Permit (MSGP). The MSGP program establishes monitoring requirements and discharge benchmarks for stormwater to protect water quality.

WATER WITHDRAWAL BY TYPE - 2022²³



WOOD PRODUCTS MANUFACTURING - TYPICAL WATER USE



Water used at our facilities is mostly borrowed water. The National Council for Air and Stream Improvement found that approximately 88% of the water used at U.S. forest products facilities²² gets treated and reintegrated into the surface water cycle. State and federal standards ensure the protection of the waters receiving treated effluent discharges. Approximately 11% is returned to the atmospheric water cycle through evaporation and the remaining water (~1%) is contained within finished products and residuals.

Minimizing Waste

WE RECOGNIZE THE NEED TO MANAGE WASTE THROUGHOUT OUR FACILITIES AND STRIVE TO REDUCE THE AMOUNT OF WASTE WE CREATE, REPURPOSING OR RECYCLING IT WHENEVER POSSIBLE TO AVOID LANDFILLS.



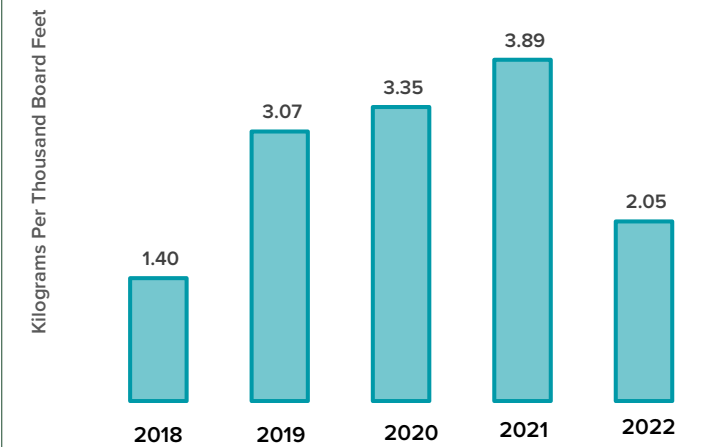
Wood residuals account for approximately 99% of the waste left over after converting green logs into finished lumber. Wood residuals are either used internally for energy or sold as products for a variety of uses. Land application of wood ash from our biomass boilers diverts an additional 1% of waste from landfills.



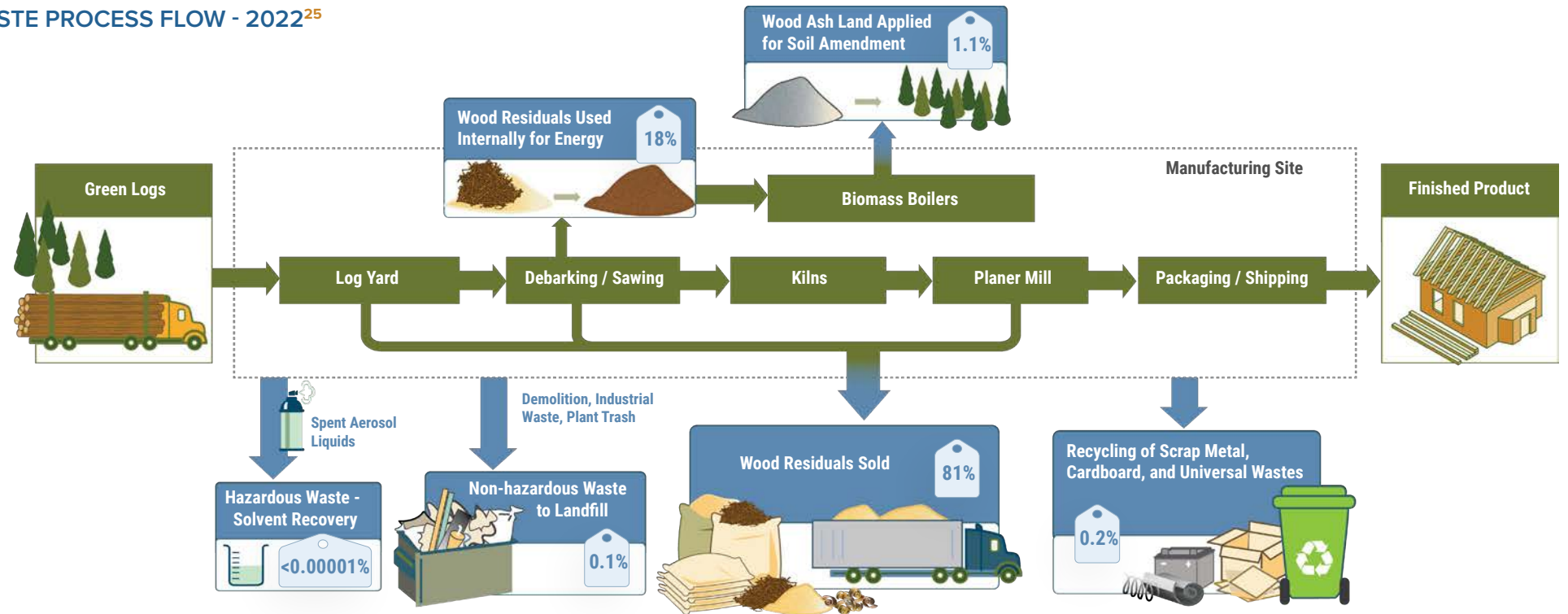
Wood ash is generated from burning wood residuals as fuel in the boilers. In many of our locations, wood ash is land applied for soil amendment as a soil liming substitute in agricultural and silvicultural applications. The remainder of our wastes principally consist of a range of non-hazardous wastes which are either reused, recycled, or sent to landfills.

Each facility has recycling and waste reduction programs. Our waste to landfill intensity in 2022 was positively impacted by increased emphasis on these initiatives.

WASTE TO LANDFILL INTENSITY²⁴



WASTE PROCESS FLOW - 2022²⁵



MINIMIZING OUR ENVIRONMENTAL FOOTPRINT



Tom Mosher
Environmental Director,
Wood Products,
PotlatchDeltic

“Teamwork is key to how we manage our environmental responsibilities and minimize impacts. This approach encourages the sharing of information and best practices and is the foundation for well informed, thoughtful decisions that support the environmental commitments we make.”

Q&A

Q What are your most significant challenges with air?

A Air may be the most regulated environmental media in the United States. Meeting the increasingly stringent regulatory requirements and anticipating what will be needed in the future to ensure cleaner air is a constant challenge. In addition, new priorities are emerging with respect to climate change and greenhouse gas emissions. Identifying opportunities to reduce greenhouse gas emissions is a priority for PotlatchDeltic.

Q How do the mills incorporate air, water, energy, or waste improvement initiatives into their planning?

A PotlatchDeltic has a change management process to thoroughly review the environmental impacts of proposed projects. The review process evaluates the potential impacts to air, greenhouse gases, water, waste generation, energy consumption and chemical usage. Plans are then put in place to address the identified regulatory requirements and any environmental impacts as part of the project’s scope and execution. On a broader scale, the Wood Products environmental team sets environmental improvement goals that are incorporated into the mill operational plans. These environmental goals are also integrated into the goals that are set for management personnel annually.

Q The wood products facilities have placed a big emphasis on waste reduction in the past few years. Are there still opportunities for improvement?

A Waste management is an important priority for us. Every waste stream that is identified is evaluated against the “reduce, reuse, recycle, recover” hierarchy of waste management practices. The vast majority of wastes and residual materials generated at our mills fall into one or more of these management categories. However, there are a few that do not and therefore must be disposed of in landfills. Until there are zero wastes being sent to landfill, there will always be opportunities for improvement.

Q How do you minimize water consumption at our wood products facilities?

A The majority of water used at our facilities is in our log storage yards. Water is sprinkled on the logs to prevent damage to the wood from uncontrolled drying. The consumption occurs as a result of the water simply evaporating into the air. Our two mills in the Great Lakes area have been able to take advantage of local climate conditions and species to significantly reduce water consumption in their log yards by managing inventories to reduce the use of water sprinklers. Other sites focus on minimizing the use of fresh water by maximizing the capture and recirculation of the water used in their log yard sprinkler systems including the use of stormwater.

Q What are some of the environmental initiatives you are focused on for 2023?

A This year we are focusing on reducing our greenhouse gas emissions through energy reduction initiatives and reducing the volume of wastes sent to landfill. We are also making a significant investment in our data management capability. This project will involve the development and implementation of improved software platforms to collect and manage data on air emissions, waste management, water, and energy usage. The project will also help manage our regulatory obligations and will enable us to better track our environmental performance. Improved data management will allow our environmental and operational teams to make more effective decisions.





In 2022, we installed an automated plywood panel repair system in St. Maries, Idaho. Previously, the plywood plant relied on two patch lines staffed by a team of up to 12 Team Members. The operators identified panel flaws, routed out defects, and filled them with patch compound using applicator guns. The manual process used patch compound inefficiently, was inconsistent, and the physically demanding nature of panel repair work contributed to repetitive motion injuries.

The automated panel repair system utilizes robotics to reduce waste and increase efficiency of the panel repair and patching process. Patch compound waste was reduced by over 90%, resulting in a significant reduction in chemical costs. Safety was also improved by reducing wood debris from routing on the manual line, as the new system routes the wood debris into a suction system and eliminates manual routing. This also reduced fire risk.

Working conditions were enhanced with the new line by eliminating fugitive dust and physically demanding manual labor that placed repetitive stress on hands, wrists, and shoulders. The majority of existing Team Members on the patch line were transitioned to other positions in the facility and Team Members remaining on the new line were trained in optimization and robotics.

The automated panel repair system results in higher product quality for plywood by utilizing optimization to determine and quantify the measurement of each panel and its defects. The system addresses each defect and repairs it to the exact size. In addition, there is an increase in productivity as a result of less human error and lower reruns for missed panel defects.

The installation of the robotics line was completed by our Team Members including millwrights, carpenters, and electricians. This resulted in on-site training and development of Team Members operating and maintaining the robotic equipment.





ABILITIES UNLIMITED

Waste reduction has been a focus at all our wood products facilities in 2022 through various initiatives. The Waldo, Arkansas wood products facility partners with [Abilities Unlimited](#) for recycling cardboard, paper, plastic bottles, aluminum cans, and E-waste.

Abilities Unlimited is a United Way Agency, and a non-profit organization in Arkansas, with a mission to improve the living and working conditions of individuals with disabilities. Their programs include recycling services, in which Abilities Unlimited employees take recycled items, sort them, and send them off to be recycled – helping the community to reduce waste.

REDUCING HAZARDOUS WASTE – AEROSOL CANS

Hazardous waste generated at our facilities consists of the drained contents of spent aerosol cans and amounted to a total of 367 pounds in 2022. The final disposal method for this waste is done by a licensed third-party treatment and disposal facility and involves refining the waste liquid to recover useable solvents prior to combusting for energy recovery. The steel aerosol cans are recycled after they are emptied.

The Ola, Arkansas wood products facility undertook an initiative to eliminate this waste. The areas using aerosol were identified including spray painting lumber for marking before drying in the kilns, spray paint for marking maintenance work, and the use of non-chlorinated aerosol in degreasing activities.

Cardboard at Waldo is placed in a trailer provided and picked up by Abilities Unlimited. The other items are collected by the Waldo facility and taken directly to Abilities Unlimited.

The mill also supports Abilities Unlimited through charitable donations to help the organization procure additional trailers and equipment.

The Waldo facility is proud to support the agency’s efforts towards improved recycling and the individuals who work there, enabling them to give back to the community through their contributions.

The aerosol used at the kilns was converted to a handheld compressor air sprayer that can be filled with food grade coloring. An isolated room was allocated for rebuilding mill components with a compressed air sprayer or electric paint used for identification. A policy was also implemented to degrease material exclusively with compressed air.

The result is that Ola will nearly eliminate aerosol cans. Suppliers have been asked to provide bulk raw penetrating oils and cleaners in their place and training continues surrounding the proper techniques for filling the new handheld compressed air tanks.

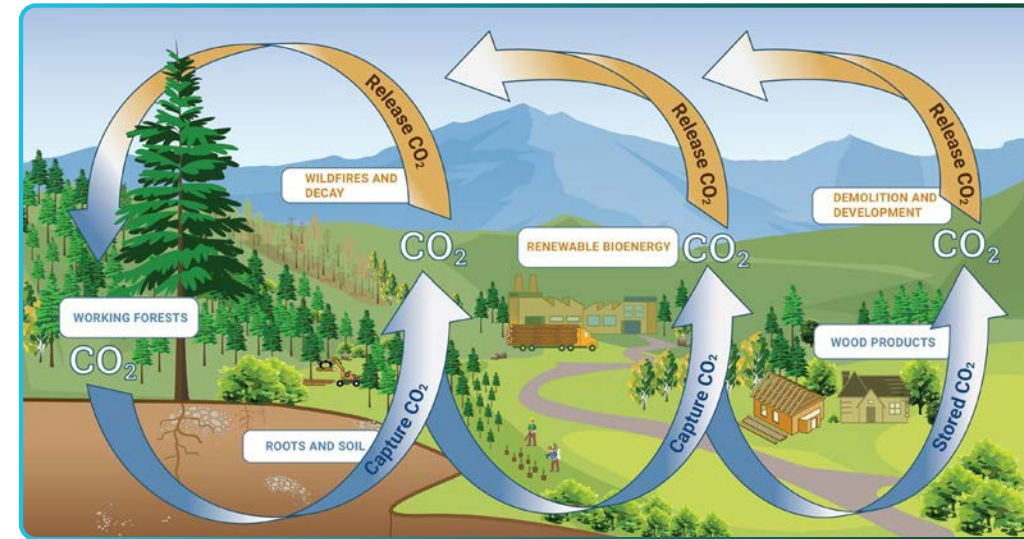


Highlighting Our Carbon Cycle

SUSTAINABLY MANAGED FORESTS COMBAT CLIMATE CHANGE THROUGH CARBON REMOVAL, STORAGE AND CYCLING. TREES ABSORB ATMOSPHERIC CARBON DIOXIDE THROUGH PHOTOSYNTHESIS AND STORE IT. USING WOOD PRODUCTS FOR BUILDING STORES TREE CARBON AND USING BIOMASS FOR ENERGY RETAINS CARBON WITHIN A NATURAL LOOP.



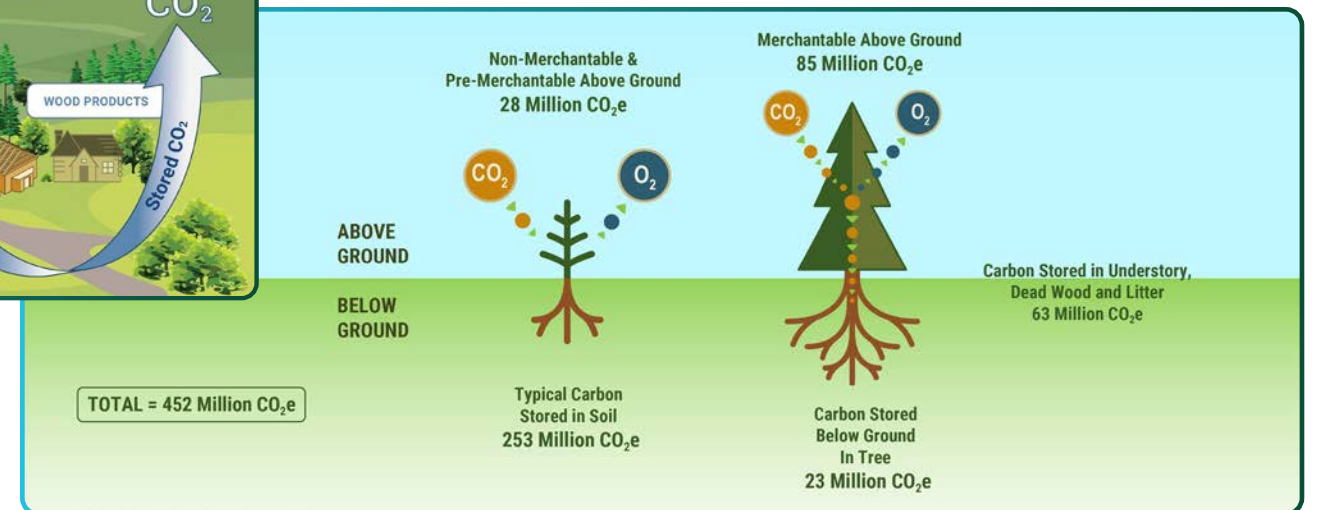
Active forest management enhances carbon removal from the atmosphere compared to unmanaged forests. As forests mature the rate of carbon sequestration slows, and natural tree mortality increases. Working forests are managed to maintain optimum tree density and spacing resulting in a vigorously growing forest that minimizes the risk of catastrophic losses. Unmanaged forests increase the chance of carbon losses from disturbances such as fire, insects, disease infestations, or decay.



Forest management concentrates growth on harvestable crop trees for use in solid wood products, which maximizes the amount of forest carbon that is captured and stored in long-lived wood products. Harvesting mature trees and replanting increases the rate of carbon uptake, as well as generating wood for lumber and other wood products. Overall, forests, harvested wood products, and urban trees in the U.S. offset more than 11% of total GHG emissions annually.²⁶

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). Our forests, on all lands owned at the end of 2022, stored a total of 136 million metric tons of CO₂e in all three pools. Merchantable above ground portions accounted for 85 million metric tons of CO₂e, 28 million metric tons of CO₂e were in pre-merchantable above ground portions, and 23 million metric tons were in below ground portions of trees.²⁷

The carbon stored in forest soils accounts for approximately 56% of forest carbon stocks and is a major component of the contribution of forests as a natural climate solution. Utilizing the most recent regional estimates of Soil Organic Carbon (SOC) measured to a depth of 100 cm, our Idaho soils are storing ~103 million metric tons CO₂e, our South soils are storing ~150 million metric tons CO₂e, and our ownership is storing ~63 million tons CO₂e in the understory and dead wood. Our combined total tree carbon, soil carbon, and understory and dead wood is storing 452 million metric tons CO₂e and is a result of our lands being maintained in working forest conditions.



Category	Description	Estimated Proportion of Total Forest Carbon	Calculated to a Single Value (MTCO ₂ e)
Live Tree Carbon	All carbon stored above ground and below ground in live trees	30%	~ 136 Million
Soil Carbon	Carbon stored in soils	56%	~ 253 Million
Other	Understory, dead wood and litter	14%	~ 63 Million

Our Carbon Record

THE GROWING AND HARVESTING OF TIMBER, THE PRODUCTION OF PRIMARY WOOD PRODUCTS SUCH AS LUMBER, AND THE USE OF SAWMILL RESIDUALS TO MANUFACTURE SECONDARY PRODUCTS CREATE COMPLEX FIBER FLOWS INTO MULTIPLE END PRODUCTS.

We utilize a comprehensive carbon and greenhouse gas (GHG) accounting methodology that tracks removal of carbon from the atmosphere, storage in standing trees, storage in end products, and greenhouse gas emissions from forest management, harvesting, hauling, and manufacturing.

Our net annual atmospheric carbon removals include the growth and harvest on our timberlands and our share of the change in carbon in the standing stocks of trees on other landowners in the procurement basins from which our mills source logs. Carbon storage values include the products we manufacture, and products manufactured by others from our logs and mill residuals.

Greenhouse gas emissions include our Scope 1 and 2 emissions as well as Scope 3 upstream and downstream emissions.²⁸

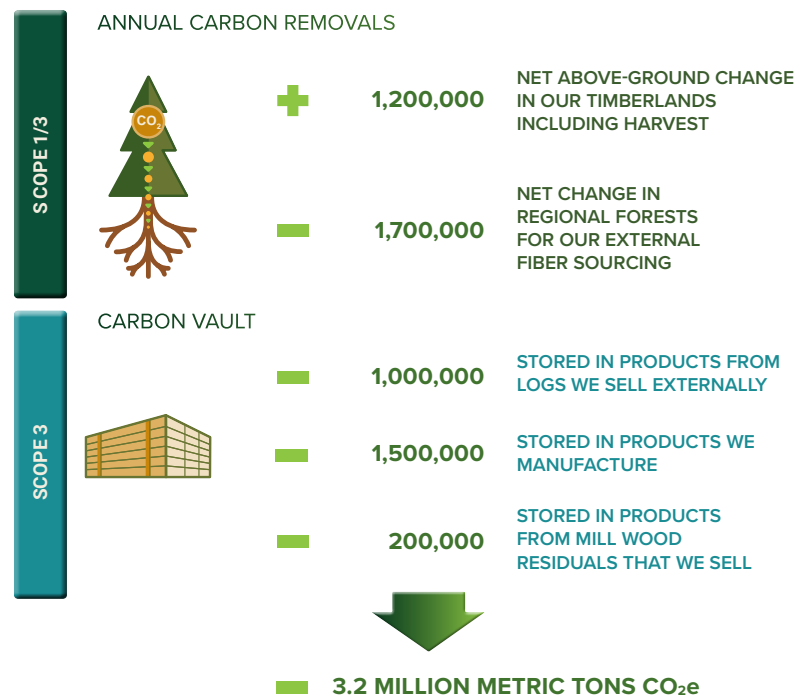
While established protocols exist for calculating greenhouse gases, there is currently no formal protocol for land sector removals. Our approach is consistent with the methodology used by some of our peers. The World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) are currently finalizing a Greenhouse Gas Protocol - Land Sector and Removals. Our removal results or methodology may need to be restated if a formal methodology is adopted.

Overall, our 2022 atmospheric carbon removals, product storage, and all emissions position us as carbon negative – meaning the carbon removed from the air by our trees and the carbon stored in wood products we manufacture or paper and forest products that others manufacture from our trees is greater than our total annual Scope 1 -3 emissions.

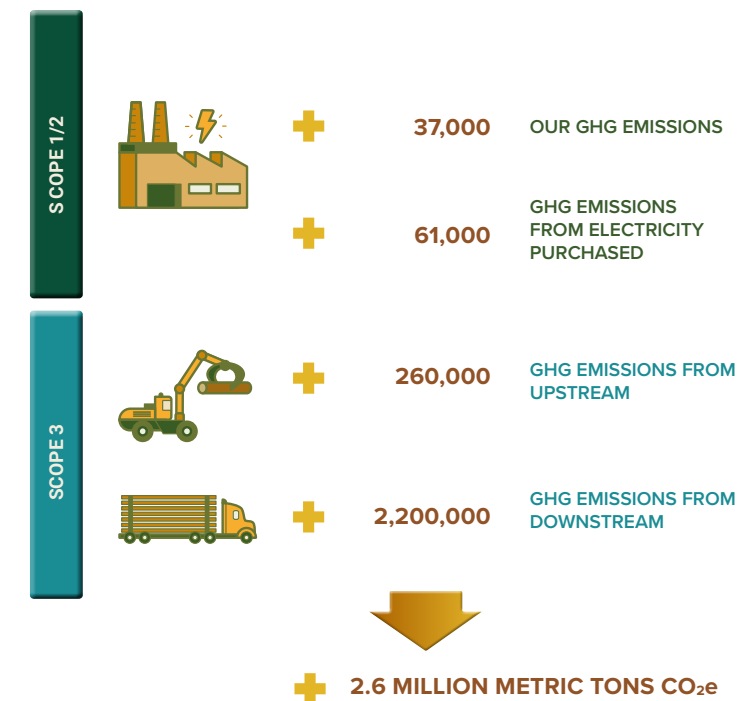
Removals are based on acreage owned for full-year 2022 and therefore do not include CatchMark removals. Scope 1 direct and Scope 3 storage and all emissions use a 2018-2020 pre-fire 3-year average for Ola. Our Carbon and Climate Report this fall will provide details on our carbon record methodology.

OUR 2022 CARBON RECORD

NET CARBON ATMOSPHERIC REMOVALS & STORAGE



GREENHOUSE GAS EMISSIONS



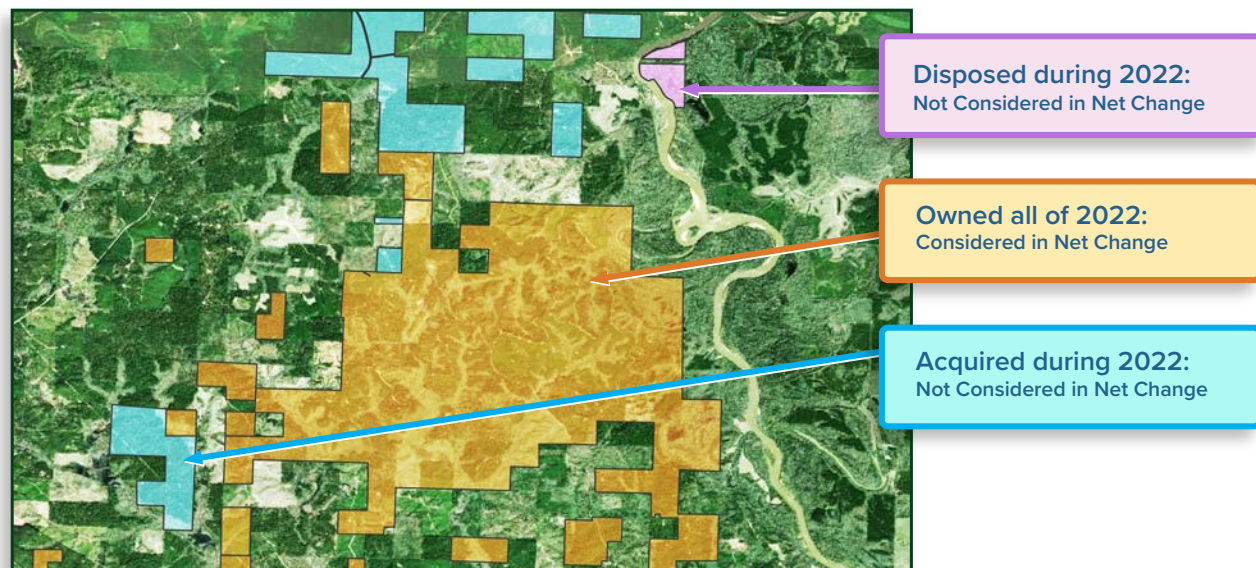
LAND-BASED REMOVALS

Scope 1 – Net Change in our Timberlands

To avoid conflating the effects of our management activities with changes in our land-base, we compare carbon storage only on acreage we owned for the full calendar year. Therefore, we exclude lands acquired in 2022, including those obtained as a consequence of the merger with CatchMark. At year-end, we take stand-level tree lists and apply well-documented biomass estimators or species-specific moisture contents to calculate component-based carbon inventories for our lands. The difference between standing carbon at year-end compared to the beginning of the year is the net change for 2022.

In 2022, above ground tree growth on our timberlands removed approximately 5.8 million metric tons of CO₂e from the atmosphere. On a net basis, following harvest and other inventory changes of nearly 7.0 million metric tons of CO₂e, the net flux in our forests was a decrease of 1.2 million metric tons CO₂e. The annual net change in our forest did not result in an emission because almost all the harvested carbon moved into long term storage in wood products or other forest pools. The decrease occurred because of harvest, mortality, and other inventory changes exceeding growth during the year. A significant portion of the decrease was driven by harvesting overmature trees in 2022 from timberlands acquired in late 2021.

CONSISTENT SPATIAL FOOTPRINT EXAMPLE



Scope 3 – Net Change in Forests of Our Sourcing Regions

In 2022 we owned and operated mills in 4 states: Idaho, Arkansas, Minnesota, and Michigan. Note that a negative value indicates net uptake in atmospheric carbon so that Arkansas, Minnesota, and Michigan forests were a net sink of carbon, while Idaho forests were a net source. Adjusting to include a 2018-2020 average sourcing for our Ola lumber facility, our calculated combined contribution to the net change for these states was an atmospheric removal of carbon equal to approximately 1.7 million metric tons CO₂e.

2022 CHANGE IN OUR SOURCING REGIONS

State	Net State Carbon Flux (MMTCO ₂ e)	Our % Sourcing	Our Share Carbon Flux (MMTCO ₂ e)
Arkansas	(22.6)	4%	(0.8)
Idaho	6.2	3%	0.2
Michigan	(8.6)	4%	(0.3)
Minnesota	(8.4)	9%	(0.8)
Total			(1.7)

Scope 3 – Stored in Products

Adjusting to include a 2018-2020 average for our Ola lumber facility, PotlatchDeltic would have sold 1.1 billion board feet of lumber and 133 million square feet (3/8”) of industrial and structural plywood in 2022. Using our GHG methodology, these wood products store an average of approximately 1.5 million metric tons CO₂e. Using our 2022 consistent spatial footprint, our timberlands sold approximately 3.6 million tons of fiber externally to non-PotlatchDeltic owned mills, with approximately 56% sawlogs and 44% pulpwood. This stores an average of approximately 1.0 million metric tons CO₂e over the next 100 years. Our wood products facilities sold approximately 1.7 million metric tons of wood residuals. The end use products from these residuals store an average of approximately 0.2 million metric tons CO₂e over the next 100 years.

OUR 2022 SCOPE 3 CO₂e STORED IN PRODUCTS

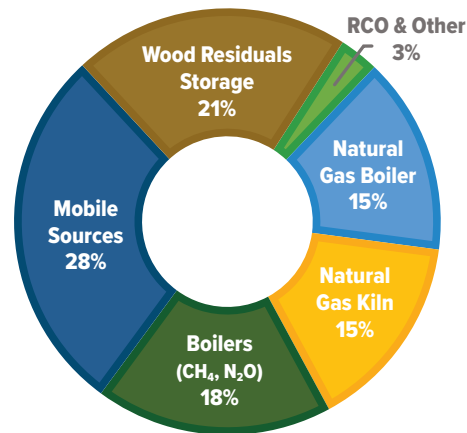


GREENHOUSE GAS EMISSIONS

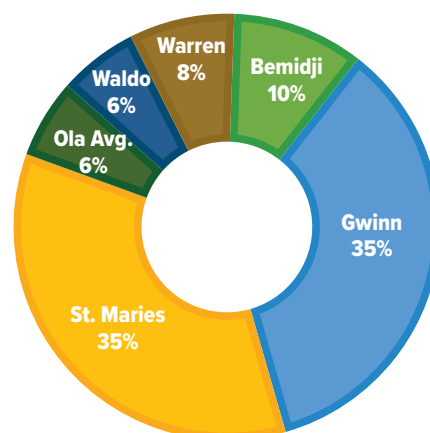
Scope 1 Direct GHG Emissions²⁸

Our consolidated 2022 Scope 1 emissions were approximately 37,000 metric tons CO₂e. Scope 1 emissions are greenhouse gas (GHG) emissions that are emitted directly from our activities in our timberlands, our wood products facilities, and real estate operations. These emissions are emitted from stationary sources and associated control devices (boilers, kilns, dryers, and a regenerative catalytic oxidizer (RCO)), mobile sources (fork trucks, log yard equipment, company-owned vehicles), long-term storage of wood residuals at our mills, and the methane (CH₄) and nitrous oxide (N₂O) emissions from biomass combustion. Over 99% of our Scope 1 emissions are from our wood products facilities with less than 0.1% from timberlands and real estate. Our Gwinn, Michigan wood products facility accounts for 35% of GHG emissions with higher emissions that are the result of the use of natural gas to fire a boiler and a direct-fired burner for the kiln. Our facility at St. Maries, Idaho has higher GHG emissions as a result of long-term wood residuals storage and a regenerative catalytic oxidizer (RCO) for pollution control.³⁰

SCOPE 1 GHG EMISSIONS BY TYPE - 2022



SCOPE 1 GHG EMISSIONS BY BUSINESS - 2022



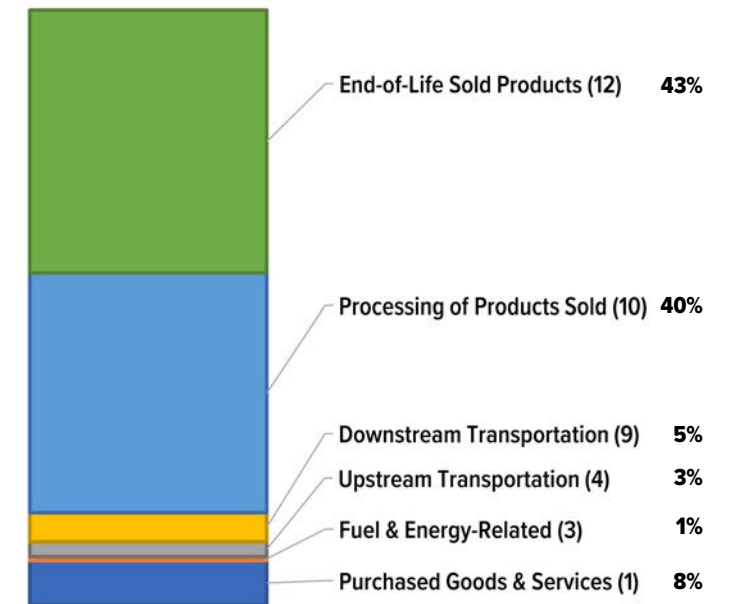
Scope 2 Indirect GHG Emissions - Electricity³¹

Scope 2 emissions are those associated with the production of grid electricity used at our facilities and included an Ola average for 2018-2020. Our consolidated location-based Scope 2 GHG emissions were approximately 61,000 metric tons of CO₂e in 2022, using up-to-date emission factors from EPA's e-GRID. Our market-based Scope 2 emissions were 43,000 metric tons of CO₂e in 2022, using up-to-date utility-specific emission factors from our electricity providers.

Scope 3 Indirect GHG Emissions – Value Chain³²

Our Scope 3 emissions are the GHG emissions associated with our upstream and downstream value chain. Calculations did not include the impact of CatchMark activities for comparability of emissions with our removals approach but included an average for Ola of 2018-2020. Company-wide consolidated 2022 Scope 3 emissions were approximately 2,500,000 metric tons of CO₂e. Land-based scope 3 emissions were approximately 55% of the total. Overall, upstream emissions (including harvesting, hauling, and purchased materials and services) accounted for approximately 12% of our Scope 3 emissions. End-of-Life of Sold Products (Category 12) accounted for 44% of our Scope 3 emissions, with Processing of Sold Products (Category 10) accounting for 40%. Purchased Goods and Services (Category 1) totaled 8%.

SCOPE 3 GHG EMISSIONS BY CATEGORY - 2022



GREENHOUSE GAS EMISSIONS

	2022	Baseline 2021	2020
Scope 1 Direct Emissions (metric ton CO ₂ e)	37,000	36,000	36,000
Scope 2 Market-based Indirect Emissions (metric ton CO ₂ e)	43,000	43,000	39,000
Total Scope 1 & 2 Emissions (metric ton CO₂e)	80,000	79,000	75,000
Scope 3 Indirect Emissions (metric ton CO ₂ e)	2,500,000	2,500,000	2,700,000
Total Scope 1, 2, & 3 Emissions (metric ton CO₂e)	2,600,000	2,600,000	2,800,000
Scope 1 GHG Intensity (metric ton CO ₂ e per thousand board feet)	0.03	0.03	0.03
Scope 2 GHG Intensity (metric ton CO ₂ e per thousand board feet)	0.04	0.03	0.03
Total Scope 1 & 2 GHG Intensity (metric ton CO₂e per thousand board feet)	0.07	0.06	0.06
Scope 3 GHG Intensity (metric ton CO ₂ e per thousand board feet)	2.05	2.03	2.21
Total Scope 1, 2 & 3 GHG Intensity (metric ton CO₂e per thousand board feet)³³	2.11	2.10	2.27
Scope 2 Location-Based Indirect Emissions (metric ton CO ₂ e)	61,000	61,000	58,000
Wood Residual Derived Biogenic Emissions (metric ton CO ₂)	500,000	490,000	470,000

Committed to Greenhouse Gas Reduction Initiatives

WE ARE COMMITTED TO REDUCING OUR SCOPE 1 & SCOPE 2 GREENHOUSE GAS EMISSIONS AND WORKING WITH OUR VALUE CHAIN ON INDIRECT SCOPE 3 EMISSION REDUCTIONS.

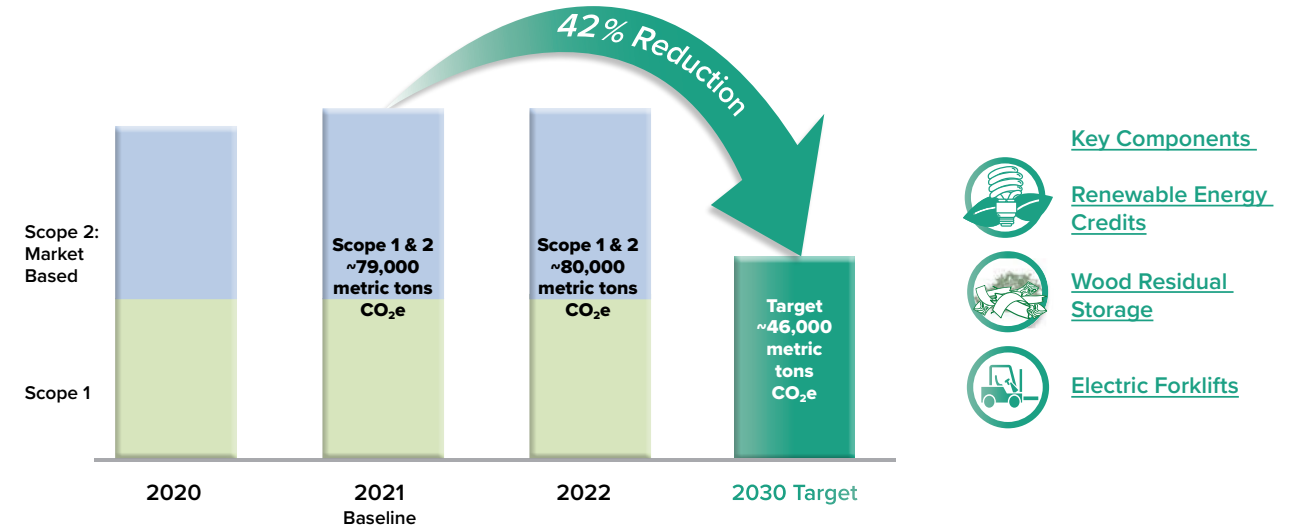
We have established a 2030 greenhouse gas emissions reduction target for our Scope 1 and Scope 2 emissions of 42% from a 2021 baseline. This reduction target is in accordance with non-FLAG (Forest, Land, and Agriculture) Science-based Targets initiative (SBTi) to keep global temperature increases to less than 1.5°C compared to pre-industrial levels. FLAG removals guidance has not been finalized; however, we estimate that over 99% of our Scope 1 & Scope 2 emissions are non-FLAG. Reduction plans include the elimination of woody residuals storage, a shift to electric forklifts where practical, and use of renewable energy credits.

We also committed to a goal to achieve net-zero GHG emissions by 2050. Within our Scope 1 & 2 emissions, this would require conversion of the natural gas boiler and direct-fired burner at our Gwinn, Michigan facility and the use of additional green energy credits.

We have established a 2030 greenhouse gas emissions reduction target for our Scope 3 emissions of 25% from a 2021 baseline. This reduction target is in accordance with non-FLAG Science-based Targets initiative (SBTi) to keep global temperature increases to less than 1.5°C compared to pre-industrial levels. FLAG removals guidance has not been finalized; however, we estimate that approximately 45% of our Scope 3 emissions are non-FLAG.

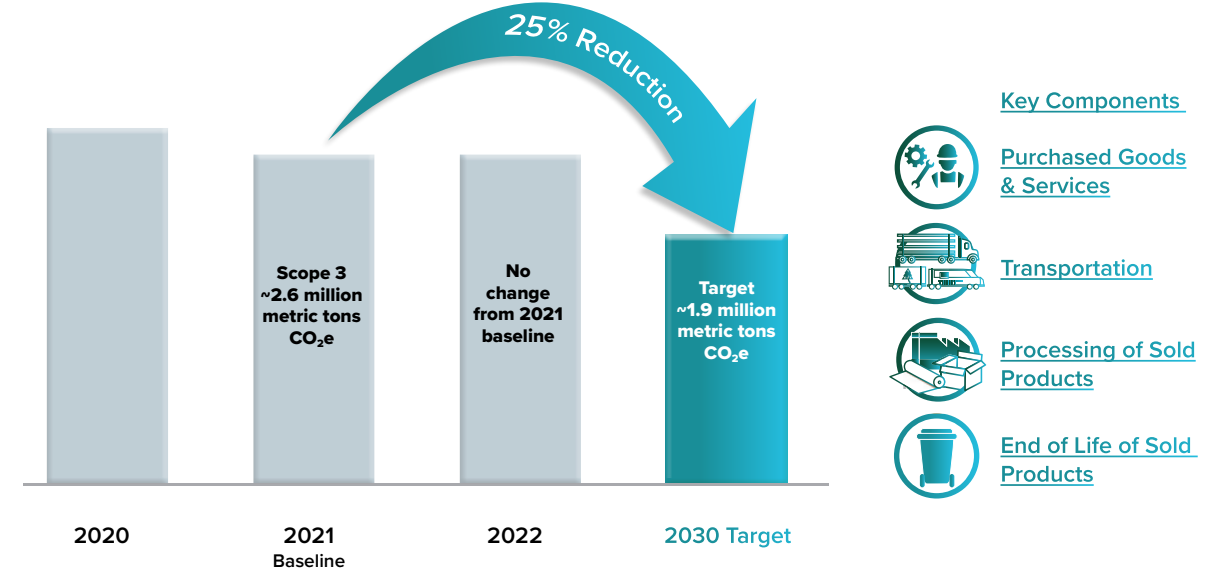
Our 2030 Scope 1 & 2 GHG Reduction Goals

MILLION METRIC TONS CO₂e



Our 2030 Scope 3 GHG Reduction Goals

MILLION METRIC TONS CO₂e



Understanding Our Climate Risks and Opportunities

CLIMATE CHANGE CAN IMPACT OUR TIMBERLANDS AND OPERATIONS IN BOTH NEGATIVE AND POSITIVE WAYS. IMPACTS ARE MORE LIKELY TO BE OPPORTUNITIES, LEVERAGING THE BENEFIT OF FORESTS AND WOOD PRODUCTS AS NATURAL CLIMATE SOLUTIONS.



We conducted a climate analysis in our 2021 Carbon & Climate Report that evaluated the potential physical impacts that changes in atmospheric CO₂, temperature, and precipitation could have on our timberlands under various greenhouse gas (GHG) scenarios. We evaluated potential physical impacts on two regions: 1) our Idaho timberlands; and 2) our Gulf South timberlands (Arkansas, Louisiana, Mississippi, and Alabama). The analysis was conducted utilizing guidance from the Task Force on Climate-related Financial Disclosures (TCFD) and using the National Council for Air and Stream Improvement (NCASI) Climate Projection Analysis Tool (NCASI Climate Tool).

The analysis was 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 CO₂ equivalent concentration.

Concentrations project the resulting radiative forcing or additional warming that could occur in the lower atmosphere under a given emission pathway. Following TCFD guidance, we evaluated four RCPs or sets of potential future scenarios, including a highly unlikely, high consequence scenario: RCP 2.6, RCP 4.5, RCP 6.0, and RCP 8.5.³⁴

Overall, increased CO₂ concentrations coupled with gradual warming and largely unchanged precipitation patterns are supportive of productive forests. Higher atmospheric CO₂ concentration and atmospheric nitrogen deposition can lead to multiple effects from CO₂ enrichment resulting in productivity gains for timberlands. In response to elevated CO₂, trees use water more efficiently, which increases growth efficiency and reduces water loss.

Downscaled RCP 2.6, 4.5, 6.0, and 8.5 projections³⁵ for northern Idaho indicate annual climatic conditions will be well suited for Douglas-fir growth and productivity through the 2100 decade. Increased frequency, duration,

or intensity of droughts in Idaho may increase wildfire risk and increase variability in annual planting success and could result in increased casualty losses or higher forest management expenses.

In the Gulf South, climate boundaries and climate productivity ranges were examined for Loblolly Pine, which is a valuable commercial species in the region. Downscaled RCP 2.6, 4.5 and 6.0 projections³⁶ for the Gulf South reveal general climatic conditions will be well suited for its growth and productivity. The unlikely RCP 8.5 scenario is inconclusive as no Loblolly Pine currently exists in those conditions.

Increased risks from insects and disease primarily result from overcrowded, decadent forest conditions and the chance of severe outbreaks are significantly increased by drought and moisture stress.

Our regional projections of annual climate conditions under RCP 6.0 and lower show increasing precipitation in Idaho and static precipitation in the South and are not suggestive of increasing droughts.

PHYSICAL OPPORTUNITIES

TYPE	RISK / OPPORTUNITY	DESCRIPTION
GROWTH	Increased productivity and yield in tree growth due to higher CO ₂	Shorter rotations and opportunities for increased manufacturing capacity in areas benefiting from higher growth.
WEATHER	Increased severity of extreme weather including heavy precipitation, storms, and flooding	Potential damage to timberlands, roads, or facilities. Risk of difficulty accessing timberlands at times and log disruptions to mills.
WILDFIRE	Increased risk of wildfire, especially in the Inland Northwest	Increased costs for firefighting and for measures to reduce fire risk.

UNDERSTANDING OUR CLIMATE RISKS AND OPPORTUNITIES (CONTINUED)

Forest-based climate solutions play a critical role as a solution to climate change through the removal and storage of biological carbon and the role of wood fiber in the transition to a circular bioeconomy. As a result, several potential transition opportunities are emerging for sustainably managed forests.

Voluntary offset markets for carbon emissions are likely to continue to grow as companies rely on offsetting projects to achieve GHG reduction targets by mitigating some of their emissions. As demand for carbon credits grows, voluntary markets that are large, transparent, and verifiable are developing. Regulatory landscapes and market frameworks are evolving, which could build confidence in the use of forest carbon offsets to support a company's transition to net-zero. As demand increases, pricing for carbon offsets from sustainably managed forests are improving, resulting in viable options to establish an offset through afforestation, improved forest management practices, or delayed harvests.

Demand for carbon capture and storage (CCS) is expanding as a technology that can capture carbon dioxide emissions from industrial processes such as coal-fired power plants and store them underground. Market opportunities for CCS could result in favorable locations with suitable geological formations.

The emerging momentum for mass timber in tall buildings exemplifies how innovation in wood products can provide opportunities. Developers and architects are attracted to the ability to incorporate the sustainability and carbon capture benefits of mass timber, its advantages, and its aesthetic appeal in non-residential and multifamily buildings. Policies and incentives that encourage greater use of wood-based products in buildings or in building materials are also expected to increase, including emphasis on green building certification.

Markets utilizing biomass sourced from sustainably managed forests could expand as new bio-based products emerge ranging from bioplastics to biofuel. These could expand market demand for fiber and for residual wood fiber remaining from wood product manufacturing, a portion of which otherwise could go to waste. Net-zero transition commitments combined with circularity-oriented policies could drive growth of these bio-based materials for end uses such as food packaging, consumer goods, or aviation fuels.

Solar energy and energy storage opportunities are growing rapidly, driven by commercial and utility procurement and supported by policy and incentive programs. Our lands could support the growth of this clean, renewable energy.

Climate-related risks could include more stringent regulatory requirements regarding air, water, or waste that would require operational upgrades. In addition, the net-zero transition could result in higher energy costs.

TRANSITION, REGULATORY RISKS AND OPPORTUNITIES

TYPE	RISK / OPPORTUNITY	DESCRIPTION
REGULATORY	Policy for biogenic energy from wood residuals from sustainably managed forests	Increased internal use of residuals and higher residual demand from other markets. Growth of residual demand for biochar markets.
MARKETS	Development of carbon offset markets	Potential new revenue streams from sale of carbon credits.
MARKETS	Increase in demand for products that have a lower GHG footprint	Increased demand for wood products from policies, standards and consumer preferences for buildings with greater use of low embodied carbon materials.
MARKETS / REGULATORY	Development of new products and substitutes	Growth of domestic mass timber production or the development of biofuel or bioplastics markets could place additional demands on fiber baskets.
TECHNOLOGY	Resource efficiency gains in sawmilling	Advance in technology could reduce wood residuals and improve productivity of sawmills.
OPERATIONAL	Change in energy costs	Higher natural gas prices or higher renewable energy costs.
REGULATORY	Change in regulatory requirements regarding air, water, or waste	More stringent air regulations in priority area designation could require additional capital equipment to meet regulatory requirements. Increased water monitoring or effluent quality requirements in Arkansas due to Sparta aquifer and in Idaho due to the St. Joe River.
REGULATORY	Increased pricing of GHG emissions/carbon tax	Increased costs for wood products facilities or capital costs to shift to technologies that reduce GHG emissions.

WILDFIRE IN IDAHO



Rich McMillan
District Forester,
PotlatchDeltic

“I have gained a unique perspective regarding wildfire over a 30-year career managing timberland in the Pacific Northwest. Serving as the President of the Clearwater-Potlatch Timber Protective Association with wildfire protection responsibility on 1 million acres of private, state and federal property has provided me insight into wildfire funding, prevention, and suppression tactics.”*



Q What are some of the challenges you face fighting wildfire in Idaho?

A Ownership patterns in Idaho are typically not contiguous, but rather a checkerboard pattern with Idaho Department of Lands (IDL) state, federal, and private timberlands. This creates significant complexities when fighting wildfire. Managed lands do not have the same heavy fuel loads that unmanaged lands carry. When fire starts or moves into unmanaged lands, it can intensify significantly as a result of the [fuel load](#). In addition, firefighters have better access on managed lands than on unmanaged lands through established and maintained road systems.

Firefighting strategies also differ between protecting agency and landowners within checkerboard areas. Cooperative agreements such as the “statewide master agreement” have been established to define protecting agency (state & federal) responsibilities so that the closest resource responds regardless of ownership. This substantially improves fire fighting efficiency and effectiveness.

Obtaining resources during peak fire season can also be a challenge due to firefighters, engines, and aerial resources being committed to other fires. Timberlands sometimes become a lower priority value at risk than urban areas which can result in smaller fires growing to much larger scale. Retaining qualified personnel can also be difficult due to the seasonality of the work and lower pay. The crew foreman and engine bosses require about 3 years to have adequate experience so retaining personnel is important.

*Rich has been President of CPTPA for 15 years.

Q How is a fire fought in Idaho timberlands – what techniques work best?

A The key to success is to have qualified personnel ready to respond, quick and efficient detection, and aggressive initial attack when fires are still small (helicopter followed by ground resources). It is best to use direct attack techniques, when possible, with thorough and complete mop up. Direct attack is engaging at the fire perimeter with people, equipment, and/or aerial resources. Indirect attack is putting a fire line where you expect the fire to go – through measures like backfires or burnout – and is used when direct attack is too dangerous. The techniques that work include using a helicopter with water bucket, heavy equipment constructing fire lines, and organized ground crews doing direct attack.

Q How is water accessed? Is retardant used?

A Water is drafted from any natural or man-made water body. Helicopters dip from rivers, lakes, and ponds and fixed wing aircraft can skim a lake surface to refill. We have a series of over 275 dip ponds constructed across our ownership and 95% of our Idaho timberlands are within 1 mile of a water source capable of resupplying a helicopter or fire engine.

Approximately 5% of fires that IDL fights in North Idaho utilize fire retardant. Fire retardant is more effective in light flashy fuels such as rangelands and needs to coat the material you are trying to keep from burning. Water is more effective for fighting fires in timber because it penetrates the forest canopy better than retardant.

Q How will the recent Memorandum of Understanding (MOU) with the forest service and NAFO help?

A The [MOU](#) will likely result in better protection for 9.5 million acres of participating NAFO member company land and adjacent National Forest System (NFS) land in California, Oregon, Washington, and Idaho. The agreement provides for the use of NAFO member company resources to fully suppress fires in areas along the boundaries of NAFO and USFS lands. This will add hundreds of additional people and firefighting assets to the effort. NAFO member company resources are also authorized to attack fires 24 hours a day and seven days a week if necessary for full suppression. The MOU formalizes an approach of close coordination and planning in advance of fire season and ongoing coordination and communication throughout fire season.

Q How do you reduce wildfire risks?

A Forest management keeps our fuel loads at a more acceptable level and reduces the amount of dead and dying trees and we meet or exceed minimum requirements for hazard disposal after logging. We have installed and maintain a series of dip ponds across our ownership and maintain our road infrastructure for access. Foresters and logging contractors are all trained to assist as necessary. Contractors are required to have water pumpers on site, and we inspect our operations as peak fire season approaches for compliance with our contract specifications regarding fire equipment. We are also a member of the Clearwater-Potlatch Timber Protection Association (CPTPA) which gives us a more direct voice in our fire protection.

PEOPLE



Our Approach

WE RECOGNIZE THAT OUR IMPACTS ON A BROADER COMMUNITY OF PEOPLE CAN AFFECT OUR ABILITY TO BE PRODUCTIVE AND PROFITABLE AND WE VALUE THE TRUST THAT STAKEHOLDERS GIVE US TO BE RESPONSIBLE AND ACCOUNTABLE.

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, diverse, and inclusive teamwork and look to attract and retain talent with diverse backgrounds and experience. Our wide range of employee benefits helps our Team Members and their families stay healthy and considers their need for flexibility. We promote equal opportunities for Team Member development and professional growth and maximize 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. We seek to provide and constantly maintain a safe work environment with comprehensive health and safety programs that identify and mitigate risks, train Team Members properly, and focus on continuous improvement.



We view the relationships we have with our contractors and suppliers as essential to our success and expect them to follow best practices, focus on health and safety, be ethical, and respect and promote human rights.

PotlatchDeltic understands that we are an integral part of the communities where we live, work, and play. Our Team Members and their families are members of rural communities where our facilities operate, and our actions can often have a substantial impact on those

communities. 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.

In addition, as stewards of our working forests, we are proud of the work we do and the positive impact we have on our planet. We believe people can best learn about forests by experiencing them and make most of our timberlands available to the public for a wide range of recreational uses.



Core United Nations SDGs



Supported United Nations SDGs



Human Capital Management

WE TAKE A HOLISTIC APPROACH TO HUMAN CAPITAL MANAGEMENT RECOGNIZING THAT OUR SUCCESS IS HIGHLY DEPENDENT ON SELECTING, DEVELOPING, AND RETAINING HIGH PERFORMING TEAM MEMBERS WHO DELIVER RESULTS.

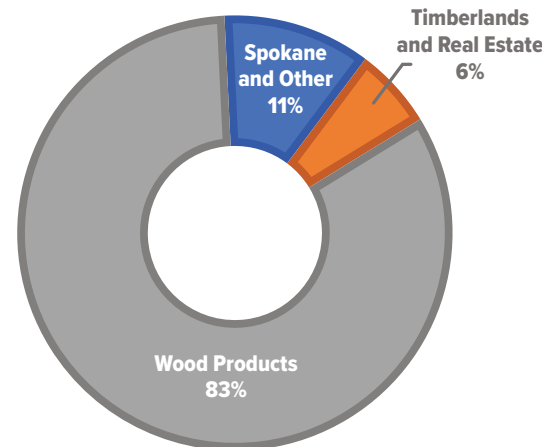


OUR TEAM MEMBERS

At the end of 2022, PotlatchDeltic employed 1,330 Team Members across our businesses. Full-time employees account for 1,322 of the total employed, with 8 part-time Team Members as a result of a workplace flexibility option provided at our wood products facilities. Northern Team Members accounted for 54%³⁷ and southern Team Members were 46% of the total. In addition, 307 temporary employees worked at wood products facilities for utility, sorting, or other tasks.

Our locations are often rural or smaller communities, and we work hard to create a strong culture, paying particular attention to Team Member engagement and development. Our ability to grow, develop, and retain high-performing Team Members is critical to our success and in-turn supports the vitality of the communities in which we operate.

TEAM MEMBERS BY BUSINESS - 2022



HIRING AND RETENTION

PotlatchDeltic works to attract and develop talent for our existing and future workforce. Recruiting can be challenging due to limited supply of qualified and experienced talent at some of our locations. This is especially true for very specific roles and skilled labor positions where it can take up to a year to find suitable candidates.

We hired 235 new Team Members in 2022,³⁸ with 44% of new hires in northern states and 56% in southern states. Our wood products facilities accounted for 84% of hires. Overall, 17% of hires were female and 29% were underrepresented minorities. Nearly 24% of all new hires at our southern wood products facilities were hired to fill skilled maintenance-related openings such as millwrights, mechanics, and electricians. These types of positions remain among the most challenging to fill.

The overall employee turnover rate in 2022³⁹ was 20%; of that, 76% left voluntarily. Voluntary turnover was often due to a desire for further advancement opportunities, better schedules, and shorter commutes. Non-voluntary turnover at our wood products facilities is often due to Team Members being discharged for violation of Company policies.

COLLECTIVE BARGAINING

We continue to fully support our Team Members' rights to form, join or assist labor organizations; to bargain collectively through representatives of their own choosing; and the right to refrain from such activities. Our Warren, Arkansas wood products facility has been signatory to a collective bargaining agreement since 1956. Since then, we have peacefully bargained with the union on contract terms and renewals. Team Members at this worksite understand who their union representatives are, and management works with the union to resolve grievances. At the end of 2022, the agreement covered 182 Team Members, or about 88% of the Warren workforce. In 2022, there were no work stoppages, strikes, or lockouts. Team Members at our other worksites have not elected to form a union, and disputes at these worksites are resolved with local management or, on the infrequent occasions when it has been necessary, escalated to regional or corporate management for resolution.



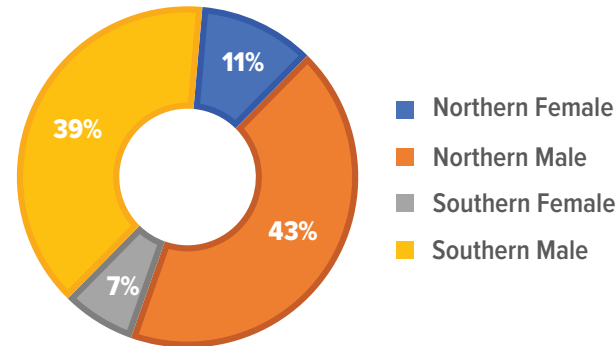
Advancing Diversity and Equal Opportunity

WE ARE COMMITTED TO ADVANCING, SUPPORTING, AND PRESERVING A CULTURE OF DIVERSITY, EQUITY, AND INCLUSION WHERE EVERY TEAM MEMBER FEELS LIKE THEIR IDEAS AND UNIQUE PERSPECTIVES ARE HEARD AND VALUED.

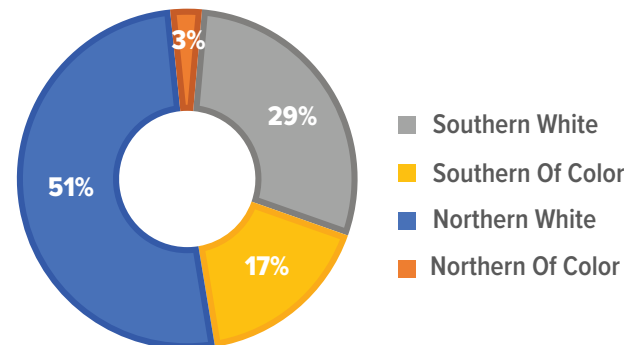


PotlatchDeltic recognizes that employing a highly skilled and diverse workforce is a competitive advantage. Diversity and inclusion are a fundamental part of our values and are actively incorporated daily into our culture across our businesses. These values help us attract and retain talent and lead to collaboration, motivation, and a professional work environment that supports our success. The principles underlying our commitment to diversity and inclusion are also reflected through our policies, including our [Diversity, Equity, and Inclusion Policy](#), [Corporate Conduct and Ethics Code](#), Equal Employment Opportunity Policy, and Americans with Disabilities Act Policy.

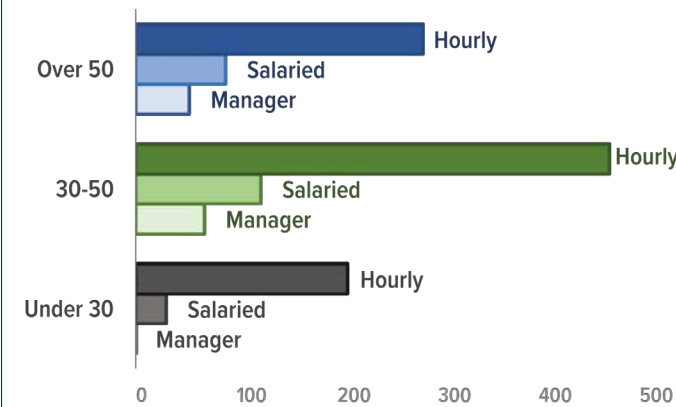
DIVERSITY BY GENDER - 2022



DIVERSITY BY RACE - 2022



DIVERSITY BY AGE - 2022⁴⁰



Many of our operations are in rural communities where the economy is driven by the timber industry and our workforce demographics reflect the uniqueness of those local cultures. We continue to place an emphasis on sourcing talent from these local communities so that our workplace demographics can represent the communities in which we operate. Overall, based on self-identification, our racial diversity is 20% Team Members of color. In 2022, 100% of our senior managers were originally hired from within the regional community at each of our locations.

RACE BY WOOD PRODUCTS FACILITY - 2022

	White	Of Color
Bemidji, Minnesota	93%	7%
Gwinn, Michigan	94%	6%
Ola, Arkansas	87%	13%
St. Maries, Idaho	93%	7%
Waldo, Arkansas	41%	59%
Warren, Arkansas	54%	46%

We evaluate gender pay equity on an on-going basis and adjust salaries as appropriate. Our diversity strategies and statistics are discussed with our Board of Directors at least annually. The pay ratio of our entry level pay compared to state minimum wage is 2.6 in our northern locations for both male and female Team Members and is 1.5 in our southern locations for both male and female Team Members.

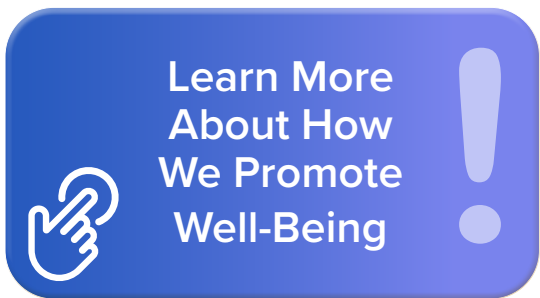
PAY EQUITY RATIO - 2022⁴¹

	Northern	Southern	Total
Salaried	100.5%	99.7%	100.1%
Hourly	100.0%	100.0%	100.0%
Total	100.1%	99.9%	100.0%



Promoting Team Well Being

WE APPROACH WELL-BEING HOLISTICALLY, PROVIDING BENEFITS THAT SUPPORT BOTH FINANCIAL WELL-BEING AND HEALTH & WELLNESS TO HELP OUR TEAM MEMBERS THRIVE. TRANSPARENCY AND ENGAGEMENT WITH OUR TEAM MEMBERS IS AN INTEGRAL PART OF OUR CULTURE.



FINANCIAL WELL BEING

Saving for the future is a responsibility PotlatchDeltic shares with our employees. We provide retirement saving opportunities for all Team Members through two 401(k) plans, a Salaried and an Hourly 401(k) plan. All Team Members are allowed to participate in the 401(k)retirement savings plan, including both full-time and part-time employees. A wide variety of investment options are offered. In addition, professional investment assistance is available through Empower Retirement Advisory Services. We have 96% participation and an average savings rate of over 7.3% across our 401(k) plans. Salaried roles have a 94% participation with a 9.8% average savings rate and hourly roles have a 97% participation rate with 6% average savings rate.

HEALTH & WELLNESS

PotlatchDeltic offers a comprehensive benefits program to help protect and sustain the diverse health and financial needs of our employees and their families. We meet with our employees annually to introduce and describe changes to our benefit offerings. The annual meetings include one-on-one engagement with representatives from our health and welfare administrators. This is a valuable way for them to ask questions and get assistance about their enrollment elections.

In 2022, PotlatchDeltic added Sword Health, a digital physical therapy program to treat back, joint, and muscle pain.

PARENTAL LEAVE

Full-time Team Members are eligible for maternity and parental leave benefits under the Family and Medical Leave Act and the Short-Term Disability plan. In addition, the PotlatchDeltic Paid Parental Leave Program provides up to an additional 4 weeks of paid leave for all new parents – maternal, paternal, adoptive, or surrogacy-assisted.⁴²

WORK-LIFE BALANCE

PotlatchDeltic recognizes that providing flexible work hours and teleworking is a competitive business advantage that can support the Company’s objectives while helping Team Members balance their personal commitments with work responsibilities. Flexible work arrangements are available to full-time Team Members who meet requirements and who work in a position that is conducive to flextime.



Developing Our Team

WE RECOGNIZE THAT EMPLOYING A HIGHLY SKILLED AND DIVERSE 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.

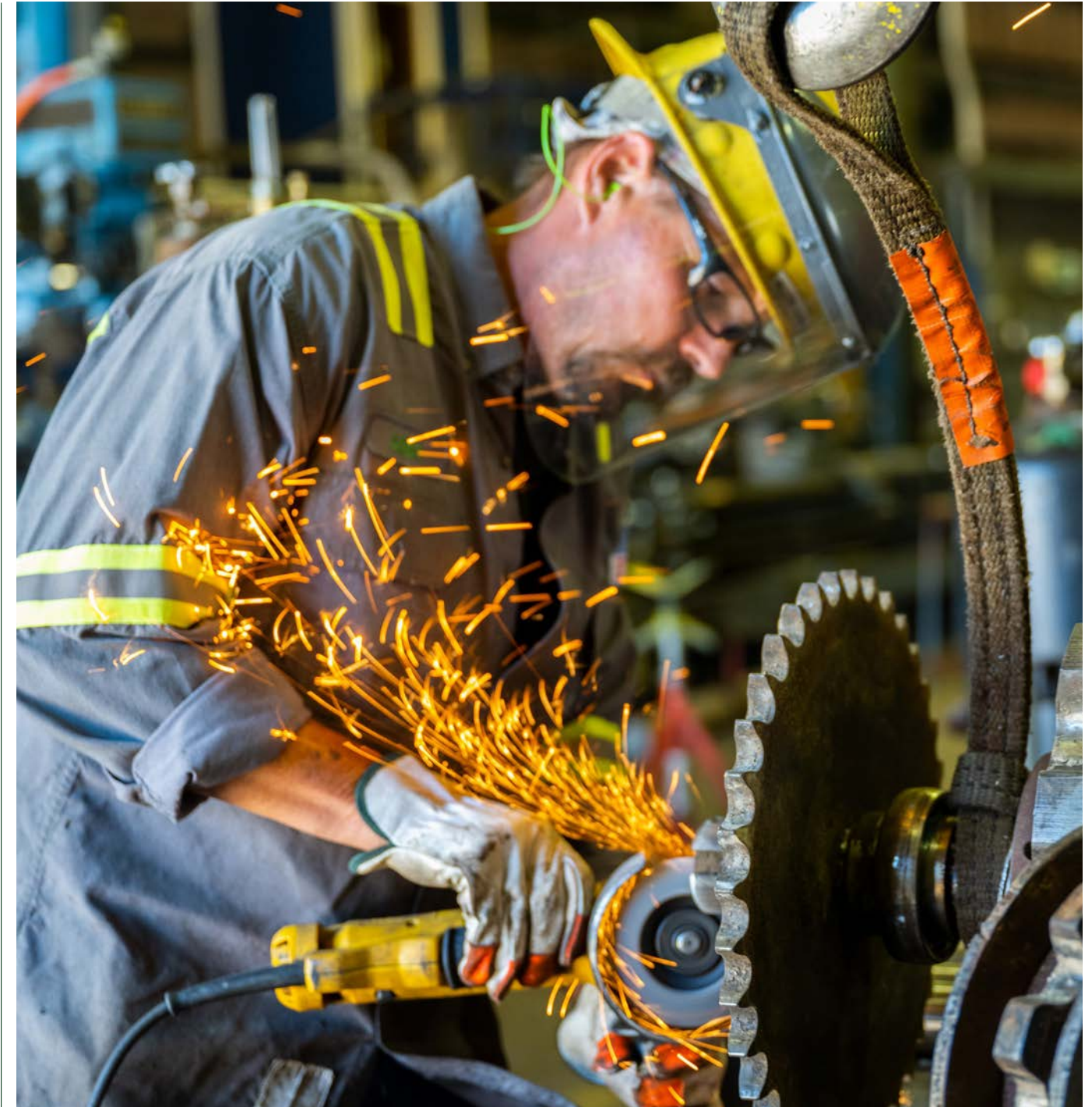
Learn More About How We Develop Our Team



To maximize Team Member engagement and retention, we have formal and informal programs to develop our workforce through Team Member improvement and professional growth. Our continuous performance improvement strategy is grounded in healthy discussions between a Team Member and their manager that begins with setting meaningful annual goals.

We offer a wide array of training opportunities for Team Members to become more proficient in their current roles and grow their careers. Training is offered through a variety of mediums including classroom, in-house, or on-line to accommodate the diverse personal and professional needs of our Team Members. Individual development is heavily supported through formal and informal on-the-job programs including paid apprenticeships and cross training. We provide financial assistance through our tuition reimbursement program to employees whose career development path may require more formal continuing education.

We conduct leadership training programs to build bench strength at the supervisor and management level. The leadership training brings together Team Members who have been newly hired or promoted and who are individuals essential to developing future leaders. Succession planning is critical to ensuring that we have the right people in the right position at the right time. We conduct annual succession planning meetings across the organization, starting with our local operations and rolling up to our division and corporate levels, including our executive team.



Engaging Team Members

TRANSPARENCY AND ENGAGEMENT WITH OUR TEAM MEMBERS IS AN INTEGRAL PART OF OUR CULTURE.

We engage Team Members through activities ranging from day-to-day interactions to division cross-functional monthly performance calls. Business unit leaders conduct meetings to review Company performance and progress on corporate initiatives, and Team Members can share their concerns with management through open-door policies. Management visits provide opportunities for information sharing and for Team Members to ask questions. We also communicate regularly with Team Members through all-plant meetings, shift meetings, safety tailgates and training sessions.

We also utilize external social media and an internal social media app, TreeHouse, to educate Team Members and share Company information on a timely basis. Management leads quarterly calls to update Team Members on performance on strategic and operational objectives across the businesses and posts video updates on the employee app and television monitors in the wood products facilities. Topics discussed with Team Members in 2022 included safety, health and wellness, benefits, diversity and 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, and participate in benefit fairs and webinars. Team Members regularly receive relevant training on topics focused on safe work practices, DEI, best forest management practices, and corporate governance topics. Team Members work with managers and human resources 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 ESG efforts and work to embed ESG throughout the organization, including capital project decisions and issues related to carbon and climate.

During 2022, we updated our Mission and Values, leveraging the workshops conducted in 2021 with a cross section of Team Members across business units and levels. A series of sessions were held with a wide range of Team Members to work through exercises that prioritized our core values and prepared a range of potential mission statements. These were narrowed by a group with representatives from each session and presented to the management team. The management team held robust discussions regarding the mission and values and then sent a survey to Team Members who determined the final work product. Interviews were done across the Company on video asking, "Who is PotlatchDeltic?" The mission and values were first rolled out to the leadership team with a live drawing made of the conversations held at the conference.



HUMAN CAPITAL MANAGEMENT



Robert Schwartz
Vice President,
Human Resources,
PotlatchDeltic

“Our Company is often defined by one word “Family.” We focus on creating a collaborative environment where our Team Members can directly contribute to the Company’s success and build meaningful connections with others based on our shared values and goals.”



Q How are Team Members connected with the Company’s mission and values?

A Creating purpose is what’s behind our new mission statement and six core values. We refreshed our mission and values in 2022 and are in the process of sharing this work with our leaders across the Company. Through a series of guided exercises, our Team Members can see how the work they do every day is directly aligned with the Company’s core values and how our mission looks beyond the financial success of the Company. It also reminds them that we are an integral part of the communities where we operate. Having purpose helps bring fulfillment and pride to the work we do. We want our Team Members to recognize that they are part of something greater.

Q How is the Company navigating the on-going labor shortage?

A The challenges of attracting and retaining workers was compounded by the COVID pandemic and subsequent “great resignation.” We have adopted a variety of strategies to address this dynamic labor environment including flexible work arrangements, investing in Team Member training and development, partnering with educational institutions to develop job-specific training and partnering with state agencies to prepare high school students for full time employment upon graduation. We also recognize that the demographics of our workforce are quickly changing. It is estimated that by 2025, Gen Z will represent 31% of the workforce. We continue to implement a variety of strategies designed to connect with

this generation including increased use of social media, increased visibility to career mobility and pay transparency, and we continue to remain vigilant about Team Member safety and wellbeing.

Q How is ESG helping to drive the Company’s Human Capital Management (HCM) strategies?

A The Social factor of ESG helps to inform our efforts around diversity, Team Member development, and workplace safety and wellness, among others. We recognize that our Team Members are our greatest asset and that it is critical that the Company employ strategies that are designed to attract, develop, and retain a high performing workforce. Our annual HCM goals remain focused on these core principles recognizing that high performing work teams drive innovation and improve productivity.

Q How is the Company developing future leaders so that they have the knowledge, skills and abilities needed to meet the changing demands of the Company?

A One thing the current labor shortage has taught us is that promoting talent from within is vital to our long-term success. It is more important than ever for us to develop and deploy strategies that are designed to equip our future leaders for promotional opportunities. This begins with the Company’s HR teams collaborating with local management to identify future needs and designing robust development plans that ensure that the right talent is available at the right time. Development plans outline those specific critical skills our Team

Members need to advance their careers. They often combine both on-the-job training with more formal education and certifications. Because Team Member development is a key strategic priority, many of these training opportunities are fully funded by the Company. Regular check-ins between the Team Member, their manager and HR ensure that the development plan stays on track. Team Members have access to view all open positions and their corresponding pay ranges and all Team Members have the ability to receive email notices when jobs are posted ensuring equal access to all qualified applicants. In order to further support career progression, relocation benefits are available to ensure that Team Members do not incur a financial hardship as they progress through their careers.

Q How is Diversity, Equity, and Inclusion (DEI) reflected in the design of the Company’s benefits?

A One of the most important ways in which we can support the Company’s DEI efforts is in the design of our employee benefit plans. We are particularly focused on providing equitable access to care so that all Team Members regardless of socioeconomic background, race, ethnicity, gender, or geographic location have access to the same quality of healthcare services. One of the ways in which we do this is by offering Team Members access to free benefits designed to work in tandem with their local healthcare providers. We also provide our Team Members with access to Centers of Excellence. To help Team Members access this care, the Company pays all travel expenses for the Team Member and one companion.



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 meaningful projects and collaborate with other students, as well as with employees and managers. Internships not only develop a pipeline of potential future talent, but also provide our employees an opportunity to be mentors and build their leadership skills. Our 2022 summer interns included four interns in our southern timberlands, four interns in Idaho timberlands and six interns at our wood products facilities.

Timberlands interns worked on a variety of projects including seedling survival assessments, comparison

of three-year-old growth in open pollinated vs. mass-controlled pollinated seedlings, integrating Cherrylane Seed Orchard’s parent tree and combined orchard block climate information into a spatial model to match our seed orchard seed to planting locations with like climates, delineated Stream-Side Management Zones on harvest areas and field verification of seedling identification and mapping utilizing high-resolution imagery.

Wood products interns worked with the safety and environmental departments with key projects including data collection, managing aerosol waste and recycling, and taking water samples. A wood products IT intern provided end user support and training, installed personal computers and other equipment and built workstations.



A FEW OF OUR PREVIOUS INTERNS – WHERE ARE THEY NOW?



Emma – Timberlands Intern (2020, 2021).

“I enjoyed working in the woods as an intern and taking my dog with me every day. My advice is don’t allow yourself to think you aren’t qualified to have job opportunities and find ways to gain job experience during college. I joined PotlatchDeltic because I was treated as a team member and given an opportunity to take a career in Arkansas, which is granting me more knowledge as a forester by experiencing both north and south forest management techniques.”

Current role: Timberlands Forester II, Arkansas.



Forrest – Timberlands Intern (2020, 2021).

“The time I got to spend out in the Floodwood area would be among my favorite memories from when I was an intern. It seemed like every creek, ridge, and road had at least one adventure story to go with it. One of the lessons that I learned is the importance of having mentors. The foresters whom I had the fortune of working with each took the time to share their knowledge, experiences, and wisdom with me. PotlatchDeltic supports, cultivates, and stands by its employees, and this is why I stayed to work fulltime.”

Current Role : Timberlands Forester II, Idaho.





Toni – Environmental Intern (2020, 2021).

“My favorite part of being an intern was a stormwater project and using the process of the scientific method. I was given the freedom to work on my own but also given mentorship and guidance. I recommend students look for internship opportunities early in college and look for an employer that encourages development. I chose the Company because I felt they were going to push me to advance my education and skill set including training, certifications, and my Master’s degree.”

Current Role: Environmental Technician, St. Maries.



Jordan – Silviculture Intern (2019).

“I enjoyed learning about the forestry operations as an intern because it helped me understand the scale and vision of forest management. There are a lot more opportunities in forestry than an individual would realize; keep an open mind, be willing to learn, and learn to be comfortable outside of your comfort zone. I decided to work here because I like the culture of the Company and the support of the foresters. But specifically, I liked the many career advancement opportunities and different fields of forestry.”

Current role: Road Construction Supervisor, Idaho.



Darin – Corporate Accounting Intern (1988 – 1989).

“My favorite memory of interning was all the different types of accounting that my supervisors exposed me to. About every three weeks they had me working on a different project that gave me exposure to all different facets of accounting and the type of work that was getting done in the department. My advice for interns is take in as much as you can, by getting exposure to as many things as possible. Most internships are structured like mine was, where you rotate through several projects. Take advantage of this, and learn as much as you can, in as many areas of the business as you can. I was hired back at the Company 14 years after my internship was over. A major part of my decision to accept a job offer in 2003 was that I knew PotlatchDeltic was an industry leading forest products company that would offer me tremendous opportunities to continue to grow my professional career in positions of increased responsibility. After working here for 20 years, I still enjoy coming to work each day and working with the great team we’ve assembled at the Company.”

Current role: Vice President, Timberlands.



Matthew – Forestry Intern (2019).

“Interning was great!! I learned valuable forestry-related knowledge and skills. The biggest lesson was that the best way to learn about forestry is to be out doing the work. If you are fresh out of high school, try and find a contractor or consulting company to work for. Do this for a summer or two and then apply to every internship available. This not only gets you valuable experience, but it puts your name out there with companies. I chose PotlatchDeltic because I could see the potential to try different aspects of forestry.”

Current role: Timberlands Forester II, Idaho.



Wes – Environmental Intern (2011 – 2013).

“The best part of being an intern for me was getting to sample stormwater and improve BMPs of course! My advice to current students is to take advantage of your summers in between college to intern in whatever industry interests you. As for current interns, great job! You’re setting yourself up well for the “real world” after you graduate. PotlatchDeltic contributed to my future, and I feel grateful to get to contribute to the Company’s success ten years later as I am back with the Company.”

Current role: Environmental Manager, Idaho.





STRAP APPRENTICESHIP PROGRAM

The School to Registered Apprenticeship Program (STRAP) offers Idaho students aged 16 and over an opportunity to apprentice while completing high school. The student is paid first year apprenticeship wages and is provided a work-based learning experience including instruction, appropriate supervision, and safety training. Upon graduating high school, students can complete their apprenticeship with advancing wage scale. Once the apprentice completes the program, they can acquire a national credential in that occupation and the Team Member advances to a journey worker pay scale. PotlatchDeltic follows child labor requirements.

In 2021, we had two participants in the program, and both returned to full-time positions at our St. Maries, Idaho facility upon high school graduation. Both James and Ryan received spot awards in 2022 for their assistance with electrical work for the installation of the automated patch repair line in the plywood facility.

Chase and Trace are currently participating in this program at St. Maries in millwright apprenticeships until they graduate in May 2023.



James (left) and Ryan (right) now both work at PotlatchDeltic as an Electrician Apprentice Level 3



Chase (left) and Trace (right) STRAP Millwrights, St. Maries, Idaho.

Chase: "If you need help with a task there is always someone there to help you figure it out. The experience of learning a new trade while in high school and then having a job that is beneficial when graduating is the best part. I also get to work with a variety of millwrights - someone different each weekend depending on which machine you are working on."

Trace: "The people I work with are fun to be around and I enjoy the work. You don't do the same thing over and over; there is something new to learn and do each day. I get to do a lot of welding and prepare for weekend installs and during the week get to go with journeyman millwrights on breakdown calls."

STRAP





Our St. Maries, Idaho lumber and plywood complex is situated in a picturesque rural community nestled in a beautiful timbered valley along the St. Joe River. The population of about 2,800 people is driven by the timber industry, complemented by some mining operations and a solid base of farming. PotlatchDeltic is by far the largest employer in the town, with about 361 Team Members working at the complex.

As a result, significant emphasis is placed by the complex on contributing to the well-being of the community. This includes charitable donations which range from free swimming lessons in the summer, to supporting events like the local county fair, or capital contributions towards PotlatchDeltic Field at the Lumberjack Community Sports Complex.

Hiring can be challenging at the complex. Area land prices have risen sharply with the proximity to Coeur d'Alene, Idaho, impacting housing affordability. In addition, availability of childcare in St. Maries has been a factor.

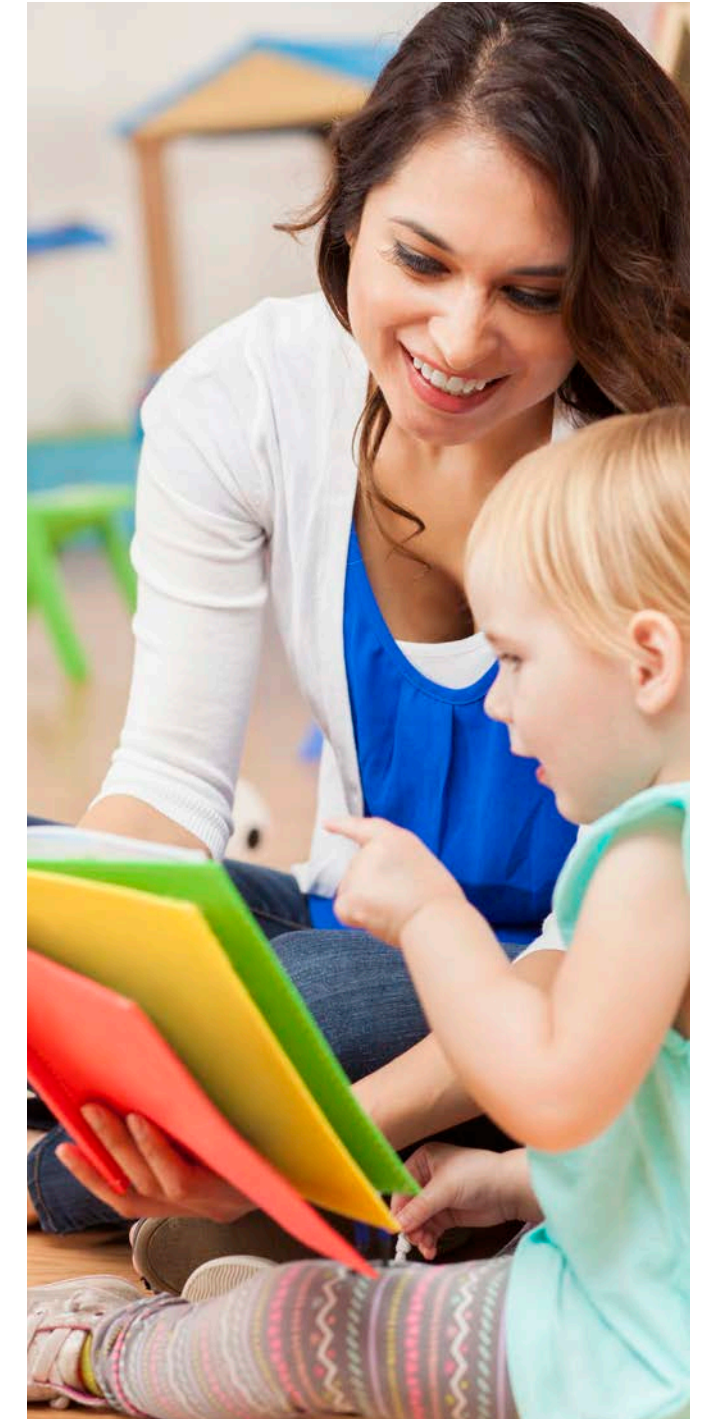
Finding quality, reliable childcare can be one of the biggest stressors for a parent. In addition, the significant cost of childcare itself can pose a great challenge as it can take up a large portion of a parent's monthly expenses. According to the Care Index,⁴³ a ranking of all 50 states based on the cost, quality, and availability of paid childcare in each state, Idaho's average cost of childcare is 25% of the median monthly household income. Additionally, Idaho is among the states with the lowest availability of childcare. Since many of our

Team Members are parents, we know that they are experiencing these issues as well.

During 2022, we partnered with two local childcare providers to be able to offer subsidized childcare to Team Members at the complex starting in 2023. PotlatchDeltic is subsidizing up to 50% of our St. Maries Team Members' monthly childcare expenses up to an annual maximum of \$5,000.

This subsidy is intended to help Team Members with the financial burden and stress of paying for childcare as well as to offer a solution for reliable care for their children during the hours they are at work. Both childcare providers are licensed, insured and vetted to provide quality care for our Team Members' families. This partnership with the childcare providers allows them to provide adequate staffing and expanded hours that meet the needs of our Team Members.

As of March 2023, we have 13 Team Members engaging in the subsidy at one childcare provider and 6 Team Members at a second. We believe this offering could assist in attracting new Team Members and as the program grows it will help us retain our valuable Team Members in St. Maries.





The inaugural [Women's Forest Congress](#) was held in October of 2022 with nearly 500 participants. The focus of the Women's Forest Congress was to develop strategies, solutions and resolutions to address the most pressing challenges for forests and women.

The topics addressed included: 1) Leadership for Equity and Inclusion; 2) Workforce Opportunities for Increasing Recruitment, Retention, and Advancement; 3) Women as Catalysts for Change; 4) Addressing Today's Greatest Forest Challenges; and 5) Supporting Each Other.

PotlatchDeltic was proud to be a sponsor of the event and our CEO invited 15 women from across our businesses to represent the Company. Two of our participants were delegates who were responsible for leading and synthesizing discussions and making formal recommendations.



Michele Tyler, Vice President, General Counsel and Corporate Secretary presents her Top Ten Leadership Lessons at a breakout session.



Our Key Takeaways

It was an incredible experience to be in a room filled with 500 women involved in forestry.

The enthusiasm in the room for the industry, the opportunities, the ability to make a difference, and the support for one another was awe-inspiring.

It was empowering to see and hear from so many like-minded women.

It was inspiring to collaborate with women that can impact our forest community profoundly.

The diversity and inclusiveness of the Women's Forest Congress was powerful and impactful.

The opportunity to relate through shared stories made for such a positive compounding experience.

I enjoyed being given the opportunity to network and get to know other women in the industry.

I am proud to work for a Company who sees the importance of diverse perspectives and sending women to be a part of such an extraordinary event.

The impeccable planning and execution created this empowering and memorable journey!



Health and Safety is a Core Value

SAFETY IS A CORE VALUE AT POTLATCHDELTIC. OUR TEAM MEMBERS ARE OUR GREATEST ASSET, AND WE FOCUS ON THEIR HEALTH AND SAFETY WITHOUT COMPROMISE. KEEPING TEAM MEMBERS AND ON-SITE CONTRACTORS SAFE IS CRITICAL TO OUR SUCCESS.



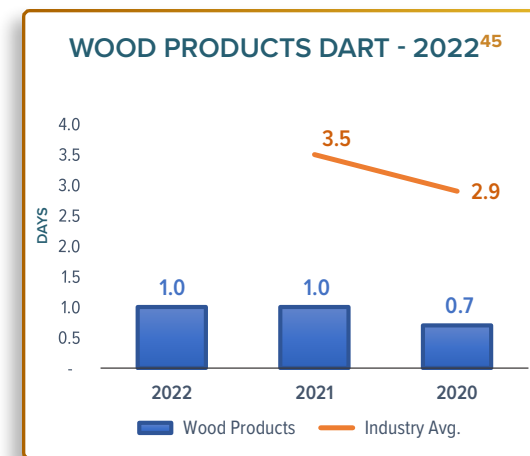
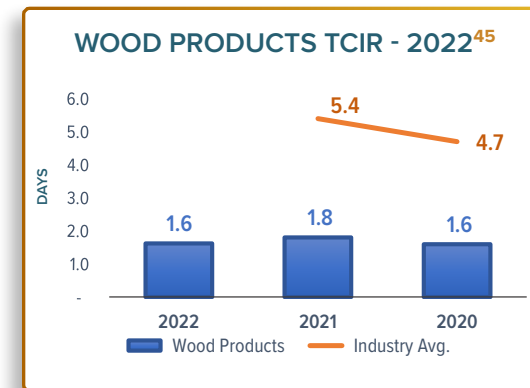
Our health and safety commitment is implemented through our [Corporate Conduct and Ethics Code](#), Environmental Health & Safety Policy, [Supplier Code of Conduct](#), and the systems, procedures, and best practices established for our businesses and locations. Our procedures and systems meet or exceed the requirements of the Occupational Safety and Health Administration (OSHA) and incorporate best practices with a focus on continuous improvement. We strive to continually improve our safety performance, resulting in zero OSHA recordable injuries at all operations.⁴⁴

Each wood products facility has well-established, site-specific health and safety systems, procedures, and practices to drive full implementation of OSHA and other health and safety requirements and a culture of best practices and exceptional care for people. The safety climate is supported by several division-wide procedures and approaches, which are augmented each year through a focus on continuous improvement. Annual internal and periodic external audits are also used to identify and improve processes. Each facility has an established emergency response plan.

Timberlands and rural real estate use a comprehensive health and safety management system to meet or exceed OSHA requirements, any state requirements, and industry best practices. Each location has emergency response plans for fire, weather, and other emergencies and has annual drills to prepare for these emergencies.

Health & Safety Snapshot

100%
Wood Products Employees and Contractors Covered and Trained



ZERO
2022 Employee Fatalities or High Consequence Injuries⁴⁶

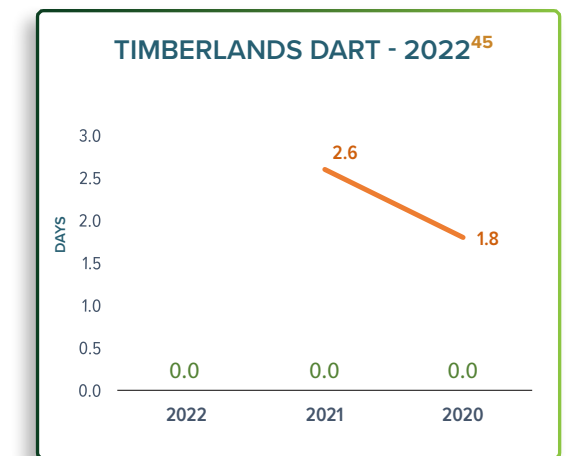
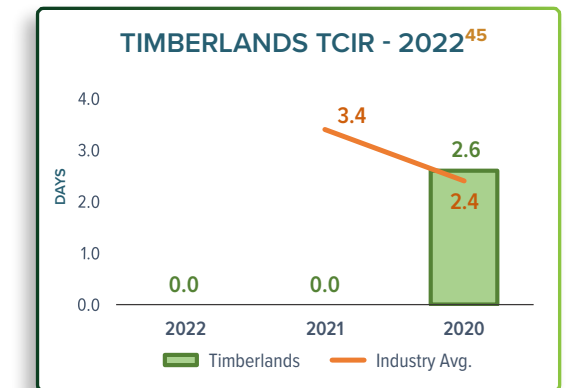
21
2022 Wood Products Recordable Injuries (Top trend: Hand and Finger)

HOURS OF SAFETY TRAINING
Employees: > 18,280
Contractors: > 4,488

ZERO
2022 Contractor Fatalities or High Consequence Injuries⁴⁶

1.6 TCIR
1.0 DART
Wood Products Employees

100%
Timberlands Employees and Contractors Covered and Trained



WOOD PRODUCTS SAFETY



Stanza Donald
Manager, Wood Products
Divisional Safety,
PotlatchDeltic

“Creating a safe work environment is not just a job; it’s a commitment to the well-being of our Team Members. Every safety measure we take is an investment in their future and the future success of our Company.”

Q&A

Q What steps does the Company take to ensure that its facilities are safe and secure?

A We conduct regular safety audits of our facilities to identify potential safety hazards and implement improvements to address any issues identified. We also invest in safety technology, such as surveillance cameras and access control systems, to enhance the safety and security of our facilities. Each site has an emergency response plan that is shared with local law enforcement. Safety drills are performed on a periodic basis with local authority involvement with tabletop exercises to discuss any gaps or deficiencies.

Q What measures does the Company have in place to identify and mitigate safety hazards for Team Members and customers?

A Our plywood and lumber mills have robust safety protocols and procedures that all employees must follow. These protocols include mandatory safety training and the provision of personal protective equipment such as hard hats, safety shoes, safety glasses, and gloves. Our mills also conduct regular safety audits and risk assessments to identify potential hazards and risks and address them promptly.

The mills have established effective communication channels for Team Members and contractors to report any safety concerns or incidents. They encourage a transparent culture where Team Members and contractors can share feedback on safety matters without fear of retribution. These channels enable the mills to address

safety concerns promptly, mitigate risks, and continually improve their safety protocols.

Q How do you ensure that suppliers and contractors adhere to safety standards?

A We set clear safety standards and requirements for suppliers and contractors. Our Supplier Code of Conduct is shared with all suppliers and contractors prior to being allowed to perform work at our mills. We use an on-line compliance management system and evaluate contractor safety data. We conduct inspections to verify that suppliers and contractors are complying with safety standards. These are conducted either by our internal safety audit team or the annual safety audit team. The inspections are performed regularly and are comprehensive, covering all aspects of safety.

We also provide safety training to our suppliers and contractors. The training covers our safety standards, procedures, and requirements. The training can be conducted in person or online, depending on the needs of the suppliers and contractors.

We monitor the safety performance metrics of our suppliers and contractors. Safety performance metrics include injury rates, DART rates, and safety violation rates.

Q What is a key change in safety culture you have seen?

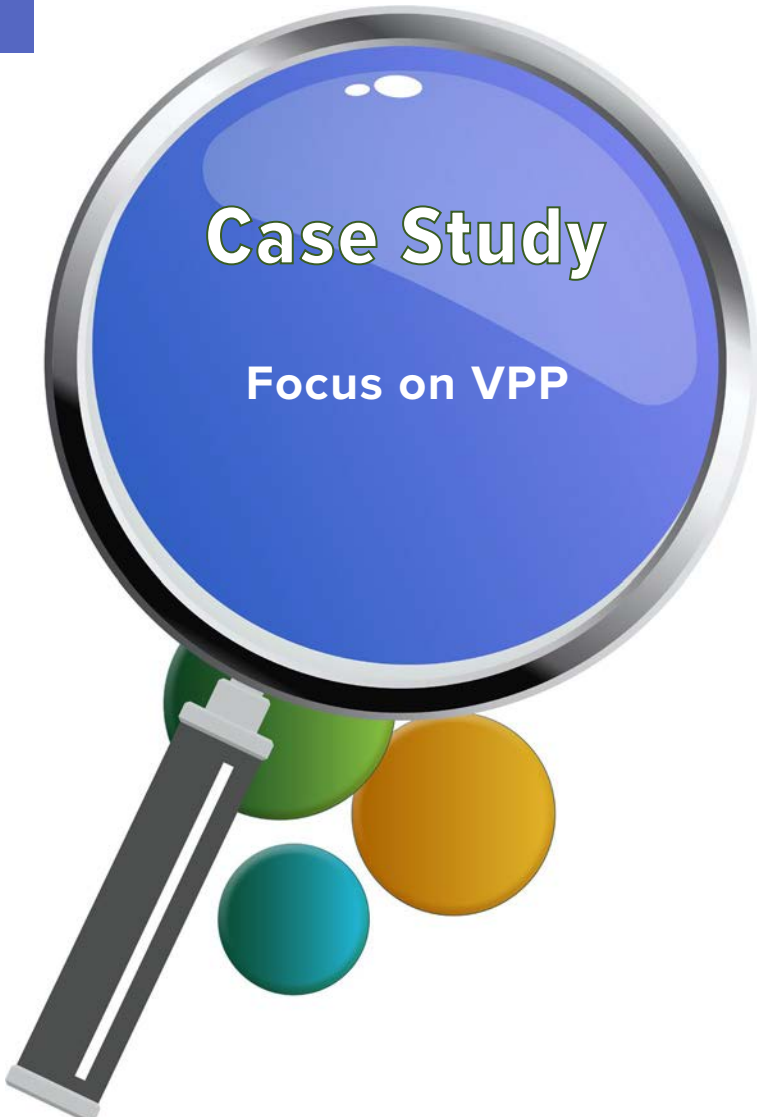
A Situational awareness and hazard identification are one of the key things we are working to incorporate into the safety culture. Last year we rolled out

[SLAM \(Stop, Look, Assess, Manage\)](#), and we have seen improvement as Team Members are following this technique.

Q What initiatives has the Company implemented to promote a safety culture and encourage Team Members to report safety concerns?

A PotlatchDeltic brought in a consulting firm that specializes in behavior-based performance management in 2022 to conduct safety surveys at all our mills. The consulting firm is providing guidance on how to build a stronger safety culture and encourages Team Members to report safety concerns by applying its expertise in behavior analysis and reinforcement. We selected three of our six locations to conduct on-site assessments to evaluate the safety culture and identify areas for improvement. These assessments will take place in 2023 and include conducting site visits and in-person interviews with Team Members to gather data and insights on the organization’s safety culture.

The consulting firm will conduct safety leadership workshops at our mills in 2023 to train and equip our leaders from the mill managers to front-line supervisors with the tools to implement behavior-based programs to work toward a high-performance safety culture.



VOLUNTARY PROTECTION PROGRAM

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. VPP sets performance-based criteria for the safety and health system and, after a site applies for admission to the program, OSHA assesses the facilities against these criteria. This is above and beyond normal safety standards and results in a thorough on-site evaluation by a team of OSHA safety and health professionals.

In Michigan, the program operates as Michigan Voluntary Protection Program (MVPP) through the Michigan Occupational Safety and Health Administration (MIOSHA). The Gwinn, Michigan facility is a Star Worksite in the MVPP. The facility is one of 22 Star Worksites in Michigan. Our Gwinn facility first received MVPP Rising Star status in 2010 and achieved MVPP Star status by early 2013. The last re-evaluation was in 2022, with the recommendation from MIOSHA for continued participation as a Star Worksite. During the latest re-evaluation cycle, the Gwinn site was recognized by the MIOSHA team for its safety vision statement: “Through actively caring about the safety and health of our co-workers, the goal of the Gwinn mill is to ensure that all Team Members return home to their families, uninjured every day.” Also recognized as an area of excellence was the implementation of a 90-day Safety Passport onboarding process. This onboarding process gives

new employees the opportunity to meet members of site leadership to reiterate the site’s safety vision and the resources available for Team Members as they develop in their roles at the mill.

The Minnesota program is called MNSTAR. Bemidji achieved MNSTAR status in 2001 and since then has maintained MNSTAR status. The last re-evaluation audit was in 2020 with several best practices highlighted including the facility’s Safety Roadmap program and goals, Making Safety Visible program, safety tailgate process, fireside chats with mill management, Safety Superstar program, Job Safety and Environmental Analysis program, the STRIDE program, and the SAFER program. One best practice noted was our on-site physical therapy and athletic training program, a proactive approach to prevent soft tissue injuries. Bemidji’s safety efforts earned the Minnesota Safety Council’s Governor’s Safety Award in Occupational Safety in 2022, with the facility achieving the Outstanding Achievement Award.

The St. Maries lumber and plywood facilities have set an exceptional standard for safety, and both have been a VPP Star site since 2000 – there are only 13 in Idaho. The last re-evaluation was in 2019 during which the auditors highlighted as an exemplary practice our redesigned lockout / tagout procedures. The next on-site evaluation will take place in 2023. The St. Maries complex has focused on an employee-engaged workforce giving Team Members several opportunities to be involved in the safety processes throughout the year.

Every month, employees are given opportunities to be involved in the safety process including recognizing hazards, using SLAM cards, monthly training retention activities, reporting near misses, safety committees, new hire training, and reviewing Job Hazard Analysis.



Our Waldo, Warren, and Ola facilities in Arkansas have begun the journey to VPP status. For example, Waldo is working with a mentor monthly and meeting twice each month in focus groups to gather evidence and build Team Member involvement.





YELLOW FOLDER GUIDES

Familiarity with incident protocol erodes with staff turnover, infrequency of events, and upset conditions. The Warren, Arkansas wood products facility implemented a system to address these risks. Frontline supervisors were given a packet of standard operating procedures (SOPs), like the procedural guidelines provided to production Team Members. This packet was named the “Yellow Folder Guide.”

All supervisors’ offices were provided with three physical folders throughout the facility as well as instructions on how to access a backup electronic version. Supervisors now have a “grab-and-go” tool at their disposal to ensure the required protocols are followed. The Yellow Folder Guides include comprehensive instructions in individually labeled packets on a range of topics such as first aid incidents, property damage, lockout investigations, or near-miss events.

90-DAY SAFETY PASSPORT

The Gwinn, Michigan wood products facility initiated a 90-Day Safety Passport system. The aim of the safety project was to further strengthen Team Member engagement and ownership among new hires and temporary employees. The process is designed to encourage new Team Members to meet with all managers, supervisors, or leads to learn more about their roles, how they can assist, and the impacts they may have on the safety process. In addition, Team Members complete a 4-week progression to determine the retention of training from the safety onboarding. Each week during the process, the new Team Member meets with the safety facilitator to review the safety programs and procedures that were instructed on during orientation to ensure they are knowledgeable. The process is repeated until the information is retained. This provides new Team Members with a sense of belonging which also improves retention.

WATERING THE LOG DECK

Wood products facilities often utilize sprinklers to provide wet decks for log storage to prevent the drying and damaging of logs stored for long periods over the summer. At our Waldo, Arkansas wood products facility, the sprinklers were manually started and required climbing. The sprinklers were converted to water cannons, effectively eliminating the human interface of applying sprinklers to the logs and reducing the risk of injuries.

FINE DUST REDUCTION

Wood residual fines and dust were blowing from a conveyor at our Bemidji, Minnesota wood products facility, increasing the chance of dust in eye incidents. The dust also accumulated near the planer mill. The team lowered the conveyor angle, reducing the fines and dust. This also lowered a potential fire hazard and reduced maintenance.



Community Involvement

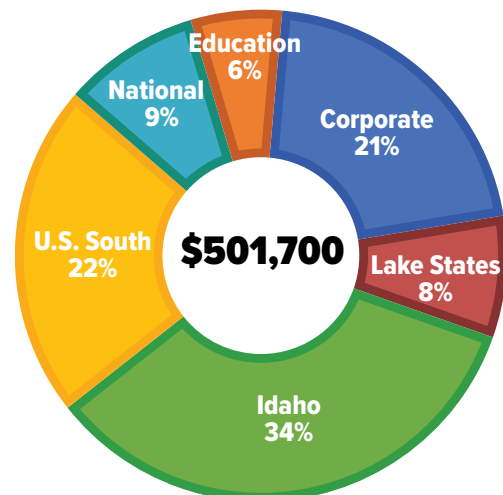
WE ARE AN INTEGRAL PART OF THE COMMUNITIES WHERE WE LIVE, WORK, AND PLAY. WE PROVIDE JOBS, VOLUNTEER, AND INVEST IN THE WELL-BEING AND VITALITY OF OUR COMMUNITIES.

Learn More About Our Community Involvement

CHARITABLE GIVING

PotlatchDeltic has 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. Our 2022 charitable giving spending was \$501,700 allocated to charitable leads in each location who determine how they can best impact their community. Contributions in 2022 ranged from park improvement projects to swimming pool access and lessons. All giving was cash with no in-kind donations. We also make major gifts to campaigns that are central to the quality of life in our communities. In 2022, our major gifts included the Idaho Governors Cup Scholarships, [PotlatchDeltic Field at the Lumberjack Community Sports Complex](#), [Arkansas Forestry House](#), [The United Way](#), contributions for a pumper truck for a fire department in Arkansas, and the Benewah County, Idaho 4-H Fair.

2022 CHARITABLE GIVING



VOLUNTEERING

Being a part of the community is important to our Team Members and many are actively involved in volunteering through a wide range of activities. We encourage them to explore their passions, build relationships with their communities and make meaningful contributions. Team Members volunteer to help a wide range of organizations or serve on non-profit boards and committees. Mill employees often volunteer with fire departments, providing critical support to the community. One of the special ways our mill management and foresters make a difference is through educational outreach. We support many of the organizations that our Team Members serve through our corporate charitable giving contributions. These contributions reflect our commitment to both corporate responsibility and to the devotion we share with our Team Members towards the communities where we live.



OPPORTUNITIES FOR RECREATION

Our foresters work every day to manage our timberlands on a sustainable basis and protect water quality, wildlife, and biodiversity. PotlatchDeltic is proud of our timberlands and the legacy we are protecting for future generations. Because we are so connected to the communities where we operate and because we believe that one way people come to appreciate the value of a forest is through recreation, most of our lands are available to the public for a wide variety of public uses. We believe that managing our lands and allowing others to enjoy them are not mutually exclusive and that the ability to connect with forests is important. Visitors to our lands engage in a wide range of activities including camping, fishing, hiking, riding ATVs, hunting, or wildlife watching. Our timberlands provide opportunities for solitude, experiences for friends, or memories with family.



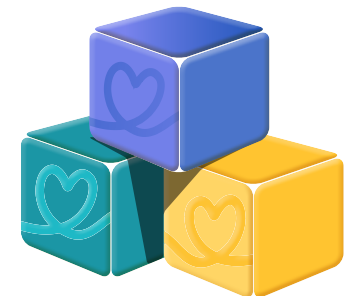
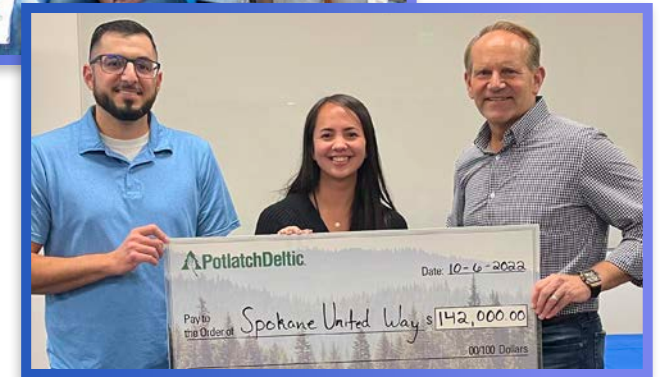


PotlatchDeltic has partnered with United Way for over a decade to raise money for local non-profits. At our corporate offices in Spokane, Washington, we hold a United Way Week every year. Spokane United Way contributions had a 100% participation rate in 2022 and were augmented through a corporate fifty percent match per dollar contributed. United Way Week also included a range of activities to promote awareness about United Way's initiatives and to raise additional funds for charities. Several of our Team Members are involved



with charitable organizations, and video spotlights were prepared and shown during the week to educate Team Members on local charitable and volunteer opportunities. The United Way Week team held several other events which included our annual raffle for donated baskets and our chili and cornbread cookoff. All of this contributed to the week being a great success with over \$142,000 raised for United Way.

Each year, during United Way Week, our Spokane team also gives back to the community with a day of service. In 2022, we partnered with Habitat for Humanity in Spokane to volunteer for a build day. Two teams assisted with the construction of 2 environmentally friendly homes. Some tasks included framing interior walls, window installation, and organizing materials. Volunteers loved working with their hands and people they wouldn't normally interact with in their day-to-day activities and look forward to working with Habitat for Humanity in 2023.





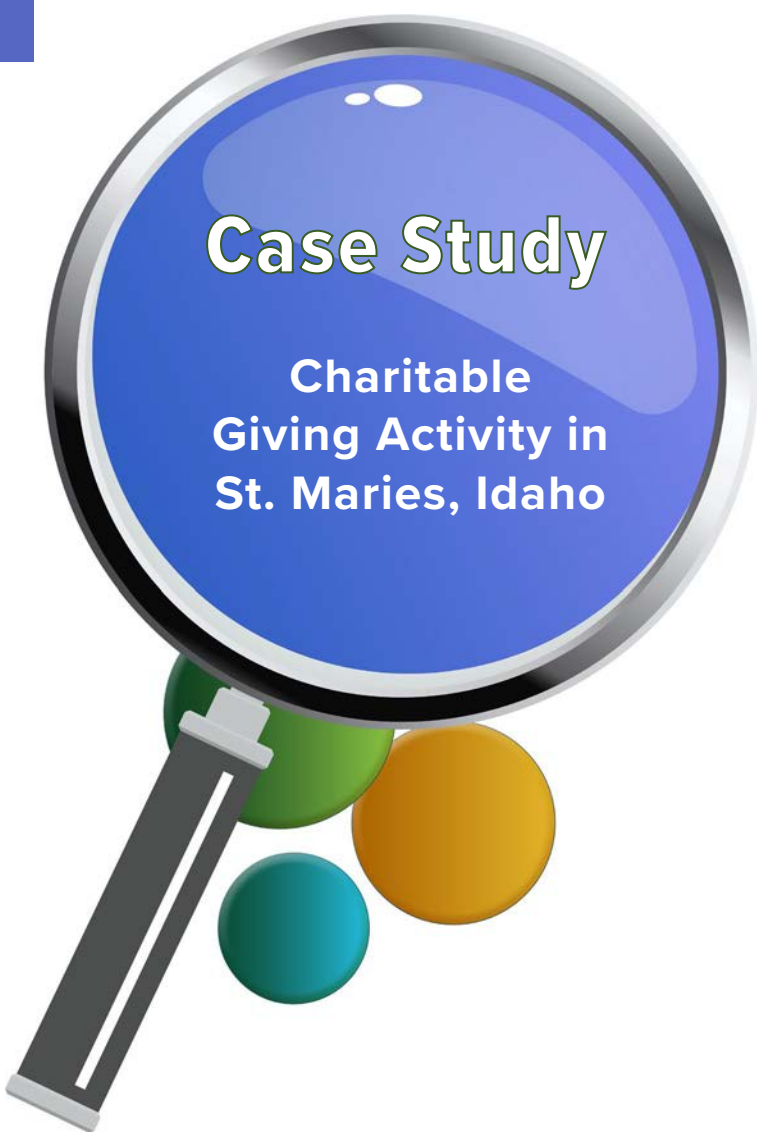
PotlatchDeltic partnered with ten companies and industry associations from across the Arkansas forest products sector to build a home with Habitat for Humanity in Haskell, Arkansas. The Forestry Build 2022 reflected how teamwork across our sector can amplify our shared goals and provide a home for a family.

PotlatchDeltic contributed to Habitat for Humanity of Saline County towards the build and provided a team of volunteers for a build day. Team Members from our timberlands division and our Arkansas wood products facilities came together to participate. Everyone who participated in the home build found the day gratifying and rewarding on many levels.



Wade Semeliss, Regional Manufacturing Director, PotlatchDeltic speaks at the groundbreaking ceremony.





POTLATCHDELTIC FIELD

Our Team Members in St. Maries, Idaho are very active in working to make a difference in their community. Charitable giving in 2022 ranged from promoting a summer sunset concert series to sponsoring a traveling circus, to swimming lessons. So when the opportunity came along for a major project, St. Maries lumber and plywood facilities jumped into action. The St. Maries Lumberjack Booster Club, affiliated with St. Maries High School, had a vision for youth to have a dedicated place for sports activities. The St. Maries lumber and plywood complex shared the view that promoting sports not only supports fitness and health, but also benefits children’s mental and social health and teaches the importance of teamwork, discipline, and dedication. PotlatchDeltic contributed \$100,000 towards Phase 2 of the Lumberjack Community Sports Complex in St. Maries, Idaho that is being developed by the Booster Club. This phase of the funding efforts enabled completion of irrigation and hydroseeding for the baseball, softball, and soccer fields set to open in spring 2023. Team Members and vendors also participated in a fundraising campaign towards the effort and raised an additional \$25,000. PotlatchDeltic matched the donations for a total contribution of \$150,000 toward the project.



“ Building this new facility is very important to the school and to the community for numerous reasons, the number one being student safety. ”
 Donny Masterson, President
 St. Maries Lumberjack Booster Club

SWIMMING LESSONS

Summer in St. Maries, Idaho is picture perfect, and swimming and sports activities along the St. Joe River is a favorite pastime. The lumber and plywood complex wanted to help support the community in ensuring youth were safe. So, children 18 years of age and under were given a “free swim summer” from June to August at the city pool. The donation also included swim lessons for children and those who participated in the swimming lessons also received a beach towel. The community response was great with almost double the normal use of the facility.



“ We like to see the community more involved in swimming and let kids learn how to swim so they can go down to the river and be safe. ”
 Larry Branson, Manager
 St. Maries Complex

THE COUNTY FAIR

In Benewah County, Idaho, where our St. Maries Complex is located, a highlight of the County Fair held each August is the Junior Livestock Show & Sale. The event enables local 4-H youth aged 5-18 to exhibit and sell animals they have learned to feed and care for under the 4-H youth program. Youth in 4-H in the area participate in the program to learn about agriculture, poultry, and livestock production but also to learn life skills. They own and work with the animals and are responsible for looking after the animals and keeping them healthy while they grow and then exhibiting them in the competitive show and sale. Often, raising and selling these animals is a big part of a student’s savings for college. Our St. Maries Complex supported the community by purchasing animals featured at the event. In addition, St. Maries Complex created a multiplier effect by donating the animals to charities in the community including the local food bank.

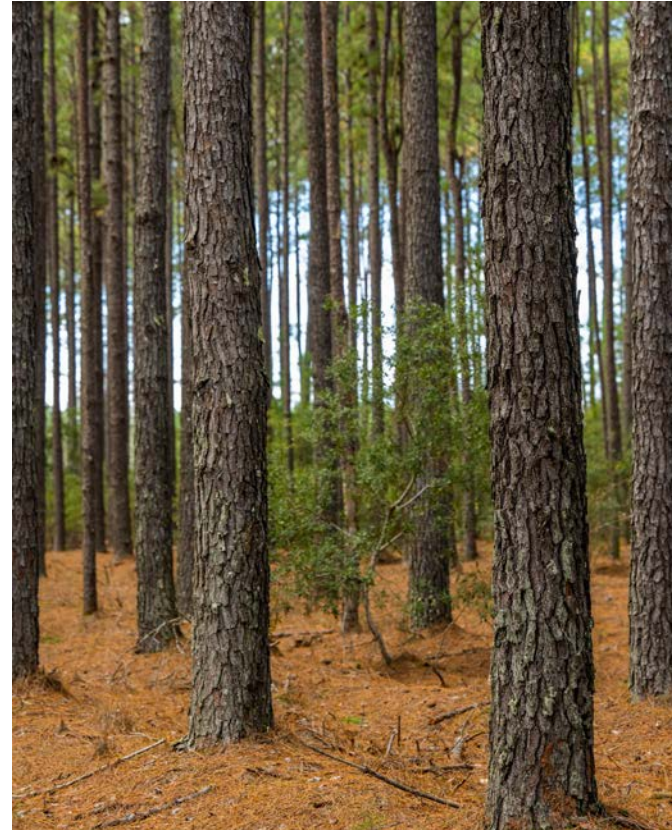


PERFORMANCE

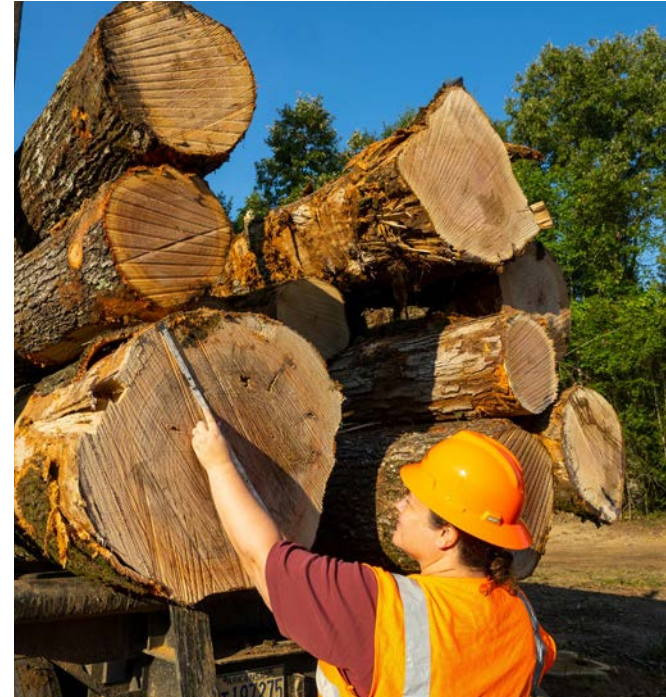


Our Approach

RESPONSIBLE CORPORATE GOVERNANCE ALIGNED WITH OUR MISSION, A CULTURE THAT INCORPORATES OUR VALUES, AND RIGOROUS SYSTEMS FOR THE IDENTIFICATION AND MITIGATION OF RISKS INCREASE OUR COMPETITIVENESS, BUILD RESILIENCY, AND CREATE LONG-TERM VALUE FOR OUR STAKEHOLDERS.



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.



Effective governance enhances long-term shareholder value by executing our strategy through sustainable forest management practices, a commitment to environmental responsibility, a culture supporting a diverse, equitable, inclusive, and engaged workforce, strong health and safety programs, and a positive impact to our communities. Robust governance practices, including a culture of ethics and integrity, respect for human rights, and a commitment to transparency, are the foundation of all we do. They influence the decisions we make across the Company every day. We expect everyone we work with, from our Team Members to our suppliers, to adhere to our ethical principles and to abide by these practices.



Our Board of Directors oversees our ESG governance system that supports the development of a cohesive ESG strategy and the evaluation of climate risks and opportunities. Our ESG practices are continuing to be integrated across our businesses. An enterprise-wide risk management and control framework identifies, assesses, and tracks mitigation strategies for material risks facing the Company, including ESG-related risks and cybersecurity.

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. Our public advocacy addresses a wide range of topics such as trade, H-2B visas, and natural climate solutions. We also work with several associations and coalitions and recognize that the best policy outcomes require collaboration and education.

Core United Nations SDGs



Supported United Nations SDGs



Our Board of Directors

POTLATCHDELTAIC'S BOARD OF DIRECTORS SETS HIGH STANDARDS FOR THE COMPANY'S EMPLOYEES, OFFICERS, AND DIRECTORS. IMPLICIT IN THIS PHILOSOPHY IS THE IMPORTANCE OF SOUND CORPORATE GOVERNANCE FOR SHAREHOLDERS, THE BOARD OF DIRECTORS, MANAGEMENT, TEAM MEMBERS, AND PUBLIC TRUST.

The Board of Directors operates through three committees: [Audit Committee](#), [Executive Compensation and Personnel Policies Committee](#), and [Nominating and Corporate Governance Committee](#). The Board conducts annual self-evaluations to determine whether it and its committees are functioning effectively.

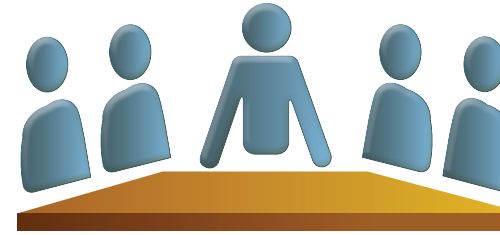
The Board is composed of individuals who are highly qualified and dedicated with diverse backgrounds, skills, professional experience, perspectives, age, and gender. Our [Director Nomination Policy](#) outlines this. Six of our ten directors have diversity, equity, and inclusion skills, two of our ten directors have climate skills, and six of our ten directors have environmental sustainability skills.



**30%
WOMEN DIRECTORS**

OUR BOARD COMPOSITION

Size of Board	10
Mandatory Retirement Age	72
Number of Board Meetings Held in 2022	5
Number of Women	3/10
Number of Women Committee Chairs	2/3
Number of Ethnically Diverse Directors	1/10
Number of Military Veterans	1/10



INDEPENDENT BOARD OF DIRECTORS

OUR BOARD INDEPENDENCE

Number of Independent Directors	8
Independent Board Chair	No
Independent Lead Director	Yes
Strong Lead Independent Director	Yes
Independent Board Members Audit Committee	5/5
Independent Board Members Executive Compensation and Personnel Policies Committee	4/4
Independent Board Members Nominating and Corporate Governance Committee	3/3

OUR BOARD TENURE AND AGE⁴⁷

8.9 YEARS AVERAGE TENURE	0 - 4 Years	
	5 - 9 Years	
	10 - 14 Years	
	15 - 20 Years	
62.9 YEARS AVERAGE AGE	< 60 Years	
	60 - 65 Years	
	66 - 70 Years	
	71 - 72 Years	

Our [Corporate Governance Guidelines](#) provide standards and practices of corporate governance that we have designed to help contribute to our success and to assure stakeholder confidence in our Company. We have adopted a [Corporate Conduct and Ethics Code](#), which provides ethical standards and policies that apply to all of our directors, officers, and Team Members. These combined with the current [Certificate of Incorporation](#), [Bylaws](#), and [Board Committee Charters](#) establish our principal framework for governance and are referenced in the Corporate Governance section of our [2023 Proxy Statement](#).

We have also established procedures so that complaints can be reported confidentially and anonymously. Stockholders may contact our Lead Director or non-management directors by email or by regular mail.



Upholding Ethics and Integrity

WE COMPLY WITH LAWS AND REGULATIONS WHEREVER WE OPERATE, AND WE EXCEED THOSE LEGAL STRUCTURES BY PRACTICING A HIGH STANDARD OF BUSINESS AND PERSONAL ETHICS.

CORPORATE CONDUCT AND ETHICS CODE

Our business decisions are guided by our [Corporate Conduct and Ethics Code](#) (Ethics Code) which reaffirms our 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. Topics addressed in our Ethics Code include:

- Anti-bribery and corruption
- Antitrust
- Company assets and information
- Conflicts of interest
- Drug and alcohol-free workplace
- Equal employment opportunity
- Environment and safety
- Fair dealing
- Gifts and entertainment
- Insider trading and securities laws
- Non-harassment of employees
- Public reports, accounting, and internal control

We also expect our suppliers and contractors to uphold the same legal and ethical standards and have established these requirements in our [Supplier Code of Conduct](#).

TRAINING

We work to instill the concepts of our Ethics Code in every employee. All employees acknowledge their review of the Ethics Code at the time of their onboarding. Additionally, certain employees, including management, supervisors, and procurement leads, are required to complete an annual review of the Ethics Code, including an attestation of their compliance.

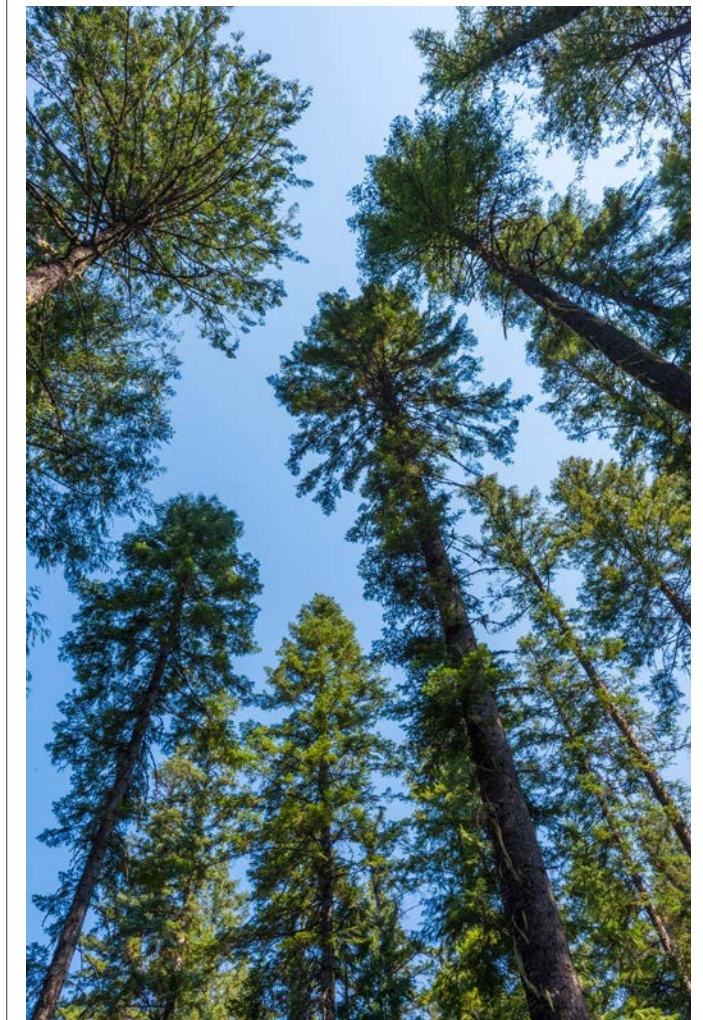
COMPLAINTS

Our aim is to provide our Team Members with the resources at their worksites to resolve any concerns. Direct communication with local management is usually the most efficient and effective course of action for resolving disputes and correcting mistakes. Team Members may also escalate their concerns to their regional management, or to a corporate vice president, the legal department, the internal audit department, or to an ethics [Hotline](#).

The Hotline is maintained by an independent third party, for stakeholders to report any suspected violation of the law or breach of established policies and procedures. The hotline is confidential, and stakeholders can make reports anonymously. After a report is made, a written report is sent to the Law Department. Reports in which an allegation of fraud is made are also sent directly to the Chair of the Audit Committee of the Company's Board of Directors. The Legal Department tracks the hotline matters, monitors to ensure that any appropriate investigations occur, and communicates with the reporter where possible and appropriate. With input from the Vice President, Human Resources

where applicable, the Legal Department determines whether the report of misconduct was fully or partially substantiated and, if so, whether appropriate remedial action has been taken.

[Whistleblower Procedures](#) have been established for the receipt, investigation, and reporting to the Audit Committee of any complaints regarding audit, accounting, or internal accounting controls.



Safeguarding Human Rights

WE STRIVE TO RESPECT AND PROMOTE HUMAN RIGHTS IN OUR RELATIONSHIPS WITH OUR TEAM MEMBERS, SUPPLIERS, THE COMMUNITIES WHERE WE OPERATE, AND OTHER STAKEHOLDERS.

Respect for human rights is a fundamental value of PotlatchDeltic. We recognize that we have an important role in fostering human rights. We comply with applicable domestic human rights laws, and we are committed to respect and support internationally recognized human rights.

Our commitment to human rights is embodied in our [Human Rights Policy](#) and supported by our [Corporate Conduct and Ethics Code](#), [Supplier Code of Conduct](#), [Diversity, Equity, and Inclusion Policy](#), [Forest Stewardship Policy](#), Environmental, Health, and Safety Policy, and our other policies, standards, and practices. 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.

Our commitments to safeguarding human rights are informed by recognized international standards on human rights, including: [The United Nations Guiding Principles on Business and Human Rights](#) and the [Universal Declaration of Human Rights](#).

We require that our suppliers and contractors observe all the same elements of respect for human rights in their actions and relationships with PotlatchDeltic. We have outlined these requirements in our Supplier Code of Conduct.

All salaried employees receive training on selected components of the Human Rights Policy. We provide training to contractors and suppliers about our Supplier Code of Conduct, which includes our Human Rights Policy. Human rights are integrated into our enterprise risk management process. Regular internal and/or external audits monitor our procedures and activities. We provide an [Ethics Hotline](#) as an avenue for Team Members and external stakeholders to raise concerns regarding human rights and other issues. Reports may be made anonymously, and are made to an independent third party, which then notifies the Law Department.



Find Out More About How We Safeguard Human Rights 

ETHICS AND GOVERNANCE



Michele Tyler
Vice President,
General Counsel and
Corporate Secretary,
PotlatchDeltic

“PotlatchDeltic recognizes the value of adhering to high ethical standards and treating Team Members, customers, and business partners fairly and respectfully.”



Q How does PotlatchDeltic ensure Team Members are aware of the Corporate Conduct and Ethics Code (Ethics Code)?

A The Ethics Code is posted on the Company’s intranet as well as its public website. Team Members are provided a copy of the Ethics Code at orientation. Our Ethics Hotline information is conspicuously posted in workplaces throughout the Company and is also available on our website and our intranet. Each year, our CEO reiterates, in writing, his commitment to ethical business conduct and the Company’s expectations for Team Members regarding adherence to our high ethical standards. Each manager, supervisor, procurement lead, and senior employee is required to certify that they have reviewed the Ethics Code. The legal department reviews any concerns raised by the individual Team Members’ responses and takes appropriate action.

Q How does the Company guard against human rights violations?

A PotlatchDeltic has limited operations where we have a risk of human rights violations. The most likely area in which human rights violations could occur is with our tree planting contractors who utilize foreign nationals in the United States on a temporary basis under the H-2B visa program. These workers return year after year to work with our tree planting contractors. Our contracts with our tree planting contractors typically expressly require compliance with applicable immigration, labor, and employment laws, as well as our Supplier Code of Conduct, which outlines our expectations for contractor

respect for human rights and compliance with law. In addition, our foresters are in the field observing and auditing the planting activity and can promptly conduct due diligence on a situation in which the forester believes human rights may be at risk.

Q What procedures are in place to ensure protection of complaints or whistleblowers?

A PotlatchDeltic’s toll-free ethics hotline is maintained by an independent third-party, to assure that all Team Members, contractors, service providers, and members of the public have an opportunity to report any suspected breach of Company policy or law. Anyone who contacts the hotline, whether through email, the hotline’s website, or by telephone, may make a report anonymously. Reporting parties have the option to maintain total anonymity, to share their identities only with the hotline service, or to share their identities with PotlatchDeltic. Our Ethics Code expressly prohibits retaliation against Team Members for reporting business conduct issues or violations of Company policies or law.

Q How does PotlatchDeltic address unfair business practices?

A The Company has high expectations for itself and its business partners to perform with integrity. As further explained in our Ethics Code, we expect all Company personnel to avoid conflicts of interest and we prohibit all forms of improper competition and unfair dealing. We require all employees who have sales, purchasing or planning responsibilities to adhere to our Antitrust Compliance Rules and Guidelines.

Q How does the Board of Directors conduct oversight of ESG risks and opportunities?

A A broad range of ESG topics are built into our regular meeting agendas for our Board of Directors and Board Committees. Our Board of Directors maintains oversight of ESG risks and opportunities at the board level, but with the assistance of the board committees. We recently updated our Corporate Governance Guidelines and our Committee Charters to enhance our disclosures on our Board’s and Committees’ oversight of ESG matters. For example, we updated our Corporate Governance Guidelines to reflect the Board’s oversight of sustainability strategy, public policy and government relations, and health and safety program performance. Our Nominating and Corporate Governance Committee’s Charter provides that the Committee assists the Board in the development of the Company’s approach to corporate governance issues, including the Board’s oversight of the Company’s overall compliance with applicable environmental laws and operating permits, and works with the Audit Committee on environmental compliance issues that could have a material financial effect on the Company. Our Executive Compensation and Personnel Policies Committee Charter reflects the Committee’s practice of assisting the Board in its oversight of our policies and strategies relating to human capital management, including diversity, equity, and inclusion, equity, and talent recruitment, development and retention. Our Audit Committee Charter reflects the Committee’s oversight of carbon accounting and ESG-related audit matters.

Working with Our Suppliers and Contractors

WE EXPECT OUR SUPPLIERS AND CONTRACTORS TO HAVE THE SAME COMMITMENT TO SUSTAINABLE FOREST MANAGEMENT, ENVIRONMENTAL AND SOCIAL RESPONSIBILITY, AND RESPONSIBLE CORPORATE GOVERNANCE, INCLUDING HUMAN RIGHTS, AS WE DO.



The relationships we have with the companies and individuals we work with across our entire value and supply chain are important and viewed as an essential part of our success. Our [Supplier Code of Conduct](#) (Supplier Code) and [Human Rights Policy](#) outline the expectations we have 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 contractors on the Supplier Code.

TIMBERLANDS CONTRACTORS

The logging companies that work on our timberlands are often run by individuals with decades of experience working in forests, with significant investment in equipment to handle different types of terrain, weather, and differing log sizes. These crews have expertise in understanding harvest prescriptions and best management practices, including protecting streamside management zones, installing water crossings, and minimizing soil disturbance. Harvest operators also need to be skilled in merchandising, which requires separating logs for different markets based on species, quality, and size.

Contractors and subcontractors working on our timberlands must be on our approved contractor list and our foresters track their environmental and safety performance. They are trained annually on a wide range of measures including forestry best management

practices, threatened and endangered species, and safety policies. To continue working with us, timberland contractors and suppliers must demonstrate good safety records, have current training, and maintain all required insurance.

WOOD PRODUCTS CONTRACTORS

Contractors at our wood products facilities perform a wide range of work including hauling logs from the woods to the mills, performing environmental testing, maintenance work and other services, providing supplies, transporting wood residuals to other end-users, and capital project installation. In addition, the range of high technology equipment in a sawmill that maximizes efficiency, productivity, and use of resources often requires expert maintenance.

On-site contractors that perform certain types of work are pre-cleared through an online compliance management system. The contractors provide safety data, information on their environmental and health management systems, and certificates of insurance, and agree to our Supplier Code of Conduct. The contractors are scored based on some of their responses and must meet a minimum score to work on-site.

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. This orientation session includes health and safety training and training on emergency procedures.



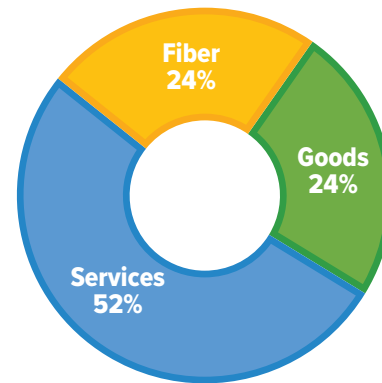
Responsible Sourcing

OUR SUPPLIERS ARE AN INTEGRAL PART OF OUR SUSTAINABILITY STRATEGY AND WE ARE COMMITTED TO PURSUING RESPONSIBLE PURCHASING PRACTICES.

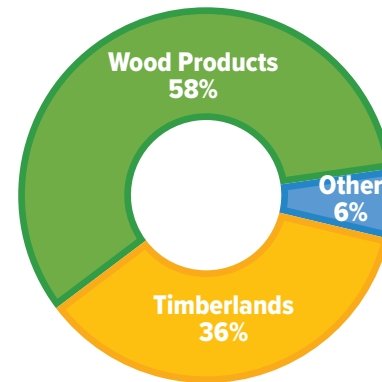


Our supply base consisted of over 3,850 suppliers in 2022. Fiber accounted for 24% of overall procurement spend and over 40% of the external procurement spend in our wood products business. When logging and hauling spending is included, over 50% of procurement is fiber sourcing related. The suppliers 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 60% of our procurement spend is local.

TOTAL SOURCING BY TYPE - 2022⁴⁹



TOTAL SOURCING BY BUSINESS SEGMENT - 2022⁴⁹



SUSTAINABLE FIBER SOURCING

Our [Forest Stewardship Policy](#) includes a commitment to responsibly source wood fiber for our wood products facilities. We exclude fiber from illegal sources, fiber from forests in which High Conservation Values are threatened by management activities, and fiber from where genetically modified trees are planted.

Some of the logs we use come from land that is certified to either SFI or FSC standards including our own ownership, other industrial landowners that have chosen to be certified, and some state and county agency lands. Both SFI and FSC have systems in place to ensure responsible procurement occurs when purchasing fiber from non-certified lands. We use both SFI Fiber Sourcing and FSC Chain of Custody/Controlled Wood programs to assure our customers and stakeholders that the wood we purchase to make our products originates from responsible sources.

All seven of our facilities are certified to the SFI Fiber Sourcing standard. In 2022, 100% of the timber consumption at all our wood products facilities was SFI Fiber Sourcing certified.

Our Gwinn, Michigan, and Warren and Waldo, Arkansas facilities are also FSC Chain of Custody certified. In 2022, 59% of timber consumption at all our wood products facilities was FSC Chain of Custody certified, and 100% of the timber consumption at our Gwinn, Warren, and Waldo facilities was FSC Chain of Custody certified. In 2022, 35% of timber consumption at all our wood products facilities was FSC Controlled Wood certified.

AUDITING FIBER SOURCING

We have traceability systems at all wood products facilities and track all log purchases, with the only exception being two remote concentration yards where we know state and county of origin only. We have a system to assess the risk that logs could be acquired from illegal logging sources that includes communications with suppliers, contract documentation, and maintenance of records. We identify and address any significant risks.

Our risk assessment procedures, plan implementation and results are evaluated through internal and third-party audits. In addition, we have policies and procedures designed to promote compliance with all applicable chain of custody laws and to extend legal compliance throughout our supply chain. Our procedures for ensuring chain of custody legal compliance are internally and externally audited. Suppliers that are in non-compliance with our fiber sourcing requirements are provided information and then re-evaluated for compliance in a subsequent audit. If compliance is not adequate, they are no longer allowed to be a supplier for us. All our sourcing is verified to be from legal, responsible sources and produced by trained logging contractors.

Our 2022 SFI Fiber Sourcing audits were conducted at our St. Maries and Gwinn wood products facilities and no major or minor non-conformances were found. Our 2022 FSC Chain of Custody audits were also completed at our Gwinn and Waldo facilities, and no major or minor non-conformances were found.

OPERATIONAL EXCELLENCE



Ashlee Cribb
Vice President,
Wood Products,
PotlatchDeltic

“The Wood Products division is committed to continuous improvement in our operations including safety, environmental, and operational performance. We produce quality products from sustainable sources that are then used in structures that will last for years to come. This is possible due to the engagement and dedication of our Team Members across our seven manufacturing sites.”



Q How is our safety and environmental approach integrated into contractors working on-site?

A Ensuring that our contractors operate on our sites in a safe and compliant manner is critical. We require our contractors to follow our safety and environmental standards. We gather information about on-site contractors that are performing certain types of work through an online compliance management system. We also require our contractors to complete a PotlatchDeltic safety training course. While contractors are on-site, they work closely with their main contact, the PotlatchDeltic project manager, to address any identified hazards or risk.

Q How does the Wood Products Division work to embed a culture regarding safety as a core value?

A We create an environment and set expectations for our Team Members to make safety the core of every decision they make. We ask each Team Member to take a dedicated pause to stop, look, assess and manage a situation before taking action. Each of our sites have safety committees that encourage our Team Members to help improve the safety of our operations. We believe that relationships are at the heart of a strong safety culture. When Team Members trust their supervisors and co-workers, they are more likely to identify risks and hazards. We have implemented leading indicators of safety that focus on identifying and resolving hazards, effectiveness of our safety teams, and engagement of our front-line supervisors with their team. We have demonstrated improvement in our safety performance and consistently perform better than our industry average.

Q How do you approach product quality?

A Product quality is monitored throughout each stage of our process. New technology improves our ability to produce high-quality lumber and plywood. Our mills have Automated Visual Grading of our products where high performance cameras are used to detect defects more consistently than the human eye. Our lumber and plywood have grade marks, so our customers can be confident in the product they are purchasing. Third-party agencies and associations provide certification through site visits and data collection to confirm the quality of our products. We work with our customers to ensure that our product meets their expectations, resulting in positive feedback on our product quality.

Q How is the role of wood products growing as a natural climate solution?

A There are many sources of data demonstrating that building with wood is a better solution for our climate than other alternatives. Wood sequesters carbon and when that wood is turned into a building product the carbon remains sequestered for the life of the building. In addition, the production of wood building products consumes less energy and emits lower green house gases than the alternatives. The use of wood products may continue to grow as we educate and inform architects and builders about the benefits of building with wood. Environmental Product Declarations (EPDs) for softwood lumber and plywood products have been developed that describe the environmental performance based on a life-cycle analysis from the cradle to the gate of these wood products.⁵⁰

Q What is the role of continuous improvement?

A Each mill has annual goals for continuous improvement and cost management. We focus on meaningful projects that improve productivity and reduce waste. An example is the work we have done to become more data driven with our operating decisions. We provided training and tools to our quality teams and operators resulting in improvements in recovery and quality of our products. We also have a priority to improve our maintenance and reliability processes, resulting in year-over-year improvements in uptime at our mills. We invest capital in our mills, such as a robotic autopatch plywood line, that improve safety and reduce waste.

Q What is your biggest challenge?

A As we invest in new technology for our mills, the skills and capabilities needed by our Team Members are changing. We provide training and development opportunities for our Team Members to enable them to be successful with these changes. When we bring in new Team Members, our focus is on how we can accelerate building their skills. We partner with local technical and community colleges on our needs and to identify potential new Team Members, including interns. We are working to build teams that reflect the diversity of the communities in which we operate. We strive for inclusive work environments where all Team Members are engaged and empowered in decision-making.

Embedding Our ESG Initiatives

STRONG ESG GOVERNANCE, INCLUDING EFFECTIVE BOARD OVERSIGHT, SETS THE FRAMEWORK FOR EMBEDDING ESG CONSIDERATIONS THROUGHOUT THE ORGANIZATION AND IMPLEMENTING ESG TARGETS AND INITIATIVES.

Our Board of Directors oversees our ESG strategy and initiatives, including our climate change risks and opportunities. The Board has assigned its committees with certain ESG responsibilities:

- **Audit Committee:** carbon accounting and ESG-related audit matters
- **Executive Compensation and Personnel Policies Committee:** human capital management, including diversity, equity and inclusion, talent recruitment, development, and retention
- **Nominating and Corporate Governance Committee:** environmental performance and compliance matters



The Vice President, Public Affairs and Chief ESG Officer provides senior leadership on our ESG reporting and initiatives. Updates are provided to the Board of Directors at least twice a year regarding ESG strategies, initiatives, and analysis, including climate risks and opportunities. Continuous improvement of our ESG strategies is regularly presented to and discussed with the Chief Executive Officer, Chief Financial Officer, and management.

An ESG Management Committee consisting of management across business units and corporate functions meets twice a year. The committee deliberates medium and long-term ESG strategies, addresses concerns and opportunities, evaluates disclosures, and fosters continuous improvement.

An ESG Working Group drives the ESG strategies, data collection, analysis, systems, and goals. Experts from the ESG Working Group lead the greenhouse gas and carbon removal and storage analysis, the climate risks and opportunities analysis, and the materiality assessment process. The ESG Working Group collaborates with Team Members across the organization to support the development of ESG programs and initiatives.

Day-to-day ownership and implementation of our environmental, social, and governance strategies resides at the business operation and function level with oversight by environmental, safety, human resources, and public policy managers.

ESG programs are integrated into existing environmental management and safety systems, supported through annual internal and external audits,

regional and divisional management reviews, safety team processes, setting of annual goals and objectives, annual training, and capital budgeting plans. Audit findings, stakeholder feedback, site inspection results, and hazard reporting are all reviewed for trends as part of continual improvement that also helps refine our ESG strategy.

Environmental management and ESG risks and opportunities, including climate-related issues, are coordinated within our annual Enterprise Risk Management framework. Change management procedures are in place to ensure that proposed modifications and capital projects are evaluated for their potential ESG impacts as part of the approval process. Once identified, these impacts are mitigated or managed to ensure alignment with our ESG strategies. Team Members participate in ESG training across business units.

Maintaining a strong ESG foundation is a key component of our ability to drive long-term stakeholder value, and ESG principles are embedded in how we conduct our business including how we recognize and pay our Team Members. ESG goals are part of individual performance plans and are reviewed annually as part of our annual performance review process. Achieving pre-established ESG goals not only impacts individual performance ratings but also informs our decisions around annual merit increases and incentive plan payouts. ESG factors that help determine pay and performance include safety, environmental stewardship, responsible manufacturing, diversity, community engagement and responsible governance practices just to name a few.

Managing Our Enterprise Risks

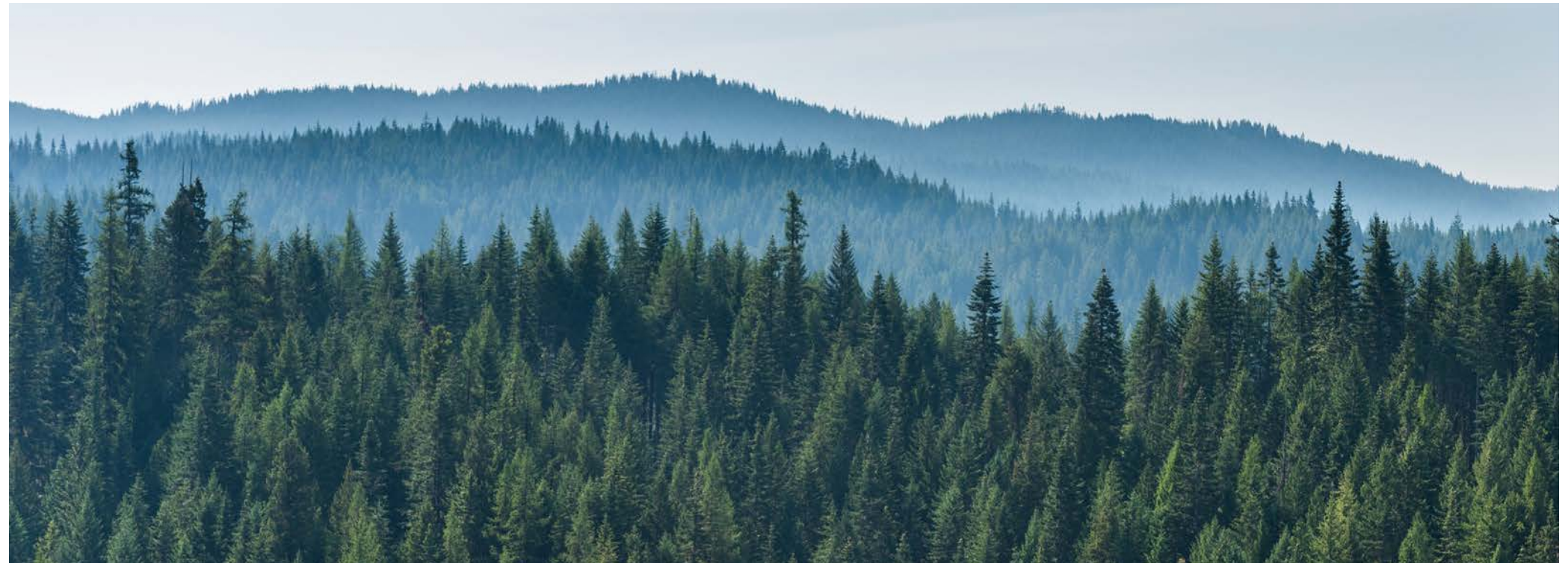
POTLATCHDELTA HAS A COMPREHENSIVE PROCESS TO IDENTIFY AND EVALUATE A BROAD SPECTRUM OF RISKS INCLUDING ESG RISKS. SENIOR MANAGEMENT COLLABORATES TO IDENTIFY AND SEEKS TO MITIGATE THE EFFECT OF RISKS AS PART OF OUR ENTERPRISE RISK MANAGEMENT PROCESS.

PotlatchDeltic utilizes an enterprise risk management (ERM) framework to identify, assess, and mitigate significant risks facing the Company. The Audit Committee of the Board of Directors and senior management have primary responsibility for the oversight of risks facing the Company. The Internal Audit Director facilitates the formal enterprise-wide risk assessment process. Business unit and function leaders are interviewed annually to update, identify, and evaluate key environmental, financial, and business risks. A risk management committee comprised of members of senior leadership and chaired by the Chief Financial Officer is responsible for completing the annual enterprise risk assessment process.

The risk assessment process includes evaluating the risk universe, emerging risks, and risk attributes that include likelihood, impact, velocity, and mitigation control strength. The Chief Financial Officer presents the results of the annual ERM process to the Audit Committee each year. This includes discussion of top risks and current mitigation measures. Also, business leads incorporate risks and mitigation measures into their strategic plans annually.

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 Compliance Management System (EMS) and ESG review conducted annually at the

business unit level evaluates business ESG risks and opportunities, including climate-related risks and opportunities. The ESG Management Committee identifies and reviews climate-related risks across our business units. Risks are prioritized based on environmental and financial impact. PotlatchDeltic will continue to enhance its ERM framework for our businesses to identify and seek to mitigate emerging or shifting risks and opportunities. We are working to expand our climate risk management framework including the use of scenario analysis in line with TCFD.



Read More About The Material Risks Identified By Our ERM Process

Cybersecurity

OUR COMPREHENSIVE CYBERSECURITY PROGRAM MAINTAINS A STRONG FOCUS ON PROTECTING THE COMPANY, OUR CUSTOMERS, PARTNERS, AND VENDORS.

We implement best practices to secure system and network resources, and to protect the confidentiality of customer, vendor, and Team Member information. We have strong governance, controls, policies, and practices. Our cybersecurity defense strategy includes access controls, monitoring, Team Member training, and breach response. Our Information Security Program is aligned with the [National Institute of Standards and Technology's \(NIST\) Framework](#) for Improving Critical Infrastructure Cybersecurity and uses a robust process to identify, detect, evaluate, and mitigate cyber risk.



Find Out More About Our Cybersecurity Governance



Tax Strategy

WE BELIEVE IT IS OUR RESPONSIBILITY AS A CORPORATE CITIZEN TO PAY OUR FAIR SHARE OF TAXES. OUR COMMITMENT TO INTEGRITY AND OUR CORPORATE CONDUCT AND ETHICS CODE GUIDE OUR ACTIVITIES RELATED TO TAXATION.

The taxes we pay are a significant economic contribution to our operating locations. These include corporate income taxes, employment taxes, sales taxes, and property taxes. Our approach to tax aims to align with the needs and long-term interests of our various stakeholders. The policies and procedures we have in place are designed to ensure we comply fully with all applicable tax requirements in every jurisdiction where we operate. We have established robust internal controls and we rely on technology and our qualified Team Members to meet our tax obligations. Team Members and external stakeholders can report tax concerns through our [hotline](#).

Our team partners with our business operations to provide tax planning that enhances value and sustainable development and manages tax risks. We are committed to maintaining professional, open, and transparent relationships with tax authorities in all jurisdictions in which we operate, including the Internal Revenue Service and U.S. state and local tax and revenue departments. We seek to be a valued partner to governments and advocate for tax legislation that increases clarity and encourages innovation and growth.

Find Out More About Our Tax Strategy



ECONOMIC CONTRIBUTION



Wayne Wasechek
Interim Vice President,
Chief Financial Officer and
Chief Accounting Officer,
PotlatchDeltic

“PotlatchDeltic is unique in that our sustainably managed forests are an important part of solving the planet’s climate issues while earning increasingly attractive returns and creating value for all our stakeholders.”



Q How do you balance the distribution of value between dividends, salaries and benefits, operating expenses, taxes, and community giving?

A Properly balancing the economic value of our distributed components starts by recognizing that our value distribution decisions are investment opportunities that increase the value of our Company over time when the decisions are optimized. It is not enough to just own great assets and have an integrated operating strategy well aligned with positive longer term housing tailwinds. To execute the strategy at a high level and optimize the returns generated by our assets, it is important to pay fair and competitive compensation to attract talented Team Members. The same philosophy applies to all other stakeholder groups, including vendors and our communities. We believe that our best-in-class dividend track record and our total shareholder return are due to our value distribution philosophy and its place within our wholistic view of capital allocation.

Q How is ESG incorporated into the financial and capital allocation process?

A ESG is core to PotlatchDeltic’s business strategy and natural climate solutions is an emerging business opportunity. As a result, ESG considerations play a role in all our capital allocation decisions, whether it is assessing the environmental impact of a capital investment in a mill or whether it is allocating resources to explore natural climate solutions business opportunities.

Q Is ESG integrated into Team Member goals and pay?

A Yes, we have integrated ESG into Team Member goals and pay. ESG is prominent in Company-level goals established by the Board and we further formalized ESG goals with the adoption of a scorecard component of our annual bonus program in 2023.

Q How rigorous is your ESG reporting process and how reliable is the information that you are reporting?

A From the beginning when we published our first ESG report three years ago, we have focused on reporting accurate information that complies with applicable standards. In preparation for having our ESG information audited by an independent third party, we completed audit readiness assessments in 2022, we are continuously improving our reporting processes, and we are currently implementing an ESG reporting and auditing module in our internal audit tool.

Q How is the enterprise risk management process continuing to embed ESG to reduce climate-related risks to economic contribution?

A ESG is embedded into our Enterprise Risk Management (ERM) process including the potential impacts of climate change on our business units. Our Risk Management Committee completes an annual enterprise risk assessment that evaluates the key risks to the organization including ESG risks and opportunities. ESG risks and opportunities fit naturally into our ERM

program and have grown in prominence. For example, our Risk Management Committee spends more time on natural climate solutions revenue opportunities with the increase in inbound inquiries and expanding opportunities than was the case even a year ago.

Q Are you concerned about cybersecurity risks?

A Cybersecurity risks continually evolve which means that we must remain ever vigilant and focused. We have a talented, experienced team managing cybersecurity risks. They have done a good job implementing our strategy, educating our computer users, and continuously improving. We have cyber insurance, which has become increasingly difficult to secure, which is a testament to our team’s good work.

Q What opportunities do you see ESG investing bringing to PotlatchDeltic and the sector?

A PotlatchDeltic’s positive ESG story adds yet another reason to invest in the Company in addition to a strategy that is well aligned with longer term positive housing fundamentals, significant recent growth and a strong capital allocation track record. ESG investors tend to have a longer investment horizon which is well aligned with the long-term nature of our business. Investors are excited about our natural climate solutions revenue opportunities and expectations that our cash flows and timberland values will increase. As a result, we have seen a pronounced increase in ESG-related investments in our stock recently.

Ensuring Responsible Public Advocacy

BUILDING RELATIONSHIPS WITH FEDERAL, STATE, AND LOCAL GOVERNMENT REPRESENTATIVES AND THEIR STAFF ENABLES US TO ENGAGE ON ISSUES THAT ARE IMPORTANT TO OUR BUSINESS AND TO INFLUENCE POLICY THROUGH EDUCATION AND ADVOCACY.

Find Out More About Our Public Advocacy And Associations

PUBLIC ADVOCACY

PotlatchDeltic’s business can be impacted by federal, state, and local public policy. Our Public Affairs team works with management to actively engage in the political process through public policy and legislative advocacy on issues that have the potential to impact our Company and our industry.

We interact with national, state, and local elected officials and their staff through meetings. We often work together with industry associations or coalitions in these efforts to highlight issues of importance. Our involvement can range from writing letters in support of or opposition to legislation, educating legislators and their staff on an issue, or participating in rulemaking regarding proposed regulatory changes. We are committed to conducting these activities in an accountable and transparent manner.

During 2022, we engaged on several topics including:

- H-2B visas for tree planting workers
- Inflation Reduction Act funding for wood innovation grants
- Funding for Forest Inventory and Analysis in Omnibus Appropriations
- Carbon biomass rider
- Memorandum of Understanding (MOU) with the USFWS and NCASI to operationalize the Wildlife Conservation Initiative (WCI) nationwide
- Discussions with USFS on wildfire approaches
- Environmental benefits “In Your State” NAFO tool
- Canada / U.S. Softwood Lumber dispute
- Wood products environmental production declaration (EPD) for life cycle inventory
- Defense military construction with mass timber in Omnibus Appropriations

POLITICAL CONTRIBUTIONS

Political contributions are one of the important ways we engage in the political process, and we take steps to comply with all laws and regulations regarding contributions. U.S. federal contributions are managed through the nonpartisan PotlatchDeltic political action committee (PAC), which is compliant with all applicable laws and is regulated by the Federal Election Commission (FEC).

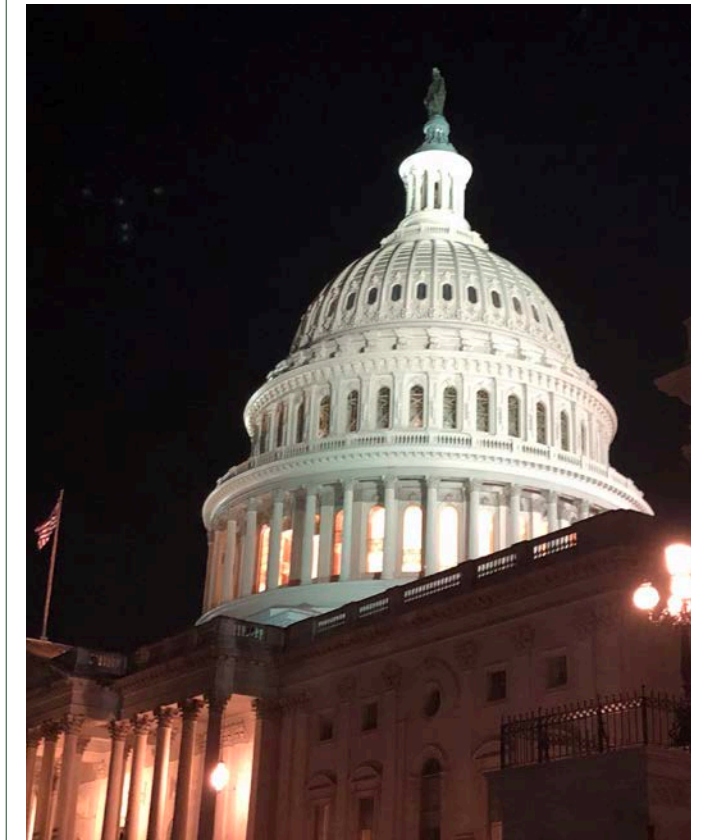
The PotlatchDeltic PAC is funded entirely by voluntary employee and Director contributions. Contributions are not reimbursed directly or indirectly. PotlatchDeltic PAC disbursements are made to candidates based on several factors. The PotlatchDeltic PAC Steering Committee oversees the contribution plan and monitors that the candidates receiving contributions continue to meet our PAC disbursement criteria.

In 2022, total contributions to association PACs for federal contributions was \$5,000. Our direct federal contributions were \$59,000 with 17% to Senators and 83% to Congressional Representatives. Nearly 86% of contributions were to representatives within our footprint. Contributions and disbursements were publicly disclosed as required by law and can be viewed on the FEC Campaign Finance database.

In 2022, we did not make any direct state, local, or ballot issue contributions. We contributed \$5,400 to state industry association PACs in Alabama, Idaho, and Washington towards state contributions.

ASSOCIATION MEMBERSHIPS

PotlatchDeltic works within several national or state industry associations to direct lobbying outreach and participates in several coalitions and advisory boards. The topics we have been engaged in vary from state issues to broader national matters. Some issues are resolved in a short timeframe while others can evolve over many years. Some of these associations may have interactions with federal or state government officials. Federal trade associations establish the percentage of dues attributable to lobbying activity. In 2022, the total amount for PotlatchDeltic was \$172,000.





The wildfire crisis has become all too evident in recent years. Decades of fire exclusion, combined with reduced management on federal lands, has led to a dangerous accumulation of natural fuels that create ladders which enable fires to reach the crowns of trees. A drier weather cycle in some regions has further exacerbated fire conditions. Adding to the complexity of the wildfire challenge is the growing wildland urban interface, which increases the risk to people and homes.

In the West, land ownership is often a checkerboard of ownership that includes federal, state, county, and a wide range of private forest owners. This creates unique challenges in fire fighting coordination and response. One measure identified to address the crisis was a change of approach in fire fighting by enabling the use of a broader range of resources. Throughout 2022, we worked with the National Alliance of Forest Owners (NAFO) on dialogue with the U.S. Forest Service (USFS) regarding opportunities to enhance wildfire response capabilities.

Through NAFO, we worked on a memorandum of understanding (MOU), which was signed by early 2023, creating a partnership to enhance cooperation between private working forest owners and public land managers during wildfires. The partnership between USFS and NAFO members allows private resources to fight fire in areas of adjacent ownership with National Forest System lands. The MOU is a first-of-its-kind fire fighting partnership.

The partnership increases the personnel, equipment and tools USFS can deploy to manage fires. Forester and logging contractors can work alongside federal, state, and local fire fighting crews to establish fire breaks, reduce vegetation, fight fires and provide local knowledge and experience to mitigate risks.

Key Elements of the MOU:

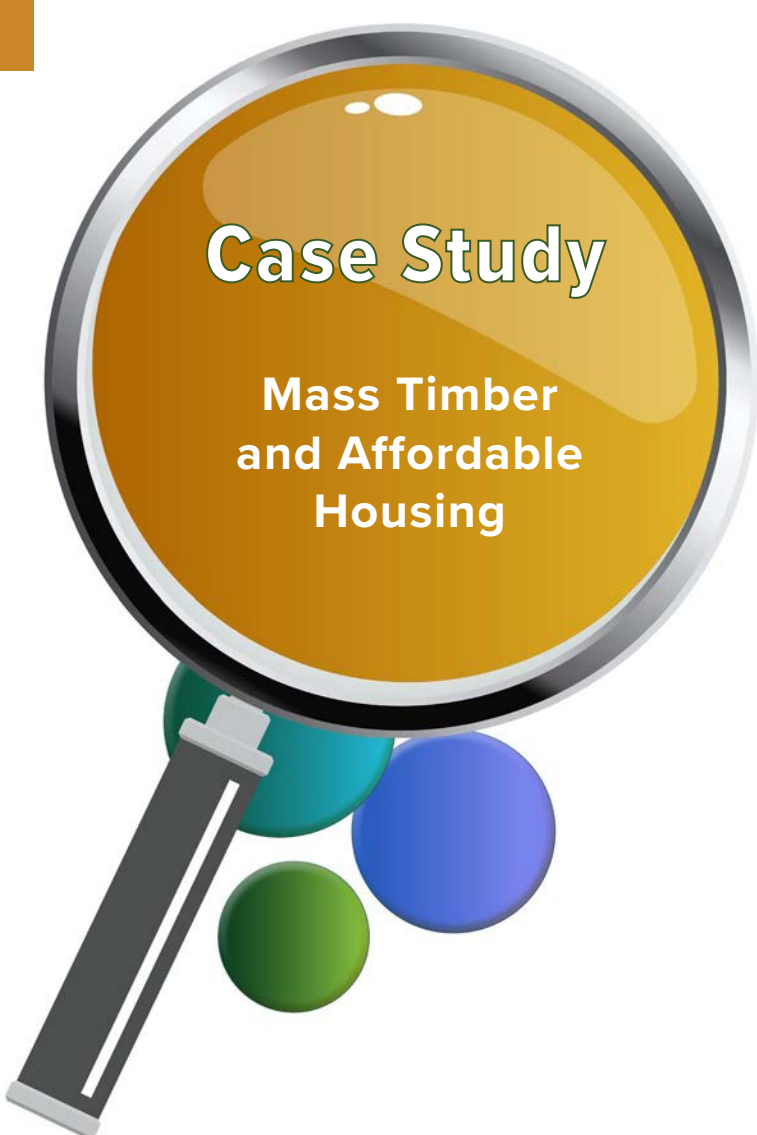
Better protection for 9.5 million acres of participating NAFO member company land and adjacent National Forest System (NFS) land in California, Oregon, Washington, and Idaho.

The use of available NAFO member company resources to fully suppress fires in areas along the boundaries of NAFO and USFS lands. This will add hundreds of additional people and firefighting assets to the effort.

NAFO member company resources to attack fires 24 hours a day and seven days a week if necessary for full suppression.

Close coordination and planning in advance of fire season and ongoing coordination and communication throughout fire season.





We work closely with American Wood Council (AWC) on a wide range of initiatives through our contributions on the Board and various committees. One theme we engaged on during 2022 was promoting the use of mass timber in affordable housing. This excerpt is from the AWC 2022 Annual Report. PotlatchDeltic is a member of AWC and Eric Cremers, President and Chief Executive Officer of PotlatchDeltic serves as Chair of the AWC Board.

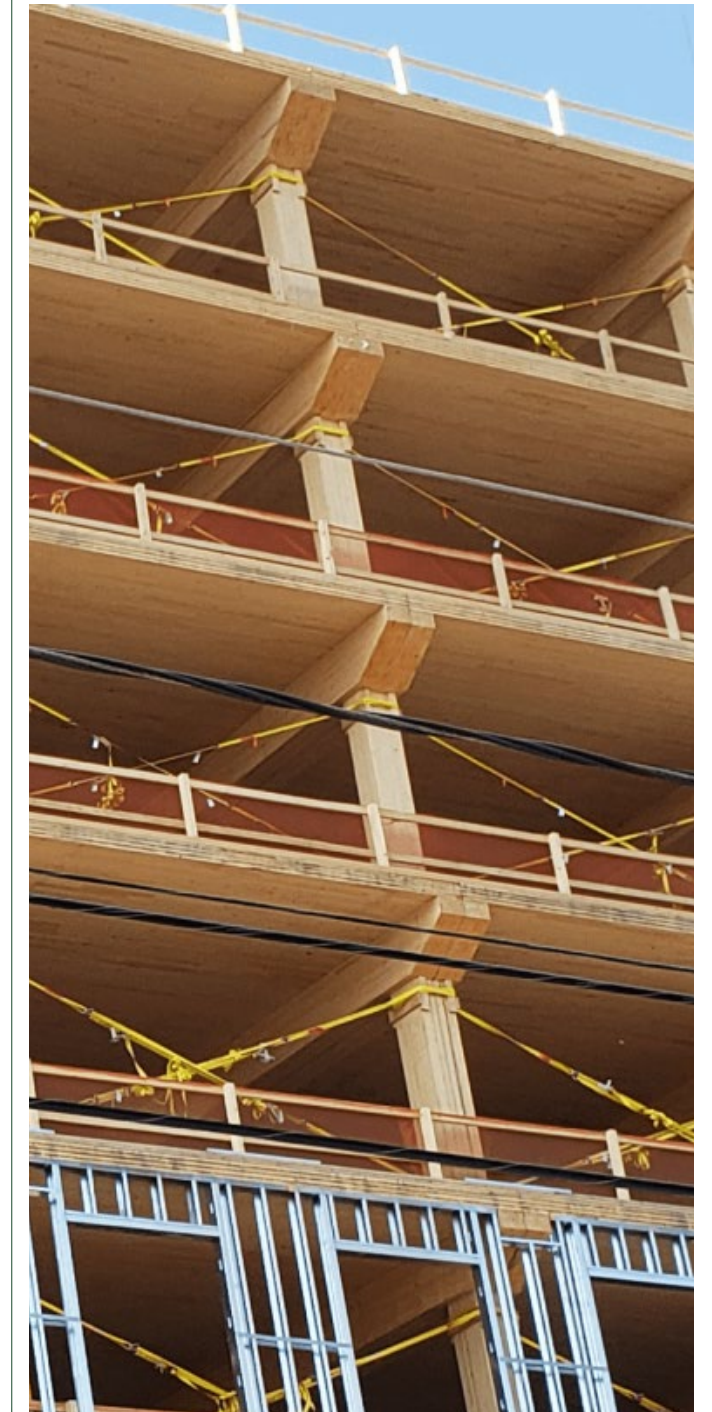
In 2022, AWC focused efforts on positioning mass timber as an affordable housing option in preparation for the inclusion of grant funding for such projects in the 2023 Farm Bill. A key piece of this initiative was a video showcasing a representative from Community Roots Housing, the developer of the Heartwood workforce housing project in Seattle, discussing the positive benefits of incorporating mass timber in this project. The video was shared among legislative offices and agencies, as well as promoted on YouTube targeting states that have adopted, or are in the process of adopting, the tall mass timber provisions. The video has been viewed over 137,000 times.

President & CEO Jackson Morrill participated in a National Association of Homebuilders-sponsored roundtable discussion led by HUD Secretary Marcia L. Fudge to discuss innovative ideas to support the country's housing shortage. Other key figures in attendance included the Fair Housing Authority Commissioner, the Federal Housing Finance Agency Director, the President of Ginnie Mae, and the President

and Acting CEO of Fannie Mae. In addition, industry leaders from NAHB, manufactured housing, multifamily housing and the realtors participated. AWC was the only material trade group at the table. The Roundtable provided a unique opportunity for Jackson to raise many of our points regarding how wood products can help solve the country's housing crisis – including in public housing – while also providing significant economic, climate change, sustainability, and human health benefits.

AWC also hosted more than 600 attendees for a virtual panel discussion on “Mass Timber in Housing: Aesthetics, Affordability, and Sustainability,” with guests Kevin Naranjo of the U.S. Forest Service, Susan Jones of atelierjones LLC, and Tom Chung of Leers Weinzapfel Associates. The panelists discussed the use of mass timber in large-scale and smaller-scale affordable housing projects, as well as efforts by the Forest Service to support mass timber construction, manufacture, research, and education.

Finally, President & CEO Jackson Morrill's Softwood Forest Product Buyer (SFPB) column highlighted the health benefits of using wood in affordable housing projects. Key federal initiatives addressing affordable housing – such as tax credits to build or rehabilitate affordable housing, American Rescue Plan funds for investments in housing, and HUD's Community Development Block Grant program – primarily addresses barriers in supply only. Moving forward, the United States has an opportunity to build housing solutions with design principles rooted in dignity, improving human mental and physical health and sustainability.



APPENDIX



Footnotes

1. Acres in thousands. As of December 31, 2022.
2. Capacity as of December 31, 2021; Capacity represents the proven annual production capabilities of the facility under normal operating conditions and producing a normal product mix. Excludes overtime. Plywood production normally expressed in square footage, 3/8" basis has been converted to board feet and included in total (Plywood Production MBF = Plywood Production MSF 3/8" X 0.375 MBF/MSF 3/8"). MMBF stands for million board feet; MMSF stands for million square feet, 3/8-inch panel thickness basis. In June 2021, a fire occurred in the Ola sawmill's large-log primary breakdown machine center. The large-log line restarted in the third quarter of 2022. The sawmill's annual capacity is estimated to be 150 MMBF after the start-up phase is completed in 2023. Actual production was averaging approximately 130 MMBF prior to the fire.
3. Real estate sold as of December 31, 2022.
4. Data includes CatchMark Timber as of September 14, 2022. Calculations for Scope 1-3 Carbon Removals and Scope 1-3 GHG Emissions do not include CatchMark Timber to align with carbon record methodology.
5. Direct economic value generated is revenue calculated as net sales. Economic value distributed includes operating costs, employee wages and benefits, community investments, capital expenditures for each of our businesses, taxes paid to governmental jurisdictions, interest payments on debt 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.
6. In 2022, PotlatchDeltic shipped 1.0 billion board feet of lumber. Using a home size of 2,000 sq. ft., approximately 12,600 board feet are used for framing a home. [How Many Trees Does It Take to Build a House? \(thehousedesigners.com\)](https://www.thehousedesigners.com/).
7. Carbon removed based on acreage owned at the end of calendar year 2022 is 8.2 million metric tons CO₂e. This is the full tree value including above and below ground and includes CatchMark.
8. Lumber is graded using high technology equipment to ensure the product is properly manufactured and meets the grade requirements of our customers for their structural applications. American Lumber Standard Committee (ALSC) third-party certified agencies are used to validate grading. Each piece of lumber is stamped with a registered grade mark from the certified agency. Our plywood is manufactured to meet various American National Standards Institute (ANSI) and APA - The Engineered Wood Association (APA) performance requirements. Plywood that meets the applicable standard has a trademark that signifies that the panel quality has been verified through an audit by APA. This is designed to assure the plywood is in conformance with the ANSI/APA performance standards or the standard shown in the mark. Also, plywood products are manufactured using low emitting, moisture-resistant phenolic adhesives, per the applicable ANSI / APA product standards and building codes that govern them.
9. Ning Liu et al. Forested lands dominate drinking water supply in the conterminous United States. Environmental Research, Volume 16, Number 8. <https://iopscience.iop.org/article/10.1088/1748-9326/ac09b0>
10. Water supply calculated using Sustainable Forestry Initiative Water Benefits Tool <https://forests.org/water-tool/> Calculations based on ownership as of December 31, 2022.
11. Environmental Protection Agency (EPA) estimate of average water consumption per person in the U.S. per year. <https://www.epa.gov/watersense/statistics-and-facts>
12. Average percent harvested per year in Idaho is the average harvest acres, excluding thinning, as a percentage of gross timberland acres owned for 2022.
13. Average percent harvested per year in U.S. South is the average harvest acres, excluding thinning and CatchMark Timber legacy property, as a percentage of gross timberland acres owned for 2022. 2022 CatchMark Timber harvest acres excluding thinning, was 13,646 acres. 2022 U.S. South Seedlings planted excludes legacy CatchMark Timber property plantings.
14. Studies characterizing the findings of the Mica Creek study include: Hubbart, J.A., et al. 2007 Timber Harvest Impacts on Water Yield in the Continental/Maritime Hydroclimatic Region of the United States. Forest Science 53(2) 2007 p. 169-180. Gravelle, J.A. and Link, T.E. 2007 Influence of Timber Harvesting on Headwater Peak Stream Temperatures in a Northern Idaho Watershed. Forest Science 53(2) 2007 p. 189-205. Gravelle J.A. et al. 2009 Effects of Timber Harvest on Aquatic Macroinvertebrate Community Composition in a Northern Idaho Watershed. Forest Science 55(4) 2009 p. 352-366. Karwan, A. L., et al 2007 Effects of Timber Harvest on Suspended Sediment Loads in Mica Creek, Idaho. Forest Science 53(2) 2007 p. 181-188. Gravelle J.A. and Link, T.E. 2022 draft manuscript Fish community response before and after timber harvest in a northern Idaho watershed. Unpublished manuscript.
15. A Habitat Conservation Plan (HCP) is a document authorizing the limited and unintentional take of listed species when it occurs incidental to otherwise lawful activities. The plan is designed not only to help landowners and communities but also to provide long-term benefits to species and their habitats. <https://www.fws.gov/service/habitat-conservation-plans>
16. Data from the Department of Energy's Solar Futures Study, September 2021. <https://www.energy.gov/sites/default/files/2021-09/Solar%20Futures%20Study.pdf>
17. Internal multimedia compliance audits are conducted at each mill every two to three years. Environmental professionals from each mill participate in the internal compliance audits thus promoting sharing and implementation of best practices across the Company.
18. Energy consumption in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to the Ola fire in 2021 making actual usage unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.
19. Biogenic CO₂ emissions are CO₂ emissions related to the natural carbon cycle, such as burning wood residuals. Biogenic emissions are considered carbon neutral because residual wood used for energy has a net sequestration benefit. Harvested areas are replanted and the CO₂ absorption cycle is renewed as the forest grows. These biogenic emissions are also not additive to the carbon released into the atmosphere because they are considered part of the natural carbon cycle and, as a result, are preferable to the alternative use of fossil fuels.
20. 2022 air emissions include Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual emissions unrepresentative.
21. Permit levels include all mills combined and include an average of 2018-2020 for Ola.
22. NCASI Technical Bulletin No. 960: Water Profile of the United States Forest Products Industry.
23. 2022 water withdrawal includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual withdrawal unrepresentative.
24. Total Waste Intensity = total waste generated/total division production. 2022 and 2021 waste intensity includes average of 2018-2020 for Ola due to impact of fire. 2018 waste generation and production data includes previously Deltic-owned Ola and Waldo mills for the first two months of 2018 prior to the merger.

Footnotes (continued)

25. Includes average of 2018-2020 for Ola due to impact of fire.
26. U.S. Environmental Protection Agency (US EPA). 2020. Inventory of U.S. greenhouse gas emissions and sinks: 1990-2018. EPA 430-R-20-002. Washington, DC: U.S. Environmental Protection Agency.
27. 2022 and 2021 carbon removal and storage calculations 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. 2020 Carbon removal and storage calculations utilized the component ratio method and FIA Evaluator <https://apps.fs.usda.gov/Evaluator/evaluator.jsp>.
28. Greenhouse gas emissions estimates are based on the methods outlined in NCASI Report Calculation Tools for Estimating Greenhouse Gas Emissions from Wood Products Facilities Version 1.0 and associated workbook NCASI Spreadsheets for Calculating GHG Emissions from Wood Products Manufacturing Facilities Version 1.0. CO₂e (CO₂-equivalent emissions) is a term for describing different greenhouse gases in a common unit. For any quantity and type of greenhouse gas, CO₂e signifies the amount of CO₂ which would have the equivalent global warming impact. For PotlatchDeltic, CO₂e emissions include emissions of carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Calculations include 2018-2020 average for Ola as actuals are not representative due to 2021 Ola fire.
29. Scope 1 emissions have been updated from 2021 methodology and differ from reported in the 2021 Carbon & Climate report due to the addition of CH₄ and N₂O for mobile sources. Scope 1 emissions have been updated from 2020 methodology to include methane emissions from long-term, onsite woody debris storage. Scope 2 Market-based emissions differ from the 2021 Climate & Carbon Report due to being able to use updated vendor-specific emission factors.
30. Regenerative catalytic oxidizers are pollution control devices that thermally oxidize volatile organic compounds (VOC) and hazardous air pollutants (HAP) into carbon dioxide and water. Their regenerative capability and use of catalysts in the heat exchange media make them up to 97% thermally efficient.
31. Scope 2 emissions include market and location-based emissions.
32. Scope 3 emissions were calculated with NCASI's workbook NCASI Scope 3 Greenhouse Gas Screening Tool, Version 1.1, and fiber flow data. Calculations include 2018-2020 average for Ola as actuals not representative due to 2021 Ola fire.
33. GHG Intensity = Total Scope 1 and 2 emissions per total division production.
34. The 2.6°C-8.5°C scenarios correlate with the Representative Concentration Pathways from the IPCC Fifth Assessment Report (AR5). The RCP 2.6 pathway assumes rapid reductions in emissions with broad global participation and would result in about 1.5°C to 2°C of warming by 2100 relative to pre-industrial levels. Warming occurs by decade 2040-2049 and no additional warming occurs through 2100. RCP 4.5 assumes emissions peak around 2080 and then remain level through 2100 with global temperature projected to rise 2.5°C to 3°C by 2100 relative to pre-industrial levels. RCP 6.0 stabilizes warming by 2100 by reducing GHG emissions and applying new technologies and would result in about 3°C to 3.5°C of warming by 2100 relative to pre-industrial levels with the higher warming occurring from 2060 to 2100. RCP 8.5 assumes little effort to reduce emissions resulting in a failure to curb radiative forcing by 2100 and would result in about 5°C rise in global temperature by 2100 relative to pre-industrial temperatures.
35. Our Idaho climate analysis used the NCASI Climate Projection Analysis Tool (CPAT), that utilizes spatially downscaled climate model projections from the Coupled Model Intercomparison Project (CMIP-5) dataset for the period 2000-2099 for the four RCP scenarios.
36. Our Gulf South climate analysis used the NCASI Climate Projection Analysis Tool (CPAT), that utilizes spatially downscaled climate model projections from the Coupled Model Intercomparison Project (CMIP-5) dataset for the period 2000-2099 for the three RCP scenarios.
37. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, Mississippi, and South Carolina.
38. Data as of December 31, 2022, for FY2022. Hire rate is new hires in a category in 2022 / number of employees in a category as of December 31, 2022.
39. 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, 2022.
40. Managers include executive/senior level managers, first / mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees. Hourly employees include all hourly employees along with fixed rate employees.
41. To determine the ratio we measured the pay of each employee relative to the midpoint of their job. Each individual is equally weighted. The ratio is measured across the company and compared by gender and region. Midpoints are determined by benchmarking each position to industry compensation surveys of similar roles and level of experience.
42. Except for Washington State and Union employees who have separate benefits by law or contract.
43. Pay equity data is based on annual salaries or hourly rates and has not been adjusted for pay differences that may exist because of shift differentials, upgrades, overtime, or seniority.
44. OSHA Recordable Injury – Any work-related injury or illness that results in days away from work, restricted work, transfer to another job, or loss of consciousness; any work-related injury or illness requiring medical treatment beyond first aid.
45. 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 the Wood Products Industry (sawmills and plywood mill combined).
46. 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.
47. Board tenure and age data as of April 1, 2023. Board diversity data as of March 1, 2023.
48. Wood Products contractor responses to ESG questionnaire in third party online compliance management system. Contractors include those who participate in online contractor compliance management system.
49. Services and goods are for all business segments and are calculated on an accrual basis. Services include among other costs, external logging, hauling and freight costs attributable to our Timberlands and Wood Products segments. Goods include among other costs, capital expenditures for property, plant and equipment, timberland reforestation and roads and real estate development. Goods also include operating, repairs and maintenance items. Internal costs between business segments have been excluded.
50. [EPDs & Transparency Briefs - American Wood Council \(awc.org\)](#)

Data-Forests

Timberlands Harvest As of December 31			
	2022 ¹	2021	2020
<i>(% of Total Timberlands)</i>			
Idaho Average Harvest Per Year	2.1%	2.3%	2.6%
U.S. South Average Harvest Per Year (Excluding Thinnings)	2.4%	4.7%	4.8%
Total Average Harvest Per Year Including Thinnings	3.7%	3.8%	3.9%
Total Average Harvest Per Year Excluding Thinnings	2.5%	2.1%	2.6%

¹ 2022 excludes data from the CatchMark Timber Trust merger.

Reforestation As of December 31			
	2022 ¹	2021	2020
Seedlings Planted <i>(millions)</i>			
Idaho	6.6	6.3	6.2
U.S. South	14.0	17.1	15.7
Total	20.6	23.4	21.9
Acres Planted			
Idaho	14,588	15,168	28,900
U.S. South	24,139	31,994	16,900
Total	38,727	47,162	45,800

¹ 2022 excludes data from the CatchMark Timber Trust merger.

Water Supplied As of December 31			
	2022 ¹	2021	2020
<i>(Billion Gallons)</i>			
Idaho	301	300	301
U.S. South	792	611	578
Total	1,093	911	879

¹ 2022 includes data from the CatchMark Timber Trust Merger as of September 14, 2022.

Protected Acres As of December 31			
	2022 ¹	2021	2020
Conservation Easements	75,067	70,723	70,723
Red-cockaded Woodpecker Conservation Easement	15,961	15,961	15,961
Townsend Conservation Easement ²	4,344	-	-

¹ 2022 includes data from the CatchMark Timber Trust Merger as of September 14, 2022.

² The Townsend Conservation Easement was acquired with the CatchMark Timber Trust merger.

Certifications As of December 31			
	2022	2021	2020
Sustainable Forest Initiative (SFI)			
Idaho SFI Certification %	100%	100%	100%
U.S. South SFI Certification %	100%	100%	100%
Total SFI Certification %	100%	100%	100%
SFI Audit Non-Conformances	None	None	None
SFI Audit Notable Practices	None	Yes ¹	Yes ²
Forest Stewardship Council (FSC)			
Arkansas and Louisiana FSC Certification %	70%	70%	70%
FSC Audit Non-Conformances	None	None	None

¹ 2021 Notable Practice in Alabama for gabion water crossings. Gabion Baskets are made from heavily galvanized steel wire mesh and are filled with rock and placed for water crossings. Water flows freely through the rock, which slows the flow, reduces erosion and solidifies stream crossings.

² 2020 Notable Practice in Idaho for adaptive spray program.

Data-Forests *(continued)*

Threatened and Endangered Species ¹					Threatened and Endangered Species ¹				
Scientific Name	Common Name	State	G Rank ²	Federal Status ³	Scientific Name	Common Name	State	G Rank	Federal Status
<i>Hexastylis speciosa</i>	Harper's Heartleaf	AL	G2		<i>Alosa alabamae</i>	Alabama Shad	AR	G2 G3	
<i>Selaginella rupestris - schizachyrium scoparium - hypericum gentianoides - bulbostylis capillaris herbaceous vegetation</i>	Appalachian Low-elevation Granitic Dome	AL	G2		<i>Procambarus regalis</i>	Regal Burrowing Crayfish	AR	G2 G3	
<i>Etheostoma moorei</i>	yellowcheek darter ⁴	AR	G1	Endangered	<i>Dryobates borealis</i>	Red-cockaded Woodpecker	AR	G3	Endangered
<i>Quadrula fragosa</i>	Winged Mapleleaf ⁴	AR	G1	Endangered	<i>Margaritifera monodonta</i>	Spectaclecase	AR	G3	Endangered
<i>Fallicambarus petilicarpus</i>	Slenderwrist Burrowing Crayfish	AR	G1		<i>Nicrophorus americanus</i>	American burying beetle	AR	G3	Threatened
<i>Ochrotrichia robisoni</i>	a microcaddisfly	AR	G1		<i>Theliderma cylindrica</i>	Rabbitsfoot	AR	G3 G4	Threatened
<i>Leptodea leptodon</i>	Scaleshell ⁴	AR	G1 G2	Endangered	<i>Sarracenia oreophila</i>	Green Pitcher Plant	GA	G2	
<i>Lampsilis abrupta</i>	Pink Mucket ⁴	AR	G1 G2	Endangered	<i>Pleurobema pyriforme</i>	Oval Pigtoe	GA	G2	
<i>Myotis septentrionalis</i>	northern long-eared bat ⁴	AR	G1 G2	Endangered	<i>Silene polypetala</i>	Fringed Champion	GA	G2	
<i>Creaserinus gilpini</i>	Jefferson County Crayfish	AR	G1 G2		<i>Percina crypta</i>	Halloween Darter	GA	G2	
<i>Alloperla caddo</i>	Caddo sallfly	AR	G1 G2		<i>Hypericum erythrae</i>	Georgia St. Johnswort	GA	G2	
<i>Pleurobema riddellii</i>	Louisiana Pigtoe	AR	G1 G2		<i>Elliptio purpurella</i>	Inflated Spike	GA	G2	
<i>Ptilimnium nodosum</i>	harperella ⁴	AR	G2	Endangered	<i>Hamiota subangulata</i>	Shinyrayed Pocketbook	GA	G2	
<i>Lampsilis streckeri</i>	Speckled Pocketbook ⁴	AR	G2	Endangered	<i>Eustachys floridana</i>	Florida Finger Grass	GA	G2 ⁵	
<i>Lampsilis powellii</i>	Arkansas Fatmucket ⁴	AR	G2	Threatened	<i>Pinus elliottii var elliottii Taxodium ascendens*</i>	South Atlantic Wet Slash Pine Flatwoods	GA	G2 ⁵	
<i>Geocarpon minimum</i>	geocarpon ⁴	AR	G2	Threatened	<i>Phlox idahonis</i>	Clearwater Phlox	ID	G1	
<i>Monarda luteola</i>	yellow-flower beebalm	AR	G2		<i>Helicodiscus salmonaceus</i>	Salmon Coil	ID	G1 G2	
<i>Leuctra paleo</i>	Arkansas needlefly	AR	G2		<i>Pristiloma idahoense</i>	Thinlip Tightcoil	ID	G2	
<i>Bouchardina robisoni</i>	Bayou Bodcau Crayfish	AR	G2		<i>Trifolium douglasii</i>	Douglas' Clover	ID	G2	
<i>Noturus lachneri</i>	Ouachita madtom	AR	G2		<i>Polygyrella polygyrella</i>	Humped Coin	ID	G2 G3	
<i>Percina brucethompsoni</i>	Ouachita darter	AR	G2 ⁵		<i>Lynx canadensis</i>	Canada Lynx	ID	G5	Threatened
<i>Pleurobema rubrum</i>	Pyramid Pigtoe	AR	G2 G3		<i>Callophrys irus</i>	Frosted Elfin	LA	G2 G3	
<i>Pogonomyrmex comanche</i>	Comanche Harvester Ant	AR	G2 G3		<i>Graptemys oculifera</i>	Ringed Map Turtle ⁴	MS	G2	Threatened

¹ PotlatchDeltic has 12 species designated as globally critically imperiled, 29 species designated as globally imperiled, 9 species listed as federally endangered, and 6 species listed as federally threatened on or immediately adjacent to our lands in Alabama, Arkansas, Georgia, Idaho, Louisiana, Mississippi, and South Carolina. Ten of these species have dual designations giving a total of 56 various designations. In 2022, 28 occurrences of the species or communities were considered in planning for our management activities.

² Defined as globally critically imperiled (G1, G1G2), globally imperiled (G2, G2G3), globally vulnerable (G3, G3G4), or globally secure (G5) according to NatureServe (www.natureserve.org) which has worked closely to with the IUCN to evaluate the conservation status of plant and animal species.

³ Defined as endangered or threatened under the U.S. Endangered Species Act.

⁴ Species with a G1/G1G2 or G2/G2G3 ranking that also have a Federal Status are considered to have a dual designation.

⁵ Uses NatureServe "Global Status (Rounded)" ranking.

Data-Planet

Environmental Compliance <i>As of December 31</i>			
	2022	2021	2020
Fines and Penalties <i>(thousands of US\$)</i>	\$89	\$ -	\$5
Environmental Noncompliance Incidents	2	1	-
Internal Environmental Compliance Audits	2	3	3

Energy Consumption (Using Ola Average) <i>As of December 31</i>			
	2022 ¹	2021 ¹	2020
<i>(Million Gigajoules)</i>			
Renewable	4.6	4.5	4.4
Non-Renewable	0.4	0.4	0.4
Electricity	5.5	5.6	5.5
Total	10.5	10.5	10.3

Energy Consumption (Using Ola Actual) <i>As of December 31</i>			
	2022 ¹	2021 ¹	2020
<i>(Million Gigajoules)</i>			
Renewable	4.2	4.0	4.4
Non-Renewable	0.4	0.3	0.4
Electricity	5.1	5.2	5.5
Total	9.7	9.5	10.3

Energy Consumption (Using Ola Average) <i>As of December 31</i>			
	2022 ¹	2021 ¹	2020
<i>(Percentage)</i>			
Renewable	43.6%	43.2%	43.2%
Non-Renewable	3.6%	3.4%	3.5%
Electricity	52.8%	53.4%	53.2%

Energy Consumption (Using Ola Actual) <i>As of December 31</i>			
	2022	2021	2020
<i>(Percentage)</i>			
Renewable	43.6%	42.0%	42.7%
Non-Renewable	3.8%	3.6%	3.6%
Electricity	52.6%	54.4%	53.4%

¹ Energy consumption in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual usage unrepresentative. 2018 includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

Data-Planet *(continued)*

Energy Consumption by Facility As of December 31												
<i>(Million Gigajoules)</i>	2022				2021				2020			
	Renewable	Non-Renewable	Electricity	Total	Renewable	Non-Renewable	Electricity	Total	Renewable	Non-Renewable	Electricity	Total
Bemidji	0.54	0.01	0.48	1.03	0.52	0.01	0.47	1.00	0.55	0.01	0.49	1.05
Gwinn	0.35	0.25	0.65	1.25	0.39	0.22	0.65	1.26	0.4	0.23	0.65	1.28
Ola Average ¹	0.55	0.02	0.85	1.42	0.55	0.02	0.85	1.42	0.53	0.01	0.83	1.37
Ola Actual	0.21	0.01	0.41	0.63	0.04	0.01	0.45	0.50	0.53	0.02	0.83	1.38
St. Maries	1.36	0.06	1.5	2.92	1.29	0.06	1.49	2.84	1.19	0.06	1.44	2.69
Waldo	0.81	0.02	1.02	1.85	0.73	0.02	1.05	1.80	0.67	0.02	1.04	1.73
Warren	0.95	0.02	1.03	2.00	1.02	0.02	1.05	2.09	1.08	0.02	1.01	2.11

¹ Ola Average energy consumption in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual usage unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

Energy Consumption by Facility As of December 31									
<i>(Percentage)</i>	2022			2021			2020		
	Renewable	Non-Renewable	Electricity	Renewable	Non-Renewable	Electricity	Renewable	Non-Renewable	Electricity
Bemidji	52%	1%	47%	52%	1%	47%	52%	1%	47%
Gwinn	28%	20%	52%	31%	18%	51%	31%	18%	51%
Ola Average ¹	39%	1%	60%	39%	1%	60%	39%	1%	60%
Ola Actual	33%	2%	65%	8%	2%	90%	39%	1%	60%
St. Maries	47%	2%	51%	45%	2%	53%	45%	1%	54%
Waldo	44%	1%	55%	40%	1%	59%	39%	1%	60%
Warren	48%	1%	51%	49%	1%	50%	51%	1%	48%

¹ Ola Average energy consumption in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual usage unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

Wood Residuals-Internal Energy Generated As of December 31			
<i>(Percentage)</i>	2022	2021	2020
Bemidji	52%	52%	52%
Gwinn	28%	31%	31%
Ola Average ¹	39%	39%	39%
Ola Actual	33%	8%	38%
St. Maries	47%	45%	44%
Waldo	44%	41%	39%
Warren	48%	49%	51%

¹ Ola Average percent energy generated from wood residuals in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual percent unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

Data-Planet *(continued)*

Energy Intensity (Using Ola Average) <i>As of December 31</i>			
	2022 ¹	2021 ¹	2020
<i>(Total Energy Consumption / MBF Sawmill Production)</i>			
Renewable	3.7	3.7	3.6
Non-Renewable	0.3	0.3	0.3
Electricity	4.5	4.5	4.5
Total	8.6	8.5	8.4

Energy Intensity (Using Ola Actual) <i>As of December 31</i>			
	2022	2021	2020
<i>(Total Energy Consumption / MBF Sawmill Production)</i>			
Renewable	3.7	3.5	3.9
Non-Renewable	0.3	0.3	0.3
Electricity	4.5	4.5	4.8
Total	8.5	8.3	9.0

¹ Energy intensity in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual intensity unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

Energy Intensity Ratio by Facility <i>As of December 31</i>												
<i>(Million Gigajoules)</i>	2022				2021				2020			
	Renewable	Non-Renewable	Electricity	Total	Renewable	Non-Renewable	Electricity	Total	Renewable	Non-Renewable	Electricity	Total
Bemidji	3.5	0.1	3.2	6.8	3.4	0.1	3.2	6.7	3.6	0.1	3.2	6.9
Gwinn	2	1.4	3.6	7	2.1	1.2	3.4	6.7	2.1	1.2	3.5	6.8
Ola Average ¹	3.9	0.1	6.0	10	3.9	0.1	6.0	10	3.8	0.1	6.0	9.9
Ola Actual	4.7	0.2	9.6	14.5	0.7	0.2	7.4	8.3	3.8	0.2	6	10
St. Maries	4.6	0.2	5.0	9.8	4.5	0.2	5.3	10	4.1	0.2	4.9	9.2
Waldo	3.9	0.1	4.9	8.9	3.1	0.1	4.6	7.8	3.1	0.1	4.9	8.1
Warren	4.0	0.1	4.3	8.4	4.3	0.1	4.4	8.8	4.6	0.1	4.3	9.0

¹ Energy intensity in 2021 and 2022 includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual intensity unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018.

Data-Planet *(continued)*

Air Emissions (Using Ola Average) ¹			
	As of December 31		
	2022	2021	2020
<i>(‘000 Kilograms)</i>			
Volatile Organic Compounds	1,352	1,390	1,339
Carbon Monoxide	678	678	665
NOx	336	329	331
Particulate Matter	248	230	225
HAP	152	157	154
SOx	39	38	40
Total	2,805	2,822	2,754

Air Emissions (Using Ola Average) ¹			
	As of December 31		
	2022	2021	2020
<i>(Kilograms / Thousand Board Foot Produced)</i>			
Volatile Organic Compounds	1.11	1.13	1.1
Carbon Monoxide	0.55	0.55	0.54
NOx	0.27	0.27	0.27
Particulate Matter	0.2	0.19	0.18
HAP	0.12	0.13	0.13
SOx	0.03	0.03	0.03
Total	2.28	2.30	2.25

Air Emissions vs. Permit Level ¹			
	As of December 31		
	2022	2021	2020
<i>(Percentage)</i>			
VOC	53%	51%	59%
CO	34%	30%	34%
NOx	40%	36%	39%
PM	33%	29%	18%
HAP	9%	47%	68%
SOx	29%	27%	50%

¹ Permit levels include all mills combined and include an average of 2018-2020 for Ola.

Air Emissions (Using Ola Actual) ²			
	As of December 31		
	2022	2021	2020
<i>(‘000 Kilograms)</i>			
Volatile Organic Compounds	1,190	1,264	1,339
Carbon Monoxide	630	645	665
NOx	325	316	331
Particulate Matter	243	227	236
HAP	150	153	154
SOx	36	36	40
Total	2,574	2,641	2,764

Air Emissions (Using Ola Actual) ²			
	As of December 31		
	2022	2021	2020
<i>(Kilograms / Thousand Board Foot Produced)</i>			
Volatile Organic Compounds	1.05	1.10	1.10
Carbon Monoxide	0.56	0.56	0.54
NOx	0.29	0.28	0.27
Particulate Matter	0.21	0.20	0.19
HAP	0.13	0.13	0.13
SOx	0.03	0.03	0.03
Total	2.28	2.30	2.26

¹ 2021 and 2022 air emissions include Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual emissions unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

² Actual emission calculations based on the application of accepted industry emission factors and site-specific stack test data to production throughput in board feet and/or hours of operation. Production throughput includes plywood volumes converted from square feet, 3/8” basis to board feet.

Data-Planet *(continued)*

Water Withdrawal (Using Ola Average) ¹			<i>As of December 31</i>
	2022	2021 ²	2020
<i>(Megaliters)³</i>			
Groundwater	444.2	423.4	419.5
Surface Water	290.3	274.5	283.4
Municipal Water	186.7	202.2	189.3
Total	921.2	900.1	892.2

Water Withdrawal (Using Ola Actual)			<i>As of December 31</i>
	2022	2021 ²	2020
<i>(Megaliters)³</i>			
Groundwater	444.2	423.3	419.5
Surface Water	290.3	274.5	283.4
Municipal Water	137.3	175.3	189.3
Total	871.8	873.1	892.2

Water Withdrawal Intensity (Using Ola Average) ¹			<i>As of December 31</i>
	2022	2021 ²	2020
<i>(Liters / Thousand Board Feet)</i>			
Groundwater	364	345	343
Surface Water	238	223	232
Municipal Water	153	165	155
Total	754	732	730

Water Withdrawal Intensity (Using Ola Actual)			<i>As of December 31</i>
	2022	2021 ²	2020
<i>(Liters / Thousand Board Feet)</i>			
Groundwater	393	368	343
Surface Water	257	239	232
Municipal Water	122	153	155
Total	772	760	730

¹ 2021 and 2022 water withdrawal includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual withdrawal unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

² Water withdrawal values have changed significantly since the 2021 ESG report due to improved water monitoring systems and more accurate data.

³ 1 Megaliter = 1,000,000 Liters

Data-Planet *(continued)*

Water Withdrawal by Facility As of December 31												
	2022				2021				2020			
<i>(Megaliters)</i>	Groundwater	Surface Water	Municipal Water	Total	Groundwater	Surface Water	Municipal Water	Total	Groundwater	Surface Water	Municipal Water	Total
Bemidji	26.1	-	-	26.1	26.2	-	-	26.2	37.5	-	-	37.5
Gwinn	-	-	31.6	31.6	-	-	40.8	40.8	-	-	48.9	48.9
Ola Average ¹	-	-	62.7	62.7	-	-	62.7	62.7	-	-	50.8	50.8
Ola Actual	-	-	13.3	13.3	-	-	35.9	35.9	-	-	50.8	50.8
St. Maries	-	290.3	50.8	341.1	-	274.5	46.2	320.7	-	283.4	38	321.4
Waldo	118.9	-	28.7	147.6	100.4	-	32.4	132.8	87	-	35.7	122.7
Warren	299.2	-	12.9	312.1	296.7	-	20	316.7	295	-	15.9	310.9
Total	444.2	290.3	186.7	921.2	423.3	274.5	202.1	899.9	419.5	283.4	189.3	892.2

Water Withdrawal by Facility As of December 31									
	2022			2021			2020		
<i>(Percentage)</i>	Groundwater	Surface Water	Municipal Water	Groundwater	Surface Water	Municipal Water	Groundwater	Surface Water	Municipal Water
Bemidji	100%	0%	0%	100%	0%	0%	100%	0%	0%
Gwinn	0%	0%	100%	0%	0%	100%	0%	0%	100%
Ola Average ¹	0%	0%	100%	0%	0%	100%	0%	0%	100%
Ola Actual	0%	0%	100%	0%	0%	100%	0%	0%	100%
St. Maries	0%	85%	15%	0%	86%	14%	0%	88%	12%
Waldo	81%	0%	19%	76%	0%	24%	71%	0%	29%
Warren	96%	0%	4%	94%	0%	6%	95%	0%	5%

¹ 2021 and 2022 Ola Avg. water withdrawal uses the average for 2018-2020 instead of actual due to Ola fire in 2021 making actual withdrawal intensity unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

Data-Planet *(continued)*

Water Withdrawal ¹ As of December 31						
	2022		2021		2020	
<i>(Megaliters)</i>	All Areas	Areas of Stress	All Areas	Areas of Stress	All Areas	Areas of Stress
Water Withdrawal by Source						
Surface Water	290.3	-	274.5	-	283.4	-
Groundwater	444.2	418.1	423.4	397.1	419.5	382.0
Seawater	-	-	-	-	-	-
Produced Water	-	-	-	-	-	-
Third-Party Withdrawal by Source						
Surface Water	-	-	-	-	-	-
Groundwater	186.7	41.6	202.2	52.4	189.3	51.6
Seawater	-	-	-	-	-	-
Produced Water	-	-	-	-	-	-
Total Water Withdrawal	921.2	459.7	900.1	449.5	892.2	433.6

Water Withdrawal - Critical Groundwater Areas ² As of December 31						
	2022		2021		2020	
<i>(Megaliters)</i>	Waldo	Warren	Waldo	Warren	Waldo	Warren
Water Withdrawal by Source						
Surface Water	-	-	-	-	-	-
Groundwater	118.9	299.2	100.4	296.7	87.0	295.0
Seawater	-	-	-	-	-	-
Produced Water	-	-	-	-	-	-
Third-Party water	28.7	12.9	32.4	20.0	35.7	15.9
Total	147.6	312.1	132.8	316.7	122.7	310.9

¹ 2021 and 2022 water withdrawal includes Ola average for 2018-2020 instead of actual due to Ola fire in 2021 making actual withdrawal intensity unrepresentative. 2018 data includes previous Deltic-owned Ola and Waldo mills for first two months of 2018 prior to merger.

² The Sparta Aquifer is a primary source of ground water for industrial, municipal, and agricultural uses in southern Arkansas and northern Louisiana. In 1996, the Arkansas Soil and Water Conservation Commission designated five counties in southern Arkansas as "Critical Ground-Water Areas" due to water level decline. (<https://www.agriculture.arkansas.gov/natural-resources/news/commission-orders/designation-of-critical-ground-water-areas/>)

Data-Planet *(continued)*

Waste by Composition ¹									
<i>As of December 31</i>									
	2022			2021			2020		
<i>('000 Metric Tons)</i>	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
Waste Composition									
Wood Residuals/ Wood Ash	2,015.8	2,015.8	-	1,985.0	1,985.0	-	2,061.9	206.9	-
Non-Hazardous Waste	5.9	3.4	2.5	8.7	3.9	4.8	8	3.9	4.1
Hazardous Waste ²	0	-	0	0	-	0	0	-	0
Total Waste	2,021.7	2,019.2	2.5	1,993.7	1,988.9	4.8	2,069.9	210.8	4.1

1 2021 and 2022 Includes average of 2018-2020 for Ola due to impact of fire.

2 2022 hazardous waste generated and diverted from disposal was 0.3 metric tons. 2022 hazardous waste diverted offsite was 0.3 metric tons. 2021 hazardous waste generated and diverted from disposal was 0.5 metric tons. 2021 hazardous waste diverted offsite was 0.5 metric tons. 2020 hazardous waste generated and diverted from disposal was 0.7 metric tons. 2020 hazardous waste diverted offsite was 0.7 metric tons.

Waste Diverted from Disposal By Recovery Option ¹									
<i>As of December 31</i>									
	2022			2021			2020		
<i>('000 Metric Tons)</i>	Waste Diverted Onsite	Waste Diverted Offsite	Total Waste Diverted	Waste Diverted Onsite	Waste Diverted Offsite	Total Waste Diverted	Waste Diverted Onsite	Waste Diverted Offsite	Total Waste Diverted
Non-Hazardous Waste									
Wood Residuals Used Internally for Energy	361.10	-	361.10	355.70	-	355.70	349.50	-	349.5
Wood Residuals Sold	-	1,632.90	1,632.90	-	1,619.50	1,619.50	-	1,676.00	1676
Wood Ash Land Applied for Soil Amendment	-	21.80	21.80	-	9.80	9.80	-	36.40	36.4
Recycling of Scrap Metal, Cardboard & Universal Wastes	-	3.40	3.40	-	3.90	3.90	-	3.90	3.9
Hazardous waste									
Solvent Recovery- Spent Aerosol Liquids	-	-	-	-	-	-	-	-	-
Total Waste Diverted	361.10	1,658.10	2,019.20	355.70	1,633.20	1,988.90	349.5	1,716.3	2,065.8

1 2021 and 2022 Includes average of 2018-2020 for Ola due to impact of fire.

Waste to Landfill Intensity ^{1,2}			
<i>As of December 31</i>			
	2022	2021	2020
<i>(Kilograms / Thousand Board Feet)</i>			
Intensity	2.05	3.89	3.35

1 2021 and 2022 Includes average of 2018-2020 for Ola due to impact of fire.

2 Total Waste Intensity = total waste generated/total division production.

Data-Planet *(continued)*

Carbon Removal and Storage ^{1,2}		As of December 31	
	2022	2021 ³	
<i>(Metric Tons CO₂e)</i>			
Land Based			
Scope 1			
Net Change in Our Timberlands Including Harvest (+ source, - removal)	1,200,000	(400,000)	
Scope 3 (Category 1)			
Net Change in Regional Forests for our External Fiber Sourcing	(1,700,000)	(1,600,000)	
Product-Based			
Scope 3 (Category 11)			
Stored in Products from Logs Sold Externally	(1,000,000)	(1,100,000)	
Scope 3 (Category 11)			
Wood Products Manufactured at our Facilities			
Stored in Products We Manufactured	(1,500,000)	(1,400,000)	
Scope 3 (Category 11)			
Stored in Products from Mill Wood Residuals That We Sell	(200,000)	(200,000)	
Total Carbon Removal and Storage	(3,200,000)	(4,700,000)	

Greenhouse Gas Emissions ¹		As of December 31		
	2022	2021	2020	
Scope 1 Direct Emissions (metric ton CO ₂ e) ^{2, 3}	37,000	36,000	36,000	
Scope 2 Market-based Indirect Emissions (metric ton CO ₂ e)	43,000	43,000	39,000	
Total Scope 1 & 2 Emissions (metric ton CO₂e)	80,000	79,000	75,000	
Scope 3 Indirect Emissions (metric ton CO ₂ e)	2,500,000	2,500,000	2,700,000	
Total Scope 1, 2, & 3 Emissions (metric ton CO₂e)	2,600,000	2,600,000	2,800,000	
Scope 1 GHG Intensity Total (metric ton CO ₂ e / thousand board feet)	0.03	0.03	0.03	
Scope 2 GHG Intensity Total (metric ton CO ₂ e / thousand board feet)	0.04	0.03	0.03	
Scope 1 & 2 GHG Intensity Total (metric ton CO₂e / thousand board feet)⁴	0.07	0.06	0.06	
Scope 3 GHG Intensity Total (metric tons of CO ₂ e / thousand board feet)	2.05	2.03	2.21	
Scopes 1-3 GHG Intensity Total (metric ton CO₂e / metric ton products)	2.11	2.10	2.27	
Scope 2 Location-based Indirect Emissions (metric ton CO ₂ e)	61,000	61,000	58,000	
Wood Residual Derived Biogenic Emissions (metric ton CO ₂)	500,000	490,000	470,000	

1 2022 and 2021 carbon removal and storage calculations 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. 2020 Carbon removal and storage calculations utilized the component ratio method and FIA Evaluator <https://apps.fs.usda.gov/Evaluator/evaluator.jsp>.

2 All values rounded to two significant figures. Individual vales may not sum to the total. Total is rounded to two significant figures.

3 2021 Net Change in Our Timberlands Including Harvest was previously reported as whole tree. Updated 2022 and 2021 values use above ground.

1 Greenhouse gas emissions estimates are based on the methods outlined in NCASI Report Calculation Tools for Estimating Greenhouse Gas Emissions from Wood Products Facilities Version 1.0 and associated workbook NCASI Spreadsheets for Calculating GHG Emissions from Wood Products Manufacturing Facilities Version 1.0. CO₂e (CO₂-equivalent emissions) is a term for describing different greenhouse gases in a common unit. For any quantity and type of greenhouse gas, CO₂e signifies the amount of CO₂ which would have the equivalent global warming impact. For PotlatchDeltic, CO₂e emissions include emissions of carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Calculations include 2018-2020 average for Ola as actuals are not representative due to 2021 Ola fire.

2 Scope 1 emissions have been updated from 2021 methodology and differ from reported in the 2021 Carbon & Climate report due to the addition of CH₄ and N₂O for mobile sources. Scope 1 emissions have been updated from 2020 methodology to include methane emissions from long-term, onsite woody debris storage. Scope 2 Market-based emissions differ from the 2021 Climate & Carbon Report due to being able to use updated vendor-specific emission factors.

3 Scope 1 emissions have been updated from 2020 methodology to include methane emissions from long-term, onsite woody debris storage

4 GHG Intensity = Total Scope 1 and 2 emissions per total division production.

Data-People

Employees by Gender										As of December 31
	2022			2021			2020			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Number of Employees	300	1,337	1,637	283	1,335	1,618				1,575
Permanent Employees	240	1,090	1,330	230	1,069	1,299	222	1,094		1,316
Full-Time Employees	237	1,085	1,322	224	1,060	1,284				
Part-Time Employees	3	5	8	6	9	15				
Temporary Employees	60	247	307	53	266	319				259
Non-Guaranteed Hours Employees	-	-	-	-	-	-	-	-	-	-

Employees By Region										As of December 31
	2022 ¹			2021 ²			2020			
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total	
Number of Employees	890	747	1,637	906	712	1,618				
Permanent Employees	719	611	1,330	722	577	1,299	719	597		1,316
Full-Time Employees	712	610	1,322	709	575	12,84				
Part-Time Employees	7	1	8	13	2	15				
Temporary Employees	171	136	307	184	135	319	147	112		259
Non-Guaranteed Hours Employees	-	-	-	-	-	-	-	-	-	-

¹ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Employee Categories ¹				As of December 31
	2022 ²	2021 ³	2020 ³	
Manager	9.2%	7.5%	5.9%	
Salaried	18.3%	18.1%	18.3%	
Hourly	72.6%	74.4%	75.8%	

¹ Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

³ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.



Data-People *(continued)*

Employee Diversity by Gender ¹										<i>As of December 31</i>
	2022 ²			2021 ³			2020 ³			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Northern	151	568	719	159	563	722	158	561	719	
Manager	20%	80%	10%	24%	76%	9%	23%	77%	7%	
Salaried	33%	69%	18%	30%	70%	19%	33%	67%	19%	
Hourly	18%	82%	72%	20%	80%	72%	19%	81%	74%	
Total	21%	79%		22%	78%		22%	78%		
Southern	89	522	611	71	506	577	64	533	597	
Manager	23%	77%	8%	20%	80%	5%	15%	85%	4%	
Salaried	41%	59%	19%	36%	64%	17%	31%	69%	17%	
Hourly	7%	93%	73%	6%	94%	78%	6%	94%	79%	
Total	15%	85%		12%	88%		11%	89%		

Employee Diversity by Race ¹										<i>As of December 31</i>
	2022 ²			2021 ³			2020 ³			
	White	Of Color	Total	White	Of Color	Total	White	Of Color	Total	
Northern	674	45	719	683	39	722	676	43	719	
Manager	99%	1%	10%	99%	1%	9%	98%	2%	7%	
Salaried	94%	6%	18%	96%	4%	19%	96%	4%	19%	
Hourly	93%	7%	72%	94%	6%	72%	93%	7%	74%	
Total	94%	6%		95%	5%		96%	4%		
Southern	387	224	611	368	209	577	378	219	597	
Manager	90%	10%	8%	90%	10%	5%	92%	8%	4%	
Salaried	92%	8%	19%	91%	9%	17%	91%	9%	17%	
Hourly	53%	47%	73%	59%	44%	78%	56%	44%	79%	
Total	63%	37%		64%	39%		63%	37%		

¹ Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

³ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Data-People *(continued)*

Employee Diversity by Age ¹												As of December 31	
	2022 ²				2021 ³				2020 ³				
	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total	
Northern	126	363	230	719	152	340	230	722	130	339	250	719	
Manager	1	37	36	74	1	33	33	67	0	27	25	52	
Salaried	17	71	38	126	20	78	37	135	18	76	44	138	
Hourly	108	255	156	519	131	229	160		112	236	181	529	
Southern	115	299	197	611	110	269	198	577	123	271	203	597	
Manager	0	31	17	48	0	19	11	30	0	16	10	26	
Salaried	13	53	51	117	12	41	47	100	9	48	45	207	
Hourly	102	215	129	446	98	209	140	447	114	207	148	469	
Total	241	628	461	1,330	262	609	428	1,299	253	610	463	1,316	

¹ Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

³ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Employee Diversity by Race						As of December 31	
	2022 ²		2021		2020		
	White	Of Color	White	Of Color	White	Of Color	
Bemidji, Minnesota	93%	7%	97%	3%	95%	5%	
Gwinn, Michigan	94%	6%	93%	7%	94%	6%	
Ola, Arkansas	87%	13%	88%	12%	88%	12%	
St. Maries, Idaho	93%	7%	94%	6%	94%	6%	
Waldo, Arkansas	41%	59%	45%	53%	40%	60%	
Warren, Arkansas	54%	46%	57%	43%	60%	40%	



Data-People *(continued)*

New Employees ¹ <i>As of December 31</i>									
	2022 ²			2021 ³			2020 ³		
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total
New Employees Hires By Gender									
Female	20	21	41	22	19	41	21	4	25
Male	84	110	194	87	106	193	48	76	124
By Age									
Under 30	44	49	93	41	53	94	34	37	71
30-50	42	60	102	59	55	114	27	32	59
Over 50	18	22	40	9	17	26	8	11	19
Total	104	131	235	109	125	234	69	80	149
New Employees Hires Rates By Gender									
Female	13%	24%	17%	14%	27%	18%	13%	6%	11%
Male	15%	21%	18%	15%	21%	18%	9%	14%	11%
By Age									
Under 30	35%	43%	39%	31%	48%	39%	26%	30%	28%
30-50	12%	20%	15%	16%	20%	18%	8%	12%	10%
Over 50	8%	11%	9%	4%	9%	6%	3%	5%	4%
Total	12%	17%	18%	15%	22%	18%	10%	13%	11%

¹ Data as of December 31, 2022, for FY2022. New Employees are all employees hired in 2022. Hire rate is new hires in a category in 2022/number of employees in a category as of December 31, 2022.

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

³ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Data-People *(continued)*

Employee Turnover ¹				As of December 31		
	2022 ²			2021 ^{3,4}		
By Gender	Northern	Southern	Total	Northern	Southern	Total
Female	33	13	46	20	8	28
Male	86	139	225	88	138	224
By Age						
Under 30	36	53	89	25	51	76
30-50	51	62	113	40	60	100
Over 50	32	37	69	43	33	76
Total	119	152	271	108	144	252
Employee Turnover Rates By Gender						
Female	22%	15%	19%	13%	11%	12%
Male	15%	27%	21%	16%	27%	21%
By Age						
Under 30	29%	46%	37%	46%	46%	32%
30-50	14%	21%	17%	22%	22%	16%
Over 50	14%	19%	16%	17%	17%	18%
Total	17%	25%	20%	25%	25%	19%

¹ Turnover is 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.

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

³ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

⁴ 2021 turnover data does not include retirees, students, interns, and employees on long term leaves of absence.

Pay Equity Ratio ¹									As of December 31
	2022 ²			2021 ³			2020 ³		
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total
Salaried	100.5%	99.7%	100.1%	99.3%	98.7%	99.1%	96%	101%	98%
Hourly	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100%	100%	100%
Total	100.1%	99.9%	100.0%	99.8%	99.7%	99.8%			

¹ Pay equity data is based on annual salaries or hourly rates and has not been adjusted for pay differences that may exist because of shift differentials, upgrades, overtime, or seniority

² Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

³ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Data-People *(continued)*

Ratio of Standard Entry Level Wage to Local Minimum Wage ¹ <i>As of December 31</i>		
	2022	
	Male	Female
Northern	2.6	2.6
Southern	1.5	1.5

¹ Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.

Employee 401(k) <i>As of December 31</i>		
	2022	2021
401(k) Participation		
Salaried	94.2%	96.0%
Hourly	97.1%	97.0%
Average	96.0%	97.0%
401(k) Average Savings Rate		
Salaried	9.8%	11.0%
Hourly	6.0%	6.0%
Average	7.30%	7.5

Parental Leave ¹ <i>As of December 31</i>			
	2022	2021	2020
Employees Entitled to Parental Leave			
Female	225	215	222
Male	914	1,088	1,094
Total	1,142	1,303	1,316
Employees that Took Leave			
Female	5	8	14
Male	21	17	11
Total	26	25	25
Employees Returned to Work			
Female	4	8	13
Male	20	17	11
Total	24	25	24
Employees employed after 12 months			
Female	4	8	
Male	15	15	
Total	19	23	
Employees Returned to Work-Rate			
Female	80.0%	100.0%	92.9%
Male	95.2%	100.0%	100.0%
Total	92.3%	100.0%	96.0%
Employees employed after 12 months-Rate			
Female	80.0%	100.0%	
Male	75.0%	88.2%	
Total	79.2%	92.0%	

¹ Parental Leave-leave granted to men and women employees on the grounds of the birth of a child.

Data-People *(continued)*

TCIR ¹	As of December 31		
	2022	2021	2020
Wood Products	1.6	1.8	1.6
Industry Avg.		5.4	4.7
Timberlands	0.0	0.0	2.6
Industry Avg.		3.4	2.4

¹ Total Case Incident Rate (TCIR) = (Number of OSHA recordable injuries and illnesses x 200,000) / Employee total hours worked; Industry Averages are based on NAICS code 113 for Forestry and Logging, NAICS code 321 for the Wood Products Industry (sawmills and plywood mill combined).

Work-Related Injuries and Illnesses: Wood Products				As of December 31		
	2022	2021	2020			
Employees						
Fatalities as a result of work-related injuries and illnesses	0	0				
High-consequence work related injuries and illnesses	0	0				
Recordable work-related injuries and illnesses ¹	21	21	20			
The number of hours worked	2,594,924	2,621,854	2,538,454			
Hours of safety training	17,659					
Contractors						
Fatalities as a result of work-related injuries and illnesses	0	0				
High-consequence work related injuries and illnesses	0	0				
Recordable work-related injuries and illnesses	0					
The number of hours worked	N/A					
Hours of safety training	4,488					
Rates						
Employees						
Fatalities as a result of work-related injuries and illnesses	0	0				
High-consequence work related injuries and illnesses	0	0				
Recordable work-related injuries and illnesses rate	1.6	1.8	1.6			
Contractors²						
Fatalities as a result of work-related injuries and illnesses	N/A					
High-consequence work related injuries and illnesses	N/A					
Recordable work-related injuries and illnesses	N/A					

¹ Number of OSHA recordable injuries and illnesses.

² Contractor rates can not be calculated because we do not currently track "contractor number of hours worked."

DART ¹	As of December 31		
	2022	2021	2020
Wood Products	1.0	1.0	0.7
Industry Avg.		3.5	2.9
Timberlands	0.0	0.0	0.0
Industry Avg.		2.6	1.8

¹ 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 the Wood Products Industry (sawmills and plywood mill combined).

Work-Related Injuries and Illnesses: Timberlands				As of December 31		
	2022	2021	2020			
Employees						
Fatalities as a result of work-related injuries and illnesses	0	0	0			
High-consequence work related injuries and illnesses	0	0	0			
Recordable work-related injuries and illnesses ¹	0	0	0			
The number of hours worked	113,847					
Hours of Safety Training	621					
Contractors						
Fatalities as a result of work-related injuries and illnesses	0	0	0			
High-consequence work related injuries and illnesses	0	0	0			
Recordable work-related injuries and illnesses	3	6	0			
The number of hours worked	N/A	N/A	N/A			
Rates						
Employees						
Fatalities as a result of work-related injuries and illnesses	0	0	0			
High-consequence work related injuries and illnesses	0	0	0			
Recordable work-related injuries and illnesses rate	0	0	2.6			
Contractors²						
Fatalities as a result of work-related injuries and illnesses	0					
High-consequence work related injuries and illnesses	N/A	N/A	N/A			
Recordable work-related injuries and illnesses	N/A	N/A	N/A			

¹ Number of OSHA recordable injuries and illnesses.

² Contractor rates can not be calculated because we do not currently track "contractor number of hours worked."

Data-Performance

Board of Directors		As of December 31	
	2022 ¹	2021 ²	
Size of Board	10	9	
Independent Directors	8	7	
Separate Chair and CEO	Yes	Yes	
Strong Lead Independent Director	Yes	Yes	
Board Meetings per year	5	4	
Annual Board and Committee Evaluation	Yes	Yes	
Mandatory Retirement Age	72	72	
Females	3	3	
Female Committee Chair	2	1	
Ethically Diverse Directors	1	1	
Military Veterans	1	1	

Board Tenure and Age		As of December 31	
	2022 ¹	2021 ²	
Tenure			
0-4 Years	2	4	
5-9 Years	4	2	
10-14 Years	1	0	
15-20 Years	3	3	
Avg. Tenure	8.9	8.9	
Age			
Under 60	2	3	
60-65 Years	6	4	
66-70 Years	1	2	
71-72 Years	1	0	
Avg. Age	62.9	61.8	

¹ Board tenure and age data as of April 1, 2023. Board Diversity data as of March 1, 2023.
² Board tenure and age data as of April 1, 2022. Board Diversity data as of March 1, 2022.

Charitable Giving		As of December 31	
	2022	2021	
Education	6%	10%	
Lake States	8%	9%	
U.S. South	22%	22%	
Idaho	34%	17%	
Corporate	21%	36%	
National	9%	6%	
Total	\$501,700	\$300,000	

Tax Payments		As of December 31		
	2022	2021	2020	
<i>(U.S. Dollars)</i>				
Income Tax	\$65,412,000	\$98,669,574	\$25,790,047	
Sales Tax	\$1,608,678	\$1,565,094	\$1,504,092	
Property Tax	\$6,088,563	\$6,177,658	\$6,815,292	
Severance Tax	\$399,038	\$395,420	\$436,004	
Franchise Tax	\$567,082	\$377,674	\$540,779	
Gross Receipts Tax	\$350,945	\$302,299	\$363,349	
Payroll Tax ¹	\$8,586,397	\$9,907,697	\$3,425,259	

¹ Under the CARES Act, employers were allowed to defer payment of certain 2020 employer payroll taxes until 2021 and 2022.

Data-Performance

PAC Contributions 2022			
	State	Party	Amount
Leadership and Association PAC Contributions			
Freedom Fund (Leadership PAC) (Senator Mike Crapo)	ID	Republican	\$2,500
Land of Opportunity PAC (Rep. Bruce Westerman)	AR	Republican	\$5,000
CMR Political Action Committee (Rep. Cathy McMorris Rodgers)	WA	Republican	\$2,500
National Alliance of Forest Landowners (Industry Association PAC)	-	-	\$5,000
	State	Party	Amount
U.S. Senate Contributions			
Recipient			
Senator Ron Wyden	OR	Democratic	\$2,500
Senator John Boozman	AR	Republican	\$2,500
Senator Joe Manchin	WV	Democratic	\$2,500
	State - District	Party	Amount
U.S. House of Representatives Contributions			
Recipient			
Rep. Dan Newhouse	WA-04	Republican	\$2,500
Rep. Suzan DelBene	WA-01	Democratic	\$1,000
Rep. Sanford Bishop	GA-02	Democratic	\$2,500
Rep. Gary Palmer	AL-06	Republican	\$2,500
Rep. Jim Costa	CA-21	Democratic	\$1,000
Rep. Jack Bergman	MI-01	Republican	\$2,500
Rep. Russ Fulcher	ID-01	Republican	\$2,500

PAC Contributions 2022			
	State - District	Party	Amount
U.S. House of Representatives Contributions <i>(Continued)</i>			
Recipient			
Rep. Derek Kilmer	WA-06	Democratic	\$2,500
Rep. John Curtis	UT-03	Republican	\$1,000
Rep. Terri Sewell	AL-07	Democratic	\$2,500
Rep. Sanford Bishop	GA-02	Democratic	\$500
Rep. Tom Tiffany	WI-07	Republican	\$500
Rep. Michael Guest	MS-03	Republican	\$1,000
Rep. Julia Letlow	LA-05	Republican	\$1,000
Rep. Nancy Mace	SC-01	Republican	\$1,000
Rep. Greg Murphy	NC-03	Republican	\$500
Rep. Mike Simpson	ID-02	Republican	\$1,000
Rep. Bruce Westerman	AR-04	Republican	\$5,000
Rep. Mike Johnson	LA-04	Republican	\$1,000
Rep. Russ Fulcher	ID-01	Republican	\$1,000
Rep. Jamie Herrera Butler	WA-03	Republican	\$1,000
Rep. Cathy McMorris Rodgers	WA-05	Republican	\$2,500
Rep. Mike Simpson	ID-02	Republican	\$2,500
Rep. Pete Stauber	MN-08	Republican	\$2,500

Data-Performance

2022 Key Association Memberships

Organization	Description
Alabama Forestry Association (AFA)	State advocacy organization supports sustainable forestry practices, programs, and policies for landowners and forest business owners. We are members.
American Wood Council (AWC)	National advocacy organization that supports the development of wood products policies, codes, and regulations. We serve on the board and various committees.
Arkansas Forestry Association (AFA)	State advocacy organization supports the sustainable use and stewardship of Arkansas's forests. We serve on the board and various committees.
Arkansas Forest & Paper Council (AF&PC)	State advocacy organization with a mission to promote and improve the forest industry in Arkansas. We serve on the board and committees.
Forest Stewardship Council (FSC)	International forest certification organization that promotes sound management of the world's forests. We serve on the FSC US Board, representing the Economic Chamber.
Idaho Association of Commerce & Industry (IACI)	State advocacy organization that supports public policies to achieve economic growth and progress in Idaho. We serve on the board and various committees.
Idaho Forest Products Commission (IFPC)	State advocacy organization working to maintain working forests in Idaho through responsible management and through an informed public. We serve on the board and various committees.
Louisiana Forestry Association (LFA)	State advocacy organization whose mission is to promote the health and productivity of Louisiana's forests through the practice of sustainable forestry. We are members.
Michigan Forest Products Council (MFPC)	State advocacy organization committed to educate and inform citizens about the benefits of sustainable management of Michigan's forests. We serve on the board and various committees.
Minnesota Forest Industries Association (MFI)	State advocacy organization to inform and educate the public about forest industry practices in Minnesota. We serve on the board and various committees.
Mississippi Forestry Association (MFA)	State advocacy organization dedicated to sustaining Mississippi's forests through conservation, development, and wise use of forestland and resources. We are members.
National Alliance of Forest Owners (NAFO)	National advocacy organization committed to advancing federal policies that ensure our working forests provide clean air, water, wildlife habitat and jobs through sustainable practices and strong markets. We serve on the board and various committees.
National Association of Real Estate Investment Trusts (Nareit)	National advocacy organization serves as the voice for REITs and real estate companies with an interest in U.S. real estate. We are members.
National Council for Air & Stream Improvement (NCASI)	North American research organization that provides forest industry scientific research and technical information. We serve on the board and committees/task groups.
Sustainable Forestry Initiative (SFI)	A North American forest certification organization whose mission is to advance sustainability. We serve on various ad hoc committees.
Softwood Lumber Board (SLB)	National organization established to promote the benefits and uses of softwood lumber products. We serve on the USDA-appointed board.
U.S. Lumber Coalition	National alliance of softwood lumber producers working to address Canada's unfair lumber trade practices. We serve on the board and committees.

GRI Content Index

STATEMENT OF USE	PotlatchDeltic Corporation has reported the information cited in this GRI content index for the period 1 January, 2022 to 31 December, 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 2: General Disclosures 2021	2-1 Organizational details	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business	3
	2-2 Entities included in the organization's sustainability reporting	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business 2022 ESG Report PotlatchDeltic Investor Website - Corporate Governance	4-9 3, 7, 9, 11-12 Website
	2-3 Reporting period, frequency and contact point	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business 2022 ESG Report	17 9
	2-4 Restatements of information	2022 ESG Report	9
	2-5 External assurance	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business 2023 Proxy Statement	88-89 28-29
	2-6 Activities, value chain and other business relationships	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business 2022 ESG Report	5-8 3, 7, 10, 11
	2-7 Employees	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business 2022 ESG Report 2022 ESG Report - Data Table	12 61-62 110
	2-8 Workers who are not employees	2022 ESG Report 2022 ESG Report - Data Table	61 110
	2-9 Governance structure and composition	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website - Corporate Governance	6-15 82 Website
	2-10 Nomination and selection of the highest governance body	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website - Corporate Governance	11-15 82 Website
	2-11 Chair of the highest governance body	2023 Proxy Statement 2022 ESG Report	8,20 82
	2-12 Role of the highest governance body in overseeing the management of impacts	2022 Annual Report on Form 10-K: Part 1 - Item 1. Business 2023 Proxy Statement 2022 ESG Report	17, 18-30 14-15 82-85, 89-91



GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 2: General Disclosures 2021 <i>(cont.)</i>	2-13 Delegation of responsibility for managing impacts	2022 Annual Report on Form 10-K: Part 1-Item 1. Business 2023 Proxy Statement 2022 ESG Report	14, 18-30 14-15 82-85, 89-91
	2-14 Role of the highest governance body in sustainability reporting	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance - Committee Charters	14-21 81-85, 89-91 Website
	2-15 Conflicts of interest	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance - Corporate Conduct and Ethics Code, Related Persons Transactions Policy	11, 19 83-86 Website
	2-16 Communication of critical concerns	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website/ Corporate Governance - Whistleblower, Hotline, Contact Our Board	21 83-86 Website
	2-17 Collective knowledge of the highest governance body	2023 Proxy Statement 2022 ESG Report	6-10, 11-13 82
	2-18 Evaluation of the performance of the highest governance body	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance - Corporate Governance Guidelines	12-13 82 Website
	2-19 Remuneration policies	2023 Proxy Statement	20-22, 31-44
	2-20 Process to determine remuneration	2023 Proxy Statement	20-22, 31-44
	2-21 Annual total compensation ratio	2023 Proxy Statement	62
	2-22 Statement on sustainable development strategy	2022 ESG Report	6, 12-16
	2-23 Policy commitments	2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance	28, 43, 72, 81-87 Website
	2-24 Embedding policy commitments		
	2-25 Processes to remediate negative impacts	2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance PotlatchDeltic Website - Our ESG Commitment - Governance - Ethics and Legal Compliance	65, 83-87, 92 Website

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 2: General Disclosures 2021 <i>(cont.)</i>	2-26 Mechanisms for seeking advice and raising concerns	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance PotlatchDeltic Website - Our ESG Commitment - Governance - Ethics and Legal Compliance	11, 21 65, 83-87, 92 Website
	2-27 Compliance with laws and regulations	2022 ESG Report PotlatchDeltic Investor Website / Corporate Governance	82-85 Website
	2-28 Membership associations	2022 ESG Report 2022 ESG Report - Data Table	94 119
	2-29 Approach to stakeholder engagement	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Stakeholder Engagement	18 17, 65 Website
	2-30 Collective bargaining agreements	2022 Annual Report on Form 10-K: Part 1 - Item 1 Business 2022 ESG Report	12 61
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Proxy Statement 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - ESG Reporting Hub	18 18 Website
	3-2 List of material topics	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - ESG Reporting Hub	18 Website
	3-3 Management of material topics	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - ESG Reporting Hub	12-16, 18, 19-26 Website
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2022 Annual Report on Form 10-K: Part II - Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations 2022 ESG Report PotlatchDeltic Investor Website - Investor Presentation	33-86 10 Website
	201-2 Financial implications and other risks and opportunities due to climate change	2022 Annual Report on Form 10-K: Part I - Item 1A. Risk Factors 2022 ESG Report 2021 Carbon and Climate Report	23-24 56-57 22-31
	201-3 Defined benefit plan obligations and other retirement plans	2022 Annual Report on Form 10-K: Part 1 - Item 8, Financial Statements and Supplementary Data, Note 15, Savings Plans, Pension Plans and other Post retirement Employee Benefits 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Benefits and Work-Life Balance	77-82 63 Website
	201-4 Financial assistance received from government	PotlatchDeltic earned and utilized a \$356,336 of Investment Tax Credits from the State of Idaho	

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2022 ESG Report 2022 ESG Report - Data Table	62 115
	202-2 Proportion of senior management hired from the local community	2022 ESG Report	62
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	PotlatchDeltic participated in a cost share program with the Idaho Department of Lands and the USFS to maintain public roads where logging activity takes place	
	203-2 Significant indirect economic impacts	2022 ESG Report	10-11, 28-31, 38-40, 42-48, 51, 60-66, 72-73, 76, 86
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2022 ESG Report	87
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2022 ESG Report	83-87
	205-2 Communication and training about anti-corruption policies and procedures	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Ethics and Legal Compliance	83, 85 Website
	205-3 Confirmed incidents of corruption and actions taken	None in 2022	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	One civil action pending where we are a plaintiff and one completed civil action where we were a defendant. The completed action case was dismissed with prejudice by the court on May 13, 2022. The plaintiff filed a Notice of Appeal on June 9, 2022. The Fifth Circuit affirmed the dismissal on March 8, 2023	
GRI 207: Tax 2019	207-1 Approach to tax	2022 Annual Report on Form 10-K: Part 1 - Item 8. Financial Statements and Supplementary Data 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Tax Strategy	61, 76-77 92 Website
	207-2 Tax governance, control, and risk management	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Tax Strategy	92 Website
	207-3 Stakeholder engagement and management of concerns related to tax	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Tax Strategy	92 Website
	207-4 Country-by-country reporting	2022 Annual Report on Form 10-K: Part 1 - Item 8. Financial Statements and Supplementary Data 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Governance - Tax Strategy	61, 76-77 117 Website

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2022 ESG Report	11, 44, 46, 47
	301-2 Recycled input materials used	2022 ESG Report	11, 47
	301-3 Reclaimed products and their packaging materials	<i>This metric is not significant to our Company.</i>	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2022 ESG Report 2022 ESG Report - Data Table	11, 44 101-102
	302-2 Energy consumption outside of the organization	2022 ESG Report 2022 ESG Report - Data Table	11, 44, 54 101-102
	302-3 Energy intensity	2022 ESG Report - Data Table	103
	302-4 Reduction of energy consumption	2022 ESG Report	44, 54-55
	302-5 Reductions in energy requirements of products and services	<i>This metric is not applicable to our products.</i>	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	28, 30, 42, 46 Website
	303-2 Management of water discharge-related impacts	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	28, 30, 42, 46 Website
	303-3 Water withdrawal	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	46 105 Website
	303-4 Water discharge	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	46 Website
	303-5 Water consumption	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	46 Website
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2022 Annual Report on Form 10-K: Part 1 - Item 1 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	10, 15 33-35 Website
	304-2 Significant impacts of activities, products and services on biodiversity	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	28, 33-35 Website

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 304: Biodiversity 2016 <i>(cont.)</i>	304-3 Habitats protected or restored	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	28, 33-35 99 Website
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	2022 ESG Report 2022 ESG Report - Data Table	33-35 100
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	54 109 Website
	305-2 Energy indirect (Scope 2) GHG emissions	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	54 109 Website
	305-3 Other indirect (Scope 3) GHG emissions	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	54 109 Website
	305-4 GHG emissions intensity	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	54 109 Website
	305-5 Reduction of GHG emissions	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	55 Website
	305-6 Emissions of ozone-depleting substances (ODS)	<i>None in 2022</i>	--
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	45 104 Website
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	42, 43, 47, 48 108 Website
	306-2 Management of significant waste-related impacts	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Environmental	42, 43, 47, 48 Website
	306-3 Waste generated	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	47, 48 108 Website

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 306: Waste 2020 <i>(cont.)</i>	306-4 Waste diverted from disposal	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	47, 48 108 Website
	306-5 Waste directed to disposal	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Environmental	47, 48 108 Website
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2022 ESG Report	86, 87
	308-2 Negative environmental impacts in the supply chain and actions taken	2022 ESG Report	38, 86, 87
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Social - Human Capital Management	60, 61 113 Website
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 Annual Report on Form 10-K: Part 1 - Item 1 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Social - Benefits and Work-Life Balance	13 63 Website
	401-3 Parental leave	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Social - Benefits and Work-Life Balance	63 115 Website
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employees are given 60 days notice in accordance to the Department of Labor's WARN Act.	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Health and Safety	60, 72, 73, 81, 86 Website
	403-2 Hazard identification, risk assessment, and incident investigation	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Health and Safety	60, 72, 73, 81, 86 Website
	403-3 Occupational health services	PotlatchDeltic Website - Our ESG Commitment - Social - Health and Safety	Website
	403-4 Worker participation, consultation, and communication on occupational health and safety	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Health and Safety	72, 73, 86 Website
	403-5 Worker training on occupational health and safety	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Social - Health and Safety	72, 73, 86 116 Website

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 403: Occupational Health and Safety 2018 <i>(cont.)</i>	403-6 Promotion of worker health	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social – Health and Safety	60, 72, 73, 81, 86 Website
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social – Health and Safety	81, 86 Website
	403-8 Workers covered by an occupational health and safety management system	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social – Health and Safety	72, 86 Website
	403-9 Work-related injuries	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Social – Health and Safety	72 116 Website
	403-10 Work-related ill health	2022 ESG Report 2022 ESG Report - Data Table PotlatchDeltic Website - Our ESG Commitment - Social – Health and Safety	72 116 Website
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2022 ESG Report <i>PotlatchDeltic does not currently track training hours of our employees across all categories of training</i>	72
	404-2 Programs for upgrading employee skills and transition assistance programs	2022 Annual Report on Form 10-K: Part 1 - Item 1. Business 2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Training and Development	13 64, 66 Website
	404-3 Percentage of employees receiving regular performance and career development reviews	27%- All salaried employees receive a regular performance and career development review. PotlatchDeltic Website - Our ESG Commitment - Social - Training and Development	Website
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2022 Annual Report on Form 10-K: Part 1 - Item 1. Business 2023 Proxy Statement 2022 ESG Report PotlatchDeltic Investor Website - Corporate Governance	13 16, 18 62, 82 Website
	405-2 Ratio of basic salary and remuneration of women to men	2022 Annual Report on Form 10-K: Part 1 - Item 1. Business 2023 Proxy Statement 2022 ESG Report 2022 ESG Report - Data Table	13 18 63, 83, 85 114
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3, All incidents were reviewed and resolved and are no longer subject to action. [One incident matter was closed due to failure to substantiate allegations and is no longer subject to action; one incident case was dismissed by the EEOC and is no longer subject to action; and one substantiated incident resulted in a remedial plan being implemented and is no longer subject to action.]	---

GRI Content Index *(continued)*

GRI STANDARD	DISCLOSURE	SOURCE 2022	LOCATION 2022
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 ESG Report	61, 86
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Human Rights <i>None in 2022</i>	69 Website
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Governance - Human Rights <i>None in 2022</i>	83-86 Website
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	<i>Not applicable to our operations</i>	----
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	<i>None in 2022</i>	----
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Community Involvement	60, 75-79 Website
	413-2 Operations with significant actual and potential negative impacts on local communities	2022 ESG Report PotlatchDeltic Website - Our ESG Commitment - Social - Community Involvement <i>None in 2022</i>	60, 75-79 Website
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2022 ESG Report PotlatchDeltic Investor Website/ Corporate Governance - Supplier Code of Conduct	83, 84 Website
	414-2 Negative social impacts in the supply chain and actions taken	<i>None in 2022</i>	----
GRI 415: Public Policy 2016	415-1 Political contributions	2022 ESG Report 2022 ESG Report - Data Table	94 118
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2022 ESG Report	86
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2022 ESG Report	81, 85, 86-87
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2022 ESG Report	38
	417-2 Incidents of non-compliance concerning product and service information and labeling	<i>None in 2022</i>	----
	417-3 Incidents of non-compliance concerning marketing communications	<i>None in 2022</i>	----
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<i>None in 2022</i>	----

SASB

SECTOR: RENEWABLE RESOURCES & ALTERNATIVE ENERGY
SASB STANDARD - FORESTRY MANAGEMENT

Table 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE / ESG EPORT LOCATION
Ecosystem Service & Impacts	Area of forestland certified to a third-party forest management standard, percentage certified to each standard	Quantitative	Acres (ac), Percentage (%)	RR-FM-160a.1	SFI – 2,176,119 acres; 100% FSC – 652,000 acres; 30%
	Area of forestland with protected conservation status	Quantitative	Acres (ac)	RR-FM-160a.2	75,067 acres 2022 ESG Report, page 33
	Area of forestland in endangered species habitat	Quantitative	Acres (ac)	RR-FM-160a.3	15,961 acres 2022 ESG Report, page 33
	Description of approach to optimizing opportunities from ecosystem services provided by forestlands	Discussion and Analysis	N/A	RR-FM-160a.4	2022 ESG Report, pages 28, 30, 33-35, and 38-39 2022 Annual Report on Form 10-K: Part I - Item 1. Business, pages 9-12
Rights of Indigenous Peoples	Area of forestland in indigenous land	Quantitative	Acres (ac)	RR-FM-210a.1	St. Maries, Idaho complex - 160 acres
	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community	Discussion and Analysis	N/A	RR-FM-210a.2	2022 ESG Report, pages 81, 84, 85-86, and 93
Climate Change Adaptation	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	Discussion and Analysis	N/A	RR-FM-450a.1	2022 ESG Report, pages 31-32, 35, 40, 42, 51-52, 56-57 2022 Annual Report on Form 10-K: Part I - Item 1. Business, pages 11-16; Part I - Item 1A. Risk Factors, page 20, 23-24

Table 2. Activity Metrics - Forestry Management

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE / ESG EPORT LOCATION
Forestry Management	Area of forestland owned, leased, and/or managed by the entity	Quantitative	Acres (ac)	RR-FM-000.A	2,176,119 acres. 2022 Annual Report on Form 10-K:Part I - Item 1. Business, page 6
Forestry Management	Aggregate standing timber inventory	Quantitative	Cubic meters (m ³)	RR-FM-000.B	2022 ESG Report page 29. 2022 Annual Report on Form 10-K: Part I - Item 1. Business, page 6
Forestry Management	Timber harvest volume	Quantitative	Cubic meters (m ³)	RR-FM-000.C	2022 Annual Report on Form 10-K:Part I - Item 1. Business, pages 6-7

SASB (continued)

SECTOR: CONSUMER GOODS
SASB STANDARD - BUILDING PRODUCTS AND FURNISHINGS

Table 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE / ESG EPORT LOCATION
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-BF-130a.1	2022 ESG Report, page 44
Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-BF-250a.1	Not applicable
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	Quantitative	Percentage (%) by revenue	CG-BF-250a.2	100%
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Discussion and Analysis	N/A	CG-BF-410a.1	2022 ESG Report, page 87
	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	Quantitative	Metric tons (t), Percentage (%) by weight	CG-BF-410a.2	Not applicable
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard 2	Quantitative	Metric tons (t), Percentage (%) by weight	CG-BF-430a.1	(1) Total weight of wood fiber materials purchased - 3,020,000 metric tons; (2) purchased from third party certified forestlands - 64%; (3) SFI and FSC - 33%; SFI only - 2627%; FSC only - 3%; American Tree Farm System - 1%; (4) certified to other wood fiber standards (procurement standards) - 36% ; (5) SFI Fiber Sourcing and FSC Controlled Wood- 24%; SFI Fiber Sourcing only - 12%

Table 2. Activity Metrics - Building Products and Furnishings

ACTIVITY METRIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE / ESG EPORT LOCATION
Annual Production	Quantitative	Quantitative	Units	CG-BF-000.A	Production shipped in 2022: 1.0 BBF lumber and 135,150 MMSF 3/8" industrial plywood. 2022 ESG Report, page 11 2022 Annual Report on Form 10-K: Part II - Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, page 38
Area of Manufacturing Facilities	Quantitative	Quantitative	Square meters (m ²)	CG-BF-000.B	Area of manufacturing facilities - 182,114 m ²



TCFD

TCFD Recommended Disclosure

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Governance	Comment	Disclosures
a) Describe the Board’s oversight of climate-related risks and opportunities.	Our Corporate Governance Guidelines provide for Board oversight of the Company's ESG and climate change matters and Enterprise Risk Management (ERM) framework. PotlatchDeltic's ERM provides a framework for risk identification and management of significant risks, including those potentially associated with climate change. The Board oversees management's integration of ESG to drive long-term value for stakeholders. The Board is updated regularly on ESG matters, including climate-related risks and opportunities and ESG initiatives, from multiple Board Committees, the Vice President, Public Affairs and Chief ESG Officer, and members of management.	2022 ESG Report, pages 81-82, 85, 89-90 2023 Proxy Statement, pages 14, 17 2022 Annual Report on Form 10-K: Part 1 - Item 1. Business, page 14
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	The Vice President, Public Affairs and Chief ESG Officer provides senior leadership on PotlatchDeltic's ESG reporting and initiatives, and regularly provides information to and leads discussions with the Board and management on ESG matters, including climate-related risks and opportunities. An ESG Management Committee, consisting of managers across business units and corporate functions, meets twice a year to deliberate medium and long-term ESG strategies and goals, including climate-related risks and opportunities. An ESG Working Group, which includes a breadth of in-house experts and a cross-section both functionally and geographically, meets at least quarterly to drive ESG strategies, data collection, analysis, systems, and initiatives. At the business unit level, climate-related regulatory risks and opportunities are regularly monitored and assessed. Carbon and Climate teams meet regularly to evaluate greenhouse gas reduction strategies or opportunities to increase carbon removals. Our Vice President, Public Affairs and Chief ESG Officer works with associations and coalitions on climate-related policy and tools. Environmental and ESG issues, including climate-related risks are identified, assessed, and mitigated where feasible as part of our annual ERM framework.	2022 ESG Report, pages 89-90 2022 Annual Report on Form 10-K: Part 1 - Item 1. Business, pages 9, 11-12, 14, 56-57
Strategy	Comment	Disclosures
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Climate-related risks and opportunities include potential physical changes to our timberlands as a result of rising mean temperatures, changing weather patterns and extreme weather events. Longer-term opportunities could include increased productivity and yield on our timberlands. Risks could include increased weather severity and wildfire (medium-term). In addition, transition risks and opportunities could include changes in policy or regulatory requirements, technology-related requirements, and market changes. Short-to-medium-term opportunities could include policy changes related to the use of wood residuals, the development of carbon offset markets, demand for carbon capture and storage, demand for solar sites, and policies and standards that support the increased use of mass timber or building with wood. Longer-term opportunities could include the development of new bio-products such as biofuel or bioplastics. Potential transition risks include changes in air and water quality regulations (medium-term), and possible increased pricing of GHG emissions or the introduction of a carbon tax (medium-term), and increased energy costs (long-term).	2022 ESG Report, pages 42, 56-57 2022 Annual Report on Form 10-K: Part I - Business, pages 11-12; Part I- Item 1A. Risk Factors, pages 20, 23-24 2023 Proxy Statement, pages 14-17

TCFD *(continued)*

Strategy	Comment	Disclosures
<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>Due diligence in reviewing climate-related risks and opportunities is being integrated into operational and capital planning processes to ensure inclusion in our business and financial strategies. The analysis of physical climate change risks and opportunities is also supported through our work with external scientific research organizations. In addition, we participate in coalitions and industry associations to identify and evaluate transitional climate-related risks and opportunities. We believe we are well positioned through the role that sustainably managed forests and wood products produced from them have as part of the solution to climate change. We evaluated climate impacts on our Idaho and our Gulf South timberlands under four scenarios in our 2021 Carbon and Climate Report. We plan to publish additional disclosures on climate risks and opportunities in our 2022 Carbon and Climate Report in the fall of 2023.</p>	<p>2022 ESG Report, pages 56-57 2021 Carbon and Climate Report, pages 22-31</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>We conducted climate-related scenario analysis on our Idaho and our Gulf South timberlands based on the Intergovernmental Panel on Climate Change (IPCC) scenarios called Representative Concentration Pathways (RCP). We evaluated four RCPs: RCP 2.6, RCP 4.5, RCP 6.0, and RCP 8.5. The analysis illustrated that the projected range of temperature and precipitation under RCP scenarios 2.6, 4.5 and 6.0 will be well-suited to Loblolly Pine in our Gulf South timberlands through 2100, with the unlikely RCP 8.5 scenario being inconclusive. Analysis also illustrated that the projected range of temperature and precipitation under all four RCP scenarios will be well-suited for Douglas-fir in our Idaho timberlands through 2100. In addition, we noted studies that support that a positive biological response or productivity gains can occur in timberlands due to higher CO₂ levels in the atmosphere. We plan to extend this analysis to our Georgia timberlands in our 2022 Carbon and Climate Report in the fall of 2023.</p>	<p>2022 ESG Report, pages 56-57 2021 Carbon and Climate Report, pages 22-29</p>
Risk Management	Comment	Disclosures
<p>a) Describe the organization's process for identifying and assessing climate-related risks.</p>	<p>We identify and monitor climate-related risks on a regular basis and have incorporated climate change risks into our ERM framework. Physical risks are monitored through our business operations and legal oversight. We identify and monitor transitional risks through our work with industry associations, coalitions, and research organizations. Our climate risk and opportunity scenario analysis is conducted by the ESG Working Group and members of the environment and sustainability teams, with the support of outside research organizations and associations. The results are summarized by potential impact, timing, and likelihood and integrated into the ERM framework.</p>	<p>2022 ESG Report, pages 89-90, 56-57, 93 2022 Annual Report on Form 10-K: Part 1 - Item 1. Business, page 14</p>
<p>b) Describe the organization's processes for managing climate-related risks.</p>	<p>The ESG Working Group is responsible for identifying climate-related issues and coordinating with business units to integrate them into business and operational strategies. ESG is integrated into capital expenditure decisions and managers have included ESG metrics in their individual performance goals and pay. In addition, comprehensive environmental management systems are in place across our businesses which focus on continual improvement and research and on monitoring progress towards goals or initiatives. Transitional risks are managed through policy work with industry associations and coalitions or through regulatory negotiations.</p>	<p>2022 ESG Report, page 89</p>

TCFD *(continued)*

Risk Management	Comment	Disclosures
<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Key climate-related risks identified are incorporated into the ERM process. Business unit and function leaders are interviewed annually to update, identify, and evaluate key risks. An evaluation is made of the risk universe, emerging risks, and the risk attributes of likelihood, impact, velocity, and mitigation control strength. Risks are mapped into a matrix which identifies the significant risk areas for internal focus. A Risk Management Committee comprised of members of senior leadership and chaired by the Chief Financial Officer is responsible for the ERM process. The Internal Audit Director periodically reviews the significant risks and the steps taken to mitigate and monitor those risks with the Audit Committee of the Board of Directors. The Board has overall responsibility for risk oversight, including the risk presented by climate change.</p>	<p>2022 ESG Report - pages 89-90, 93 2022 Annual Report on Form 10-K: Part 1 - Item 1. Business, page 14</p>
Metrics and Targets	Comment	Disclosures
<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.</p>	<p>Our sustainable forest management practices are certified using third-party audits. We utilize a comprehensive environmental management system for our timberlands. We continually evaluate opportunities to enhance our sustainable forest management and biodiversity practices. We calculate the carbon removals in our timberlands annually and the estimated total carbon stored in wood products from the trees we harvest. We have comprehensive environmental management systems in place involving wood products facilities. Our ESG reporting includes data on water consumed, energy intensity, and waste to landfill intensity. We disclose Scope 1-3 greenhouse gas emissions and Scope 1-3 carbon removal and storage. We monitor regulatory and policy changes related to our operations and participate in discussions regarding the principles surrounding their development. We incorporate ESG considerations into the due diligence surrounding capital expenditures and acquisitions. Our Carbon and Climate teams evaluate climate-related opportunities.</p>	<p>2022 ESG Report , pages 42-48, 51-54</p>
<p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p>	<p>PotlatchDeltic discloses Scope 1, 2 and 3 GHG emissions annually. In addition, we estimate the carbon removals and storage from our timberlands. Our detailed carbon record methodology along with our carbon cycle and carbon storage is outlined in our 2021 Carbon and Climate Report.</p>	<p>2022 ESG Report, pages 51-54 2021 Carbon and Climate Report, pages 3-20</p>
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Our ESG targets include a number of goals across our four ESG pillars of Forests, Planet, People, and Performance. We established a 2030 greenhouse gas emissions reduction target for our Scope 1 and Scope 2 GHG emissions by 42% from a 2021 baseline by 2030, in-line with Science Based Targets initiative (SBTi) to keep global temperature increases to less than 1.5°C compared to pre-industrial levels. We also committed to a goal to achieve net-zero GHG emissions by 2050. We have also established a 2030 greenhouse gas emissions reduction target for our Scope 3 emissions of 25% from a 2021 baseline, in-line with SBTi.</p>	<p>2022 ESG Report, pages 12-16, 55 2023 Proxy Statement, page 16</p>

Forward-Looking Statements

As used in this Report, the term “PotlatchDeltic” and such terms as “the Company,” “the corporation,” “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 the federal securities laws. Words such as “anticipate,” “expect,” “will,” “intend,” “aim,” “goal,” “plan,” “target,” “project,” “believe,” “continue,” “achieve,” “seek,” “scheduled,” “estimate,” “could,” “can,” “may,” “typically,” “might,” “likely,” “potential,” “strives,” “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; planned 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; future environmental management and compliance; wildlife conservation; energy consumption and reduction; management of air emissions, water pollutants, and wastes; estimates of the amount of CO₂e removed and sequestered by our forests; estimated GHG emissions; anticipated climate risks and opportunities; continued employee pay and benefit offerings; diversity, equity, and inclusion 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 third-party certifications; our ability to foresee and mitigate all risks to our business; our ability to meet our ESG targets and goals and succeed with our ESG initiatives, including those relating to greenhouse gas reductions; our anticipated release of our 2022 Climate and Carbon Report; our expectations about the natural climate solutions market; the success of our cybersecurity, tax, and capital allocation strategies; 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 management assumptions 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 customers and suppliers; the amount 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 third-party 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, 2022, our 2023 Proxy Statement, and our 2023 Quarterly Reports on

Form 10-Q, which can be obtained at the Company’s website, www.potlatchdeltic.com. The forward-looking statements in this report are intended to be subject to the safe harbor protection provided by federal securities laws.

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.

CONTACT INFORMATION

Investor Contact

Wayne Wasechek
Interim Vice President, Chief Financial Officer
and Chief Accounting Officer
Phone: 509.835.1521

Stock Listing

PotlatchDeltic’s stock is listed on Nasdaq under the symbol “PCH”





601 W First Avenue Suite 1600
Spokane, Washington 99201-3807
509-835-1500
www.potlatchdeltic.com