

DATA TABLES

Unless otherwise noted, all metrics are determined on a fiscal year basis and are unaudited.

Environmental Metrics	2019				2020			
	U.S. South	U.S. PNW	N.Z.	Overall	U.S. South	U.S. PNW	N.Z.	Overall
Acres Owned, Leased and/or Managed (000s) ^{1,2}	1,835	379	414	2,628	1,733	507	417	2,657
Sustainable Yield (MM tons) ³	6.1–6.5	1.4	2.4–2.7	9.9–10.6	5.9–6.3	1.8–1.9	2.4–2.7	10.1–10.9
Seedlings Planted	25,620,782	3,423,817	3,737,488	32,782,087	31,642,850	3,288,141	3,658,806	38,589,797
Harvested Volume (MM tons) ⁴	6.1	1.2	2.7	10.0	6.2	1.6	2.5	10.3
Acres Certified to Third-Party Certification Standard (%) ^{1,5}	SFI 94%		FSC and PEFC 94%	94%	SFI 96%		FSC and PEFC 94%	96%
Merchantable Timber (MM tons) ⁶	67.7	7.1	16.4	91.2	64.3	11.1	16.3	91.6
Carbon Sequestered by Rayonier Forests (MtCO ₂ -e) ^{7,8,9,10,11}	11,459,917		3,445,999	14,905,916	11,803,517		2,724,501	14,528,018
Greenhouse Gas Emissions (GMGs) (MtCO ₂ -e) ¹²								
Direct Emissions (Scope 1) (MtCO ₂ -e)	303		419	722	136		421	557
Indirect Emissions (Scope 2) (MtCO ₂ -e)	763		42	805	585		43	628
Indirect Emissions (Scope 3) (MtCO ₂ -e)	221,274		121,036	342,310	261,019		118,030	379,049
Acres With Protective Conservation Status (%) ¹	10%	18%	8%	11%	10%	21%	8%	12%
Acres of Potential Endangered Species Habitat (%) ^{1,20}	40%		78%	51%	32%		77%	52%
Acres Leased for Recreation Purpose (%) ¹	82%	92%	–	84%	96%	92%	–	95%

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Social Metrics	2019			2020		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Number of Employees ²	260	93	353	314	99	413
Employee by Ethnicity (%) ²¹						
American Indian or Alaskan Native	0.4%	–	–	0.3%	–	–
Asian	1.5%	–	–	1.9%	–	–
Black or African-American	1.5%	–	–	1.3%	–	–
Hispanic or Latino	2.3%	–	–	2.9%	–	–
Two or More Races	1.2%	–	–	0.9%	–	–
White	93.1%	–	–	92.7%	–	–
Engagement Survey Participation (%) ²²	97%	100%	98%	–	–	–
Employee Tenure by Years (%) ²³						
0–4	40%	42%	41%	37%	43%	38%
5–9	24%	22%	24%	27%	19%	25%
10–14	12%	19%	14%	13%	16%	14%
15+	23%	17%	22%	23%	21%	23%
Employee Turnover Rate (%) ²³						
Voluntary Turnover Rate	5.0%	6.5%	5.4%	2.8%	6.3%	3.7%
Involuntary Turnover Rate	1.2%	–	0.9%	3.1%	2.1%	2.9%
Retirements	1.5%	–	1.1%	0.3%	–	0.3%
Turnover Rate	7.7%	6.5%	7.4%	6.3%	8.3%	6.8%

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Social Metrics	2019			2020		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Employee Development Training						
Total Development Training (hours)	3,423	950	4,373	2,246	200	2,446
Avg. Development Training per Employee (hours)	17	16	16	7	2	6
Participation in DE&I Training (%)	–	–	–	94%	97%	95%
Employee by Gender Diversity (%)						
Male	67%	58%	65%	66%	56%	64%
Female	33%	42%	35%	34%	44%	36%
Leaders by Gender (%) ²⁴						
Male	84%	72%	81%	82%	69%	79%
Female	16%	28%	19%	18%	31%	21%
Employee Safety Training Participation (%) ²⁵	99%	100%	99.5%	100%	100%	100%
Safety Incident Rate (%) ²⁶						
Total Recordable Incident Rate (TRIR)	2.6	3.1	3.1	1.9	2.8	2.8
Lost Time Incident Rate (LTIR)	0.4	1.8	1.4	0.3	2.3	0.9
Near Miss/Hits Frequency Rate	329	1,270	–	376	1,100	–
Community Contribution (%) ^{23,27}						
Conservation/Environment	30%	21%	28%	25%	1%	17%
Education	23%	30%	24%	15%	90%	38%
Community/Civic	42%	49%	44%	58%	9%	43%
Health/Hospitals	5%	–	4%	3%	–	2%
Overall Community Contribution (\$)	\$388,000	\$33,000	\$421,000	\$431,359	\$192,470	\$623,829
Employee Volunteer Hours ²⁸	2,130	–	2,130	2,178	643	2,821

Board of Director metrics are determined based on director nominee election year. All other metrics are determined on a fiscal year basis.

Governance Metrics	2019			2020		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Number of Board of Directors			8			9
Director Tenure by Years						
0–4			2			4
5–9			5			4
10–14			1			1
15+			–			–
Average Director Tenure by Years			6			5
Director Age Distribution						
50s			4			3
60s			4			5
70s			–			1
Average Director Age			60			62
Director by Gender Diversity (%)						
Male			62%			67%
Female			38%			33%
Director by Ethnicity (%)						
National Origin			1			2
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Code of Conduct Certification (%)	100%	100%	100%	99.6%	100%	99.8%
Conflict of Interest Disclosure (%)	100%	100%	100%	100%	100%	100%