

DATA TABLES

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

ENVIRONMENTAL METRICS	2019				2020				2021			
	U.S. South	U.S. PNW	N.Z.	Overall	U.S. South	U.S. PNW	N.Z.	Overall	U.S. South	U.S. PNW	N.Z.	Overall
Acres Leased for Recreation Purpose (%) ^{1,19}	82%	92%	–	84%	96%	92%	–	95%	92%	84%	–	91%
Acres With Protective Conservation Status (%) ¹	10%	18%	8%	11%	10%	21%	8%	12%	10%	21%	8%	11%
Acres Owned, Leased and/or Managed (000s) ^{1,2}	1,835	379	414	2,628	1,733	507	417	2,657	1,798	490	419	2,707
Acres of Potential Endangered Species Habitat (%) ^{1,20}	40%		78%	51%	32%		77%	52%	31%		77%	51%
Sustainable Yield (MM tons) ^{2,3}	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	6.1–6.5	1.8-1.9	2.4–2.7	10.3-11.1
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	27,639,069	3,580,987	3,615,864	34,835,920
Acres Certified to Third-Party Certification Standard (%) ^{1,4}	SFI 94%		FSC and PEFC 94%	94%	SFI 96%		FSC and PEFC 94%	96%	SFI 96%		FSC and PEFC 99%	96%
Harvested Volume (MM tons) ²	6.1	1.2	2.7	10.0	6.2	1.6	2.5	10.3	5.7	1.7	2.6	10.0
Merchantable Timber (MM tons) ^{2,5}	67.7	7.1	16.4	91.2	64.3	11.1	16.3	91.6	64.0	10.7	16.9	91.6
Carbon Sequestered by Rayonier Forests (MtCO ₂ -e) ^{6,7,8,9,10}	11,459,917		3,445,999	14,905,916	11,803,517		2,724,501	14,528,018	11,868,020		2,807,149	14,675,169
Greenhouse Gas Emissions (GMGs) (MtCO ₂ -e) ^{6,11}												
Direct Emissions (Scope 1) (MtCO ₂ -e)	303		419	722	136		421	557	122		421	543
Indirect Emissions (Scope 2) (MtCO ₂ -e)	763		42	805	585		43	628	740		43	783
Indirect Emissions (Scope 3) (MtCO ₂ -e)	221,274		121,036	342,310	261,019		118,030	379,049	221,495		124,988	346,483

SOCIAL METRICS	2019			2020			2021		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Number of Employees ²	260	93	353	314	99	413	309	97	406
Employee by Ethnicity (%)—U.S. ²¹									
American Indian or Alaskan Native	0.4%	–	–	0.3%	–	–	0.3%	–	–
Asian	1.5%	–	–	1.9%	–	–	1.6%	–	–
Black or African-American	1.5%	–	–	1.3%	–	–	1.6%	–	–
Hispanic or Latino	2.3%	–	–	2.9%	–	–	3.2%	–	–
Two or More Races	1.2%	–	–	0.9%	–	–	0.7%	–	–
White	93.1%	–	–	92.7%	–	–	92.6%	–	–
Employee by Ethnicity (%)—N.Z. ²¹									
Asian	–	–	–	–	–	–	–	2.1%	–
European	–	–	–	–	–	–	–	57.7%	–
Maori	–	–	–	–	–	–	–	3.1%	–
MELAA	–	–	–	–	–	–	–	6.2%	–
Other	–	–	–	–	–	–	–	5.2%	–
Pacific Peoples	–	–	–	–	–	–	–	1.0%	–
Unknown	–	–	–	–	–	–	–	24.7%	–

DATA TABLES

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

SOCIAL METRICS	2019			2020			2021		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Engagement Survey Participation (%) ²²	97%	100%	98%	–	–	–	98%	99%	98.5%
Employee Tenure by Years (%)									
0–4	41%	42%	40%	37%	44%	38%	36%	42%	38%
5–9	24%	22%	24%	27%	19%	25%	27%	20%	25%
10–14	12%	19%	14%	13%	16%	14%	13%	14%	13%
15+	23%	17%	22%	23%	21%	23%	24%	24%	24%
Employee Turnover Rate (%)									
Voluntary Turnover Rate	5.0%	6.5%	5.4%	2.8%	6.3%	3.7%	4.5%	8.2%	5.4%
Involuntary Turnover Rate	1.2%	–	0.9%	3.1%	2.1%	2.9%	3.2%	–	2.4%
Retirements	1.5%	–	1.1%	0.3%	–	0.3%	1.9%	1.0%	1.7%
Turnover Rate	7.7%	6.5%	7.4%	6.3%	8.3%	6.8%	9.6%	9.2%	9.5%
Employee Development Training									
Total Development Training (hours)	3,423	950	4,373	2,246	200	2,446	4,022	471	4,493
Avg. Development Training per Employee (hours)	13	10	12	7	2	6	13	5	11
Participation in Required DE&I Training (%)	–	–	–	94%	97%	95%	99%	99%	99%
Employee by Gender Diversity (%)									
Male	67%	58%	65%	66%	56%	64%	66%	56%	63%
Female	33%	42%	35%	34%	44%	36%	34%	44%	37%
Leaders by Gender (%) ²⁴									
Male	84%	72%	81%	82%	69%	79%	78%	65%	75%
Female	16%	28%	19%	18%	31%	21%	22%	35%	25%
Employee Safety Training Participation (%) ²⁵	99%	100%	99.5%	100%	100%	100%	99%	100%	99.5%
Safety Incident Rate (%) ²⁶									
Total Recordable Incident Rate (TRIR)	2.6	3.1	3.0	1.9	2.8	2.5	0.6	2.8	2.1
Lost Time Incident Rate (LTIR)	0.4	1.8	1.4	0.3	2.3	1.7	0.0	1.6	1.1
Near Miss/Hits Frequency Rate	329	1,270	–	376	1,100	–	404	1,080	–
Community Contribution (%) ²⁷									
Conservation/Environment	30%	21%	–	25%	1%	–	34%	–	–
Education	23%	30%	–	15%	90%	–	28%	90%	–
Community/Civic	42%	49%	–	58%	9%	–	33%	10%	–
Health/Hospitals	5%	–	–	3%	–	–	5%	–	–
Overall Community Contribution (\$) ^{23,28}	USD \$388,000	NZD \$33,000	–	USD \$431,359	NZD \$192,470	–	USD \$373,782	NZD \$152,054	–
Employee Volunteer Hours ²⁹	2,130	–	2,130	2,178	643	2,821	1,955	133	2,088

