

# DATA TABLES

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

ENVIRONMENTAL METRICS	2020				2021				2022			
	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 (%) <sup>14</sup>	96%	92%	—%	95%	92%	84%	—%	91%	95%	88%	—%	94%
Acres With Protective Conservation Status (%)	10%	21%	8%	12%	10%	21%	8%	11%	9%	21%	8%	11%
Acres Owned, Leased and/or Managed (000s)	1,733	507	417	2,657	1,798	490	419	2,707	1,919	474	417	2,810
Acres of Potential Endangered Species Habitat (%)	32%		77%	52%	31%		77%	51%	33%		77%	50%
Sustainable Yield (MM tons) <sup>1</sup>	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	6.8–7.2	1.5–1.7	2.4–2.7	10.7–11.6
Seedlings Planted	31,642,850	3,288,141	3,658,806	38,589,797	27,639,069	3,580,987	3,615,864	34,835,920	30,186,667	3,999,000	4,156,047	38,341,714
Acres Certified to Third-Party Certification Standard (%) <sup>3</sup>	SFI 96%		FSC 94%	96%	SFI 96%		FSC 99%	96%	SFI 96%		FSC 95%	96%
Harvested Volume (MM tons)	6.2	1.6	2.5	10.3	5.7	1.7	2.6	10.0	6.3	1.6	2.6	10.5
Merchantable Timber (MM tons) <sup>2</sup>	64.3	11.1	16.3	91.6	64.0	10.7	16.9	91.6	67.6	10.7	17.2	95.5
Carbon Sequestered by Rayonier Forests (MtCO <sub>2</sub> -e) <sup>4</sup>	11,803,517		2,724,501	14,528,018	11,868,020		2,807,149	14,675,169	11,839,301		2,778,008	14,617,309
Greenhouse Gas Emissions (GMGs) (MtCO <sub>2</sub> -e) <sup>5</sup>												
Direct Emissions (Scope 1) (MtCO <sub>2</sub> -e)	136		421	557	122		421	543	178		346	524
Indirect Emissions (Scope 2) (MtCO <sub>2</sub> -e)	585		43	628	740		43	783	953		29	982
Indirect Emissions (Scope 3) (MtCO <sub>2</sub> -e)	261,019		118,030	379,049	221,495		124,988	346,483	191,405		93,689	285,094
Greenhouse Gas Emissions Intensity (Scopes 1 and 2)												
MtCO <sub>2</sub> -e/\$M Revenue	—	—	—	0.00000138	—	—	—	0.00000120	—	—	—	0.00000166

SOCIAL METRICS	2020			2021			2022		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Number of Employees	314	99	413	309	97	406	322	97	419
Engagement Survey Participation (%) <sup>15</sup>	—%	—%	—%	98%	99%	98.5%	—%	—%	—%
Employee by Gender Diversity (%)									
Male	66%	56%	64%	66%	56%	63%	63%	55%	61%
Female	34%	44%	36%	34%	44%	37%	37%	45%	39%
Leaders by Gender (%) <sup>12</sup>									
Male	82%	69%	79%	78%	65%	75%	79%	65%	76%
Female	18%	31%	21%	22%	35%	25%	21%	35%	24%
Employee by Ethnicity (%)—U.S. <sup>13</sup>									
American Indian or Alaskan Native	0.3%	—%	—%	0.3%	—%	—%	0.9%	—%	—%
Asian	1.9%	—%	—%	1.6%	—%	—%	1.9%	—%	—%
Black or African-American	1.3%	—%	—%	1.6%	—%	—%	2.2%	—%	—%
Hispanic or Latino	2.9%	—%	—%	3.2%	—%	—%	3.4%	—%	—%
Two or More Races	0.9%	—%	—%	0.7%	—%	—%	0.3%	—%	—%
White	92.7%	—%	—%	92.6%	—%	—%	91.3%	—%	—%

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	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Employee by Ethnicity (%)—N.Z. <sup>13</sup>									
Asian	—%	—%	—%	—%	2.1%	—%	—%	2.1%	—%
European	—%	—%	—%	—%	57.7%	—%	—%	59.8%	—%
Maori	—%	—%	—%	—%	3.1%	—%	—%	3.1%	—%
MELAA	—%	—%	—%	—%	6.2%	—%	—%	3.1%	—%
Other	—%	—%	—%	—%	5.2%	—%	—%	8.2%	—%
Pacific Peoples	—%	—%	—%	—%	1.0%	—%	—%	1.0%	—%
Unknown	—%	—%	—%	—%	24.7%	—%	—%	22.7%	—%
Employee Tenure by Years (%)									
0–4	37%	44%	38%	36%	42%	38%	37%	47%	39%
5–9	27%	19%	25%	27%	20%	25%	25%	17%	23%
10–14	13%	16%	14%	13%	14%	13%	14%	12%	14%
15+	23%	21%	23%	24%	24%	24%	24%	24%	24%
Employee Turnover Rate (%)									
Voluntary Turnover Rate	2.8%	6.3%	3.7%	4.5%	8.2%	5.4%	6.6%	16.5%	9.0%
Involuntary Turnover Rate	3.1%	2.1%	2.9%	3.2%	—%	2.4%	1.3%	1.0%	1.2%
Retirements	0.3%	—%	0.3%	1.9%	1.0%	1.7%	2.2%	—%	1.7%
Turnover Rate	6.3%	8.3%	6.8%	9.6%	9.2%	9.5%	10.1%	17.5%	11.9%
Fatalities									
Total Number of Fatalities	1	0	1	2	0	2	1	1	2
Contractors	1	0	1	2	0	2	1	1	2
Employees	0	0	0	0	0	0	0	0	0
Safety Incident Rate (%) <sup>11</sup>									
Total Recordable Incident Rate (TRIR)	1.9	2.8	2.5	0.6	2.8	2.1	1.8	2.9	2.5
Lost Time Incident Rate (LTIR)	0.3	2.3	1.7	0.0	1.6	1.1	0.3	1.9	1.3
Near Miss/Hits Count - Contractors	44	981	1,025	159	950	1,109	292	898	1,190
Near Miss/Hits Count - Employees	376	116	492	404	129	533	539	111	650
Employee Safety Training Participation (%) <sup>16</sup>	100%	100%	100%	99%	100%	99.5%	100%	100%	100%
Community Contribution (%)									
Conservation/Environment	25%	1%	—	34%	—%	—	23%	4%	—
Education	15%	90%	—	28%	90%	—	25%	91%	—
Community/Civic	58%	9%	—	33%	10%	—	44%	5%	—
Health/Hospitals	3%	—%	—	5%	—%	—	8%	—%	—
Overall Community Contribution (\$)	US\$431,359	NZ\$192,470	—	US\$373,782	NZ\$152,054	—	US\$282,910	NZ\$164,460	—
Employee Volunteer Hours <sup>17</sup>	2,178	643	2,821	1,955	133	2,088	2,050	254	2,304

# DATA TABLES

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

GOVERNANCE METRICS	2020			2021			2022		
	Overall			Overall			Overall		
Number of Board of Directors	9			9			10		
Director Tenure by Years									
0–5	4			4			4		
6–10	4			4			5		
11+	1			1			1		
Average Director Tenure by Years	5			6			7		
Director Age Distribution									
50s	3			2			3		
60s	5			6			6		
70s	1			1			1		
Average Director Age	62			63			63		
Director Diversity (%)									
Gender	33%			33%			30%		
Nationality	22%			22%			20%		
Racial	NR			NR			10%		
None	45%			45%			40%		
PAC Contributions	NR			\$ 51,500			\$ 46,000		
U.S. House of Representatives	NR			\$ 43,500			\$ 36,000		
U.S. Senate	NR			\$ 8,000			\$ 10,000		
State Political Contributions	NR			\$ 90,000			\$ 74,500		
U.S. House	NR			\$ 58,500			\$ 43,000		
U.S. Statewide	NR			\$ 13,500			\$ 16,000		
U.S. Senate	NR			\$ 18,000			\$ 15,500		
	<b>U.S.</b>	<b>N.Z.</b>	<b>Overall</b>	<b>U.S.</b>	<b>N.Z.</b>	<b>Overall</b>	<b>U.S.</b>	<b>N.Z.</b>	<b>Overall</b>
Code of Conduct Certification (%)	99.6%	100%	99.8%	96.9%	100%	97.7%	98.8%	100%	99.1%
Conflict of Interest Disclosure (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%

NR—Not reported