

F0. Introduction

F0.1

(F0.1) Give a general description of and introduction to your organization.

Rayonier is a leading timberland real estate investment trust (REIT) with assets located in some of the most productive softwood timber growing regions in the U.S. and New Zealand. We invest in timberlands and actively manage them to provide current income and attractive long-term returns to our shareholders. We conduct our business through an umbrella partnership real estate investment trust (UPREIT) structure in which our assets are owned by our operating partnership and its subsidiaries. Rayonier manages the operating partnership as its sole general partner. Our revenues, operating income, and cash flows are primarily derived from the following core business segments: Southern Timber, Pacific Northwest Timber, New Zealand Timber, Real Estate, and Trading.

As of December 31, 2022, we owned, leased or managed approximately 2.8 million acres of timberland and real estate located in the U.S. South (1.92 million acres), U.S. Pacific Northwest (474,000 acres), and New Zealand (417,000 gross acres, or 297,000 net plantable acres). In addition, we engage in the trading of logs to Pacific Rim markets, predominantly from New Zealand and Australia to support our New Zealand export operations; however, we also engage in log trading activities to these markets from the U.S. South and U.S. Pacific Northwest.

We originated as the Rainier Pulp & Paper Company founded in Shelton, Washington in 1926. On June 27, 2014, Rayonier completed the tax-free spin-off of its Performance Fibers manufacturing business from its timberland and real estate operations, thereby becoming a "pure-play" timberland REIT. We manage our U.S. timberlands in accordance with the requirements of the Sustainable Forestry Initiative® (SFI) program which is recognized and endorsed by the Programme for the Endorsement of Forest Certification (PEFC). The timberland holdings of the New Zealand subsidiary are certified under the Forest Stewardship Council® (FSC) and also endorsed by the PEFC. All programs are comprehensive systems of environmental principles, objectives, and performance measures that combine the perpetual growing and harvesting of trees with the protection of wildlife, plants, and soil and water quality.

The company's shares are publicly traded on the NYSE under the symbol RYN. More information about the company is available at rayonier.com.

F0.2

(F0.2) State the start and end date of the year for which you are reporting data.

	Start Date	End Date
Reporting year	January 1 2022	December 31 2022

F0.3

(F0.3) Select the currency used for all financial information disclosed throughout your response.

USD

F0.4

(F0.4) Select the forest risk commodity(ies) that you are, or are not, disclosing on (including any that are sources for your processed ingredients or manufactured goods); and for each select the stages of the supply chain that best represents your organization's area of operation.

Timber products

Commodity disclosure

Disclosing

Stage of the value chain

Production

Trading

Are you disclosing information on embedded commodities?

No, because we have no embedded commodities

Explanation if not disclosing

<Not Applicable>

Other - Rubber

Commodity disclosure

This commodity is not produced, sourced or used by our organization

Stage of the value chain

<Not Applicable>

Are you disclosing information on embedded commodities?

<Not Applicable>

Explanation if not disclosing

<Not Applicable>

F0.5

(F0.5) Select the option that describes the reporting boundary for which forests-related impacts on your business are being reported

Operational control

F0.6

(F0.6) Select the countries/areas in which you operate.

New Zealand

United States of America

F0.7

(F0.7) Are there any parts of your direct operations or supply chain that are not included in your disclosure?

Yes

F0.7a

(F0.7a) Identify the parts of your direct operations or supply chain that are not included in your disclosure.

Forest risk commodity

Timber products

Value chain stage

Direct operations

Exclusion

Business activity

Description of exclusion

Trading

% of volume excluded

100%

Potential for forests-related risk

Don't know

Please explain

Approximately 20% of our trading volume comes from certified operations. Approximately 80% of our log trading business comes from small farming landowners in New Zealand who do not certify their properties but must adhere to New Zealand's strong National Environmental Standards for Plantation Forestry.

F0.8

(F0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.?)

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker Symbol	RYN

F1. Current state

F1.1

(F1.1) How does your organization produce, use or sell your disclosed commodity(ies)?

Timber products

Activity

Growing/production of raw materials
Harvesting
Exporting/trading

Form of commodity

Hardwood logs
Softwood logs

Source

Owned/managed land
Other, please specify (As it relates to our log trading business, we also source logs from third-party suppliers.)

Country/Area of origin

Australia
New Zealand
United States of America

% of procurement spend

Not applicable

Comment

We do not have manufacturing operations, but we sell harvested timber to a variety of third parties for use in a wide range of wood products.

F1.2

(F1.2) Indicate the percentage of your organization's revenue that was dependent on your disclosed forest risk commodity(ies) in the reporting year.

	% of revenue dependent on commodity	Comment
Timber products	81-90%	A significant portion of our revenues are derived from forestry-related operations.
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F1.3

(F1.3) Provide details on the land area you control and/or manage that is used for the production of your disclosed commodity(ies).

Forest risk commodity

Timber products

Type of control

Other type of control, please specify (Own land and concession/lease)

Country/Area

United States of America

Land type

Tree plantations

Area (Hectares)

624944

% Area certified

100

Certification scheme

PEFC Sustainable Forest Management certification
SFI Forest Management Standard certification

Conversion of natural ecosystems monitored during the reporting year, the last 5 years and/or since specified cutoff date

We have monitored conversion of natural ecosystems during the last 5 years

Area of natural ecosystems converted during the reporting year (hectares)

<Not Applicable>

Area of natural ecosystems converted since specified cutoff date (hectares)

<Not Applicable>

Area of natural ecosystems converted during the last 5 years (hectares)

0

Please explain

As of December 31, 2022, Rayonier owned or leased approximately 624,944 hectares of tree plantations in the U.S. 100% of our U.S. timberlands are certified to SFI and PEFC in adherence to their forest management standards around conversion.

Forest risk commodity

Timber products

Type of control

Other type of control, please specify (Own land and concession/lease)

Country/Area

United States of America

Land type

Managed natural forests

Area (Hectares)

176453

% Area certified

100

Certification scheme

PEFC Sustainable Forest Management certification
SFI Forest Management Standard certification

Conversion of natural ecosystems monitored during the reporting year, the last 5 years and/or since specified cutoff date

We have monitored conversion of natural ecosystems during the last 5 years

Area of natural ecosystems converted during the reporting year (hectares)

<Not Applicable>

Area of natural ecosystems converted since specified cutoff date (hectares)

<Not Applicable>

Area of natural ecosystems converted during the last 5 years (hectares)

0

Please explain

As of December 31, 2022, Rayonier owned or leased approximately 176,453 hectares of managed natural forests in the U.S. 100% of our U.S. timberlands are certified to SFI and PEFC in adherence to their forest management standards around conversion.

Forest risk commodity

Timber products

Type of control

Other type of control, please specify (Own land and concession/lease)

Country/Area

United States of America

Land type

Other, please specify (Land held in TRS)

Area (Hectares)

55894

% Area certified

0

Certification scheme

Please select

Conversion of natural ecosystems monitored during the reporting year, the last 5 years and/or since specified cutoff date

We have not monitored conversion of natural ecosystems

Area of natural ecosystems converted during the reporting year (hectares)

<Not Applicable>

Area of natural ecosystems converted since specified cutoff date (hectares)

<Not Applicable>

Area of natural ecosystems converted during the last 5 years (hectares)

<Not Applicable>

Please explain

Rayonier does not monitor land conversion into real estate development as these tracts are uncertified lands.

Forest risk commodity

Timber products

Type of control

Other type of control, please specify (Own land and concession/lease)

Country/Area

New Zealand

Land type

Tree plantations

Area (Hectares)

120192

% Area certified

95

Certification scheme

FSC Forest Management certification

PEFC Sustainable Forest Management certification

Conversion of natural ecosystems monitored during the reporting year, the last 5 years and/or since specified cutoff date

We have monitored conversion of natural ecosystems during the last 5 years

Area of natural ecosystems converted during the reporting year (hectares)

<Not Applicable>

Area of natural ecosystems converted since specified cutoff date (hectares)

<Not Applicable>

Area of natural ecosystems converted during the last 5 years (hectares)

0

Please explain

As of December 31, 2022, Rayonier owned or leased approximately 120,192 forested and merchantable hectares in New Zealand. 95% of our New Zealand timberlands are certified to FSC and PEFC in adherence to their forest management standards around conversion. The remaining 5% of forests have been recently established and will be certified in future years.

Forest risk commodity

Timber products

Type of control

Other type of control, please specify (Own land and concession/lease)

Country/Area

New Zealand

Land type

Other, please specify (Natural forests and other non-planted acres)

Area (Hectares)

34869

% Area certified

95

Certification scheme

FSC Forest Management certification

PEFC Sustainable Forest Management certification

Conversion of natural ecosystems monitored during the reporting year, the last 5 years and/or since specified cutoff date

We have monitored conversion of natural ecosystems during the last 5 years

Area of natural ecosystems converted during the reporting year (hectares)

<Not Applicable>

Area of natural ecosystems converted since specified cutoff date (hectares)

<Not Applicable>

Area of natural ecosystems converted during the last 5 years (hectares)

0

Please explain

As of December 31, 2022, Rayonier owned or leased approximately 34,869 non-productive hectares in New Zealand. 95% of our New Zealand timberlands are certified to FSC and PEFC in adherence to their forest management standards around conversion. The remaining 5% of forests have been recently established and will be certified in future years.

(F1.4) Provide details on the land you control and/or manage that was not used for the production of your disclosed commodity(ies) in the reporting year.

Forest risk commodity

Timber products

Country/Area

United States of America

Type of control

Other type of control, please specify (Protective Conservation Status)

Land type

Set-aside land

Area (hectares)

109603

% covered by natural forests

100

Please explain

As of December 31, 2022, Rayonier held approximately 109,603 hectares of timberland with protected conservation status in the U.S. We have designated these acres as protected which mostly includes environmentally sensitive and conservation easement areas, as well as riparian management zones.

Forest risk commodity

Timber products

Country/Area

New Zealand

Type of control

Other type of control, please specify (Protective Conservation Status)

Land type

Set-aside land

Area (hectares)

13693

% covered by natural forests

100

Please explain

As of December 31, 2022, Rayonier held approximately 13,693 hectares of timberland with protected conservation status in New Zealand.

F1.5

(F1.5) Does your organization collect production and/or consumption data for your disclosed commodity(ies)?

	Data availability/Disclosure
Timber products	Production data available, disclosing
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	<Not Applicable>
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

F1.5a

(F1.5a) Disclose your production and/or consumption figure, and the percentage of commodity volumes verified as deforestation- and/or conversion-free.

Forest risk commodity

Timber products

Data type

Production data

Commodity production/ consumption volume

10484

Metric for commodity production/ consumption volume

Other, please specify (Thousands of Tons)

Data coverage

Full commodity production/consumption

Have any of your reported commodity volumes been verified as deforestation- and/or conversion-free?

Yes

% of reported volume verified as deforestation- and/or conversion-free

93

Please explain

We estimate over 90% of our reported volume across the U.S. and New Zealand is verified as deforestation and/or conversion-free in adherence to SFI, FSC, and PEFC standards.

Estimated harvested volume that is SFI, FSC, and PEFC certified in a specific year may vary and will likely deviate from the percentage of hectares managed to the standards.

In the U.S., 96% of our timberlands are certified to SFI and PEFC. In New Zealand, 95% of our New Zealand timberlands are certified to FSC and PEFC.

F1.5b

(F1.5b) Provide a breakdown of your DCF and non-DCF volumes relevant to your stage in the supply chain according to how verification is achieved and the highest level of traceability, respectively.

Timber products – DCF

% of DCF production/consumption volume from areas with no or negligible risk of deforestation/conversion

% of DCF production/consumption volume verified through monitoring systems

% of DCF production/consumption volume physically certified

93

% of non-DCF production/consumption volume from unknown origin

<Not Applicable>

% of non-DCF production/consumption volume traceable only as far as country level

<Not Applicable>

% of non-DCF production/consumption volume traceable only as far as sub-national area

<Not Applicable>

% of non-DCF production/consumption volume traceable only as far as processing facility level

<Not Applicable>

% of non-DCF production/consumption volume traceable to production unit level

<Not Applicable>

Total percentage of production/consumption volume reported (DCF) [auto-calculated]

Total percentage of production/consumption volume reported (non-DCF) [(auto-calculated)]

<Not Applicable>

Timber products – Non DCF

% of DCF production/consumption volume from areas with no or negligible risk of deforestation/conversion

<Not Applicable>

% of DCF production/consumption volume verified through monitoring systems

<Not Applicable>

% of DCF production/consumption volume physically certified

<Not Applicable>

% of non-DCF production/consumption volume from unknown origin

% of non-DCF production/consumption volume traceable only as far as country level

% of non-DCF production/consumption volume traceable only as far as sub-national area

% of non-DCF production/consumption volume traceable only as far as processing facility level

7

% of non-DCF production/consumption volume traceable to production unit level

Total percentage of production/consumption volume reported (DCF) [auto-calculated]

<Not Applicable>

Total percentage of production/consumption volume reported (non-DCF) [(auto-calculated)]

F1.5c

(F1.5c) For your disclosed commodity(ies), indicate the percentage of the production/consumption volume sourced by national and/or sub-national jurisdiction of origin.

Forest risk commodity

Timber products

Country/Area of origin

Any other countries/areas

State or equivalent jurisdiction

<Not Applicable>

% of total production/consumption volume

100

Please explain

100% of our timber production occurs within the United States and New Zealand.

F1.6

(F1.6) Has your organization experienced any detrimental forests-related impacts?

No

F1.7

(F1.7) Indicate whether you have assessed the deforestation or conversion footprint for your disclosed commodities over the past 5 years, or since a specified cutoff date, and provide details.

Forest risk commodity

Timber products

Have you monitored or estimated your deforestation/conversion footprint?

Yes, we monitor deforestation/conversion footprint in our supply chain

Coverage

Partial consumption volume

Reporting deforestation/conversion since a specified cutoff date or during the last five years?

Please select

Known or estimated deforestation/ conversion footprint (hectares)

Describe methods and data sources used to monitor or estimate deforestation/ conversion footprint

In our log trading business, we look for our suppliers to have certification under SFI, PEFC, or FSC but do not currently require certification for the trading volume. Approximately 80% of our log trading business comes from small farming landowners in New Zealand who do not certify their properties but must adhere to New Zealand's strong National Environmental Standards for Plantation Forestry.

F2. Procedures

F2.1

(F2.1) Does your organization undertake a forests-related risk assessment?

Yes, forests-related risks are assessed

F2.1a

(F2.1a) Select the options that best describe your procedures for identifying and assessing forests-related risks.

Timber products

Value chain stage

Direct operations
Supply chain

Coverage

Full

Risk assessment procedure

Assessed as part of an established enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

> 6 years

Tools and methods used

Internal company methods

Issues considered

Availability of forest risk commodities
Quality of forests risk commodities
Impact of activity on the status of ecosystems and habitats
Regulation
Climate change
Tariffs or price increases
Loss of markets
Brand damage related to forests risk commodities
Corruption
Social impacts

Stakeholders considered

Customers
Employees
Investors
Local communities
NGOs
Other forest risk commodity users/producers at a local level
Regulators
Suppliers

Please explain

Forest-related risks are evaluated as part of our Enterprise Risk Management (ERM) program, which is led by senior executives and overseen by our Audit Committee. The ERM Committee meets twice a year to assess risk and the effectiveness of the company’s compliance program. Through this program we continually identify, evaluate, and consider risks and corresponding mitigation strategies. Examples of some of the risks considered as part of the ERM program include changes in demand for timber and products made from timber, regulations, and standards relating to forestry practices and land use laws, the potential impact on our operations from climate change, and the loss from timber damage due to natural disasters.

We also operate under an internal Environmental Management System (EMS), pursuant to which we monitor our compliance with the third-party certification standards. Our Senior Leadership Team has ultimate responsibility for our EMS and annually reviews our performance against forest certification standards, governmental regulations, and internal benchmarks. Our U.S. timberlands are 96% third-party certified to SFI and PEFC standards and 95% of our New Zealand timberlands are also certified to FSC and PEFC standards. We maintain a rigorous internal audit process to regularly assess how well we implement these standards and to evaluate ways to improve our performance. Any issues or instances of non-compliance identified through this audit process are documented and promptly followed up with remedial action.

F2.2

(F2.2) For each of your disclosed commodity(ies), has your organization mapped its value chains?

	Value chain mapping	Primary reason for not mapping your value chain	Explain why your organization does not map its value chain and outline any plans to introduce it
Timber products	No, but we plan to map the value chain within the next two years	Other, please specify (Recent changes in business value chain, and uncertainty with pending rules regarding GHG reporting, and AFOLU emission reduction guidelines and deforestation definitions and rules make it impossible to accurately map our entire value chain.)	These efforts have been delayed due to uncertainty associated with proposed GHG accounting regulations, AFOLU emission reduction target setting rules, conflicting definitions of deforestation, and new deforestation regulations in the EU. We anticipate these issues will be clarified in 2024. When those changes are finalized, it will be possible to accurately map our entire value chain.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>

F2.3

(F2.3) Do you use a classification system to determine risk of deforestation and/or conversion of other ecosystems for your sourcing areas, and if yes, what methodology is used, and what is the classification used for?

	Use of a classification system to determine deforestation and/or conversion risk of sourcing areas	Methodology used for classifying levels of risk	Use of risk classification	Attachment indicating risk classification for each sourcing area (optional)
1	No, and we do not plan to in the next two years	<Not Applicable>	<Not Applicable>	<Not Applicable>

F3. Risks and opportunities

F3.1

(F3.1) Have you identified any inherent forests-related risks with the potential to have a substantive financial or strategic impact on your business?

	Risk identified?
Timber products	Yes
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	<Not Applicable>
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

F3.1a

(F3.1a) How does your organization define substantive financial or strategic impact on your business?

We maintain an Enterprise Risk Management (ERM) program, led by senior executives and overseen by our Audit Committee, through which we continually identify, evaluate, and consider risks and corresponding mitigation strategies, including ESG risks. Through this program, we work to minimize our exposure to potential risks and help ensure the sustained success of our company.

Our risk rating criteria rates risks low to high for risk impact (financial impact, operational effectiveness/efficiency, reputation, and legal/regulatory) and likelihood of occurrence (degree of change, existing controls/degree of protection, and complexity) to produce a risk score and tier ranking.

Financial Impact (potential to impact earnings in the current year or erode earnings over time)

- High - >5% of forecasted EBITDA / Risk may severely impact operational performance and reputation / Impact of noncompliance is high with severe adverse legal or regulatory ramifications
- Medium - 2% - 5% of forecasted EBITDA / Risk may moderately impact operational performance and reputation / Impact of noncompliance is moderate and includes public censure or fines
- Low - <2% of forecasted EBITDA / Risk may require careful attention but has a low impact on operations / Requires little or no attention and may result in little or no damage to reputation / Impact of noncompliance is low and results in little or no penalties

Likelihood

- High - Many changes have occurred/are expected to occur impacting the risk / Existing controls are known to be weak or ineffective with multiple instances of or potential for failure. The Company has little to no influence over factors impacting risk / Risk and related process area is highly complex and/or is decentralized.
- Medium - One or more changes have occurred/are expected to occur impacting the risk / Existing controls are known to be average in strength, with instances of or potential for failure. Management is monitoring the risk / Risk and related process area is moderate in complexity and somewhat decentralized.
- Low - No changes have occurred/are expected to occur impacting the risk / Existing controls are strong with no instances of or potential for failure. Management takes action to manage the risk / Risk and related process area is not complex and is centralized.

F3.1b

(F3.1b) For your disclosed forest risk commodity(ies), provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Forest risk commodity

Timber products

Type of risk

Chronic physical

Geographical scale

Global

Where in your value chain does the risk driver occur?

Direct operation

Supply chain

Primary risk driver

Heat stress

Primary potential impact

Reduction or disruption in production capacity

Company-specific description

In both regions of the U.S. where Rayonier owns and manages land (the Southeast and Pacific Northwest), mean annual temperatures are predicted to increase by varying degrees of intensity under all Shared Socioeconomic Pathways (SSPs) outlined by the International Panel on Climate Change (IPCC). These predicted elevations in temperature have the potential to increase tree respiration rates and evaporative demand of the atmosphere, which may have negative impacts on tree growth and survival. Additionally, these higher temperatures may shift plant hardiness zones and elevation zones in mountainous regions, which could change species ranges, relative abundance, and productivity depending on ecophysiology and plasticity.

In New Zealand, consensus forecasts show a progressive increase in mean temperature with increasing GHG concentrations. Warming is forecast to be greatest at higher elevations, and during summer / autumn. Hot day increases are forecast to be greatest in warm regions.

Timeframe

Unknown

Magnitude of potential impact

Low

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial impact**Primary response to risk**

Please select

Description of response

Rayonier continues to monitor climate projections and take action where possible to mitigate the risk associated with increased temperatures, including, but not limited to: using genetic improvement and deployment to ensure future forests are adapted to future climatic conditions, using site specific silviculture to ensure forest health and resilience, and including climate change in forest growth and yield modeling to help predict impacts on forest productivity and stand conditions.

Specifically in New Zealand, we aim to mitigate this risk through tree breeding programs that identify *P. radiata* genotypes with improved water use efficiency, the planting of alternative pine species with higher drought tolerance (e.g. *P. attenuata*), and managing stand density to lower stockings on drought risk sites to reduce site occupancy.

Cost of response**Explanation of cost of response****Forest risk commodity**

Timber products

Type of risk

Chronic physical

Geographical scale

Global

Where in your value chain does the risk driver occur?

Direct operation

Primary risk driver

Changes in precipitation patterns and types (rain, hail, snow/ice)

Primary potential impact

Increased operating costs

Company-specific description

In the U.S., current predictions by the IPCC suggest that annual precipitation in both the Southeast and Pacific Northwest are expected to increase moderately. However, extreme precipitation events may increase in regularity through hurricanes in the Southeast and atmospheric rivers in the Pacific Northwest. This increase in precipitation could affect access to the forest for management and harvest activities and cause increased levels of flooding and landslides in areas with steep terrain. Windthrow may also increase in areas with saturated soils. However, higher precipitation when combined with increased temperatures and CO2 concentrations may also lead to increased forest growth and yield.

In New Zealand, consensus climate forecasts have East Coast regions of both the North and South Island becoming dryer. Water stress and drought frequency and intensity is projected to increase across most of New Zealand due to higher temperatures coupled with changing precipitation patterns. Across all regions, the likelihood of extreme rainfall events increases; these being short duration (1-in-100-year, 1 hour duration) extreme rainfalls. This increase is quantified as +13.6% for every 1°C increase.

Timeframe

Unknown

Magnitude of potential impact

Low

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial impact

Primary response to risk

Please select

Description of response

Rayonier looks to address this risk by evaluating road construction and maintenance practices along with water crossings (culvert and bridge sizing) in an effort to support continued access and protect water quality and quantity as precipitation patterns change. We also update soil disturbance and ability to log codes as needed to reflect changes in water table and potential for rutting and soil disturbance.

Specifically in New Zealand, the company looks to address this risk through tree breeding programs that identify *P. radiata* genotypes with improved water use efficiency, the planting of alternative pine species with higher drought tolerance (e.g. *P. attenuata*), targeting management of stand density to lower stockings on drought risk sites to reduce site occupancy, and reviewing fire preparedness.

Cost of response

Explanation of cost of response

Forest risk commodity

Timber products

Type of risk

Acute physical

Geographical scale

Global

Where in your value chain does the risk driver occur?

Direct operation

Primary risk driver

Other acute physical driver, please specify (Heat extremes, Drought, Insects and diseases, and Wildfires)

Primary potential impact

Reduction or disruption in production capacity

Company-specific description

Climate change will influence the abundance and distribution of forest pests, both those already present that are likely to expand their range, as well as raising the risk of emergence of "sleeper" pests and pathogens. The risk of introduction of new pests will be elevated as warmer temperatures may create more favorable conditions for their establishment and spread due to higher survival over winter and shorter life cycles. There will be increased spread and vigor of invasive weed species, which will impact on the relative competitiveness of species and ultimate stand composition. Extreme heat events, heatwaves, and droughts can negatively affect tree growth and may even lead to direct tree mortality. All of these other factors may in turn lead to increased wildfire intensity and frequency.

Timeframe

Unknown

Magnitude of potential impact

Low

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial impact

Primary response to risk

Please select

Description of response

To mitigate this risk, Rayonier uses site specific silviculture to establish and maintain forests that are healthy and best able to resist pests/pathogens, heat/drought stress, and the spread of catastrophic wildfires. The company also continues to support and engage with university cooperatives and industry trade associations to detect and mitigate/eradicate both invasive species and potentially harmful native outbreaks of pests and pathogens, as well as work with public agencies and other private partners to

prepare for and combat wildfires and modify stand conditions to prevent the spread of damaging fires through thinning, firebreaks, and vegetation control. Additionally, the company uses genetic selection to develop and deploy genotypes resistant to current and future pests/pathogens, as well as the extreme heat and drought conditions. In the U.S., our research team has regional specialists who are trained in identifying and responding to pests and invasive species that work with our local foresters. In New Zealand, the company also strives to implement the Matariki Biosecurity Plan, which includes the training of staff in identification and response management.

Cost of response

Explanation of cost of response

F3.2

(F3.2) Have you identified any forests-related opportunities with the potential to have a substantive financial or strategic impact on your business?

	Have you identified opportunities?
Timber products	Yes
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	<Not Applicable>
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

F3.2a

(F3.2a) For your selected forest risk commodity(ies), provide details of the identified opportunities with the potential to have a substantive financial or strategic impact on your business.

Forest risk commodity

Timber products

Type of opportunity

Markets

Where in your value chain does the opportunity occur?

Direct operation

Primary forests-related opportunity

Expansion into new markets

Company-specific description

Increased revenues through access to new and emerging markets. We believe there could be increased demand for business opportunities associated with nature-based solutions.

Estimated timeframe for realization

Unknown

Magnitude of potential impact

Medium

Likelihood

Very likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Cost to realize opportunity

Strategy to realize opportunity

We have an added strategic focus to evaluate and advance business opportunities associated with nature-based solutions. Such opportunities include monetizing carbon sequestration in the form of forestry carbon offsets (in both regulated and voluntary markets), leasing land for solar installations and wind farms, leasing land (i.e., pore space) for carbon capture and storage (CCS) projects, and supplying fiber for bioenergy and sustainable aviation fuel manufacturing facilities. While some of these opportunities are still relatively nascent in their development, they all represent increased future optionality and competition for both wood fiber and land use more generally, which we believe bodes well for the future value upside of forestry assets.

Forest risk commodity

Timber products

Type of opportunity

Products & services

Where in your value chain does the opportunity occur?

Direct operation

Primary forests-related opportunity

Increased sales of existing products/services

Company-specific description

We believe there could be increased demand for our harvested timber as there is an increasing recognition that we have the potential to sequester more atmospheric carbon and reduce net greenhouse gas (GHG) emissions by substituting energy-intensive building products, such as concrete and steel, with wood-based products. Additionally, we regularly evaluate new export market opportunities for our existing products.

Estimated timeframe for realization

Unknown

Magnitude of potential impact

Medium

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Cost to realize opportunity

Strategy to realize opportunity

Forest risk commodity

Timber products

Type of opportunity

Resilience

Where in your value chain does the opportunity occur?

Direct operation

Primary forests-related opportunity

Increased resilience to impacts of climate change

Company-specific description

There is the potential for forest productivity to improve across some of our operating regions in response to higher CO2 and increased precipitation.

Estimated timeframe for realization

Unknown

Magnitude of potential impact

Low

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Cost to realize opportunity

Strategy to realize opportunity

F4. Governance

F4.1

(F4.1) Is there board-level oversight of forests-related issues within your organization?

Yes

F4.1a

(F4.1a) Identify the position(s) of the individual(s) (do not include any names) on the board with responsibility for forests-related issues.

Position of individual or committee	Responsibilities for forest-related issues
Other, please specify (Board Chair and Board Members)	<p>As a result of Rayonier being a timber REIT, our full Board and Board Chair have oversight of a variety of forest-related issues.</p> <p>In identifying or evaluating potential director nominees, our Nominating and Corporate Governance Committee seeks individuals who have the knowledge, experience, diversity, and personal and professional integrity to be effective in serving the long-term interests of our shareholders.</p> <p>The ten directors who comprise our Board were assessed against a range of skills and experiences that were shared in our 2023 Proxy Statement. As it relates to the Board's experience/background, we would highlight:</p> <ol style="list-style-type: none"> 1) 5 directors have experience with "Timber / Forestry Industry" 2) 7 directors have experience with "Land Management - Agriculture / Real Estate" 3) 2 directors have experience with "Environmental Matters" 4) 3 directors have experience with "Customer Supply Chain"
Board-level committee	Our Board has three standing committees, the Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee. All three committees have responsibility of some forest-related issues given Rayonier invests in and actively manages timberlands to provide current income and attractive long-term returns to our shareholders. For example, our Nominating and Corporate Governance Committee review ESG matters significant to the company and oversee the formulation of ESG strategies and goals for the company.
Chief Executive Officer (CEO)	As a result of Rayonier being a timber REIT, our CEO (who is also a member of our Board of Directors) is the top executive with responsibility for forest-related issues. In 2022, strategic objectives and decisions for Rayonier included those associated with business development initiatives designed to advance our understanding of and participation in various nature-based climate solutions, ESG-related initiatives, and initiatives associated with developing strategies to help mitigate labor shortages specifically in forestry and trucking, as well as support other long-term business opportunities.

F4.1b

(F4.1b) Provide further details on the board's oversight of forests-related issues.

	Frequency that forests-related issues are a scheduled agenda item	Governance mechanisms into which forests-related issues are integrated	Please explain
Row 1	Scheduled - all meetings	Monitoring implementation and performance Monitoring progress towards corporate targets Overseeing acquisitions, mergers, and divestitures Overseeing major capital expenditures Overseeing the setting of corporate targets Overseeing value chain engagement Providing employee incentives Reviewing and guiding annual budgets Reviewing and guiding business plans Reviewing and guiding corporate responsibility strategy Reviewing and guiding major plans of action Reviewing and guiding public policy engagement Reviewing and guiding risk management policies Reviewing and guiding strategy Reviewing innovation / R&D priorities Setting performance objectives	As a result of Rayonier being a timber REIT, many decisions that our Board makes or oversees are associated with forest-related issues.

F4.1d

(F4.1d) Does your organization have at least one board member with competence on forests-related issues?

Row 1

Board member(s) have competence on forests-related issues

Yes

Criteria used to assess competence on forests-related issues

In identifying or evaluating potential director nominees, our Nominating and Corporate Governance Committee seeks individuals who have the knowledge, experience, diversity, and personal and professional integrity to be effective in serving the long-term interests of our shareholders.

The ten directors who comprise our Board were assessed against a range of skills and experiences that were shared in our 2023 Proxy Statement. Specifically, as it relates to forest-related issues, we included the categories of "Timber / Forestry Industry", "Land Management - Agriculture / Real Estate", "Environmental Matters", and "Customer Supply Chain" in the skills and experience matrix.

Primary reason for no board-level competence on forests-related issues

<Not Applicable>

Explain why your organization does not have at least one board member with competence on forests-related issues and any plans to address board-level competence in the future

<Not Applicable>

F4.2

(F4.2) Provide the highest management-level position(s) or committee(s) with responsibility for forests-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)	Forests-related responsibilities of this position	Frequency of reporting to the board on forests-related issues	Please explain
Chief Executive Officer (CEO)	Assessing forests-related risks and opportunities Managing forests-related risks and opportunities	Quarterly	The CEO has responsibility for forest-related risks and opportunities and for managing Board agendas so that the Board is kept informed on these matters. Our Board provides oversight of many forest-related issues and meets at least quarterly.
Other C-Suite Officer, please specify (President and Chief Financial Officer (CFO))	Assessing forests-related risks and opportunities Managing forests-related risks and opportunities	Quarterly	Our President and CFO, in addition to leadership duties as Chief Financial Officer, leads our strategic planning efforts as well as participates in broader operational and personnel decision-making.
Other C-Suite Officer, please specify (Executive Vice President and Chief Resource Officer)	Assessing forests-related risks and opportunities Managing forests-related risks and opportunities	Quarterly	Our Executive Vice President and Chief Resource Officer oversees our global forestry operations, as well as the development of business opportunities around nature-based climate solutions.

F4.3

(F4.3) Do you provide incentives to C-suite employees or board members for the management of forests-related issues?

	Provide incentives for management of forests-related issues	Comment
Row 1	Yes	As a pure-play timberland REIT, our performance as a company is directly correlated with our ability to successfully manage our forests and advance forest-related strategic objectives. Under the Rayonier Non-Equity Incentive Plan, we provide cash compensation in the form of an annual bonus incentive designed to reward executives based on the company's financial performance against key budgeted financial metrics and the attainment of identified strategic objectives.

F4.3a

(F4.3a) What incentives are provided to C-Suite employees or board members for the management of forests-related issues (do not include the names of individuals)?

	Role(s) entitled to incentive?	Performance indicator	Contribution of incentives to the achievement of your organization's forests-related commitments	Please explain
Monetary reward	Corporate executive team Chief Executive Officer (CEO) Chief Financial Officer (CFO) Other C-suite Officer General Counsel	Other, please specify (Achievement of financial performance against key budgeted financial metrics and the attainment of identified strategic objectives)	As a pure-play timberland REIT, our performance as a company is directly correlated with our ability to successfully manage our forests on a sustainable basis and advance forest-related strategic objectives.	We provide an annual bonus incentive designed to reward executives (and other employees) based on the company's financial performance against key budgeted financial metrics and the attainment of identified strategic objectives.
Non-monetary reward	Other, please specify (All employees)	Other, please specify (Intranet Page Recognition)	We have a company intranet site "The Landing" with a page dedicated to Appreciation and Recognition. This page was developed to help establish a positive work environment and foster employee engagement. When employees and teams find ways to do their work collaboratively, we highlight and commend their work on our intranet site. For example, in 2022, we highlighted the excellent execution of SFI certification reviews and completion of Rayonier's Road Maintenance, Fish Passage Program.	

F4.4

(F4.4) Did your organization include information about its response to forests-related risks in its most recent mainstream financial report?

Yes (you may attach the report – this is optional)

0000052827-23-000035 (6).pdf

F4.5

(F4.5) Does your organization have a policy that includes forests-related issues?

Yes, we have a documented forests policy that is publicly available

F4.5a

(F4.5a) Select the options to describe the scope and content of your policy.

Row 1

Scope

Company-wide

Commodity coverage

Timber products

Content

Commitment to best management practices for soils and peat
Recognition of the overall importance of forests and other natural ecosystems
Description of forests-related performance standards for direct operations

Document attachment

Sustainable Forestry Policy.pdf

Please explain

The document attached is the Sustainable Forestry Policy available on our website <https://www.rayonier.com/sustainability/responsible-stewardship/environmental/>.

F4.6

(F4.6) Has your organization made a public commitment to reduce or remove deforestation and/or forest degradation from its direct operations and/or supply chain?

Forest risk commodity	Public commitments made
Timber products	Yes

F4.6a

(F4.6a) Has your organization endorsed any of the following initiatives as part of its public commitment to reduce or remove deforestation and/or forest degradation?

Other, please specify (100% certification of timberlands to SFI Forest Management and PEFC standards)

F4.6b

(F4.6b) Provide details on your public commitment(s), including the description of specific criteria, coverage, and actions.

Forest risk commodity

Timber products

Criteria

Avoidance of negative impacts on threatened and protected species and habitats
No sourcing of illegally produced and/or traded forest risk commodities

Operational coverage

Direct operations and supply chain

% of total production/ consumption covered by commitment

100%

Cutoff date

No cutoff date

Forest risk countries/areas that the cutoff date applies to

Please select

Reason for selecting cutoff date

Please select

Commitment target date

Please select

Please explain

We strongly oppose illegal logging and deforestation and view these activities as counter to our focus on sustainable forest management. In the U.S. and New Zealand, illegal logging is strictly prohibited, and we are audited to ensure compliance with relevant laws and regulations as part of our third-party certification process. Our certification to SFI, FSC, and PEFC standards also include requirements around land use conversion, as well as avoidance of negative impacts on threatened and protected species and habitat.

F5. Business strategy

F5.1

(F5.1) Are forests-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are forests-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, forests-related issues are integrated	>30	Rayonier invests in timberlands and actively manages them to provide current income and attractive long-term returns to our shareholders. We are the only publicly traded "pure-play" timberland REIT, providing our investors with a focused, large-scale timberland investment vehicle.
Strategy for long-term objectives	Yes, forests-related issues are integrated	>30	<p>Key components of our strategy related to forest issues include -</p> <ul style="list-style-type: none"> • Manage our Timberlands on a Sustainable Yield Basis for Long-term Results: We generate recurring income and cash flow from the harvest and sale of timber and intend to actively manage our timberlands to maximize net present value over the long term by achieving an optimal balance among biological timber growth, generation of cash flow from harvesting activities, and responsible environmental stewardship. • Capitalize on Advantageous Net Carbon Position: We estimate that our timberlands absorb more carbon than we emit in our operations. As such, we are positioning ourselves to take advantage of increasing demands for carbon solutions by companies, governments, and investors. • Apply Advanced Silviculture to Increase the Productivity of our Timberlands: We use our forestry expertise and disciplined financial approach to determine the appropriate silviculture programs and investments to maximize returns. This includes re-planting a significant portion of our harvested acres with improved seedlings we have developed through decades of research and cultivation. Over time, we expect these improved seedlings will result in higher volumes per acre and a higher value product mix. • Increase the Size and Quality of our Timberland Holdings through Acquisitions: We intend to selectively pursue timberland acquisition opportunities that improve the average productivity of our timberland holdings, support cash flow generation from harvesting, and enhance our net carbon position. • Promote Responsible Stewardship and Best-in-Class Disclosure: We are committed to responsible stewardship, environmentally and economically sustainable forestry, and positive climate change solutions. As such, we are focused on continuing to develop and integrate robust environmental, social, and governance policies and best practices within our business.
Financial planning	Yes, forests-related issues are integrated	>30	We generate recurring income and cash flow from the harvest and sale of timber and intend to actively manage our timberlands to maximize net present value over the long term. Our harvesting strategy is designed to produce a long-term, sustainable yield, although we may adjust harvest levels periodically in response to then-current market conditions.

F6. Implementation

F6.1

(F6.1) Did you have any forests-related timebound and quantifiable targets that were active during the reporting year?

No

F6.1b

(F6.1b) Why do you not have target(s) for increasing sustainable production and/or consumption of your disclosed commodity(ies) and what are your plans to develop these in the future?

	Primary reason	Please explain
Timber products	Other, please specify (Our harvesting strategy is based on our sustainable yield)	Although we may adjust harvest levels periodically based on market conditions, our harvesting strategy is designed to produce a long-term, sustainable yield.
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.2

(F6.2) Do you have traceability system(s) in place to track and monitor the origin of your disclosed commodity(ies)?

	Do you have system(s) in place?	Supply chain coverage	Description of traceability system	Exclusions	Description of exclusion
Timber products	Yes	Volume from direct suppliers only	Traceability information is stored in databases utilized by our timberlands managers.	Not applicable	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.2a

(F6.2a) Provide details on the level of traceability your organization has for its disclosed commodity(ies).

Forest risk commodity	Point to which commodity is traceable	Countries/areas to which this traceability point applies	% of total production/consumption volume traceable
Timber products	Forest management unit	New Zealand United States of America	100

F6.3

(F6.3) Have you adopted any third-party certification scheme(s) for your disclosed commodity(ies)?

	Third-party certification scheme adopted?	% of total production and/or consumption volume certified
Timber products	Yes	93
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.3a

(F6.3a) Provide a detailed breakdown of the volume and percentage of your production and/or consumption by certification scheme.

Forest risk commodity

Timber products

Third-party certification scheme

SFI Forest Management standard

Chain-of-custody model used

<Not Applicable>

% of total production/consumption volume certified

93

Form of commodity

Hardwood logs

Softwood logs

Volume of production/ consumption certified

7317.24

Metric for volume

Other, please specify (thousands of tons)

Is this certified by more than one scheme?

Yes

Is embedded soy certified through this scheme?

<Not Applicable>

Please explain

In the United States, we are SFI and PEFC certified. For the purposes of this calculation, the percentage reflects an estimate of how much of our U.S. harvest in 2022 was SFI and PEFC certified. Estimated harvested volume that is SFI and PEFC certified in a specific year may vary and will likely deviate from the percentage of hectares

managed to the standards.

Forest risk commodity

Timber products

Third-party certification scheme

PEFC Sustainable Forest Management certification

Chain-of-custody model used

<Not Applicable>

% of total production/consumption volume certified

93

Form of commodity

Hardwood logs

Softwood logs

Volume of production/ consumption certified

7317.24

Metric for volume

Other, please specify (thousands of tons)

Is this certified by more than one scheme?

Yes

Is embedded soy certified through this scheme?

<Not Applicable>

Please explain

In the United States, we are SFI and PEFC certified. For the purposes of this calculation, the percentage reflects an estimate of how much of our U.S. harvest in 2022 was SFI and PEFC certified. Estimated harvested volume that is SFI and PEFC certified in a specific year may vary and will likely deviate from the percentage of hectares managed to the standards.

Forest risk commodity

Timber products

Third-party certification scheme

FSC Forest Management certification

Chain-of-custody model used

<Not Applicable>

% of total production/consumption volume certified

95

Form of commodity

Hardwood logs

Softwood logs

Volume of production/ consumption certified

2485.2

Metric for volume

Other, please specify (thousands of tons)

Is this certified by more than one scheme?

Yes

Is embedded soy certified through this scheme?

<Not Applicable>

Please explain

In New Zealand, we are jointly FSC and PEFC certified. For the purposes of this calculation, the percentage reflects an estimate of how much of our N.Z. timberland harvested is FSC and PEFC certified. Harvested volume that is FSC and PEFC certified in a specific year may vary.

Forest risk commodity

Timber products

Third-party certification scheme

PEFC Sustainable Forest Management certification

Chain-of-custody model used

<Not Applicable>

% of total production/consumption volume certified

95

Form of commodity

Hardwood logs

Softwood logs

Volume of production/ consumption certified

2485.2

Metric for volume

Other, please specify (thousands of tons)

Is this certified by more than one scheme?

Yes

Is embedded soy certified through this scheme?

<Not Applicable>

Please explain

In New Zealand, we are jointly FSC and PEFC certified. For the purposes of this calculation, the percentage reflects an estimate of how much of our N.Z. timberland harvested is FSC and PEFC certified. Harvested volume that is FSC and PEFC certified in a specific year may vary.

F6.4

(F6.4) For your disclosed commodity(ies), do you have a system to control, monitor, or verify compliance with no conversion and/or no deforestation commitments?

	A system to control, monitor or verify compliance	Comment
Timber products	Yes, we have a system in place for our no conversion and/or deforestation commitments	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.4a

(F6.4a) Provide details on the system, the approaches used to monitor compliance, the quantitative progress, and the non-compliance protocols, to implement your no conversion and/or deforestation commitment(s).

Forest risk commodity

Timber products

Operational coverage

Direct operations

Description of control systems

Traceability information is stored in databases utilized by our timberlands managers. Our monitoring system is implemented through our SFI Forest Management and PEFC standards. We have a management review process in place. We operate a robust internal audit program, consisting of field visits and periodic examinations of documentation. The results of internal audits are reviewed during the management review process.

Monitoring and verification approach

First-party verification

Third-party verification

% of total volume in compliance

100%

% of total suppliers in compliance

<Not Applicable>

Response to supplier non-compliance

<Not Applicable>

% of non-compliant suppliers engaged

<Not Applicable>

Procedures to address and resolve non-compliance with suppliers

<Not Applicable>

Please explain

We operate under an internal Environmental Management System (EMS), pursuant to which we monitor our compliance with the third-party certification standards described earlier, as well as state-specific forest practice rules and best management practices. Employees receive training to help maintain compliance with the practices, policies, and forestry certification requirements incorporated within our EMS. We also maintain a rigorous internal audit process to regularly assess how well we implement these standards and to evaluate ways to improve our performance.

Any issues or instances of non-compliance identified through this audit process are documented and promptly followed up with remedial action. Our Senior Leadership Team has ultimate responsibility for our EMS and annually reviews our performance against forest certification standards, governmental regulations, and internal benchmarks.

F6.6

(F6.6) For your disclosed commodity(ies), indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards.

	Assess legal compliance with forest regulations	Comment
Timber products	Yes, from both suppliers and owned/managed land	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.6a

(F6.6a) For your disclosed commodity(ies), indicate how you ensure legal compliance with forest regulations and/or mandatory standards.

Timber products

Procedure to ensure legal compliance

100% of our trading volume is plantation softwoods certified to the Australian Standard for Sustainable Forest Management through PEFC.

Country/Area of origin

Australia

Law and/or mandatory standard(s)

General assessment of legal compliance

Comment

100% of our trading volume is plantation softwoods certified to the Australian Standard for Sustainable Forest Management through PEFC.

F6.7

(F6.7) Are you working with smallholders to support good agricultural practices and reduce deforestation and/or conversion of natural ecosystems?

	Are you working with smallholders?	Type of smallholder engagement approach	Smallholder engagement approach	Number of smallholders engaged	Please explain
Timber products	Yes, working with smallholders	Financial and commercial incentives Other	Other, please specify (SFI State Implementation Committee (SIC))		Rayonier financially supports and participates in the SICs in the states in which we operate. Our participation includes the development and distribution of landowner education materials, which includes information on the conservation of biological diversity.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.8

(F6.8) Indicate if you are working with your direct suppliers to drive action on forests-related issues and if so, provide details of the engagement.

Forest risk commodity

Timber products

Are you working with direct suppliers?

Yes, working with direct suppliers

Action(s) on forests-related issues driven by engagement

Other, please specify

Type of engagement

Innovation and collaboration

Other

Details of engagement

Encourage suppliers to work collaboratively in sectors, landscapes, or jurisdictions

Description of engagement

We actively work with our contractors to provide training related to safety issues and environmental considerations. We require loggers to be certified in each state we operate through state forestry associations. Contractor agreements have language requiring the use of trained loggers. We monitor logger training, ensuring that, as nearly as practicable, we have a trained logger on each tract 100% of the time.

% of suppliers engaged by procurement spend covered by engagement

Explain the impact of your engagement on the selected action

Is this engagement helping your suppliers engage with their suppliers on the selected action?

Please select

Does this engagement contribute to achieving a reported target?

Please select

F6.9

(F6.9) Indicate if you are working beyond your first-tier supplier(s) to drive action on forests-related issues, and if so, provide details of the engagement.

Forest risk commodity

Timber products

Are you working beyond first tier?

No, not working beyond the first tier

Action(s) on forest-related issues driven by engagement

<Not Applicable>

Type of engagement

<Not Applicable>

Details of engagement

<Not Applicable>

Description of engagement

Explain the impact of your engagement on the selected action

<Not Applicable>

Does this engagement contribute to achieving a reported target?

<Not Applicable>

F6.10

(F6.10) Do you engage in landscape (including jurisdictional) approaches to progress shared sustainable land use goals?

	Do you engage in landscape/jurisdictional approaches?	Primary reason for not engaging in landscape and/or jurisdictional approaches	Explain why your organization does not engage in landscape/jurisdictional approaches, and describe plans to engage in the future
Row 1	Yes, we engage in landscape/jurisdictional approaches	<Not Applicable>	<Not Applicable>

F6.10a

(F6.10a) Indicate the criteria you consider when prioritizing landscapes and jurisdictions for engagement in collaborative approaches to sustainable land use and provide an explanation.

	Criteria for prioritizing landscapes/jurisdictions for engagement	Explain your process for prioritizing landscapes/jurisdictions for engagement
Row 1	Company has operational presence in area Opportunity for increased human well-being in area Opportunity to protect and restore natural ecosystems Risk of fires Stakeholder/investor request	

F6.10b

(F6.10b) Provide details of your engagement with landscape/jurisdictional approaches to sustainable land use during the reporting year.

Landscape/Jurisdiction ID

LJ1

Country/Area

United States of America

Name of landscape or jurisdiction area

Completion of Road Maintenance, Fish Passage Program

Types of partners engaged in the initiative design and implementation

Subnational government

Type of engagement

Partner: Shared responsibility in the implementation of multiple goals

Goals supported by engagement

Natural ecosystems conserved and/or restored

Biodiversity protected and/or restored

Company actions supporting approach

Collaborate on management/land use planning in the landscape/jurisdiction

Description of engagement

Rayonier was recognized by the state Forest Practices Board for our investments in protecting clean water for humans and fish alike. The state Forest Practices Board, the Washington State Department of Natural Resources, and the state departments of Ecology and Fish and Wildlife recognized more than a dozen large landowners that completed their obligations under the RMAP program before the October 2021 deadline, with monitoring and recognition in 2022.

As a part of this initiative, Washington state's large landowners have corrected nearly 8,500 fish passage barriers and reopened 5,200 miles of fish habitat since 2001 under the Washington Road Maintenance and Abandonment Plan (RMAP) process.

Engagement start year

1999

Engagement end year

Please specify (2022)

Estimated investment over the project period (currency)

28544300

Is a collective monitoring framework used to measure progress?

Yes, progress is collectively monitored using a shared external framework, please specify (DNR and Department of Ecology)

State the achievements of your engagement so far, and how progress is monitored

Rayonier has corrected nearly 925 fish passage barriers and reopened 275 miles of fish habitat since 1999 under the Washington Road Maintenance and Abandonment Plan (RMAP) process.

Landscape/Jurisdiction ID

LJ2

Country/Area

United States of America

Name of landscape or jurisdiction area

NAFO Wildlife Conservation Initiative (WCI)

Types of partners engaged in the initiative design and implementation

National government

National civil society organization(s)

Local forest/rural associations

Type of engagement

Partner: Shared responsibility in the implementation of multiple goals

Goals supported by engagement

Increased and/or maintained protected areas

Natural ecosystems conserved and/or restored

Biodiversity protected and/or restored

Company actions supporting approach

Collaborate on establishing and managing monitoring system(s) for biodiversity, habitat fragmentation and/or threats to IUCN Red List species in priority areas

Description of engagement

The Wildlife Conservation Initiative (WCI) is a voluntary, collaborative partnership between the National Alliance of Forest Owners (NAFO), the U.S. Fish and Wildlife Service (USFWS), and the National Council for Air and Stream Improvement, Inc. (NCASI) to conserve fish and wildlife species on private working forests. The WCI, which began as individual, regional collaborations, has now grown into a formal, agency-wide initiative and a model for engaging forest owners, federal and state agencies, and stakeholders in effective voluntary species conservation.

The WCI has a very simple objective: to conserve common, at-risk, threatened, and endangered species through active forest management of private working forests.

The WCI also operates simply. NAFO member companies partner with NCASI, the USFWS, and other collaborators to identify priority species that need private working forests for their habitat, collect field data on how active forest management affects species populations, and use the data to determine together how to maintain and improve conservation benefits. The WCI has ongoing species conservation projects in every USFWS region where NAFO members own or manage significant acres of forest land and is demonstrating the value of active forest management as a wildlife conservation tool.

NAFO members own and manage more than 46 million acres of private working forests in 34 states.

Engagement start year

2015

Engagement end year

Please select

Estimated investment over the project period (currency)

Is a collective monitoring framework used to measure progress?

Please select

State the achievements of your engagement so far, and how progress is monitored

<Not Applicable>

Landscape/Jurisdiction ID

LJ3

Country/Area

United States of America

Name of landscape or jurisdiction area

Greater Okefenokee Association of Landowners (GOAL)

Types of partners engaged in the initiative design and implementation

Local forest/rural associations

Type of engagement

Partner: Shared responsibility in the implementation of multiple goals

Goals supported by engagement

Forest fires monitored and prevented

Company actions supporting approach

Please select

Description of engagement

The 80 member Greater Okefenokee Association of Landowners (GOAL) represents more than two million acres of public, private, and commercial lands in south Georgia and north Florida. The grassroots group's stewardship ethic aims to manage, protect, and promote forest resources in and around the Okefenokee Swamp. Moreover, the group's vision is to produce a consolidated and influential entity to actively assure that these resources will be available for future generations.

In 2005, GOAL was recognized by the USDA to recognize outstanding contributions to wildland firefighting and America's wildland firefighters.

Engagement start year

1994

Engagement end year

Please select

Estimated investment over the project period (currency)

Is a collective monitoring framework used to measure progress?

Please select

State the achievements of your engagement so far, and how progress is monitored

<Not Applicable>

F6.10c

(F6.10c) For each of your disclosed commodities, provide details of the production/consumption volumes from each of the jurisdictions/landscapes you engage in.

Indicate landscape/jurisdiction ID	Does any of your commodity production/consumption volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?	Commodity	% of total production/consumption volume from this landscape/jurisdiction
Please select	Yes, we do produce/consume from this landscape/jurisdiction, but we are not able/willing to disclose volume data	<Not Applicable>	<Not Applicable>

F6.11

(F6.11) Do you participate in any other external activities and/or initiatives to promote the implementation of your forests-related policies and commitments?

Forest risk commodity

Timber products

Do you participate in activities/initiatives?

Yes

Activities

Involved in multi-partnership or stakeholder initiatives

Country/Area

United States of America

Subnational area

Please select

Initiatives

Forest Stewardship Council (FSC)

Programme for the Endorsement of Forest Certification (PEFC)

Sustainable Forestry Initiative (SFI)

Other, please specify (National Alliance of Forest Owners (NAFO) and National Council on Air and Stream Improvement, Inc. (NCASI))

Please explain

We are members of and actively participate in -

- The Sustainable Forestry Initiative (SFI): 96% of our U.S. timberlands are certified.
- The Forest Stewardship Council (FSC): 95% of our N.Z. timberlands are certified.
- The Programme for the Endorsement of Forest Certification (PEFC): 96% of our U.S. timberlands and 95% of our N.Z. timberlands are certified.
- The National Alliance of Forest Owners (NAFO). NAFO is a national advocacy organization committed to advancing federal policies that ensure our working forests provide clean air, clean water, wildlife habitat and jobs through sustainable practices and strong markets.
- The National Council on Air and Stream Improvement, Inc. (NCASI). NCASI is organized to serve the forest products industry as a center of excellence providing unbiased, scientific research and technical information necessary to achieve the industry's environmental and sustainability goals.

Additionally, Rayonier collaborates on specific research initiatives with industry associations, other individual industry participants, and university/industry cooperatives. In the U.S., Rayonier is a member of over 30 university/industry cooperatives, which provide us with access to a wide range of basic and applied research programs to support our forest management efforts. In New Zealand, Rayonier staff actively participate in several Forest Owners Association governance and technical committees covering both research and forest health. We also collaborate with the University of Canterbury on a broad range of forest research matters.

Forest risk commodity

Timber products

Do you participate in activities/initiatives?

Yes

Activities

Engaging with policymakers or governments

Country/Area

United States of America

Subnational area

Please select

Initiatives

<Not Applicable>

Please explain

Rayonier promotes private working forests and forest products as a natural climate solution in the Farm Bill. Together, sustainably managed working forests and forest products deliver proven climate mitigation benefits unmatched by any other sector. The following points outline our priorities:

1. Modernizing the USDA's FIA program to bring timely, consistent, and relevant data on tree and soil carbon, and analysis to stakeholders seeking climate solutions.
2. Create a web-based forest and wood product carbon data platform to credibly show the carbon benefits of forest management and wood products.
3. Establish a program to provide matching grants to universities and other organizations that teach the next generation of architects, engineers, construction managers, and environmental scientists to build and innovate with wood and mass timber in order to store more embodied carbon in the built environment.
4. Promote the Wood Innovation Grant program and the carbon benefits of innovative wood products, including tall mass timber (notably, in the built environment as a replacement for steel and concrete).
5. Create a pilot program to integrate American wood and mass timber products into infrastructure and building products, including affordable housing.
6. Leverage and strengthen the efforts of Animal and Plant Health Inspection Service (APHIS) and the U.S. Forest Service's (USFS) Forest Health Monitoring program and state forestry agency forest health initiatives.

F6.12

(F6.12) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Yes

(F6.12a) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).

Project reference

Project 1

Project type

Threatened and protected species

Expected benefits of project

Net gain in biodiversity and ecosystem integrity

Is this project originating any carbon credits?

No

Description of project

Predator trapping to enhance survival of Eastern Brown Kiwi in the Omataroa Kiwi Project

<https://www.matarikiforests.co.nz/news-and-events/2023/rmf-receives-international-recognition-for-conservation-work/>**Where is the project taking place in relation to your value chain?**

Project based in area with direct operations

Project based in sourcing area(s)

Start year

2008

Target year

Please select

Project area to date (Hectares)

640

Project area in the target year (Hectares)

640

Country/Area

New Zealand

Latitude

-38.04

Longitude

176.51

Monitoring frequency

Six-monthly or more frequently

Total investment over the project period (currency)**For which of your expected benefits are you monitoring progress?**

Net gain in biodiversity and ecosystem integrity

Please explain

When the project started in 2008 there were just 30 kiwi in the area but 20 years later that figure has increased to over 120 birds. Eighty eggs have been collected, and a resulting 60 chicks released back into the wild.

More than 1,500 traps across 8,000 hectares are regularly checked, cleared, and reset in the ongoing mission to eradicate any threat to kiwi.

Project reference

Project 2

Project type

Threatened and protected species

Expected benefits of project

Net gain in biodiversity and ecosystem integrity

Is this project originating any carbon credits?

No

Description of project

United States - Rayonier foresters play an important role in protecting rare Red Hills Salamander

<https://www.rayonier.com/stories/foresters-protect-rare-salamander-found-only-in-alabama/>**Where is the project taking place in relation to your value chain?**

Project based in area with direct operations

Project based in sourcing area(s)

Start year**Target year**

Please select

Project area to date (Hectares)**Project area in the target year (Hectares)**

Country/Area

United States of America

Latitude**Longitude****Monitoring frequency**

Six-monthly or more frequently

Total investment over the project period (currency)**For which of your expected benefits are you monitoring progress?**

Net gain in biodiversity and ecosystem integrity

Please explain

According to the U.S. Fish and Wildlife Service, there are about 60,000 acres of land on earth that would make a suitable Red Hills Salamander habitat. Within the range of potential habitat, about 20,000 acres where the habitat could exist is on Rayonier land.

Using advanced technology like LiDAR mapping, we examine the topography of our forest tracts in the region to ensure all potential Red Hills Salamander habitats are protected. We also walk the properties, looking for what are called "indicator species." These species also thrive in the area where the salamander lives and help us to identify the habitat. The Big Leaf Magnolia, which has massive, tropical-looking leaves, is an especially noticeable indicator. There are also certain ferns and mosses that indicate a strong likelihood of Red Hills Salamander habitat.

Once a habitat is located, our foresters ensure the area is protected. Within the boundary, there will be no chemical applications, no heavy equipment, and no tree harvests within at least a 50-foot perimeter from the habitat in all directions. This ensures the salamander will continue to be shaded, cool and moist. Our foresters are empowered to decide if measures beyond the recommended guidelines are required to protect this federally listed species.

In addition to the habitats protected on our land, special properties have been set aside to protect the salamanders by entities including the Alabama Department of Conservation and Natural Resources, the Forever Wild Land Trust, and the Alabama Chapter of the Nature Conservancy.

Project reference

Project 3

Project type

Threatened and protected species

Expected benefits of project

Net gain in biodiversity and ecosystem integrity

Is this project originating any carbon credits?

No

Description of project

How Foresters Restore Salmon Habitat in the Pacific Northwest

<https://www.rayonier.com/stories/how-foresters-restore-salmon-habitat-in-the-pacific-northwest/>**Where is the project taking place in relation to your value chain?**

Project based in area with direct operations

Project based in sourcing area(s)

Start year

1999

Target year

Please select

Project area to date (Hectares)**Project area in the target year (Hectares)****Country/Area**

United States of America

Latitude**Longitude****Monitoring frequency**

Six-monthly or more frequently

Total investment over the project period (currency)**For which of your expected benefits are you monitoring progress?**

Net gain in biodiversity and ecosystem integrity

Please explain

Rayonier has invested millions of dollars to open more than 200 miles of stream habitat to salmon in the Pacific Northwest.

The effort is guided by Forests & Fish, one of the most comprehensive environmental laws in the U.S., which protects 60,000 miles of streams across Washington's state and private forests. It uses the latest scientific standards to ensure the best possible habitats for salmon to live and spawn in, as well as other amphibious creatures that depend on upland streams. In addition to replacing insufficient culverts and bridges to improve salmon habitat, Rayonier also improves forest roads to reduce the amount of sediment making its way into streams and, when possible, closes nonessential forest roads altogether.

Since the law passed in 1999, Rayonier has:

Opened 220 miles of fish habitat

Upgraded 750 culverts and bridges

Invested \$22 million in salmon habitat restoration

Project reference

Project 4

Project type

Threatened and protected species

Expected benefits of project

Net gain in biodiversity and ecosystem integrity

Is this project originating any carbon credits?

No

Description of project

The gopher tortoise plays a vital role as a keystone species whose burrow provides shelter to more than 300 other types of species. Rayonier strives to protect the species in all areas by maintaining the conditions they need to thrive through our forest management practices.

Where is the project taking place in relation to your value chain?

Project based in area with direct operations

Project based in sourcing area(s)

Start year**Target year**

Please select

Project area to date (Hectares)**Project area in the target year (Hectares)****Country/Area**

United States of America

Latitude**Longitude****Monitoring frequency**

Six-monthly or more frequently

Total investment over the project period (currency)**For which of your expected benefits are you monitoring progress?**

Net gain in biodiversity and ecosystem integrity

Please explain

In 2022, the U.S. Fish and Wildlife Service announced that listing the gopher tortoise as a T&E species is no longer warranted for most of its range. Specifically, the eastern range of the species, including Florida, Georgia, South Carolina, and most of Alabama has been withdrawn as a candidate for listing.

F7. Verification

F7.1

(F7.1) Do you verify any forests information reported in your CDP disclosure?

No, we do not verify any forests-related information reported in our CDP disclosure, and there are no plans to do so

F8. Barriers and challenges

F8.1

(F8.1) Describe the key barriers or challenges to eliminating deforestation and/or conversion of other natural ecosystems from your direct operations or from other parts of your value chain.

Forest risk commodity

Timber products

Coverage

Direct operations

Primary barrier/challenge type

Other, please specify (Rayonier is committed to no deforestation in our forest operations and in adherence to SFI, FSC, and PEFC standards. However, there are conflicting definitions of deforestation and guidelines from governmental and NGO organizations.)

Comment

Rayonier is committed to deforestation free forest management regimes as required in our forest certification programs under SFI, FSC, and PEFC. These programs require reforestation following harvest of our forests. Rayonier is currently reviewing the guidelines pertaining to deforestation in forest products supply chains as proposed by the EU, Accountability Framework Initiative, and the Greenhouse Gas Protocol. These guidelines conflict in their definition of deforestation. When these frameworks are finalized and implemented, Rayonier will be able to respond in an open and transparent manner regarding our compliance to the no deforestation principles embedded in these sometimes conflicting guidelines.

F8.2

(F8.2) Describe the main measures that would improve your organization's ability to manage its exposure to deforestation and/or conversion of other natural ecosystems.

Forest risk commodity

Timber products

Coverage

Direct operations

Main measure

Development of certification and sustainability standards

Comment

The existing standards regarding deforestation free supply chains in the EU, Accountability Framework, and GHG Protocol are not finalized. The definition of deforestation in these programs are not consistent making it extremely difficult to develop a consistent approach to addressing no deforestation commitments by any organization.

F17 Signoff

F-FI

(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

No additional information.

F17.1

(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.

	Job Title	Corresponding job category
Row 1	Executive Vice President & Chief Resource Officer	Other C-Suite Officer

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms