

# Data tables

## Environmental Metrics

	2022				2023				2024			
	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 Owned, Leased, and/or Managed (000s)	1,919	474	417	2,810	1,852	418	421	2,691	1,750	308	412	2,470
Licensed for Recreation Purposes (%)	95%	88%	—%	94%	97%	91%	—%	96%	97%	89%	—%	95%
Protective Conservation Status (%)	9%	21%	8%	11%	9%	24%	8%	10%	8%	26%	11%	11%
Potential Endangered Species Habitat (%)	33%		77%	50%	33%		85%	51%	31%		72%	37%
Third-Party Certification Standard (%) <sup>1</sup>	SFI 96%		FSC 95%	96%	SFI 96%		FSC 94%	96%	SFI 95%		FSC 100%	94%
Seedlings Planted	30,186,667	3,999,000	4,156,047	38,341,714	35,493,295	4,137,000	3,444,938	43,075,233	31,736,076	3,171,914	3,766,000	38,673,990
Merchantable Timber (MM tons)	67.6	10.7	17.2	95.5	74.7	9.5	17.7	101.9	69.9	7.5	18.1	95.5
Sustainable Yield (MM tons)	6.8-7.2	1.5-1.7	2.4-2.7	10.7-11.6	6.8—7.2	1.3—1.5	2.4—2.7	10.5—11.4	6.5–6.9	0.9–1.1	2.4–2.7	9.8–10.7
Harvested Volume (MM tons)	6.3	1.6	2.6	10.5	7.3	1.3	2.5	11.1	6.8	1.2	2.5	10.5
Carbon Removals (tCO <sub>2</sub> -e)	11,839,301		2,778,008	14,617,309	11,200,058		2,137,573	13,337,631	10,131,207		2,086,425	12,217,632
Greenhouse Gas Emissions (tCO <sub>2</sub> -e)												
Direct (Scope 1)	178		346	524	686		4	690	551		6	557
Indirect (Scope 2)—Location-based	953		29	982	1,154		10	1,164	1,012		9	1,021
Indirect (Scope 3) <sup>2</sup>	191,405		93,689	285,094	1,660,341		348,630	2,008,971	1,528,369		337,858	1,866,227
Greenhouse Gas Emissions Intensity—Scopes 1 and 2												
tCO <sub>2</sub> -e/\$M Revenue	—		—	1.657	—		—	1.754	—		—	1.249
tCO <sub>2</sub> -e/1,000 Acres	—		—	0.536	—		—	0.689	—		—	0.639
tCO <sub>2</sub> -e/1,000 Tons Harvested	—		—	0.143	—		—	0.167	—		—	0.150
Water Withdrawal (Megaliters)	—		—	NR	—		—	16,056,751	—		—	13,753,002
Water Discharge (Megaliters)	—		—	NR	—		—	10,064,861	—		—	9,117,151
Water Consumption (Megaliters)	—		—	NR	—		—	5,991,891	—		—	4,635,850
Energy Consumption—Scopes 1 and 2 (MWh)												
Fuel (excluding feedstocks)	—		—	1,922	—		—	882	—		—	1,049
Purchased or acquired electricity	—		—	2,724	—		—	3,148	—		—	2,803
Purchased or acquired heat	—		—	387	—		—	566	—		—	521

NR—Not reported

<sup>1</sup>Our uncertified lands generally consist of properties in our real estate segment (ineligible for certification), recently acquired lands awaiting certification, or properties where land tenure limits a long-term commitment to FSC principles. See Forest Resources for more information.

<sup>2</sup>We updated our approach to calculating Scope 3 emissions starting with 2023 data. Our 2022 estimates have not been restated and therefore aren't comparable to the 2023 and 2024 figures. See the Climate section for more information.

Social Metrics	2022			2023			2024		
	U.S	N.Z.	Overall	U.S	N.Z.	Overall	U.S.	N.Z.	Overall
Number of Employees	322	97	419	341	97	438	332	92	424
Engagement Survey Participation (%) <sup>1</sup>	—%	—%	—%	—%	—%	98.0%	—%	—%	—%
Employee Engagement	—%	—%	—%	—%	—%	79%	—%	—%	—%
Employee by Gender Diversity (%)									
Male	63%	55%	61%	64%	54%	62%	65%	54%	63%
Female	37%	45%	39%	36%	46%	38%	35%	46%	37%
Leaders by Gender (%) <sup>2</sup>									
Male	79%	65%	76%	81%	67%	77%	81%	68%	79%
Female	21%	35%	24%	19%	33%	23%	19%	32%	21%
Employee by Ethnicity (%)—U.S.									
American Indian or Alaskan Native	0.9%	—%	—%	0.9%	—%	—%	0.9%	—%	—%
Asian	1.9%	—%	—%	1.5%	—%	—%	1.5%	—%	—%
Black or African-American	2.2%	—%	—%	3.5%	—%	—%	3.9%	—%	—%
Hispanic or Latino	3.4%	—%	—%	4.1%	—%	—%	4.2%	—%	—%
Two or More Races	0.3%	—%	—%	0.3%	—%	—%	0.6%	—%	—%
White	91.3%	—%	—%	89.7%	—%	—%	88.9%	—%	—%
Employee by Ethnicity (%)—N.Z. <sup>3</sup>									
Asian	—%	2.1%	—%	—%	6.2%	—%	—%	5.4%	—%
European	—%	59.8%	—%	—%	60.8%	—%	—%	65.2%	—%
Maori	—%	3.1%	—%	—%	5.2%	—%	—%	7.6%	—%
MELAA	—%	3.1%	—%	—%	2.1%	—%	—%	1.1%	—%
Other	—%	8.2%	—%	—%	5.2%	—%	—%	6.6%	—%
Pacific Peoples	—%	1.0%	—%	—%	1.0%	—%	—%	1.1%	—%
Unknown	—%	22.7%	—%	—%	19.6%	—%	—%	13.0%	—%

<sup>1</sup>Employee engagement surveys are administered on a biennial basis.  
<sup>2</sup>We define leaders as individuals in a management role with direct reports.  
<sup>3</sup>Consistent with New Zealand's employment and privacy legislation, employees have the right to withhold their ethnicity information. "Unknown" in our data reflects those employees who exercised this option.

Social Metrics	2022			2023			2024		
	U.S	N.Z.	Overall	U.S	N.Z.	Overall	U.S.	N.Z.	Overall
Employee Tenure by Years (%)									
0–4	37%	47%	39%	40%	45%	41%	37%	40%	38%
5–9	25%	17%	23%	23%	21%	23%	23%	21%	22%
10–14	14%	12%	14%	13%	10%	13%	16%	12%	15%
15+	24%	24%	24%	24%	24%	24%	24%	27%	25%
Employee Turnover Rate (%)									
Voluntary Turnover Rate	6.6%	16.5%	9.0%	4.5%	11.3%	6.1%	4.2%	10.6%	5.6%
Involuntary Turnover Rate	1.3%	1.0%	1.2%	1.8%	3.1%	2.1%	4.7%	—%	3.7%
Retirements	2.2%	—%	1.7%	2.4%	1.0%	2.1%	1.8%	—%	1.4%
Turnover Rate	10.1%	17.5%	11.9%	8.7%	15.5%	10.3%	10.7%	10.6%	10.7%
Number of New Hires—Age, Gender, Ethnicity									
Under 30	18	8	26	20	7	27	11	4	15
30–50	22	3	25	16	6	22	10	—	10
Over 50	4	3	7	12	1	13	3	—	3
Male	24	7	31	33	7	40	17	3	20
Female	20	7	27	15	7	22	7	1	8
American Indian or Alaskan Native	2	—	2	—	—	—	—	—	—
Asian	2	—	2	—	3	3	—	—	—
Black or African-American	3	—	3	6	—	6	2	—	2
Hispanic or Latino	1	—	1	3	—	3	2	—	2
Two or more races	—	—	—	—	—	—	1	—	1
White	36	—	36	39	—	39	19	—	19
European	—	9	9	—	5	5	—	1	1
Maori	—	—	—	—	2	2	—	1	1
Other	—	4	4	—	—	—	—	1	1
Pacific Peoples	—	—	—	—	1	1	—	—	—
Unknown	—	1	1	—	3	3	—	1	1

Social Metrics

	2022			2023			2024		
	U.S	N.Z.	Overall	U.S	N.Z.	Overall	U.S.	N.Z.	Overall
Safety									
Hours Worked—Contractors	1,503,910	1,178,600	2,682,510	1,127,727	1,062,800	2,190,527	906,960	1,062,400	1,969,360
Hours Worked—Employees	668,874	193,000	861,874	702,653	193,000	895,653	714,054	188,800	902,854
Fatality Rate—Contractors <sup>1</sup>	NR	0.2	NR	0.0	0.0	0.0	0.0	0.0	0.0
Fatality Rate—Employees <sup>1</sup>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TRIR—Contractors <sup>1</sup>	NR	3.1	NR	1.0	2.6	1.8	0.4	2.3	1.4
TRIR—Employees <sup>1</sup>	1.8	2.1	1.9	1.4	1.0	1.3	0.8	0.0	0.7
Lost Time Incident Rate (LTIR)—Contractors <sup>1</sup>	NR	2.0	NR	0.3	1.9	1.1	0.2	2.1	1.2
Lost Time Incident Rate (LTIR)—Employees <sup>1</sup>	0.3	1.0	0.5	0.6	1.0	0.7	0.6	0.0	0.4
Fatalities—Contractors	1	1	2	—	—	—	—	—	—
Fatalities—Employees	—	—	—	—	—	—	—	—	—
Recordable Incidents—Contractors	7	18	25	6	14	20	2	12	14
Recordable Incidents—Employees	6	2	8	5	1	6	3	—	3
Lost Time Incidents—Contractors	1	12	13	2	10	12	1	11	12
Lost Time Incidents—Employees	1	1	2	2	1	3	2	—	2
Near Miss/Hits—Contractors	292	898	1,190	374	844	1,218	196	872	1,068
Near Miss/Hits—Employees	539	111	650	798	100	898	720	90	810
Safety Training Participation—Employees (%) <sup>2</sup>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Community Contributions (\$)	US\$282,910	NZ\$164,460	—	US\$332,630	NZ\$99,714	—	US\$299,532	NZ\$175,326	—
Employee Volunteer Hours <sup>3</sup>	2,050	254	2,304	3,011	94	3,105	2,440	304	2,744
Equivalent No. of Weeks of Working Time	—	—	58	—	—	78	—	—	69

<sup>1</sup>We calculate our Fatality Rate, Total Recordable Incident Rate (TRIR), and Lost Time Incident Rate (LTIR) by multiplying the number of cases by 200,000 and then dividing by the total hours worked.

<sup>2</sup>Employee safety training participation reflects the percentage of employees who have successfully finished their required online safety training.

<sup>3</sup>Reported hours only include volunteer activities that were formally organized or sponsored by the company.

Governance Metrics

	2022			2023			2024		
	Overall			Overall			Overall		
Total Board Members <sup>1</sup>	10			9			9		
Director Tenure by Years <sup>1</sup>									
0–5	4			5			5		
6–10	5			3			2		
11+	1			1			2		
Average Director Tenure	7			6			7		
Director Age Distribution <sup>1</sup>									
40s	0			1			1		
50s	3			2			1		
60s	6			6			7		
70s	1			—			—		
Average Director Age	63			61			62		
Director Diversity (%) <sup>1</sup>									
Gender	30%			33%			33%		
Nationality	20%			22%			22%		
Racial	10%			11%			11%		
None	40%			34%			34%		
Political Contributions (\$)									
State Political Contributions	\$74,500			\$162,400			\$458,175		
PAC Contributions <sup>2</sup>	\$46,000			\$44,500			\$39,000		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Code of Conduct Certification (%)	98.8%	100.0%	99.1%	99.1%	100.0%	99.3%	100.0%	100.0%	100.0%
Ombudsman Claims	—	—	2	—	—	2	—	—	1

<sup>1</sup>Data reflects Board composition in our 2025 Proxy Statement.  
<sup>2</sup>PAC is a separate entity funded by voluntary contributions from eligible Rayonier employees.