



A Forest

STEWARDSHIP

Company

A Legacy Rooted in Forest Stewardship

Green Diamond is a sixth-generation, family-owned company that owns and manages working forests in nine states throughout the Western and Southern United States



1890

founded as Simpson
Logging Company



365+

employees throughout the
United States and growing



700K+

acres in forest
carbon projects



2.2M

acres managed



30+

years of pioneering
conservation work in
partnership with the U.S. Fish
and Wildlife Service



100%

of our forestlands are third-party
certified to leading sustainable
forest management standards

Our Guiding Principles

THINK AND ACT IN THE LONG TERM

INVEST WHERE WE CAN ADD VALUE

BE GREAT IN THE WOODS

A Message From **DOUGLAS REED**

I am pleased to present Green Diamond's third annual sustainability report. As president and chair of Green Diamond, I am proud of the stewardship work we do across our company's operations. This report provides a deeper dive into some of the initiatives that reflect our commitment to sustainability.

Across the company, we have been actively pursuing working forest conservation easements for many years. In 2024, these efforts accelerated in Northwest Montana. We successfully closed two phases of the Lost Trail Expansion (17,872 acres), and in early 2025, we closed the first phase of the Montana Great Outdoors Project (32,747 acres). These conservation easements play a key role in permanently protecting tens of thousands of acres and ensuring public access, while also creating valuable connectivity between private and federally owned lands for both human and non-human benefit. We will continue to pursue additional easements for much of the remainder of our timberland in Montana.

Conservation easements have long been a valuable tool in our efforts to preserve and protect our forests, particularly


in California and Washington. We believe there is still significant opportunity to leverage these easements across the company. These efforts align with our approach as long-term forest owners and stewards, ensuring our forests remain healthy and productive for future generations.

While conservation easements are a critical component of our strategy, they are just one of many ways we pursue long-term thinking and good stewardship. The sustainability report highlights some of our successes, but it cannot capture all the ways we are making a difference. I encourage you to review the report and learn more about our ongoing efforts to foster a sustainable future.

Thank you for your continued support.



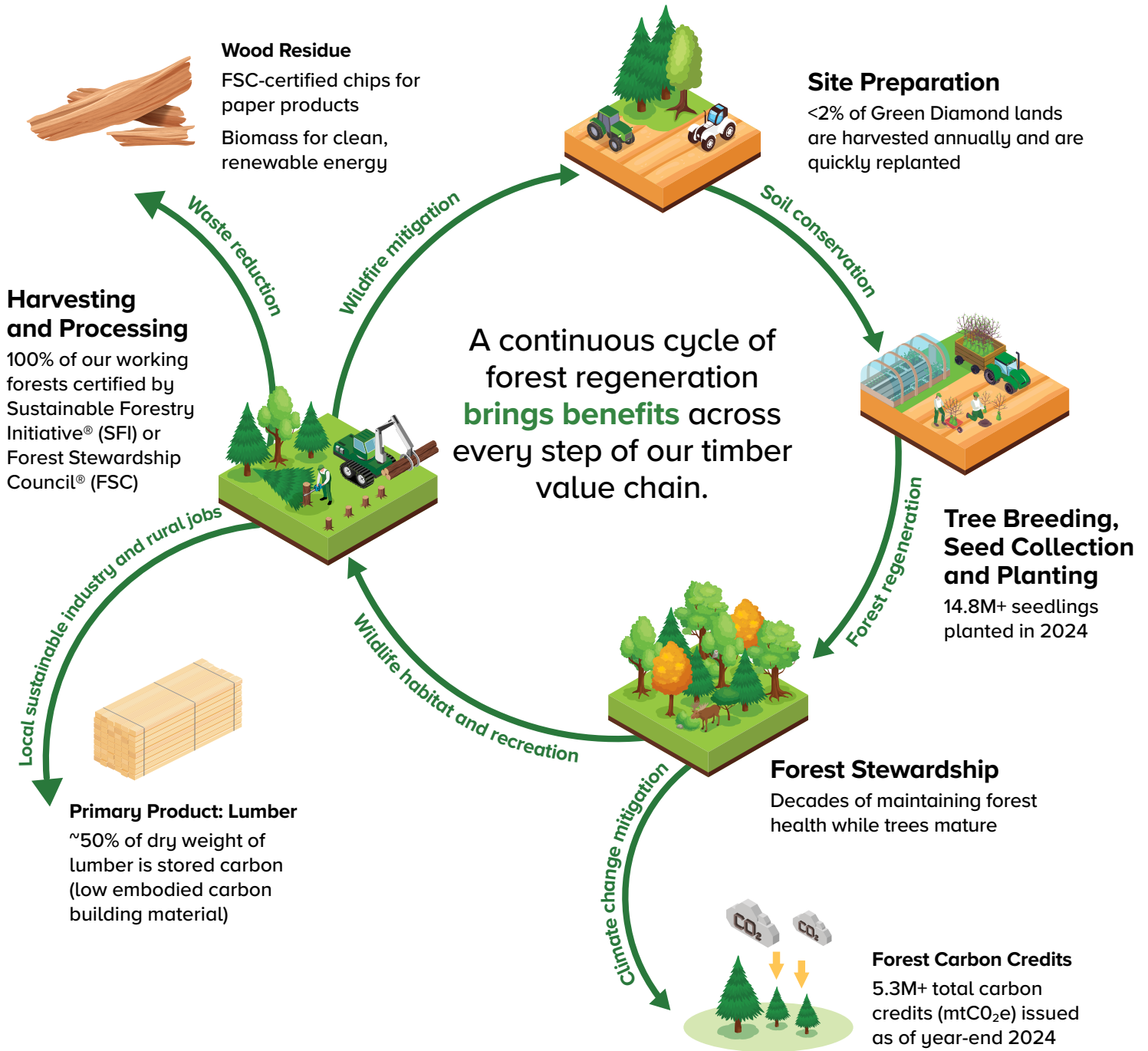
Douglas Reed
President



Conservation easements have long been a valuable tool in our efforts to preserve and protect our forests.

Growing Value Today and Tomorrow

Our working forests provide numerous environmental, social and economic benefits. Through our stewardship, we seek to maintain the biodiversity, productivity, regeneration capacity, recreational benefits and vitality of these forests, now and in the future.



Sustainability Governance

We ensure the continuity of our business and position our future leaders for success through strong corporate governance.

Our Sustainability Council, which consists of our director of Sustainability, a member from corporate and four divisional members from each geography, oversees the execution of our sustainability program. The council uses its insights to evaluate and advise our [Resource Management Team](#) and provides an annual update to the [Board of Directors](#).

Climate Change Opportunities and Risks

Foresters have long worked with uncertainties posed by both nature and changing markets. Today, climate change is causing additional uncertainty for both ecology and socio-politics. Growing interest in mitigating climate change through carbon sequestration also poses an opportunity to participate in carbon markets as forest carbon becomes another valuable forest product.

In 2024, we implemented an enterprise risk management (ERM) system to manage our business risks—environmental, economic, social, public policy and more. Risks will be assessed on an annual basis using a broad range of inputs, including macroeconomic, industry and sustainability trends; operations and safety; financial performance; and regulatory and compliance actions. A cross-functional team was established to meet quarterly and review the risk matrix, identify and develop mitigation strategies and determine new risks. Since 2019, we also have worked with a consultant to conduct a climate change risk and opportunity analysis, which we update to include new additions to the portfolio.

Our ESG Priorities

We regularly conduct environmental, social and governance material (ESG) assessments to identify issues that are important to our business and our stakeholders. We engage stakeholders through in-depth interviews and a quantitative survey process, which helped prioritize the following key ESG topics:



Practicing Sustainable Forestry

When our working forests thrive, so do we.

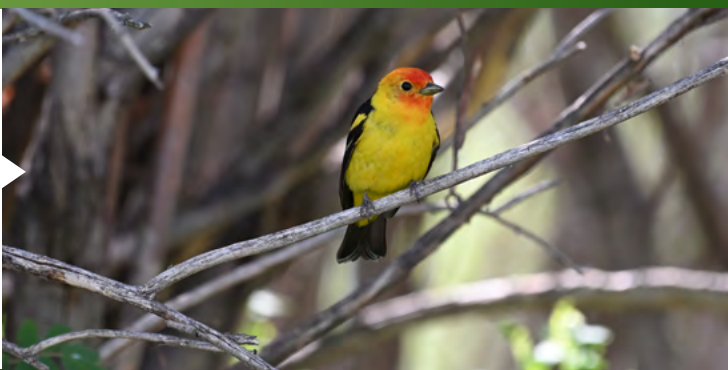
While our forests are privately owned and managed, their benefits extend far beyond property boundaries. Green Diamond forests provide livelihoods for many living in rural communities, along with critical habitats for countless species of wildlife, fish and plants. To support forest biodiversity, we voluntarily engage in long-term conservation agreements. We strive to deliver positive conservation outcomes through management practices backed by decades of experience, informed by science-based research.

Ecosystems exist without borders. The health of our diverse landscapes and waterways relies on cooperation with state and federal agencies, community members, neighboring private landowners and tribes. We also open our forests to voluntary, third-party assessments. Today, 100% of the land we own and manage is certified by either the [SFI](#) or the [FSC](#). These standards shape our approach to providing essential forest products while helping us advance sustainability through best practices and collaboration.



2024 Highlights

Completed **annual aviation monitoring program with Boise State University researchers** on our Montana Timberlands, which found over 200 different bird species and will help guide conservation efforts.



Partnered with Cal Poly Humboldt to conduct soil impact studies, watershed monitoring and other various research projects on our California Timberlands.



Submitted a report to the U.S. Fish and Wildlife Service and California Department of Fish and Wildlife about ongoing efforts to **monitor northern spotted owls** and the impact that barred owls have on their survival on Green Diamond lands.



Continued a **research partnership with the National Council on Air and Stream Improvement** to study populations of the Humboldt marten, a federally threatened species, on company lands.



Enhanced a planted Douglas-fir stand with naturally regenerated western white pine (WWP) in Washington. The mature WWP trees provide shade for the fir seedlings and help seed new WWP. Supplementary income earned from harvesting WWP boughs will add mid-rotation income.

Sustainable Forestry by the Numbers

1.52M

acres managed under
conservation agreements

10

conservation agreements
in place

61

species under
conservation agreements

10,092

miles of streams protected

Learn More

[Our approach to forest stewardship](#)

[Our SFI and FSC certifications](#)

[Our science-backed forest management practices](#)

[Our trailblazing conservation efforts and
research partnerships](#)

Mimicking the Beaver to Restore River Processes

Healthy streams are not straight and tidy. They meander, spill over their banks on occasion and shift course over time. To help return streams to a natural improved state, Trout Unlimited partnered with Green Diamond to install low-tech, process-based restoration techniques—including human-made replicas of beaver dams—in the upper Sprague River, a tributary of the Klamath River watershed in Oregon.

In 2024, beaver dam analogs and other woody debris structures were constructed on 8.1 miles of creeks and streams. By restoring river processes, the project aims to reduce suspended sediment, enhance habitat for native fish species and raise groundwater levels. In addition, installing the mimicry structures will help encourage riparian vegetation growth and improve fire and drought resiliency.

Why mimic beavers? By constructing elaborate dams and lodges, beavers alter stream corridors and cause water to spread out over floodplains. These wetlands provide breeding grounds for fish and support wildlife. Beaver dams also act as natural filtration systems by trapping sediment and pollutants, which improves water quality downstream. Without beavers and the meandering creeks and rivers they engineer, water rushes downstream, carrying sediment and causing erosion as it goes.

By restoring streams to their historical state and allowing natural processes to take over, this collaborative project, funded by the U.S. Forest Service, promotes a wide array of ecosystem benefits.





Thriving Together: 40+ Years of Partnership and Restoration in California

Rooted in our Core Values of environmental stewardship and community, our more than 40-year legacy of partnering on habitat restoration is helping protect aquatic life and improve watersheds in our California Timberlands. Since 1982, we have been involved in more than 200 grant-funded restoration projects that have brought together top foresters, aquatic biologists, operations staff and other experts who collaborate with community members, tribes and state and federal governments.

Restoring and Protecting Aquatic Habitat

The streams that run through our California Timberlands are highly productive spawning and rearing grounds for threatened and endangered salmon and trout species, which are under pressure from climate change, overfishing and habitat loss.

To help restore habitat for these salmonid species, Green Diamond has collaborated on hundreds of publicly funded watershed projects. Projects have focused on improving fish passage, removing sediment, decommissioning roads to abate erosion, introducing large woody debris to restore ecological function and recovering habitat in off-channel areas such as wetlands or sloughs. In addition to contributing to healthier fish populations, these restoration efforts also benefit plants and wildlife. After completion, projects typically have a 10-year surviving agreement that requires them to go undisturbed—ensuring the establishment of long-term ecological benefits. A subset of projects receive additional effectiveness monitoring after implementation to assist state and federal funding partners in allocation of future grant dollars.

Projects are funded through grants to state and local government agencies, public entities, California Native American tribes and nonprofit organizations. Green Diamond also has contributed millions of dollars in matching funds and thousands of hours of in-kind expertise.

Project Funding

Bureau of Indian Affairs
Bureau of Reclamation
California Coastal Conservancy
California Department of Fish and Wildlife
Environmental Protection Agency
Fisheries Restoration Grants Program
National Park Service
Partners for Fish and Wildlife Program
Prop 1 State of California
U.S. Fish and Wildlife Service





Benefiting Wildlife and Communities

Through our work with dedicated partner organizations, we have witnessed firsthand how restoration projects create a multitude of benefits, fostering environmental sustainability, economic development and stronger community ties. The restoration projects not only help fish get back to their natural habitat but also have a ripple effect—supporting wildlife, native plants, air, soil, working lands and rural economies.

Collaborating for Impact

Our partnerships result in more impactful project outcomes. We pool expertise and resources to co-create projects that have multiple ecological and community benefits.

We have worked side by side with tribal counterparts to achieve mutually beneficial outcomes for local fisheries. To restore fish habitats on the Lower Klamath River and its tributaries, Green

Diamond biologists and the Yurok Tribe have combined modern landscape management approaches with traditional stewardship. For one project, the tribe constructed wood-and-vegetation dams, including beaver dam analogs, that mimic nature. These porous structures create ponds that serve as ideal nurseries for juvenile fish.

“Collaboration is key,” said Matt Nannizzi, Green Diamond’s aquatic biologist supervisor. “Partnering with communities, tribes and nonprofits at the start of project design helps spark innovation, identify pools of expertise and enable everyone involved to shape objectives and increase ownership in the solutions developed.”

In addition, many long-term restoration activities provide stable employment opportunities and training opportunities for local tribal residents and other community members.

Project Partners

- | | |
|---|---------------------------------|
| California Conservation Corps | Redwood Community Action Agency |
| California State Coastal Conservancy | Rural Human Services |
| Del Norte, Klamath and Fortuna Districts | Stillwater Science |
| Eel River Watershed Improvement Group | Tolowa Dee-ni’ Nation |
| Fiori Geoscience | Trout Unlimited |
| Humboldt Fish Action Council | Wiyot Tribe |
| Pacific Coast Fish, Wildlife and Wetlands Restoration Association | Yurok Tribe |
| Pacific Watershed Associates | |



California Watershed Restoration Legacy by the Numbers



Overview

201

projects
since 1982

\$29.3M+

in public grants

\$4M+

from Green Diamond
in cash donations

10+

grant sources

Environmental Impact

702,246

cubic yards of
sediment saved

70,400

trees planted

1,176

large woody debris
structures installed

882

acres of upland
habitat treated

768

stream crossings
treated

125

willow baffles
installed

108

acres of riparian
habitat treated

83.3

miles of roads
decommissioned

45

miles of streams
treated

3

listed salmonids
(Chinook salmon,
coho salmon and
steelhead) were focus
of habitat protection

Photo: Alexandria Shedlock



Our Operations by Region

In California and beyond, we customize sustainable management approaches to fit the unique needs of each forestland.



Region	Forest Type	Operations	Features
California	Coastal redwood forests and Douglas-fir.	FSC-certified woodchip sales via our Humboldt Bay facility and FSC-certified timber production, with 54,000 acres managed for forest carbon projects.	Home to reforestation-focused Korbel Forest Nursery and 30-person Conservation planning team dedicated to stewardship of plant and animal species, including the Northern spotted owl. Participation in Aquatic Habitat Conservation Plan (HCP), a Forest HCP and a Safe Harbor Agreement for the Humboldt marten.
Montana	Douglas-fir, western larch, true firs, western redcedar, lodgepole and ponderosa pine.	SFI-certified timber production and forest carbon projects, including two projects that are undergoing development.	Several large-scale conservation easements cover most of our Montana Timberlands. Participation in a Native Fish HCP. Voluntary enrollment in the Montana Department of Fish, Wildlife and Park's Block Management Program, which provides free public access.
Oregon	Douglas-fir, ponderosa and lodgepole pine, true firs, incense cedar and sugar pine.	SFI-certified timber production and chip production, with 634,000 acres being managed for large-scale forest carbon projects.	Sits at headwaters of the Klamath River, with over 400 miles of salmon-spawning habitat. Managed pursuant to a Pacific Fisher Candidate Conservation Agreement with Assurances (CCAA). Nearly all land open to the public through an agreement with the Oregon Department of Fish and Wildlife Access and Habitat program.
Southeast	Loblolly pine, shortleaf pine and naturally occurring hardwoods.	SFI-certified timber production. As the property manager for Twin Creeks Timber (TCT), we also have forest carbon projects under development in Mississippi and Alabama.	Approximately 5,630 acres under conservation easements in South Carolina, and we work with state officials to support wildlife management areas in Alabama, Georgia and South Carolina. More than 350,000 acres available for hunting, camping and other recreational opportunities through our Recreational Lease program.
Washington	Douglas-fir, ponderosa pine and western hemlock, among other species.	Corporate headquarters in Seattle and SFI-certified timber production via our Northwest Timberlands and Columbia Basin divisions.	Includes one of our largest HCPs, which protects 51 species, and participation in a CCAA. Most land open to public access, including through Recreational Permit Program.

Managing Our Timberlands for the Long Term

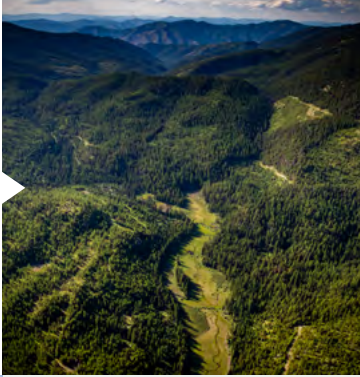
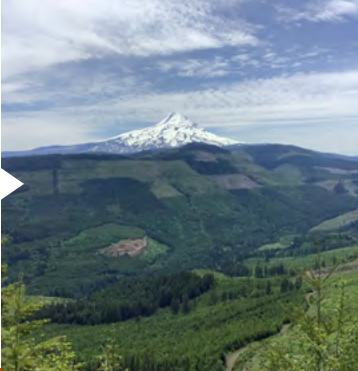



Integrity, innovation and a long-term focus—these are the foundations of our business success.

The core of our business is timber production, which has sustained Green Diamond for 135 years. Customers count on us for high-quality, FSC- and SFI-certified wood, which they use to create everyday essentials and build climate-smart infrastructure and homes.

Over the past eight years, we have tripled our land-management footprint, which today spans 2.2 million acres across nine states. Likewise, we have continued to expand the scope of our business, which includes forest carbon offsets, recreational leasing programs, chips and more. Owning and managing forested lands is a serious

responsibility—requiring foresight, vigilance, determination, patience and hard work. As a growing population requires more high-quality, sustainably sourced wood fiber products, we are proud to be part of the solution to meeting that need.

Each of our operating regions has a unique ecology and economy, and we empower our teams to take a customized management approach. Whether we’re restoring the landscape after a wildfire or nurturing a healthy, productive stand of trees, we derive value from our timberlands by investing in their long-term health.

<h2>2024 Highlights</h2>	<p>Received approval for first phase of the Montana Great Outdoors Conservation Easement, covering nearly 33,000 acres, by the Montana Fish and Wildlife Commission and Montana Land Board.</p> <p>Photo: TPL-Kestrel Aerial</p>		<p>Recognized with an FSC U.S. Leadership Award for our California Timberland operations, which produced more than 1 billion board feet of FSC-certified logs since 2013 certification.</p>
<p>Worked with the Columbia Land Trust, The Conservation Fund and Washington Department of Resources to secure a 29,778-acre conservation easement on Green Diamond land in Washington’s White Salmon and Klickitat River watersheds.</p>		<p>Replanted 5 million trees in 2024 and a total of 9.2 million since 2022 across 35,000 acres of timberland charred by the Bootleg Fire (Oregon) in partnership with the Arbor Day Foundation and reforestation contractors.</p>	
	<p>Awarded U.S. Forest Service Innovation Grant to develop a mass timber design for a new California Division office. Mass timber is a pre-made, multi-layered product used in place of steel or concrete and provides durable, cost-effective performance with less embodied carbon.</p>		<p>Purchased two electric trucks to trial the possibility of adding electric vehicles to the fleet to reduce emissions and improve air quality.</p>



Our Value Chain by the Numbers

33%
increase in land
management footprint
in the past five years

9
states with land open
to public access and
recreational programs

40,567
acres reforested
in 2024

14,801,681
seedlings replanted in 2024

Learn More

[Our timberlands in each region](#)

[How we help our neighbors prevent and recover from wildfires](#)

Celebrating 50 Years of Cultivating Redwoods

For 50 years, Green Diamond’s Korbel Tree Nursery has pioneered advanced methods to propagate and cultivate trees, with a special focus on redwoods, producing millions of high-quality trees for California’s North Coast.

“In the 1970s, little was known about the science of redwood regeneration, especially about its natural ability to resprout from stumps,” said retired nursery founder Jim Rydelius. “The company invested in new science and a new facility to solve the mystery.”

A year after the nursery’s 1974 opening, its scientists became some of the world’s first to successfully propagate redwoods vegetatively, using locally sourced, rooted cuttings instead of seed. By choosing trees that are more resistant to drought, hotter temperatures and stress, the nursery today has the opportunity to impact the long-term health of redwood forests.

To commemorate the anniversary, Green Diamond hosted a celebration, dubbed the “nursi-versary,” in September 2024. Current and former employees, along with community leaders, gathered at the nursery to share stories and tour the facilities, which include greenhouses, redwood orchard and the tissue culture lab.

[Learn more about the nursery’s history and goals in this video.](#)



Contributing to Climate Resilience With Forest Carbon Credits

As a company committed to long-term sustainability, our working forests have an essential role to play in mitigating climate change. These dynamic ecosystems have been sequestering carbon for millions of years. Today, they are among the most effective and reliable carbon sinks on the planet, absorbing carbon dioxide from the atmosphere and storing it in soil, trees and plants. In the United States, private working forests provide 80% of our annual net carbon sequestration. And these trees retain much of their carbon-storage capacity after harvest, with carbon accounting for about half of a wood product's dry weight.

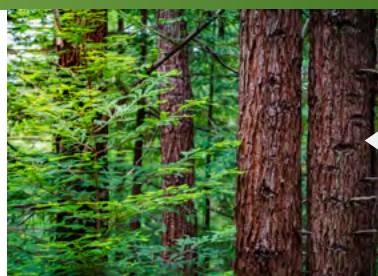
We have dedicated over 700,000 acres of our timberlands to innovative forest carbon offset projects. Today, Green Diamond

is one of the largest owner-operators of Improved Forestry Management (IFM) projects, with projects across Alabama, California, Mississippi, Montana and Oregon.

We are also expanding our forest carbon project portfolio to include afforestation, reforestation and revegetation (ARR) projects. We have a listed pilot to restore degraded pastureland in Mississippi, which could potentially scale to 20,000–40,000 acres. We're also exploring an afforestation project in Hawaii with the potential to restore approximately 4,000 acres of native tropical forest in the first phase, helping boost biodiversity and creating a new revenue stream for our landowner partners.

2024 Highlights

700,000+ acres
in forest carbon projects
across five states.



~119M mtCO₂e
sequestered on our
managed lands in 2024.

Member of **Forest-Climate
Working Group.**



Announced **several new hires** to help execute and expand our long-term carbon sequestration projects, including a senior forest carbon analyst, climate solutions business development manager and forest carbon projects manager.



Sponsored the 2024 North American Carbon World Conference in San Francisco, which attracted more than 1,000 climate professionals.



130,000+ acres
in forest carbon projects
undergoing feasibility study.

For more information about our forest carbon program and offsets, contact us at carbon@greendiamond.com.



Our Active Forest Carbon Projects

Project Name	Location	Acres	Credit Type
Klamath West IFM	Oregon, California	170,883	Compliance
ORO North IFM	Oregon	142,431	Compliance
Longbell IFM	Oregon	88,130	Compliance
ORO South IFM	Oregon	72,535	Compliance
Thompson River IFM	Montana	71,865	Compliance
ORO East IFM	Oregon	49,835	Compliance
Humboldt IFM	California	33,218	Compliance
Lost Trail IFM—Site 1	Montana	24,094	Voluntary
Meridian Northwest IFM	Mississippi	23,107	Voluntary
TCT Birmingham IFM	Alabama	22,202	Compliance
Willits Woods IFM	California	17,682	Compliance
Lord Ellis IFM	California	1,933	Compliance
Moore Tract Reforestation (ARR)	California	1,017	Voluntary
Southwide Afforestation—Phase 1 (ARR)	Mississippi	264 (growing to 40,000)	Voluntary

Buffer Pools Protect Carbon Credit Integrity

Carbon offset projects can effectively fund the restoration, conservation and sustainable management of forests while sequestering carbon to combat climate change. For carbon credits to be truly effective, the carbon sequestration or avoidance must be long-lasting, not just temporary. In carbon markets, this is called “permanence,” a requirement that emissions reductions or carbon removals remain intact over an extended period to ensure the ongoing environmental benefits of carbon credits.

As living ecosystems, forests are vulnerable to damage by fires, droughts, floods, insects and diseases. In Oregon, the 2021 Bootleg fire near Klamath Falls caused widespread devastation and burned through part of Green Diamond’s Klamath East forest carbon project.

Because of such vulnerabilities, forest carbon markets are designed with an insurance mechanism in place—called a “buffer pool.” Buffer pools provide projects with a safety net by withholding a portion of the generated credits in a special account managed by the carbon registry. If a disturbance impacts the carbon stocking on a project, a corresponding number of buffer pool credits are retired to compensate. These buffer pool credits represent real, measurable carbon sequestration, just like any other credit. The buffer pools ensure each carbon credit represents a genuine reduction or removal of one ton of CO₂ emissions, even if future changes disrupt the ecosystem.



Investing in Our People

Everything we do for our environment, communities and customers comes down to the hard work of our employees.

From highly trained foresters to conservation scientists to business analysts and more, our operations bring together people with diverse backgrounds and decades of expertise. Our average employee tenure is approximately 10 years—a testament to the long-term dedication of our Green Diamond team. We're a company grounded in our Core Values of safety, integrity, stewardship, community and profitability. In line with these values, we're focused on building an inclusive workplace where every employee can excel.

We emphasize safe working behaviors, family-friendly policies, flexibility and comprehensive benefits to help our employees strike a balance between work and life. We also invest in a variety of opportunities for employees to expand their knowledge and skills. Wherever employees may be in their careers, we want them to have the tools and support to continue to contribute to our legacy of being great in the woods.

2024 Highlights

Reduced our lost time injury rate by **20%** from 2023.



Implemented **Workplace Violence Prevention Plan** in California that includes annual training for all division employees.



Planted, grew and harvested an employee-managed vegetable garden and pumpkin patch in Korbel, California, that provided nutritious produce for employees and their families, as well as for a local food pantry.

Continued employee participation in the **Forestry & Natural Resources Career Mentorship Program**, engaging in yearlong coaching and guidance to forestry students interested in natural resources careers.



Celebrated appointment of Green Diamond Policy and Communications Manager Elicia Goldsworthy to the **California State Board of Forestry and Fire Protection**.



Invested in the **Center for Creative Leadership's** training for the vice presidents/general managers of each timberland division, where they learned how to navigate complex global trends, unpredictable economic forces and rapidly changing business cycles.



Our People by the Numbers

10%

of employees are racially and/or ethnically diverse¹

22%

of employees are women¹

95%

of employees say they are satisfied working for Green Diamond

¹ Race or gender of employees is self-designated.

Learn More

[Our workplace culture and development opportunities](#)

[Our internship programs](#)

[Our comprehensive benefits programs and opportunities to join our team](#)

Branching Out to Close Workforce Gaps in the Forest Industry

In 2024, Green Diamond contributed \$50,000 from our Impact Fund to the U.S. Endowment for Forestry and Communities to support critical initiatives aimed at future workforce development and new markets for forest products.

The majority of the grant—\$40,000—is supporting the Forest and Wood Products Inclusion Council, which is creating a multi-faceted approach to engage industry experts and diverse organizations to support the continued growth and success of the forestry industry. The remaining \$10,000 goes to a mass timber program to grow its marketplace.

The 19-member Inclusion Council, which includes Green Diamond's Board Chair Colin Moseley, has aligned on an action plan to:

- Initiate a research and survey process to comprehend workforce challenges and diversity barriers within the sector
- Launch a series of Learning Labs to share best practices from forestry industry leaders to promote inclusion and boost workforce readiness
- Convene practitioners and advocates from within the sector to build a community of practice around strengthening the sector workforce and increasing visibility in career and education pathways for all community members

By collaborating with industry leaders from private, government and academic sectors, as well as forestry and wood products initiatives, the council aims to attract new talent and close workforce gaps within the forestry sector.



Empowering Communities and Rural Economies

Working forests have a way of bringing people together.

Working forests bolster local economies, create spaces for recreation, protect drinking water sources and provide avenues for our teams to get involved. In many locations, the histories of Green Diamond and the community are intertwined. We've shaped our legacies together and will continue to do so for decades to come.


Our operations take place in rural communities throughout the United States, many of which rely on Green Diamond as a reputable business partner and provider of well-paying jobs. As a large-scale landowner and manager, we recognize there is a strong public interest in our business. Our Public Affairs team collaborates on key issues with

various state and industry organizations and has cultivated strong relationships with many local tribes.


We work with communities, tribes and other neighbors and stakeholders on partnerships aimed at species conservation, habitat restoration and wildfire resilience. We also invest in community well-being through student scholarships, the Simpson Family Fund and community grants. Employees also are eligible for one regular workday of paid time off to volunteer, helping our employees to connect with causes they care about.

2024 Highlights


Participated in the annual **Georgia Teacher Conservation Tour** focused on topics related to the benefits of forestry, including the cycle of growing trees, the utilization of trees for everyday products, and the management of trees for water and wildlife.




Partnered with Society of American Foresters, Georgia Forestry Commission and other organizations to host 40 campers at the **Billy Lancaster Forestry Youth Camp** at Lake Jackson, Georgia.




Collaborated with Forest Landowners Association to **visit with U.S. Congressional members from Alabama, California, Georgia, Mississippi, Montana and Washington** to discuss role of working forests in providing a steady renewable supply of lumber, energy, paper and packaging, along with clean water, forest carbon storage, wildlife habitat and rural jobs.



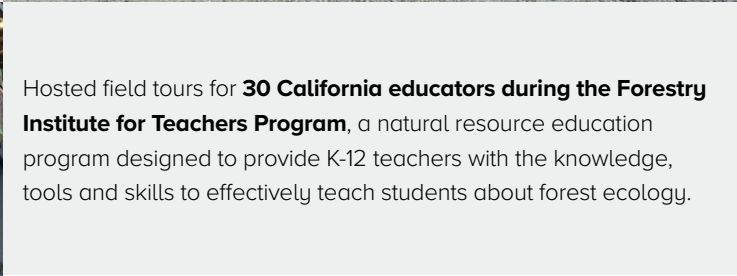
Provided **29 Mark E. Reed Scholarships** of \$3,000 each to high school graduates, undergraduates and graduate students pursuing degrees across the United States.



Mapped **49 rural cemeteries** in our Southeast U.S. forests and shared family names with local historical societies for their records.



Hosted field tours for **30 California educators during the Forestry Institute for Teachers Program**, a natural resource education program designed to provide K-12 teachers with the knowledge, tools and skills to effectively teach students about forest ecology.



Community Well-Being by the Numbers

~\$282K

total contributed through
Impact Fund in 2024

\$27K

contributed through
company-matched
employee contributions

~\$112K

in scholarships
contributed to students

8

years of our Opportunity
Internship and Scholarship
program

Learn More

[How we engage and give back to our
local communities](#)

[How we empower local students through
our scholarship programs](#)

[Our approach to stakeholder engagement](#)

Seeding the Next Generation

Green Diamond's Lauren Magalska has held a range of roles in her forestry career, including in silvicultural research, operations and data management. Now, as Northwest Timberlands Operations Manager, she's helping the next generation understand the many paths available to being great in the woods through a free summer day camp program for young women.

Like many Green Diamond employees, Magalska is passionate about mentoring young people interested in forestry careers. In summer 2024, she worked with Discover Your Forest to host the first-ever Young Women's Natural Resource Career Camp in Oregon's Hood River Valley on Green Diamond timberland. The young women were introduced to careers in natural resources, including forest management, wildlife, recreation, fisheries, wildfire and more.

"This camp was our effort to show how careers in working forests and across the natural resources landscape welcomes everyone," said Magalska.

During the camp, female professionals from Green Diamond, the U.S. Forest Service and Discover Your Forests, among other organizations, mentored the young women. A donation from the Green Diamond Impact Fund helped make the camp possible.



“

I hope the campers left the experience with the understanding that they, as women and our future workforce, have a lot of career options available to them and that the only thing that will limit them is their own ambition.”

Lauren Magalska

Northwest Timberlands Operations Manager



Thank You

Learn more about how we put forest stewardship into action at greendiamond.com.