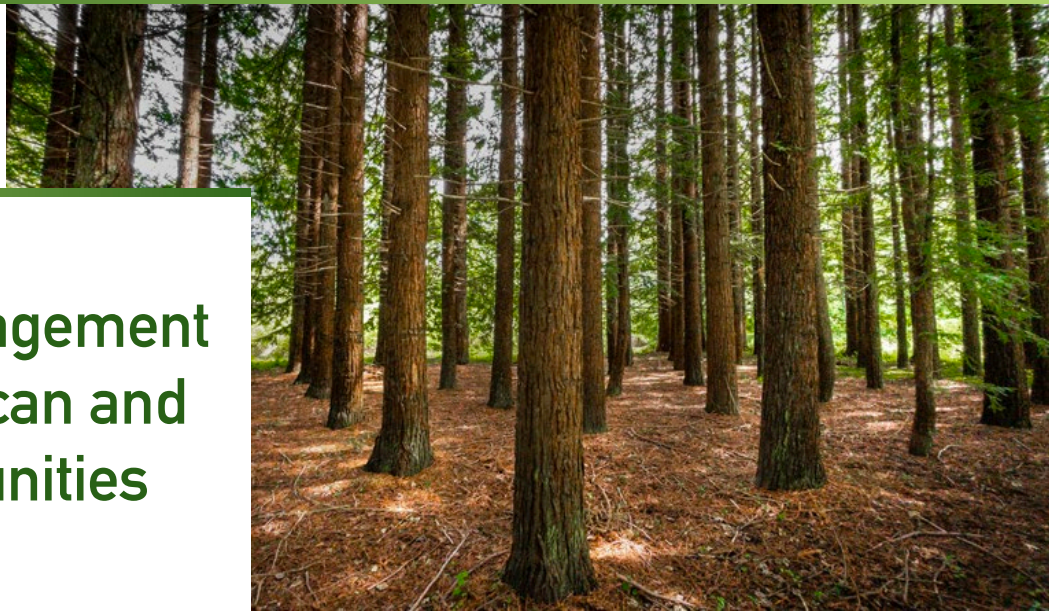




GREEN DIAMOND



Statement on Engagement with Native American and Traditional Communities

June 2022

As a multi-generational family business tied closely to the land, Green Diamond holds stewardship as a core value. We recognize that indigenous peoples were the original stewards of these lands and respect the important role native cultures play in our communities today.

In the western states of California, Montana, Oregon, and Washington, some Green Diamond timberlands are within or adjacent to Indian reservations and virtually all our lands lie within the ancestral territories of indigenous peoples. Green Diamond frequently interacts with federally recognized tribes, bands and rancherias that represent the full spectrum of Indian Country. Company engagement includes those with treaty rights and reservations, executive order reservations, Spanish rancherias, and even tribes whose federal tribal recognition and reservation were terminated, and then restored to federal recognition with treaty rights that were never extinguished.

Presently, the interests of the following tribes and rancherias intersect with Green Diamond timberlands: Big Lagoon, Blue Lake, Cayuse, Upper and Lower Chehalis, Cowlitz, Elk Creek, Hoopa, Klamath, Nez Perce, Quinault, Resighini, Confederated Salish and Kootenai, Skokomish, Smith River Rancheria, Squaxin Island, Tolowa Dee-ni', Trinidad, Umatilla, Walla Walla, Wiyot, and the Yurok. Green Diamond will update this list as our ownership changes and as we become aware of other tribal interests.

We acknowledge the arc of federal Indian policy and the personal tragedies and cultural injuries arising from wars of conquest, the imposition of European concepts of property ownership, social organization, and the management of tribes and their members through federal government guardianship and dependency. We acknowledge and respect the federal policy of

self-governance and sovereignty that now prevails for federally recognized tribes, and we understand that tribal governance, land base, and priorities are unique to each tribe and its story.

We take responsibility for learning the history of the Indian tribes, bands and rancherias that are part of the communities where we live and work, and we are open to learning more from these tribes, bands and rancherias.

We know that the place of tribes and tribal people as citizens of the United States, residents of sovereign states, and members of sovereign tribes can be complicated. We take responsibility for being competent in understanding the unique outlines and requirements of Indian law as it applies to the relationship between Green Diamond and the tribes, bands and rancherias with whom we interact.

Since our founding in 1890, the relationship between property rights, Indian treaty rights, and the authority and jurisdiction of federally-recognized Indian tribes has been defined and clarified by courts and Congress, but we understand that many unresolved questions remain. Some of these questions may involve Green Diamond, and we will engage responsibly when questions that involve Green Diamond arise, listen carefully to tribal perspectives and do our best to solve problems, just as we do for all issues with significant community interest.

As the owner and manager of extensive timberlands and natural landscapes, we recognize that our stewardship as a property owner is important to Indian tribes, bands and rancherias. We know that our management can positively or negatively affect public resources such as air quality, water quality and quantity, fish and wildlife, and game management. Accordingly, stewardship is a core value at Green Diamond, as should be expected for a 130-year old company managing for future generations.

Community is another core value of Green Diamond. We understand that our success as a business and the choices we make for a sustainable future affect not only the owners and employees of the Company, but their families and our customers, contractors, suppliers, and their employees and families. These people and institutions have supported our enterprise for generations, and they also have a stake in our stewardship and success. The responsibility of being an economic and social contributor to rural communities for decades, and in some cases, for over a century of community existence, is not something we take lightly. We are part of the fabric of employment, income, health care, education, and charity towards our fellow citizens in the communities where we operate. As such, we have a responsibility to consult, weigh, and consider the interests of all our communities – tribal and nontribal. We have always taken this view, but we note with approval that this responsibility is now formally recognized as an element of sustainable forest management under both the Sustainably Forestry Initiative® (SFI) and the Forest Stewardship Council® (FSC) third-party certifications that Green Diamond maintains for its timberlands.

Principles for Engagement

With these understandings, Green Diamond adopts the following principles for engagement with federally recognized Indian tribes and other traditional communities that rely on the stewardship, sustainable management, and success of Green Diamond.

- 1. Commitment to Compliance with Law.** Consistent with our core value of Integrity, Green Diamond is committed to compliance with federal, state, and local laws that apply to its lands and operations. These laws protect people and natural resources, reflect community expectations, and provide accountability outside the Company.
- 2. Commitment to Sustainable Forest Management.** Consistent with our core value of Stewardship, Green Diamond is committed to sustainable forest management that is independently certified and audited under national and international standards such as FSC® and SFI®. These certifications demonstrate that Green Diamond is committed to more than compliance with law, managing its working forests under standards and guidelines that serve broader interests and objectives.
- 3. Commitment to Communication.** Consistent with our core value of Community, Green Diamond is committed to open and responsive communication with Indian tribes, bands and rancherias. Officers and managers of Green Diamond seek to meet periodically with the elected leaders, elders, and staff of recognized Indian



tribes to explore issues of mutual interest and to seek feedback on the Company's stewardship of natural resources and community involvement.

- 4. Commitment to Competence in Indian Law.** Consistent with our core value of Community, Green Diamond is committed to competence in matters of Indian law, avoiding and minimizing disputes over rights and responsibilities where the law is clear, and focusing on building trust and applying creative and mutually accepted solutions in the realms of uncertainty and free choice.
- 5. Commitment to Mutual Respect.** In our engagement with Indian tribes, bands and rancherias we may not always agree, but we are committed to conversations based on respect and a continuing effort to find common ground. In our conversations, we will clearly communicate our interests such as maintaining our property rights, land access and management options and the ability to grow and harvest timber and pursue other economic opportunities. We recognize that Indian tribes have legitimate interests that are affected by our actions. In return we ask that tribal leaders recognize that we also pursue legitimate interests that are important to the Company and broader community interests.
- 6. Commitment to Seek Opportunities of Mutual Interest.** In its relationship with Indian tribes, bands and rancherias, Green Diamond will seek opportunities to work cooperatively on projects and activities that are of mutual interest, concrete and achievable. By focusing on concrete and achievable goals at the core of tribal interest, we find success that builds trust and momentum toward more success on more objectives of mutual interest.