

Green Diamond Resource Company

Socio-Economic Monitoring Results

September 30, 2021

Green Diamond takes great pride in our many programs that illustrate the Company's commitment to the well-being of our employees and our community. These programs are summarized below:

Community

- Spending in the local communities – We have analyzed our local spending and found that about sixty percent of our expenditures for goods and services were made in the local communities of Humboldt, Del Norte and Trinity Counties.
- Community giving program – Each year the company provides support to a variety of community organizations. In 2020/21, more than \$100,000 in giving was contributed to organizations in the local communities. The giving program is in the form of both cash and material contributions.
- Several major donations were made to the Forest Foundation, the Arcata Fire Department, The Samoa Peninsula Fire Department, SoHum Community Health Center, and Food for People.
- Scholarships – Eight Mark E. Reed Scholarships, totaling \$24,000 annually, were awarded to college bound students that applied competitively in 2020/21. We also provided 8 scholarships to students of Green Diamond employees through the 2021 Natural Resources Scholarship.

Employees

- Number of living wages jobs provided – Green Diamond provides jobs that are competitive with respect to compensation. In addition, all permanent positions have health, welfare, and retirement benefits. Total employment is reported in chart below.
- Safety training program – Safety is one of the five core values of Green Diamond Resource Company. The safety training program is comprised of a long list of training courses that are conducted for the applicable employees. A list of these courses is provided in the chart below.

Green Diamond Resource Co. Annual Employee Summary Report – 2020

Employee counts are based on the 15th of each month and include both Union and non-Union employees of California Timberlands, California Corporate and California Land Management employees residing in California.

2020	Employees
January	169
February	169
March	169
April	167
May	166

June	168
July	168
August	164
September	163
October	163
November	163
December	162

**Green Diamond Resource Company
Annual Safety Training Course Summary Report – 2020/2021
California Timberlands**

Accident Prevention Signs
Aerial Platform/Lift Safety
ATV
Battery Safety
Blood Borne Pathogens
Chain Saw Safety
Code of Conduct
Code of Ethics & Anti-Trust
Crane Training
Demonstration
Electrical Safety
Emergency Action Plan
Excavation/Trenching/Shoring
Fall Protection
Portable Fire Extinguishers
Fire Prevention Plan
First Aid, AED/CPR.
Forest Geology
Forklift
Fueling Safety
HAZCOM & Spill Prevention, Control, SDS
Hearing Protection
Heat Stress
HIPA

IIPP
LOA, Confidentiality
Lock Out Tag Out
MSHA Refresher
Naturally Occurring Asbestos
Non Supervisor HR Compliance Training
NSO/Raptor
Performance Reviews & Difficult Conversations
Pesticide Safety, Fieldworker
Pesticide Handler
Power Press
Personal Protective Equipment
FSC Training/HCP/FPR
Storm Water
Supervisory HR Compliance
Outdoor Work Hazards - Tick Testing Poison Oak
Vehicle Use
Welding
Wildfire Smoke
HAZWOPER Annual
Ergonomics Strain & Sprain Toolbox
JSA Review
DMV Pull Notice
Defensive Driving

Summary of Stakeholder Consultation

The Forest Management Plan anticipates that an Annual Summary of Stakeholder Consultation will be included as part of an Annual Socio-Economic Summary Report that is prepared by Green Diamond Resource Company for the previous years' stakeholder outreach, input and management considerations.

Direct Interaction with the Local Community

Social interactions are documented and entered into a Stakeholder Input Matrix so we can track any trends in concerns/issues. Any recurring themes or issues that are identified in the Matrix are discussed and evaluated by Green Diamond managers to determine the course of action (if any).

We continue to outreach to the community via meetings and presentations. The following interactions have occurred since Oct 1 of 2020:

1. We attended Resource Conservation District meetings in Del Norte County.
2. We attended and participated in Humboldt and Del Norte Farm Bureau meetings.
3. We are active members of the Buckeye Conservancy in Humboldt County.
4. We contributed funds and advertising to support the Crescent City Chamber of Commerce.
5. Staffed both at Del Norte County fair.
6. Conducted pre-operations meeting with Sproul Creek local residents.
7. Provided responses to local media and blogs regarding trespassing at Strawberry Rock.

Locally we continue to monitor the local and regional newspapers, radio, and on-line media, including websites and blogs of local organizations. We monitor and attend the Board of Supervisors meetings and frequently meet with local elected officials. We also interface with elected with our State and Congressional representatives, via both Zoom and in-person during 2020/21.

Green Diamond staff is active in the community with membership in the Eureka, Blue Lake, Trinidad, Orick and Crescent City Chambers of Commerce; we are members of the Humboldt and Del Norte Farm Bureaus; Gary Rynearson sits on the Board of Directors of the California State Chamber of Commerce, HSU Advancement Foundation (past chair), Buckeye (past chair), and the Humboldt County Farm Bureau. Craig Compton is on the North Coast Regional Land Trust board of directors. Jim Hawkins is on the Professional Foresters Examining Committee and the HSU Forestry Advisory Committee. Keith Hamm is an appointed member of the Redwood Acres Fair Board. Our staff regularly attends Board of Forestry, Regional Water Quality, and Fish and Game Commission meetings. We also attend Air Resource Board and State Water Resources Control Board meetings on an issue- specific basis. We have also participated in activities and sponsored organizations such as the Mad River Alliance, Food For People, Betty Chin House, Redwood Coast Mountain Bike Association, Del Arte, and the Humboldt Folklife Festival. We are also a strong supporter of CASA as one of our staff is the past chair.

Also, Green Diamond managers attend numerous meetings (via Zoom and in-person) in the local area throughout the year. These meetings are both land use related (Elk River, Strawberry Rock, General Plan Update, Humboldt and State Farm Bureau, Buckeye) and general community/social meetings (local Chambers of Commerce, HSU Foundation, Hospice of Humboldt, and State Cal Chamber). Comments regarding Green Diamond and general comments regarding forest management are relayed back to our FSC coordinator.

The Company is active in the Redwood Region Logging Conference. Two employees serve on the Board and many Company employees helped with education day and education activities serving as tour guides, making presentations in classrooms, and leading tours with grade school and high school students.

Founded in 2015, the Mad River Steelhead Stewards is a volunteer angler program that assists in catching and providing natural broodstock steelhead to the California Department of Fish & Wildlife (CDFW) Mad River Hatchery in Blue Lake. The Stewards under the guidance and supervision of the CDFW and Mad River Hatchery operate from December 15 until March. Under the conditions of the hatchery's Genetic Management Plan (GMP), the conservation goal is to incorporate natural fish into the hatchery's breeding program to increase genetic diversity. Access has been provided to GDRCo property since 2015 and is likely to be provided in 2021.

In 2017, a group of employee volunteers put in a pumpkin patch next to the Korbel Nursery for employee's children. In 2020 remaining pumpkins were distributed to Blue Lake Elementary School students via a drive through event, and to Blue Lake Recreation. In 2019, volunteers added a vegetable garden and started planting an orchard. At least half of the vegetables in the garden were planted to meet the needs of the food bank every year. During each harvest season, Green Diamond makes weekly deliveries of produce to the local food bank.

Involvement with Schools and Teachers

The Company continues to provide field learning opportunities for Humboldt State University (HSU) students by providing tours to various parts of the timberland property including active logging operations. These have been conducted consistent with COVID-19 protocols. In a normal year, multiple field trips are conducted with classes from the geology, wildlife, and forestry departments. During the pandemic we have offered HSU the opportunity to conduct self-directed student field trips on the property that are adjacent to public roads.

The Green Diamond Opportunity Internship & Scholarship Program started in 2017 with the purpose of expanding and enriching Green Diamond by supporting outstanding students from various cultural, ethnic, and socio-economic backgrounds, with diverse talents, interests, and life experiences whose educational pursuits align with our business. The Opportunity Program is intended to introduce to Green Diamond students who are currently pursuing academic degrees in an accredited college of forestry or natural resources and to help them achieve their academic goals.

Annually, Green Diamond plays a key role in the Forestry Institute for Teachers (FIT) tour. This natural resource education program designed to improve the curriculum of California's K-12 teachers. This is a great opportunity for the teachers to connect with folks from Green Diamond and learn more about us and what we do. Every year FIT receives feedback about the benefit of these interactions and the teachers would like to have more of us around at these events. Foresters, wildlife biologists, and aquatic biologists as well as the Vice-President of the Company all participated in briefings with the teachers. 2019 marked the 25th year of the FIT program. Unfortunately, the program was cancelled in 2020 and 2021 due to the pandemic.

In 2019, Green Diamond Resource Company and the Redwood Region Logging Conference hosted a "Boots on the Ground" career day for high school seniors who are interested in working in the logging industry. High school instructors nominated 15 students who were not enrolled in college to attend. Green Diamond employees hosted a day in the woods to highlight activities

conducted by active logging crews and then led a tour of the North Fork Lumber Mill. Students were able to speak with crews in the woods, mechanics, and landing supervisors. Each student who attended was awarded a \$350.00 gift certificate for a pair of work boots. Green Diamond was the major contributor to the event, and it was also supported by the FFA Advisors, the memory of Bob Chambers and Richard Jackson as well as the Education Committee of the Redwood Region Logging Conference. We will continue to support this program when face-to-face instruction returns.

Membership/Volunteering in Local and Community Organizations

Employees throughout the Company serve on a variety of groups and boards within the community including:

- California Forestry Association, The Forest Foundation, CLFA, Cal Poly NRES Advisory Committee, Buckeye Conservancy, Humboldt County Farm Bureau, Humboldt County Forestry Review Committee, CASA, various youth sports teams, Eureka Chamber of Commerce, California State Chamber of Commerce, UC Berkeley Center for Forestry, Advisory Committee, Professional Foresters Examining Committee, HSU Foundation Board, North Coast Regional Land Trust, Humboldt Area Foundation, etc.

Memberships in local organizations include:

- Eureka Chamber of Commerce, Blue Lake Chamber of Commerce, McKinleyville Chamber of Commerce, Crescent City Chamber of Commerce, Orick Chamber of Commerce, etc.

Documenting Employee Interactions with Stakeholders

To document employee interactions with stakeholders, a form has been developed for employees to record forest management or business-related interactions and input from stakeholders (see Appendix H). This form is available on the Company's internal intranet site for employees to document their interactions with stakeholders. Completed forms have been submitted to the FSC Coordinator who will conduct an initial review of the forms before providing appropriate comment forms to the management team.

Consideration of Stakeholder Input

Managers discuss issues that arise to determine if there are significant issues or trends, and to consider those issues that need potential follow-up action. These issues are discussed at monthly managers' meetings. A summary of identified trends and action items taken in response to these are summarized in the Social Impact Monitoring Report. Most calls and e-mail communications to the Company were resolved by a direct response to the initiator.

Interactions with Native American Communities

In addition to the Native American contact process associated with THPs, the Company also regularly contacts tribal communities to improve communications between tribal representatives and Company staff. These interactions are documented in the Stakeholder Input Matrix by the FSC Coordinator.

Between 2009 and 2019, Green Diamond completed a series of timberlands sales north and east of the Klamath River to Western Rivers Conservancy, which will eventually be transferred to the Yurok Tribe. A summary of these transactions is listed below:

Transaction	ACRES	Transaction Year
Yurok Phase 1A - Weitchpec & Cappell	5,536	2009
Yurok Phase 1B& 1C - Pecwan	16,731	2010/2011
Blue Creek Phase 2A	8,502	2013
Blue Creek Phase 2B	6,489	2015
Blue Creek Phase 2D	560	2015
Blue Creek Phase 2C	748	2016
Blue Creek Phase 2E	8,577	2017
TOTAL	47,143	

These land purchases will further the Yurok Tribe’s goal creating a block of ownership that they can manage within their reservation and ancestral territory while implementing a sustainable forestry program managed by the Tribe.

Over the past few years, Green Diamond has been engaged with the Yurok Tribe, Redwood National Park and the U.S. Fish and Wildlife Service for the reintroduction of the California condor in the Lower Klamath/Redwood Creek basins. We are party to the MOU for the project and worked closely with the Yurok Tribe to develop state legislation that will harmonize state and federal laws pertaining to “fully protected species” under California law. AB 2640 was authored by Assemblymen Jim Wood and was signed by the Governor on Sept 20th, 2018, and the DFW is currently finalizing their review for making a “Consistency Determination”.

The Company grants access to the Yurok Tribe for wildlife research and to install fish habitat enhancement structures in streams on company property, and coordinates with the Yurok Tribe on fisheries enhancement projects, and has an agreement to access Tribal lands to conduct wildlife monitoring for the Humboldt marten.

We continue to meet with the Yurok Tribe leadership and staff. Discussions include vegetation treatments, cellular communications, and establishing a regular meeting schedule. We are continuing to work with Tribal staff to identify key areas of concern that would include gathering sites and water intakes. We have also agreed to identify areas on both GDRCo and Tribal lands where we can try experimental vegetation control methods. We have also identified joint projects with the Tribe that includes fuel treatments along the Williams Ridge, the Bald Hills Road and bear grass enhancement treatments.

Green Diamond has also had numerous communications with forestry and wildlife staff from the Hoopa Tribe regarding our Forest Habitat Conservation Plan (HCP), federal bird banding permit, and the Barred Owl Science Team.

In 2019, the Blue Lake Rancheria reached out to Green Diamond requesting a donation of Pacific yew wood. The Tribe is developing a STEM teaching program that will include the construction of traditional Tribal tools. The yew wood will be used for making bows. We conducted a field trip with Rancheria staff and interns in August to identify acorn gathering sites on Green Diamond lands. The gathering will be conducted this fall. In March 2021, we met with a member of the Blue Lake Rancheria regarding vandalism to the Indian Arrow tree. We agreed to be proactive and sent an email to all staff requesting they notify management if they witness any vandalism.

In June of 2021, we meet with the Resighini Tribal Council to continue our discussions regarding road access, flood-proofing an access point, emergency exit route, and watershed information. We agreed to a follow up meeting to review watershed information that will assist the Rancheria in a road improvement project.