

**Green Diamond Resource Company
Socio-Economic Monitoring Results
(October 01, 2022 – August 31, 2023)**

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 Giving Programs

- We have analyzed our spending in local communities and found that at least sixty percent of our expenditure on goods and services were made in the local communities of Humboldt, Del Norte and Trinity Counties.
- Each year the company provides support to a variety of community organizations. In 2022/23, approximately \$187,500 in giving was contributed to charitable and non-charitable organizations in the local communities. The giving program is in the form of both cash and material contributions such as firewood.
- Several major donations were made to national, state, and regional organizations including the California Forest Foundation, Redwood Region Logging Conference, Sierra Cascade Environmental and Resource Fund, Cal Poly Humboldt Foundation, and Marine Foundation Toys for Tots. President's fund awarded \$11,100 to North Coast Junior Lifeguards Program for the purchase of a new equipment trailer.
- Scholarship Programs:
 - Mark E. Reed Scholarships were awarded to 29 local college-bound students across the US (11 in California) in the amount of \$3,000 each, totaling \$87,000.
 - Natural Resources Scholarships were awarded to 30 college- or trades program-bound students in the amount of \$500 or \$1,000, totaling \$18,500.
 - Lowell Diller Wildlife Scholarship was awarded to 1 student at Cal Poly Humboldt in the amount of \$1,000.
 - Green Diamond Scholarships for Native Youth were awarded to 2 indigenous high school senior and college students pursuing natural resource-related majors in the amount of \$2,500 each, totaling \$5,000.
 - Jim Brown Scholarship awarded 3 college students pursuing careers in Forestry in the amount of \$1,000 each, totaling \$3,000
 - The Opportunity Internship Program is a paid 12-week summer internship offered to 3 students from various cultural, ethnic, and socioeconomic backgrounds currently pursuing degrees in Forestry and Natural Resources. Each student was placed in one of our 3 participating locations (Klamath Falls, Oregon; Shelton, Washington; and Korb, California) with a \$3,000 scholarship paid at the completion of the internship.
 - In total, Green Diamond presented \$123,500 in scholarship awards in 2023.

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 the 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 – 2022

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.

2022	Employees
January	150
February	157
March	156
April	156
May	153
June	162
July	164
August	162
September	152
October	153
November	153
December	150

**Green Diamond Resource Company
Annual Safety Training Course Summary Report – 2022/2023
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
Covid-19
Crane Training
Defensive Driving
Demonstration
DMV Pull Notice
Electrical Safety
Emergency Action Plan

Ergonomics Strain & Sprain Toolbox
Excavation/Trenching/Shoring
Fall Protection
Fire Prevention Plan
First Aid, AED/CPR.
Forest Geology
Forklift
FSC Training/HCP/FPR
Fueling Safety
HAZCOM & Spill Prevention, Control, SDS
HAZWOPER Annual
Hearing Protection
Heat Stress
HIPA
IIPP
JSA Review
Ladder Safety
LOA, Confidentiality
Lock Out Tag Out
MSHA Refresher
Naturally Occurring Asbestos
Non-Supervisor HR Compliance Training
NSO/Raptor
Outdoor Work Hazards - Tick Testing Poison Oak
Performance Reviews & Difficult Conversations
Personal Protective Equipment
Pesticide Handler
Pesticide Safety, Fieldworker
Portable Fire Extinguishers
Power Press
Storm Water
Supervisory HR Compliance
Vehicle Use
Welding
Wildfire Smoke

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. Below are several of the most notable community interactions that have occurred since Oct 1 of 2022:

1. Attended the celebratory grand opening of the McKay Community Forest hosted by Humboldt County and attended by other project partners.
2. More than 25 employees volunteered to distribute toys to over 100 North Coast families through the Marine Foundation Toys for Tots.
3. Presented and served on a panel at the second annual California Forestry Workforce Summit, addressing key issues in multi-sector forestry and natural resources workforce recruitment, development, and retention.
4. Sponsored and attended the 2022 Oregon Logging Conference, 2022 Sierra Cascade Logging Conference, and 2022 Redwood Region Logging Conferences, both of which provide educational opportunities for primary and secondary.
5. Staffed information booths at seven high school, community college, and university job and career fairs.
6. Hosted three annual mountain bike races through partnership with Redwood Coast Mountain Bike Association.
7. Hosted multiple tours for state agency representatives, including the California Air Resources Board, California Forest Carbon Coalition, and the California Natural Resources Agency. Sponsored and participated in Eureka, McKinleyville, Blue Lake, and Crescent City Chambers of Commerce events throughout the year.
8. Participated in Earth Day presentations at Freshwater School (3rd through 6th grade students)
9. Attended the celebratory groundbreaking of the South Humboldt Bay Trail, made possible by Green Diamond
10. Coordinated several events in support of Forestry institute for Teachers, which teaches California educators about forestry and natural resources and incorporating natural lessons into their curricula.
11. Hosted two field tours for research teams from Cal Poly Humboldt, Northern Arizona University, Oregon State University, and country of Korea to showcase steep slope logging strategies.
12. Staffed information booth for four days at Del Norte County Fair expo arena and distributed free redwood tree seedlings to members of the public.
13. Supported Del Norte and Humboldt County Fairs, including major donations to livestock auctions in support of local FFA and 4H programs.

14. Hosted numerous field trips for Cal Poly Humboldt and College of the Redwoods professors and students including nursery and timber operations tours.
15. Hosted numerous field trips for local primary and secondary school classes including aquatics/fisheries and Northern Spotted Owl learning sites.
16. Sponsored and coordinated back-to-school fundraiser to collect school supplies for 24 local, rural elementary schools.
17. Attended and tabled at "Get Out and Play Day" in support of City of Eureka.
18. Established pumpkin patch and hosted pumpkin picking field trips for Blue Lake School and children of employees.
19. Proctored Registered Professional Forester (RPF) exam in April and October (annually) in order to ensure local options for examination. This is in cooperation with the CA Licensed Foresters Association and hosted at the UC Cooperative Extension office.
20. We are supporters of and active members in a number of organizations including The California Forest Foundation, California Licensed Foresters Association, California Women In Timber, the Buckeye Conservancy, Smith River Alliance, Forestry and Natural Resources Mentorship Program, and Pacific Forest Logging Congress.

Locally we continue to monitor the local and regional newspapers, radio, and on-line media, including websites and blogs of local organizations. We monitor the Board of Supervisors meetings and frequently meet with local elected officials. We also interface with our State and Congressional representatives, via both Zoom and in-person during 2022/23.

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 help with Education Day and education activities each year, serving as tour guides and presenters in classrooms.

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 continue until other agreements are in place.

In 2017, a group of employee volunteers planted a pumpkin patch next to the Korbel Nursery for employee's children. Pumpkins were also distributed to the students at Blue Lake Elementary School and Blue Lake Recreation. In 2019, this patch grew into an annual employee and community garden. This garden is entirely tended by staff and their families and produce vegetables and flowers for both the company and the community. Each year, about half the vegetables produced are donated to the Food for People food bank (Blue Lake location).

Involvement with Schools and Teachers

The Company continues to provide field learning opportunities for students of all ages, from undergrad and graduate students at Cal Poly Humboldt to kindergarteners at Kneeland School. Our employees provide tours to various parts of the timberland property including the tree nursery, active logging operations, Northern Spotted Owl activity centers, and the Little River fish trap. At the university level, we most often coordinate with faculty from geology, wildlife, and forestry departments

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 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) program, a week-long continued education experience for California educators. This natural resource education program is designed to improve the curriculum of California's K-12 teachers by incorporating lessons in forestry, biology, ecology, and natural resource management. This is a great opportunity for the teachers to connect with Green Diamond experts and learn more about us and what we do. Every year FIT receives feedback about the benefit of these interactions, and we continue to receive gratitude from the participating teachers. This year, foresters, wildlife biologists, and aquatic biologists as well as the Forest Policy Manager all participated in briefings with the teachers. We hosted a successful FIT program in July 2023 (the program's 29th year running) with Green Diamond, hosting two separate field trips and a group BBQ (cohosted by California Women in Timber). Our interactions in the program truly opening the minds of our teaching community to contemporary forest practices.

Membership/Volunteering in Local and Community Organizations

Green Diamond staff is active in the community and represents the company within numerous professional, non-profit, and civil organizations (for a complete list of participants, please see Stakeholder Matrix):

- North Coast Chapter and State Board of California Women in Timber
- California Forestry Association, Committees and Board of Directors
- The California Forest Foundation
- Humboldt County Farm Bureau
- Trinidad Bay Watershed Council
- Buckeye Conservancy
- Arcata High School FFA Advisory Council
- California Licensed Foresters Association
- Huffman Stakeholders Working Group/Last Chance Grade Stakeholders Working Group
- Smith River Alliance, Advisory Council
- Forestry and Natural Resources Mentorship Program
- McKinleyville Chamber of Commerce
- College of the Redwoods Forestry and Natural Resources Advisory Committee

- Cal Poly Humboldt Forestry Department
- Arcata High School FFA Forestry Team
- McKinleyville Community Forest Partners
- California State Board of Forestry and Fire Protection
- California California Forest Carbon Coalition
- Biomass Technical Advisory Group
- Cal Poly SLO, Natural Resources and Environmental Science Advisory Council
- Humboldt County Prescribed Burn Association
- Humboldt County Fire Safe Council
- North Coast Chapter of the Wildlife Society
- Cal Poly Humboldt Foundation
- California State Chamber of Commerce
- Blue Lake Chamber of Commerce
- Cal Poly Humboldt Forestry Advisory Board
- Redwood Region Logging Conference, Board of Directors
- Fortuna Sunshine Rotary
- Board of Forestry, Effectiveness Monitoring Committee
- Humboldt County Fish & Game Advisory Commission
- Board of Forestry, Professional Foresters Examining Committee
- California Forestry Association
- Pacific Logging Congress
- Blue Lake Volunteer Fire Protection District
- Mountain Western Log Scaling and Grading Bureau
- Cal Poly Humboldt Forestry Advisory Committee
- Humboldt Bay Harbor Safety Commission
- Humboldt County Resource Conservation District, Board of Directors
- Forest Vegetation Management Conference
- Humboldt Del Norte Cattlemen's Association, Board of Directors
- Northcoast Regional Land Trust, Board of Directors
- Fortuna Rodeo Association, Board of Directors
- Humboldt County Elk Working Group

Company Memberships in local organizations include:

- California Chamber of Commerce
- Eureka Chamber of Commerce
- Blue Lake Chamber of Commerce
- McKinleyville Chamber of Commerce
- Crescent City Chamber of Commerce
- Orick Chamber of Commerce
- Trinidad Chamber of Commerce
- Southern Humboldt Chamber of Commerce
- Humboldt/Del Norte Cattleman's Association

- Northcoast Regional Land Trust, California Farm Bureau
- Humboldt County Farm Bureau
- California Farm Bureau
- The Buckeye Conservancy
- Associated California Loggers

Documenting Employee Interactions with Stakeholders

To document employee interactions with stakeholders, a spreadsheet has been developed for employees to record forest management or business-related interactions and input from stakeholders. The spreadsheet is available internally for employees and interactions are reviewed by the Community Affairs and Communications Representative. After an initial review of the stakeholder input, appropriate comments from the spreadsheet are provided 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

The Yurok Tribe

In addition to the Native American contact process associated with timber harvest plans, 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.

Green Diamond and The Yurok Tribe executed a Master Land Use Permit in February 2023 which grants access to the Yurok Tribe for wildlife research and to install fish habitat enhancement structures in streams on company property, coordinates with the Yurok Tribe on fisheries enhancement projects, and addresses other minor items. Green Diamond also 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 when mutually agreeable times can be identified. Discussions include vegetation treatments, cellular communications, scholarship opportunities, and other areas of mutual interest. 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 include fuel treatments along the Williams Ridge, the Bald Hills Road and bear grass enhancement treatments. During this reporting period, the Yurok Tribe has been engaged with the California Carbon Coalition (CFCC) and Green Diamond co-hosted an educational tour focused on Improved Forest Management Carbon Projects for staff and members of the California Air Resources Board (CARB).

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. 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. A summary of these transactions is listed in the table 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	

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 CDFW has finalized their review for making a Consistency Determination. As needs are identified, Green Diamond continues to partner with the Yurok Tribe to help with management of the introduced condor population. Earlier this year, Green Diamond cooperated in contingency planning to identify alternative areas for condor pens due to threats to condor from avian bird flu.

Resighini Rancheria

In December 2022 Green Diamond and the Resighini Rancheria executed a Master Land Use Permit to provide emergency evacuation routes, identify areas for gathering materials such as acorns, maple bark, and basket material, and cooperate on improvements to fisheries habitat. California Operations VP/GM and the Forest Policy Manager have met with representatives of the Resighini Rancheria to discuss mutual areas of interest, establish regular meetings, and have met with the tribal council. .

Hoopa Tribe

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.

Blue Lake Rancheria

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 and a native garden. The yew wood will be used for making bows. We conducted a field trip with Rancheria staff and interns in August 2021 to identify acorn gathering sites on Green Diamond lands and the gathering was conducted in Fall 2021. In June 2022 we hosted the Blue Lake Rancheria's environmental education program staff for a garden tour and identified additional areas for collection of traditional materials such as hazel branches and seeds for their native food garden.