

Green Diamond Resource Company Socio-Economic Monitoring Results (October 1, 2021 – October 30, 2022)

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 2021/22, more than \$100,000 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 the Forest Foundation, the Arcata Fire Department, The Samoa Peninsula Fire Department, SoHum Community Health Center, and Food for People.
- 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 8 local college-bound students in the amount of \$3,000 each.
 - Natural Resources Scholarships were awarded to 8 local students of Green Diamond employees in the amount of \$1,000 each.
 - Lowell Diller Wildlife Scholarships were awarded to 2 students at Cal Poly Humboldt in the amount of \$1,000 each.
 - 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
 - Jim Brown Scholarship awarded 2 college students pursuing careers in Forestry in the amount of \$1,000 each.
- 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.

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 – 2021

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.

2021	Employees
January	168
February	169
March	171
April	173
May	177
June	180
July	190
August	172
September	166
October	165
November	168
December	168

**Green Diamond Resource Company
Annual Safety Training Course Summary Report – 2021/2022
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. The following interactions have occurred since Oct 1 of 2021:

1. Sponsored and tabled at Sierra Cascade Logging Conference
2. Participated in the Potential Operations Delineations (PODs) Workshops in Humboldt and Del Norte Counties
3. Attended Eureka and McKinleyville Chambers of Commerce events throughout the year
4. Sponsor and provide staffing for Redwood Region Logging Conference education days, expo volunteers, and numerous donations
5. We attended a public meeting on behalf of the McKinleyville Community Services District to help answer questions about the pending McKinleyville Community Forest transaction and access agreements
6. Participated in Earth Day presentations at Freshwater School (3rd through 6th grade students)
7. Organized community clean up day in cooperation with the Del Norte Chamber of Commerce and City of Crescent City
8. Attended and participated in Humboldt and Del Norte Farm Bureau meetings
9. Coordinated several events in support of Forestry institute for Teachers
10. We contributed funds and advertising to support the Crescent City Chamber of Commerce
11. Staffed booth at Del Norte County Fair expo arena for four days
12. Staffed booth and supported Humboldt County Fair, including major donation to livestock auction in support of local FFA programs
13. Hosted numerous field trips for Cal Poly Humboldt and College of the Redwoods professors and students including nursery and timber operations tours
14. Conducted pre-operations meeting with Sproul Creek local residents
15. Sponsored and coordinated back-to-school fundraiser to collect school supplies for rural elementary schools
16. Attended and tabled at "Get Out and Play Day" in support of City of Eureka
17. Established pumpkin patch and hosted pumpkin picking field trips for Blue Lake School and children of employees
18. Simpson family fund sponsorship of Blood Mobile, follow up with hosted two blood drives in February and September

19. Proctor 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 Mentorship Program, 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 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 2021/22.

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; Jason Carlson sits on the Board of Directors of the California State Chamber of Commerce and Chairs the California Forestry Association. Elicia Goldsworthy is appointed to the Humboldt County Fire Safe Council. Brita Goldstein serves as the Buckeye Conservancy's Chair, serves on the Humboldt County Farm Bureau, Arcata High School FFA Advisory Committee, Secretary of California License Foresters Association Board of Directors, and Chairs both the CA chapter of Women in Timber as well as the North Coast Chapter of Women in Timber. Pete Jackson is on the North Coast Regional Land Trust board of directors and is a board director for the Blue Lake Fire Protection District. 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 Court Appointed Special Advocate (CASA) as one of our staff is the past chair.

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 continue until other agreements are in place.

In 2017, a group of employee volunteers put in a pumpkin patch next to the Korbel Nursery for employee's children. In 2021/22 the 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. Green Diamond's employee garden was featured in an article of the February 2022 edition of Cooperation Humboldt focused on feeding the local community.

Involvement with Schools and Teachers

The Company continues to provide field learning opportunities for Cal Poly Humboldt 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 height of the pandemic, we offered Cal Poly Humboldt 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 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 is 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. The program was cancelled in 2020 and 2021 due to the pandemic, but we hosted a successful FIT program in 2022 with Green Diamond playing a key role in executing a successful tour and truly opening the minds of our teaching community to contemporary forest practices.

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 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

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 by the FSC Coordinator.

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 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 includes fuel treatments along the Williams Ridge, the Bald Hills Road and bear grass enhancement treatments.

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.

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 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.

We continue working with the Resighini Rancheria to execute a Master Land Use Agreement to provide emergency evacuation routes, identify areas for collection of basket materials, 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 identify dates to attend upcoming tribal council meetings where we should be in attendance.