



PotlatchDeltic
Corporation

2023 Corporate
Responsibility
Report

PEOPLE
DATA

Data-People

Employees by Gender									As of December 31
	2023			2022			2021		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of Employees	309	1,379	1,688	300	1,337	1,637	283	1,335	1,618
Permanent Employees ¹	256	1,128	1,384	240	1,090	1,330	230	1,069	1,299
Full-Time Employees	253	1,116	1,369	237	1,085	1,322	224	1,060	1,284
Part-Time Employees	3	12	15	3	5	8	6	9	15
Temporary Employees	53	251	304	60	247	307	53	266	319
Non-Guaranteed Hours Employees	-	-	-	-	-	-	-	-	-

Employees By Region									As of December 31
	2023 ²			2022 ²			2021 ³		
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total
Number of Employees	886	802	1,688	890	747	1,637	906	712	1,618
Permanent Employees	740	644	1,384	719	611	1,330	722	577	1,299
Full-Time Employees	730	639	1,369	712	610	1,322	709	575	1,284
Part-Time Employees	10	5	15	7	1	8	13	2	15
Temporary Employees	146	158	304	171	136	307	184	135	319
Non-Guaranteed Hours Employees	-	-	-	-	-	-	-	-	-

Pay Equity Ratio ⁴									As of December 31
	2023			2022			2021		
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total
Salaried	99.7%	100.9%	100.2%	100.5%	99.7%	100.1%	99.3%	98.7%	99.1%
Hourly	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total	99.9%	100.2%	100.1%	100.1%	99.9%	100.0%	99.8%	99.7%	99.8%

1. Permanent Team Members are employees with a contract for an indefinite period for full-time or part-time work and excludes temporary employees and contract labor.
2. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.
3. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.
4. Pay equity for salaried employees is calculated by comparing the median base salary by pay grade for each gender to the benchmarked midpoint base salary for such pay grade. Those results are aggregated across the company, and weighted by region, pay grade and gender. Pay equity for hourly employees is 100%, because all hourly jobs pay the same hourly rate for the same jobs.

Data-People *(continued)*

Employee Diversity by Gender ¹										<i>As of December 31</i>
	2023 ²			2022 ²			2021 ³			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Northern	158	582	740	151	568	719	159	563	722	
Manager	19%	81%	12%	20%	80%	10%	24%	76%	9%	
Salaried	38%	62%	16%	33%	69%	18%	30%	70%	19%	
Hourly	18%	82%	72%	18%	82%	72%	20%	80%	72%	
Total	21%	79%		21%	79%		22%	78%		
Southern	98	546	644	89	522	611	71	506	577	
Manager	22%	78%	11%	23%	77%	8%	20%	80%	5%	
Salaried	43%	57%	16%	41%	59%	19%	36%	64%	17%	
Hourly	8%	92%	73%	7%	93%	73%	6%	94%	78%	
Total	15%	85%		15%	85%		12%	88%		

Employee Diversity by Race ¹										<i>As of December 31</i>
	2023 ²			2022 ²			2021 ³			
	White	Of Color	Total	White	Of Color	Total	White	Of Color	Total	
Northern	687	53	740	674	45	719	683	39	722	
Manager	96%	4%	12%	99%	1%	10%	99%	1%	9%	
Salaried	93%	7%	16%	94%	6%	18%	96%	4%	19%	
Hourly	92%	8%	72%	93%	7%	72%	94%	6%	72%	
Total	93%	7%		94%	6%		95%	5%		
Southern	404	240	644	387	224	611	368	209	577	
Manager	91%	9%	11%	90%	10%	8%	90%	10%	5%	
Salaried	88%	12%	16%	92%	8%	19%	91%	9%	17%	
Hourly	53%	47%	73%	53%	47%	73%	59%	44%	78%	
Total	63%	37%		63%	37%		64%	39%		

1. Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.
 2. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.
 3. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Data-People *(continued)*

Employee Diversity by Age ¹												<i>As of December 31</i>	
	2023 ²				2022 ²				2021 ³				
	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total	
Northern	154	352	234	740	126	363	230	719	152	340	230	722	
Manager	2	42	42	86	1	37	36	74	1	33	33	67	
Salaried	16	68	36	120	17	71	38	126	20	78	37	135	
Hourly	136	242	156	534	108	255	156		131	229	160	520	
Southern	116	316	212	644	115	299	197	611	110	269	198	577	
Manager	1	41	27	69	0	31	17	48	0	19	11	30	
Salaried	15	50	37	102	13	53	51	117	12	41	47	100	
Hourly	100	225	148	473	102	215	129	446	98	209	140	447	
Total	270	668	446	1,384	241	628	461	1,330	262	609	428	1,299	

Race by Wood Products Facility						<i>As of December 31</i>	
	2023		2022		2021		
	White	Of Color	White	Of Color	White	Of Color	
Bemidji, Minnesota	93%	7%	93%	7%	97%	3%	
Gwinn, Michigan	93%	7%	94%	6%	93%	7%	
Ola, Arkansas	89%	11%	87%	13%	88%	12%	
St. Maries, Idaho	92%	8%	93%	7%	94%	6%	
Waldo, Arkansas	40%	60%	41%	59%	45%	53%	
Warren, Arkansas	50%	50%	54%	46%	57%	43%	

Employee Categories ¹				<i>As of December 31</i>		
	2023	2022	2021			
Manager	11.2%	9.2%	7.5%			
Salaried	16.0%	18.3%	18.1%			
Hourly	72.8%	72.5%	74.4%			

1. Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.
2. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.
3. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Data-People *(continued)*

New Employees Hires ¹									<i>As of December 31</i>
	2023 ²			2022 ²			2021 ³		
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total
By Gender									
Female	26	23	49	20	21	41	22	19	41
Male	84	91	175	84	110	194	87	106	193
By Age									
Under 30	60	41	101	44	49	93	41	53	94
30-50	38	55	93	42	60	102	59	55	114
Over 50	12	18	30	18	22	40	9	17	26
Total	110	114	224	104	131	235	109	125	234
New Employee Hire Rates									
By Gender									
Female	17%	24%	19%	13%	24%	17%	14%	27%	18%
Male	14%	17%	16%	15%	21%	18%	15%	21%	18%
By Age									
Under 30	39%	35%	37%	35%	43%	39%	31%	48%	39%
30-50	11%	17%	14%	12%	20%	15%	16%	20%	18%
Over 50	5%	9%	7%	8%	11%	9%	4%	9%	6%
Total	15%	18%	16%	12%	17%	18%	15%	22%	18%

1. Data as of December 31, 2023, for FY2023. New employees are all employees hired in 2023. Hire rate is new hires in a category in 2023/number of employees in a category as of December 31, 2023.
2. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.
3. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.

Data-People *(continued)*

Managers Hired from Regional Community ¹			<i>As of December 31</i>
	2023	2022	2021
	100%	100%	100%

Employee Turnover ²										<i>As of December 31</i>
	2023 ³			2022 ³			2021 ^{4,5}			
By Gender	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total	
Female	22	21	43	33	13	46	20	8	28	
Male	82	102	184	86	139	225	88	138	224	
By Age										
Under 30	31	52	83	36	53	89	25	51	76	
30-50	41	53	94	51	62	113	40	60	100	
Over 50	32	18	50	32	37	69	43	33	76	
Total	104	123	227	119	152	271	108	144	252	
Employee Turnover Rates By Gender										
Female	21%	14%	17%	22%	15%	19%	13%	11%	12%	
Male	19%	14%	16%	15%	27%	21%	16%	27%	21%	
By Age										
Under 30	20%	45%	31%	29%	46%	37%	46%	46%	32%	
30-50	12%	17%	14%	14%	21%	17%	22%	22%	16%	
Over 50	14%	9%	11%	14%	19%	16%	17%	17%	18%	
Total	14%	19%	16%	17%	25%	20%	25%	25%	19%	

1. Locally hired managers include executive/senior level managers, first/mid-level managers, and professionals hired to work in the region that they reside. Our Northern region includes our operations in Idaho, Michigan, Minnesota, and Washington, and our Southern region includes our operations in Alabama, Arkansas, Georgia, Mississippi, and South Carolina.
2. Turnover is the number of employees who left PotlatchDeltic and whose positions were rehired. Turnover does not include students, interns, and employees on long term leaves of absence.
3. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, Georgia, South Carolina, and Mississippi.
4. Northern Locations include employees in Idaho, Michigan, Minnesota, and Washington, and Southern Locations included employees in Alabama, Arkansas, and Mississippi.
5. 2021 turnover data does not include retirees, students, interns, and employees on long term leaves of absence.

Data-People *(continued)*

Voluntary Employee Turnover <i>As of December 31</i>			
	2023	2022	2021 ¹
	72%	76%	-

Employees Hired to Fill Skilled Maintenance-related Openings <i>As of December 31</i>			
	2023	2022	2021 ¹
	15%	24%	-

Ratio of Standard Entry Level Wage to Local Minimum Wage <i>As of December 31</i>				
	2023		2022	
	Male	Female	Male	Female
Northern	2.6	2.6	2.6	2.6
Southern	1.6	1.6	1.5	1.5

Employee 401(k) <i>As of December 31</i>			
	2023	2022	2021
401(k) Participation			
Salaried	95.5%	94.2%	96.0%
Hourly	96.0%	97.1%	97.0%
Average	95.9%	96.0%	97.0%
401(k) Average Savings Rate			
Salaried	9.9%	9.8%	11.0%
Hourly	6.2%	6.0%	6.0%
Average	7.2%	7.3%	7.5%

Parental Leave ² <i>As of December 31</i>			
	2023	2022	2021
Employees Entitled to Parental Leave			
Female	239	225	215
Male	947	914	1088
Total	1,186	1,142	1,303
Employees that Took Leave			
Female	8	5	8
Male	26	21	17
Total	34	26	25
Employees Returned to Work			
Female	8	4	8
Male	26	20	17
Total	34	24	25
Employees employed after 12 months			
Female	8	4	8
Male	24	15	15
Total	32	19	23
Employees Returned to Work-Rate			
Female	100.0%	80.0%	100.0%
Male	100.0%	95.2%	100.0%
Total	100.0%	92.3%	100.0%
Employees employed after 12 months-Rate			
Female	100.0%	80.0%	100.0%
Male	92.3%	75.0%	88.2%
Total	94.1%	79.2%	92.0%

1. Values not reported because data was not able to be collected.

2. Parental Leave-leave granted to men and women employees on the grounds of the birth of a child.

Data-People *(continued)*

TCIR ¹	As of December 31		
	2023	2022	2021
Wood Products	1.9	1.6	1.8
Industry Avg.	-	5.3	5.4
Timberlands	1.7	0.0	0.0
Industry Avg.	-	2.2	3.4

DART ²	As of December 31		
	2023	2022	2021
Wood Products	1.0	1.0	1.0
Industry Avg.	-	1.8	3.5
Timberlands	0.0	0.0	0.0
Industry Avg.	-	1.2	2.6

Work-Related Injuries and Illnesses: Wood Products			
	As of December 31		
	2023	2022	2021
Employees			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	1	0	0
Recordable work-related injuries and illnesses ³	26	21	21
The number of hours worked	2,657,727	2,594,924	2,621,854
Hours of safety training	17,741	17,659	N/A
Contractors			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	0	0	0
Recordable work-related injuries and illnesses	0	0	N/A
The number of hours worked	N/A	N/A	N/A
Hours of safety training	7,185	4,488	N/A
Rates			
Employees			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	0	0	0
Recordable work-related injuries and illnesses rate	1.9	1.6	1.8
Contractors⁴			
Fatalities as a result of work-related injuries and illnesses	N/A	N/A	N/A
High-consequence work related injuries and illnesses	N/A	N/A	N/A
Recordable work-related injuries and illnesses	N/A	N/A	N/A

Work-Related Injuries and Illnesses: Timberlands			
	As of December 31		
	2023	2022	2021
Employees			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	0	0	0
Recordable work-related injuries and illnesses	1	0	0
The number of hours worked	117,360	113,847	N/A
Hours of Safety Training	335	311 ⁵	N/A
Contractors			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	0	0	0
Recordable work-related injuries and illnesses	2	3	6
The number of hours worked	N/A	N/A	N/A
Rates			
Employees			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	0	0	0
Recordable work-related injuries and illnesses rate	1.7	0	0
Contractors			
Fatalities as a result of work-related injuries and illnesses	0	0	2
High-consequence work related injuries and illnesses	N/A	N/A	N/A
Recordable work-related injuries and illnesses	N/A	N/A	N/A

1. Total Case Incident Rate (TCIR) = (Number of OSHA recordable injuries and illnesses x 200,000)/Employee total hours worked; Industry Averages are based on NAICS code 113 for Forestry and Logging, NAICS code 321 for the Wood Products Industry (sawmills and plywood mill combined).

2. Days Away, Restricted or Transferred (DART) = (Number of OSHA recordable injuries and illnesses that resulted in days away, restricted or transferred x 200,000)/Employee total hours worked; Industry Averages are based on NAICS code 113 for Forestry and Logging, NAICS code 321 for the Wood Products Industry (sawmills and plywood mill combined).

3. Number of OSHA recordable injuries and illnesses.

4. Contractor rates can not be calculated because we do not currently track "contractor number of hours worked."

5. Hours of Safety Training corrected from previously reported value.