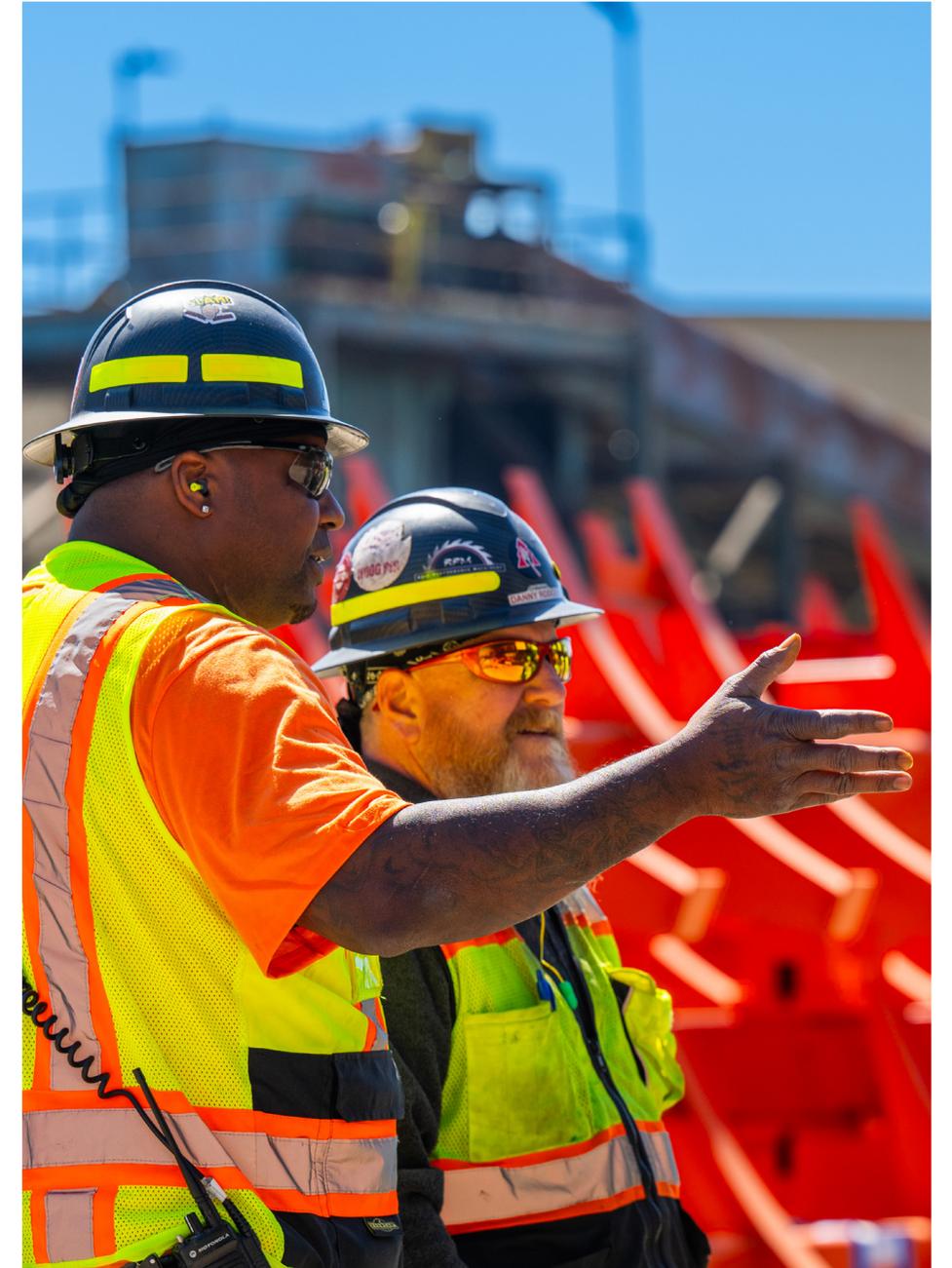


PotlatchDeltic 2024 Corporate Responsibility Report

PEOPLE DATA



Data-People

Employees by Gender										As of December 31
	2024			2023			2022			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Number of Employees	338	1,360	1,698	309	1,379	1,688	300	1,337	1,637	
Permanent Employees ¹	268	1,115	1,383	256	1,128	1,384	240	1,090	1,330	
Full-Time Employees	256	1,104	1,360	253	1,116	1,369	237	1,085	1,322	
Part-Time Employees	12	11	23	3	12	15	3	5	8	
Temporary Employees	70	245	315	53	251	304	60	247	307	
Non-Guaranteed Hours Employees	-	-	-	-	-	-	-	-	-	

Employees By Region										As of December 31
	2024 ²			2023 ²			2022 ²			
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total	
Number of Employees	906	792	1,698	886	802	1,688	890	747	1,637	
Permanent Employees ¹	761	622	1,383	740	644	1,384	719	611	1,330	
Full-Time Employees	742	618	1,360	730	639	1,369	712	610	1,322	
Part-Time Employees	19	4	23	10	5	15	7	1	8	
Temporary Employees	145	170	315	146	158	304	171	136	307	
Non-Guaranteed Hours Employees	-	-	-	-	-	-	-	-	-	

Pay Equity Ratio ³										As of December 31
	2024 ²			2023 ²			2022 ²			
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total	
Salaried	100.4%	101.1%	100.7%	99.7%	100.9%	100.2%	100.5%	99.7%	100.1%	
Hourly	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total	100.3%	101.0%	100.6%	99.9%	100.2%	100.1%	100.1%	99.9%	100.0%	

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. 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>
	2024			2023			2022			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Northern	170	591	761	158	582	740	151	568	719	
Manager	22%	78%	12%	19%	81%	12%	20%	80%	10%	
Salaried	34%	66%	15%	38%	62%	16%	33%	69%	18%	
Hourly	20%	80%	73%	18%	82%	72%	18%	82%	72%	
Total	22%	78%		21%	79%		21%	79%		
Southern	98	524	622	98	546	644	89	522	611	
Manager	22%	78%	11%	22%	78%	11%	23%	77%	8%	
Salaried	48%	52%	15%	43%	57%	16%	41%	59%	19%	
Hourly	8%	92%	74%	8%	92%	73%	7%	93%	73%	
Total	16%	84%		15%	85%		15%	85%		

Employee Diversity by Race ¹										<i>As of December 31</i>
	2024			2023			2022			
	White	Of Color	Total	White	Of Color	Total	White	Of Color	Total	
Northern	711	50	761	687	53	740	674	45	719	
Manager	98%	2%	12%	96%	4%	12%	99%	1%	10%	
Salaried	96%	4%	15%	93%	7%	16%	94%	6%	18%	
Hourly	92%	8%	73%	92%	8%	72%	93%	7%	72%	
Total	93%	7%		93%	7%		94%	6%		
Southern	385	237	622	404	240	644	387	224	611	
Manager	96%	4%	11%	91%	9%	11%	90%	10%	8%	
Salaried	84%	16%	15%	88%	12%	16%	92%	8%	19%	
Hourly	52%	48%	74%	53%	47%	73%	53%	47%	73%	
Total	62%	38%		63%	37%		63%	37%		

1. Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.

Data-People *(continued)*

Employee Diversity by Age ¹												<i>As of December 31</i>
	2024				2023				2022			
	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total
Northern	164	359	238	761	154	352	234	740	126	363	230	719
Manager	0	44	46	90	2	42	42	86	1	37	36	74
Salaried	20	60	36	116	16	68	36	120	17	71	38	126
Hourly	144	255	156	555	136	242	156		108	255	156	519
Southern	109	301	212	622	116	316	212	644	115	299	197	611
Manager	1	38	29	68	1	41	27	69	0	31	17	48
Salaried	12	42	41	95	15	50	37	102	13	53	51	117
Hourly	96	221	142	459	100	225	148	473	102	215	129	446
Total	273	660	450	1,383	270	668	446	1,384	241	628	461	1,330

Race by Wood Products Facility						<i>As of December 31</i>
	2024		2023		2022	
	White	Of Color	White	Of Color	White	Of Color
Bemidji, Minnesota	93%	7%	93%	7%	93%	7%
Gwinn, Michigan	94%	6%	93%	7%	94%	6%
Ola, Arkansas	82%	18%	89%	11%	87%	13%
St. Maries, Idaho	92%	8%	92%	8%	93%	7%
Waldo, Arkansas	42%	58%	40%	60%	41%	59%
Warren, Arkansas	49%	51%	50%	50%	54%	46%

Employee Categories ¹				<i>As of December 31</i>
	2024	2023	2022	
Manager	11.4%	11.2%	9.2%	
Salaried	15.3%	16.0%	18.3%	
Hourly	73.3%	72.8%	72.6%	

1. Managers include executive/senior level managers, first/mid-level managers, and professionals; salaried employees include all salaried employees but not fixed rate employees.

Data-People *(continued)*

New Employee Hires ¹									<i>As of December 31</i>
	2024 ²			2023 ²			2022 ²		
	Northern	Southern	Total	Northern	Southern	Total	Northern	Southern	Total
By Gender									
Female	32	11	43	26	23	49	20	21	41
Male	69	88	157	84	91	175	84	110	194
By Age									
Under 30	49	37	86	60	41	101	44	49	93
30-50	36	42	78	38	55	93	42	60	102
Over 50	16	20	36	12	18	30	18	22	40
Total	101	99	200	110	114	224	104	131	235
New Employee Hire Rates									
By Gender									
Female	19%	11%	16%	17%	24%	19%	13%	24%	17%
Male	12%	17%	14%	14%	17%	16%	15%	21%	18%
By Age									
Under 30	30%	34%	33%	39%	35%	37%	35%	43%	39%
30-50	10%	14%	15%	11%	17%	14%	12%	20%	15%
Over 50	7%	9%	8%	5%	9%	7%	8%	11%	9%
Total	13%	16%	14%	15%	18%	16%	12%	17%	18%

1. Data as of December 31, 2024, for FY2024. New employees are all employees hired in 2024. Hire rate is new hires in a category in 2024/number of employees in a category as of December 31, 2024.
 2. 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.

Data-People *(continued)*

Managers Hired from Regional Community ¹			<i>As of December 31</i>
	2024	2023	2022
	100%	100%	100%

Employee Turnover ²										<i>As of December 31</i>
	2024 ³			2023 ³			2022 ³			
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.

Data-People *(continued)*

Voluntary Employee Turnover <i>As of December 31</i>			
	2024	2023	2022
	71%	72%	76%

Employees Hired to Fill Skilled Maintenance-Related Openings <i>As of December 31</i>			
	2024	2023	2022
	16%	15%	24%

Ratio of Standard Entry Level Wage to Local Minimum Wage <i>As of December 31</i>				
	2024		2023	
	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>			
	2024	2023	2022
401(k) Participation			
Salaried	97.9%	95.5%	94.2%
Hourly	96.6%	96.0%	97.1%
Average	97.0%	95.9%	96.0%
401(k) Average Savings Rate			
Salaried	9.8%	9.9%	9.8%
Hourly	6.4%	6.2%	6.0%
Average	7.5%	7.2%	7.3%

Parental Leave ¹ <i>As of December 31</i>			
	2024	2023	2022
Employees Entitled to Parental Leave			
Female	244	239	225
Male	930	947	914
Total	1,174	1,186	1,142
Employees that Took Leave			
Female	9	8	5
Male	30	26	21
Total	39	34	26
Employees Returned to Work			
Female	9	8	4
Male	30	26	20
Total	39	34	24
Employees employed after 12 months			
Female	8	8	4
Male	28	24	15
Total	36	32	19
Employees Returned to Work-Rate			
Female	100.0%	100.0%	80.0%
Male	100.0%	100.0%	95.2%
Total	100.0%	100.0%	92.3%
Employees employed after 12 months-Rate			
Female	88.9%	100.0%	80.0%
Male	93.3%	92.3%	75.0%
Total	92.3%	94.1%	79.2%

1. 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		
	2024	2023	2022
Wood Products	1.7	1.9	1.7
Industry Avg.	-	4.7	5.3
Timberlands	0.0	1.4	0.0
Industry Avg.	-	3.1	2.2

DART ²	As of December 31		
	2024	2023	2022
Wood Products	1.1	1.1	1.1
Industry Avg.	-	1.7	1.8
Timberlands	0.0	0.0	0.0
Industry Avg.	-	2.2	1.2

Work-Related Injuries and Illnesses: Wood Products	As of December 31		
	2024	2023	2022
Employees			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	1	1	0
Recordable work-related injuries and illnesses ³	24	26	21
The number of hours worked	2,757,078	2,657,727	2,594,924
Hours of safety training	16,587	17,741	17,659
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	0
The number of hours worked	35,729	N/A	N/A
Hours of safety training	10,113	7,185	4,488
Rates			
Employees			
Fatalities as a result of work-related injuries and illnesses	0	0	0
High-consequence work related injuries and illnesses	0.07	0	0
Recordable work-related injuries and illnesses rate	1.7	1.9	1.7
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		
	2024	2023	2022
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	0	1	0
The number of hours worked	139,712	146,165	113,847
Hours of Safety Training	379	335	311 ⁵
Contractors			
Fatalities as a result of work-related injuries and illnesses	1	0	0
High-consequence work related injuries and illnesses	0	0	0
Recordable work-related injuries and illnesses	3	2	3
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	0	1.4	0
Contractors			
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

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.

Data-People *(continued)*

Charitable Giving		<i>As of December 31</i>	
	2024	2023	2022
Education	7%	7%	6%
Lake States	17%	21%	8%
U.S. South	25%	20%	22%
Idaho	23%	21%	34%
Corporate	24%	27%	21%
National	4%	4%	9%
Total	\$571,746	\$455,517	\$501,700