

PotlatchDeltic Corporation Diversity, Equity, and Inclusion Policy

PotlatchDeltic recognizes that employing a highly skilled and diverse workforce is a competitive advantage, and we are committed to advancing, supporting, and preserving a culture of diversity, equity, and inclusion where every employee feels like their ideas and unique perspectives are heard and valued.

Our human capital is the most valuable asset we have, and our business success is dependent upon the unique backgrounds and skills that our employees bring to work every day. We fully embrace these individual differences at all levels of the company and believe in a culture that invites participation from all employees. We believe that the uniqueness of each employee not only enriches our culture, but also leads to innovation and improved outcomes that benefit the company, our customers, and our shareholders.

We believe in treating all employees fairly, with respect, and with dignity and we strive to create a workplace where our employees are valued for their contributions, are provided equal opportunities for development and advancement, and reflect the diversity of the communities in which we operate. We respect all differences including age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, genetic or family medical history, socio-economic status, veteran status, and other characteristics that make our employees unique. This is critical for our business success and for engagement with our contractors, suppliers, and customers.

PotlatchDeltic's diversity philosophy applies to our practices and policies governing recruitment, promotion and selection, as well as to decisions on compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, continuing education, tuition assistance, or social and recreation programs. The Human Resources department tracks and monitors diversity metrics to measure the Company's progress, reviews the data annually, and provides information and guidance to management and employees on diversity and inclusion issues.

Our commitment to diversity is shared and reinforced by our Board of Directors, which recognizes the value in diversity and is committed to actively seeking out diverse candidates, including qualified women and individuals from minority groups, to include in the candidate pool from which Board nominees are selected. In addition, the Board and management team review the Company's progress towards achieving greater gender and minority diversity annually.

In further support of our commitment to diversity, equity, and inclusion, it is the Company's policy that there be no unlawful discrimination or harassment in any form, and the Company actively enforces our policies against harassment. All employees are expected to exhibit conduct that reflects our values during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Reporting procedures exist for any employee who believes that he or she has been harassed or discriminated against or who is aware of the harassment or discrimination of others, including a confidential hotline maintained by an independent third-party. In addition, employees are required to attend and complete annual diversity awareness training to enhance their knowledge of the uniqueness of each individual and to fulfill this responsibility.

Additional policies which support and reinforce the principles outlined in this policy include, among others:

- Corporate Conduct and Ethics Code
- Equal Employment Opportunity Policy
- Americans with Disabilities Act Policy
- Human Rights Policy
- Supplier Code of Conduct