

## OFFICER STOCK OWNERSHIP POTLATCHDELTIC CORPORATION

December 6, 2019

In the interest of promoting and increasing equity ownership in PotlatchDeltic Corporation by our executive officers and to further align our executives' long-term interests with those of our stockholders, the Company requires executive officers to acquire and hold PotlatchDeltic stock in accordance with the guidelines established by the Executive Compensation and Personnel Policies Committee of the Board of Directors as follows:

<u>Position</u>	<u>Shares to be Acquired</u>
Chief Executive Officer	5 x Base Salary
President	5 x Base Salary
Division Vice President	2 x Base Salary
Staff Vice President	2 x Base Salary

### **Acquisition Period**

Executive officers are expected to achieve their stock ownership guideline within a five-year period from December 31 of the calendar year of their appointment as an executive officer. Throughout the five-year period and thereafter, the covered individual will be restricted from selling shares until he or she is in compliance with the guideline.

### **Applicable Shares**

Shares held in a brokerage account, an account with our transfer agent or in our 401(k) Plan, common stock units owned as a result of deferred awards paid under our short-term incentive program, and any vested restricted stock units are considered as owned for purposes of these guidelines. Shares subject to unexercised stock options, unvested restricted stock units or unearned performance shares, however, do not count toward the ownership guidelines.

### **Report to the Committee**

Annually a report will be presented to the Committee detailing each executive officer's stock ownership and performance towards meeting these guidelines.