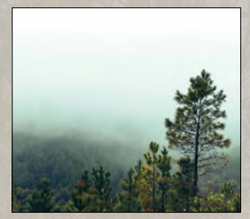
RMS

GLOBAL SUSTAINABILITY REPORT



2021



ON THE COVER

Morning fog lifts from the Salto Branco Farm, which is an RMS-managed forest

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Published on April 22, 2025



JIMMY BULLOCK
Senior Vice President,
Forest Sustainability

OPENING COMMENTS

A SMALL BEAM OF LIGHT pierces the night. Suddenly, it hits two tiny eyes peering out of a small oval-shaped burrow. The researcher has spotted a Red Hills salamander, a species found nowhere else in the world except for two soil formations in eight Alabama counties. This federally threatened salamander makes its home on steep, hardwood-covered slopes. Thanks to the efforts of third grade students in Fairhope, AL, the Red Hills salamander *(Phaeognathus hubrichti)* is Alabama's official state amphibian.

Once threatened by forestry practices that removed the hardwood tree cover they depend on, the Red Hills salamander is now on the path to recovery and delisting due, in large part, to the efforts of private forestland owners. Below the salamanders' hardwood slopes, Pigeon Creek—a major tributary of the Conecuh River—hosts a diverse array of species. These include the federally endangered southern pigtoe mussel *(Pleurobema georgianum)* and the alligator snapping turtle *(Macrochelys temminckii)*, a species currently being considered for federal protection.

According to NatureServe, the southern pigtoe is a critically imperiled species in Alabama, meaning that fewer than five known viable populations of this mussel are in the state. It thrives in clear water riffles and shoals of medium-sized creeks and rivers. Forestry best management practices (BMPs), designed to protect water quality, have played a key role in ensuring the habitat in Pigeon Creek has remained suitable for this endangered species. These efforts highlight the powerful connection between sustainable forestry and species conservation.

"Managing the forests with a long-term focus for multiple forest values is second nature to the entire RMS team. Our foresters embody the 21st century working forestland ethic every day.

— JIMMY BULLOCK

Pee Dee River,
Marion County, SC

Alabama's Butler County, which is 80% forested, has been a forestry hub in the southeastern United States since the arrival of the railroad in the 1880s. Today, wood from Butler County provides raw material for a wide variety of products, including those made by pulp and paper mills, oriented strand board and plywood mills, and sawmills. This helps support thousands of rural jobs in the supply chain, from tree planting to final product. In many cases, at least four generations of families have recreated in these forests since these lands were reforested and managed as working forests approximately nine decades ago.

Since 2006, RMS has been the steward of forests in Butler County on behalf of our investors who own them. Given the tenure of people in the forest industry, many of the foresters who manage these lands today have been doing so since the 1990s.

Our foresters recognize financial returns and ecological health are not opposing goals for our investors; rather, they are deeply interconnected. By collaborating with contractors, customers, local communities, and conservation organizations, RMS fosters a partnership-driven approach to forestry.



Jimmy Bullock with partners, Santa Rosa County, FL



This reflects what I call the 21st century working forestland ethic: the understanding that sustainably managed working forests provide clean air, clean water, wildlife habitat, and biodiversity; produce rural jobs; and provide recreational opportunities, all while existing in harmony with natural processes.

This ethic blends modern challenges and knowledge with traditional wisdom of living and learning from the land. Millenia-old land stewardship traditions from ancestors and a profound respect for land, people, and community inform today's approach to sustainable forestry and responsible investment. While today's working forestland ethic is influenced by many external and internal factors, three key elements that drive this ethic immediately come to mind.

The first and most dynamic element is the critical importance of diverse and deep markets for wood from sustainability managed forests. Without strong markets, working forests cannot exist, and our investors will not be able to invest in the future economic, environmental, and societal values of their forests. Few people external to our business understand markets are the linchpin for keeping working forests in the landscape.

The second element is the importance of trust-based partnerships. As noted above, our contractors, customers, local communities, and external organizations are valued partners. For example, we know about the ecology of the Red Hills salamander and the presence of the southern pigtoe in Pigeon Creek because of our partnerships with Alabama Natural Heritage, Tangled Bank Conservation, Conservation Southeast, Alabama Department of Natural Resources, and the U.S. Fish and Wildlife Service (USFWS).

Finally, managing the forests with a long-term focus for multiple forest values is second nature to the entire RMS team. Our foresters embody the 21st century working forestland ethic every day. While this letter is written about a county in Alabama, it could easily have been written about any county where RMS manages forestland.

In 2025, RMS will mark our 75th anniversary. Much has changed over the past 75 years, and we will continue to see change in the years ahead. One constant has been the stewardship ethic of the men and women who are Resource Management Service, LLC—personifying the 21st century working forestland ethic that grows with each passing year and each new challenge.

Our 2024 Global Sustainability Report offers a snapshot in time of our efforts to manage our investors' forests for multiple values. I invite you to take time to review our progress and provide your feedback on what we are doing right and where we can improve to **jbullock@resourcemgt.com**. Together, we can continue to honor the wisdom of the past while shaping the forests of the future.



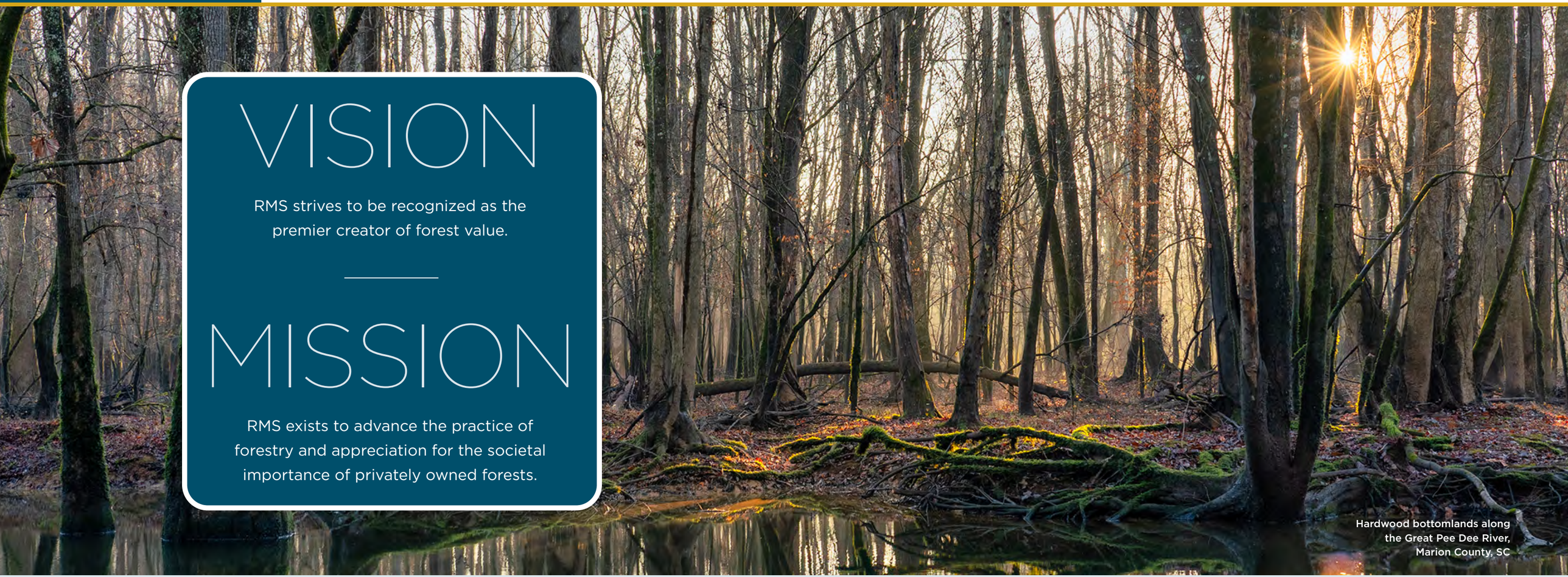
JIMMY BULLOCK
Senior Vice President, Forest Sustainability

VISION

RMS strives to be recognized as the premier creator of forest value.

MISSION

RMS exists to advance the practice of forestry and appreciation for the societal importance of privately owned forests.



Hardwood bottomlands along the Great Pee Dee River, Marion County, SC

OUR ROOTS

RMS WAS FOUNDED IN 1950 by John M. Bradley, a Yale School of Forestry graduate, and Harry E. Murphy, a graduate of Pennsylvania State University.

Bradley returned to his hometown of Birmingham, AL, to create a professional consulting forestry firm for private landowners. The firm's purpose was to be an advocate for the interests of private forestland owners and investors with a long-term investment perspective. With an unwavering commitment to adapt to changes and thrive in these industries, RMS positioned itself as a prominent player in timberland management and acquisitions, focusing on forest products and the paper industry.

In the mid-1980s, RMS participated in pioneering a new business model for institutional investment in timber as an asset class. Since then, we've continued to evolve, honing state-of-the-art systems and technologies essential for successful timberland management. Today, RMS stands as a well-established forestland investment firm, rooted in a legacy of placing equal emphasis on financial performance and forest stewardship—practices often referred to as husbandry during our founding era in 1950.

Despite our firm's growth, we proudly maintain our status as a private, employee-owned entity. This status underscores our commitment to sustainable land management and responsible investment practices and aligns with our core values of accountability, honesty, openness, fairness, and entrepreneurship.

74 YEARS OF FORESTRY EXPERIENCE

CREATING FOREST VALUE SINCE 1950

2024 HIGHLIGHTS

CONTRIBUTIONS TO THE U.N. SUSTAINABLE DEVELOPMENT GOALS

OUR BUSINESS AND INVESTMENTS

74 Years in Business

$5.3 B in Assets under Management

155 Employees

2.2 M Acres under Management

PRI Grade

- Policy, Governance, and Strategy ★★★★★
- Confidence-building Measures ★★★★

73% Employee Held

8 DECENT WORK AND ECONOMIC GROWTH

PEOPLE

11% Women in Field Operations

30% Women Companywide

6% BIPOC Representation[1] in U.S. Field Operations

9% BIPOC Representation in U.S. Teams

23% RMS Employees with Ownership Stake

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

LAND

100% Forestland under Third-party Sustainable Certification

75 Known Rare, Threatened, and Endangered Species in RMS-managed Forests[2]

20% Forestland in Conservation Areas[3]

1.7 M MTCO2e Removed by U.S. Forests

191 M MTCO2e Stored in Global Forests[4]

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

14 LIFE BELOW WATER

13 CLIMATE ACTION

COMMUNITY

700+ Hours Volunteered by Employees

$62 K Scholarship Funds Disbursed

14,100+ Jobs Supported in the U.S.[5]

$1.8 B Supported Sales and Manufacturing in the U.S.[5]

1 NO POVERTY

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

ALL METRICS ARE AS OF DEC. 31, 2024

[1] BIPOC includes Black, Indigenous, and people of color. Racial/ethnic statistics are available for the United States only.

[2] In the United States, rare, threatened, and endangered (RTE) include all federally listed and candidate species and communities under the U.S. Endangered Species Act (ESA), species that are globally imperiled (includes G2 Imperiled and G1 Critically Imperiled) and globally vulnerable (G3 Vulnerable), and elements that are imperiled (includes S2 Imperiled and S1 Critically Imperiled) at the state level as determined by NatureServe. It may also include elements that are vulnerable at the state level (S3 Vulnerable) if candidate for federal listing. In Brazil, this includes vulnerable, endangered, and critically endangered species as defined by the International Union for Conservation of Nature (IUCN). Globally, this metric only includes species that have been identified on RMS-managed lands.

[3] Conservation areas include all RMS special sites (e.g., high-conservation value, forests with exceptional conservation value, conservation easements, cultural sites), streamside management zones (SMZs), legal reserves, and areas of permanent preservation (APP) globally.

[4] Carbon dioxide equivalent (CO2e) for RMS properties under management in the United States and Brazil include tree biomass, both aboveground and belowground. This measure does not include non-tree biomass within the forest, including soil carbon. In Brazil, this metric only includes plantation areas and not natural areas.

[5] Economic data is provided by the National Alliance of Forest Owners (NAFO).

OUR SUSTAINABILITY APPROACH

OUR FOUNDERS believed that a focus on forest and community health was essential to unlocking value for private working forests. Seventy-four years later, we find that approach even more relevant.

Our sustainability strategy is rooted in the belief that the land we manage is not just a financial asset but a vital, essential, and interconnected part of an increasingly unpredictable world.

We manage forests to ensure their long-term health and ecological resilience, positively impact social and ecological communities, and generate strong financial returns for our clients.

OUR SUSTAINABILITY PRINCIPLES

LONG-TERM VISION

Our commitment to sustainability extends beyond near-term financial results. We recognize that we must maintain the health of our environment and the well-being of our communities so that future generations may thrive. We invest in environmentally sound and socially conscious practices and initiatives today so the forests we manage will benefit future generations.

SOUND GOVERNANCE

Accountability, honesty, openness, fairness, and entrepreneurship are core values, and we adhere to the highest standards of ethical governance. By exceeding regulatory requirements and sharing information openly and freely with our clients, employees, partners, and the public, we maintain the trust of our stakeholders.

ECOSYSTEM HEALTH AND OPERATIONS

The well-being of the ecosystems we manage is essential to meeting our investors' economic, environmental, and social objectives. Our practices are guided by sustainable forestry standards; we aim to leave the land and resources that we manage healthier and more diverse than when we aquired them.

EMPLOYEE AND COMMUNITY WELL-BEING

We acknowledge our responsibility to our employees and contractors who manage the land on behalf of our clients and the communities that depend on it. We engage in open and respectful dialogue with local stakeholders, seeking their input, understanding their concerns, and contributing to their economic and social well-being. We respect the rights and knowledge of Indigenous Peoples and local communities that share the land we steward.

PRIORITIZING SUSTAINABILITY

MATERIALITY ASSESSMENTS are a vital component of our sustainability strategy. They provide a structured framework for us to identify and prioritize the environmental, social, and governance (ESG) issues that matter most to our stakeholders and have the most significant impact on our business success.

In 2023, we conducted our second materiality assessment in partnership with qb. Consulting (qb.), a small, women-owned strategy and communications firm. We update the assessment every four years.

To complete the 2023 assessment, we followed a four-step process that included internal documentation review and external research, internal and external stakeholder interviews, development of our materiality framework, and prioritization of material topics. Together, we identified 20 material topics, as visualized in the matrix below.



WHERE WE WORK



HEADQUARTERS:
BIRMINGHAM, AL

RMS is headquartered in Birmingham, AL, in the heart of one of the world's premier timber baskets—the U.S. Southeast. With 155 employees, we manage 14 investment vehicles comprising 2.2 million acres (904,100 hectares) of forestland across the southern United States and Brazil.

FIELD OFFICES:

ARKANSAS
- Sheridan

TEXAS
- Diboll

LOUISIANA
- Jena

MISSISSIPPI
- Flowood

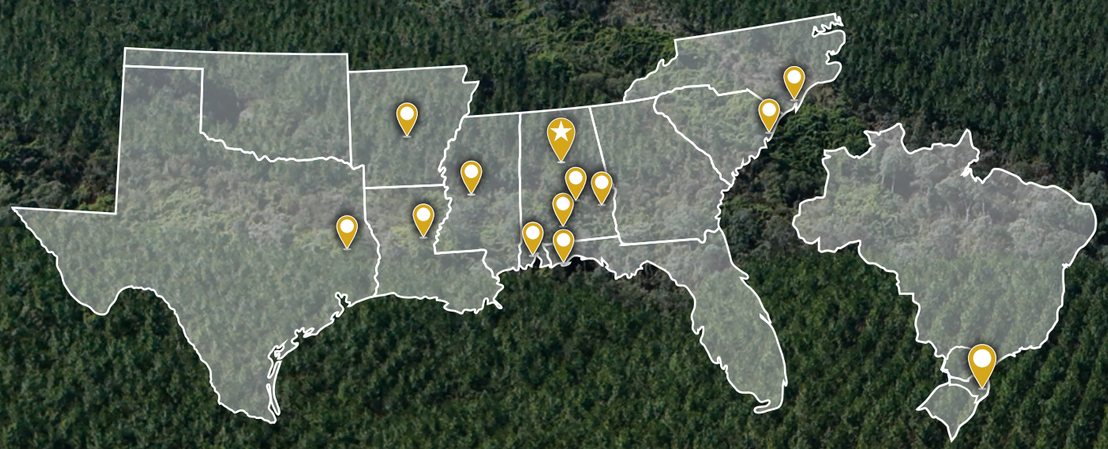
FLORIDA
- Pace

ALABAMA
- Prattville
- Opelika
- Greenville
- Bay Minette

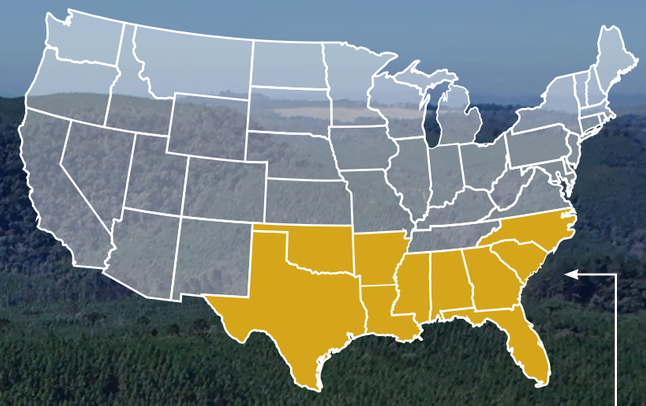
SOUTH CAROLINA
- Georgetown

NORTH CAROLINA
- Wilmington

BRAZIL
- Joinville



RMS-MANAGED GLOBAL FORESTLAND



BRAZIL
110,000
ACRES
(44,500 HECTARES)



SOUTHERN U.S.
2.1 Million
ACRES
(859,600 HECTARES)

*These figures are inclusive of investment management and property management services.

MATERIAL TOPIC	2024 ACCOMPLISHMENT
Management and Continuous Improvement	Launched Systems 2.0 project to upgrade our technology with industry best-practices systems and business processes
Talent Attraction and Retention	Extended parental leave policy from four to six weeks and added short-term disability benefits
Transparency, Reporting, and Disclosures	Integrated Sustainability Accounting Standards Board (SASB) and key Task Force on Climate-related Financial Disclosures (TCFD) metrics into annual client and sustainability reports, and created our first Taskforce on Nature-related Financial Disclosures (TNFD)

RMS Management Team, Corporate office, Birmingham, AL



PRACTICING SOUND
GOVERNANCE

SOUND GOVERNANCE is foundational for responsible action and sets the course for policies that prioritize stewardship, climate action, and equitable resource management.

The RMS Environmental, Social, and Governance Policy guides the implementation of relevant sustainable forestry practices and other organizational policies. Our tenets for sound governance include:

- **Ethical business culture:** We adhere to an ethical business culture—one that emphasizes trust and transparency. This is essential for sustaining strong relationships with our investors, employees, partners, and stakeholders. We strive to empower our employees and eliminate excess management layers to improve coordination and communication. We believe this approach leads to higher employee satisfaction. In setting pay, we align compensation with industry benchmarks to ensure employees are paid at or above industry norms.
- **Compliance:** We adhere to all laws and regulations of the jurisdictions where we are active. We also adhere to the requirements of our sustainable forestry certifications and responsible investment affiliations.
- **Improvement:** We make continual improvement in all areas—employing strategies for developing our workforce and recruiting and retaining employees who reflect our culture and values. We continue to emphasize building a diverse, equitable, and inclusive RMS team.
- **Respect:** We develop relationships with external partners based on mutual respect—working together to achieve greater recognition for the environmental and cultural importance of forests and forestry.

Our governance structure and culture are what enable us to practice these sound governance tenets. The RMS Board of Managers is composed of a chairperson, four internal members, and three external members. We believe this mix provides a balance of respect, trust, and candor.

RMS GOVERNING BOARD



CRAIG BLAIR
Chairman
RMS Board
of Managers

INTERNAL BOARD MEMBERS



ALEX HINSON
President & CEO



CHARLIE CORNISH
Executive Vice President,
Operations



DENNIS DUBOSE
Executive Vice President,
Chief Financial Officer &
Chief Compliance Officer



CHARLIE PRINGLE
Executive Vice President,
Investments

EXTERNAL INDEPENDENT BOARD MEMBERS



RICK DAHL
Retired Chief
Investment
Officer, MOSERS



DEBORAH SPALDING
Co-Chief Investment
Officer, Commonfund
Asset Management



LEE PEERSON
Chief Investment Officer
of Thompson Investment
Company, LLC

BOARD OVERSIGHT

RMS Board of Managers (RMS Board) — Meets quarterly

- Ultimate responsibility for sustainability-related dependencies, impacts, risks, and opportunities (DIROs) in RMS' strategic direction
- Reviews key metrics, initiatives, policy changes, and strategies for sustainability-related DIROs on as-needed basis with guidance from the Management Team (MT)
- Key decisions (e.g., financial policies impacting sustainability, certification changes), require board approval

Investor Boards — Meeting frequency varies by board

- Ensures RMS is transparent, accountable, and delivering on its management objectives for specific investment vehicles
- Reject/approve/amend RMS Investment Committee (IC) recommended financial and sustainability decisions for the vehicle

INFORM AND GUIDE

MANAGEMENT'S ROLE

Executive Committee (EC)
- Provides accountability for MT
- Provides oversight on RMS strategy and makes recommendations to MT

Investment Committee (IC)
- Approves key decisions affecting investments and makes recommendations to investors

Meets bi-monthly as needed

RMS Management Team (MT)
- Oversees and manages DIROs and goals, communicating key sustainability information to the board as needed
- Responsible for asset performance
- Composed of EC, IC, and other senior members

INFORM AND GUIDE | **MONITOR AND COMMUNICATE**

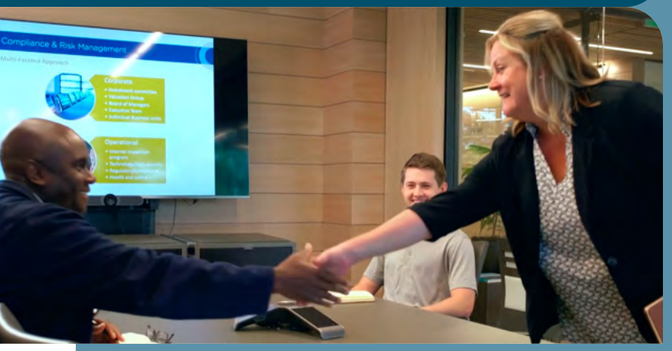
MANAGEMENT

Forest Sustainability Team & Disclosures Working Group
- Primary responsibility for identifying, assessing, and monitoring sustainability-related DIROs for the firm
- Guides ESG strategy and disclosures based on materiality assessments

All RMS Teams
- Given our business' complete dependence on nature, every team at RMS manages sustainability-related DIROs in some regard
- Within specific or cross-functional teams, actions (e.g., sustainable forest management) are taken to best address the DIRO

Continuous meetings

COMPLIANCE AND RISK MANAGEMENT



COMPLIANCE AND GOVERNANCE are two sides of the same coin and create holistic, integrated risk management processes. In August 2024, Stephanie Coffee, RMS Compliance Manager, hosted the annual in-person Timber Risk Forum for a group of risk managers across the U.S. forestry industry. The participants discussed supply chain issues that could impact the entire industry and how best to mitigate those risks.

Presenters included Alabama Loggers Council, cybersecurity experts from Polsinelli Law Firm, Outdoor Underwriters, and one of our loggers that had recently entered an insurance cooperative to reduce insurance costs and increase safety across the logging industry.

One action point from this meeting that RMS and others in the industry are trying to implement is creating additional best practices for loggers that will be recognized by insurance underwriters and ultimately help reduce the cost of their premiums.

23%
Employees with Ownership Stakes

4.03
Compensation Ratio[6]

8%
Turnover

-3
Net New Hires

[6] Ratio of the median base salary of executive management to the median base salary of all other employees

GREENHOUSE GAS EMISSIONS ASSURANCE

OUR 2024 greenhouse gas (GHG) inventory underwent third-party limited assurance of the total emissions of each scope by ERM Certification and Verification Services Limited ("ERM CVS") (see p. 45) and included desktop and field verification. We were able to address findings from last year, such as including some missing emissions sources, and the auditors also noted additional management review items. Overall, no material findings were found. More details on the assurance process can be found in the assurance report linked **HERE.**



RESPONSIBILITY INTEGRATION

TRANSACTION SOURCING

- Screen ESG risks and opportunities to align with client objectives

INVESTMENT DUE DILLIGENCE

- Asses environmental, climate, Indigenous People's rights, biodiversity risks and opportunities, certification feasibility, and legal compliance
- Integrate ESG factors into underwriting and highlight ESG impacts in investment recommendations where relevant

INVESTMENT DECISION

- Technical review by Valuation Group
- Consideration of material ESG risks, opportunities, or mitigation measures by the Investment Committee
- Approval/rejection by client

ACTIVE MANAGEMENT, MONITORING, AND REPORTING

- Manage assets in alignment with RMS ESG, forest certification, and other policies
- Where present, implement client ESG objectives
- Conduct internal and external certification and greenhouse gas audits

DISPOSITION

- Ensure compliance with forest certification standards
- Disclose known ESG factors, such as locations of special sites



STRENGTHENING

ACCOUNTABILITY AND TRANSPARENCY

RMS HAS A VARIETY of processes and audit controls within corporate and operational business units to promote responsibility integration and our sound governance tenets.

FOREST CERTIFICATION

A KEY GOVERNANCE TOOL guiding our forest operations is forest certification. Our Environmental, Social, and Governance Policy mandates that all forestlands must achieve certification from a Programme for the Endorsement of Forest Certifications (PEFC) endorsed standard or the Forest Stewardship Council™ (FSC™) standard.

In the United States, all acres are certified to the Sustainable Forestry Initiative© (SFI) or FSC forest management standards. In some cases, they are certified to both. Preferred by Nature conducts third-party audits to both standards.

In Brazil, we follow the FSC Forest Stewardship Standard for Plantations for Brazil. NeoCert, which we engaged as our new certification body in Brazil, conducted our audits in the country in 2024.

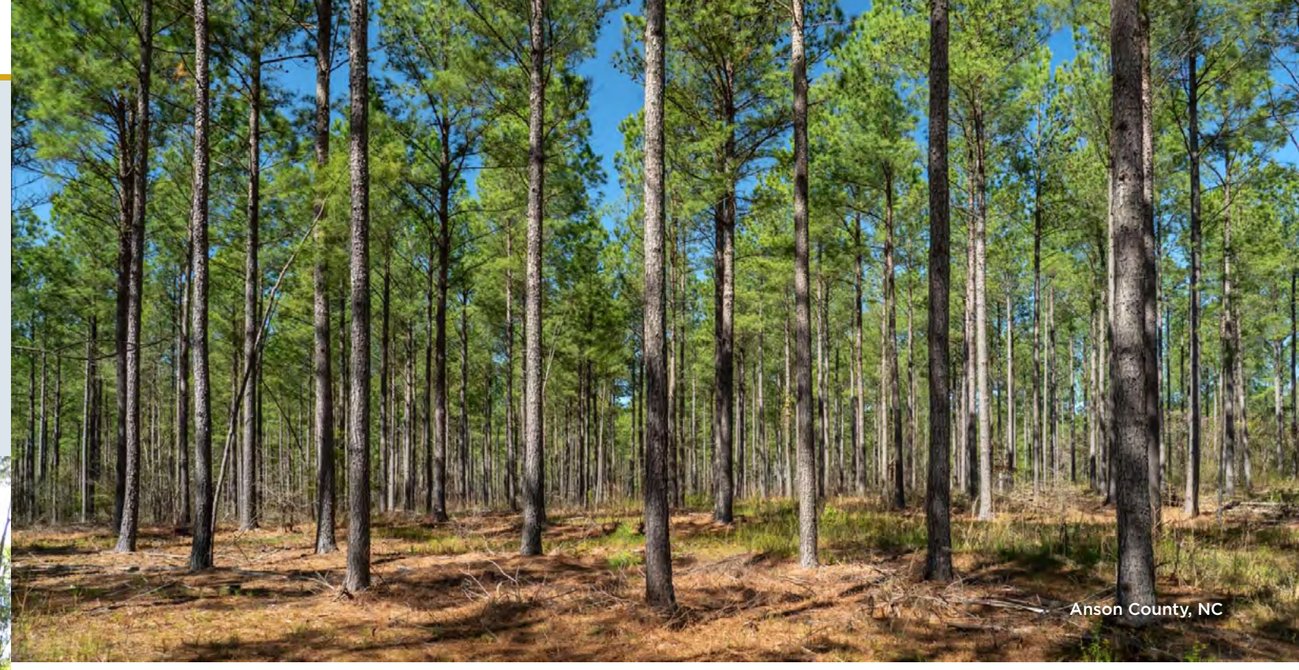
All three standards encompass principles and criteria that promote transparency, accountability, stakeholder engagement, and continual improvement of both forest management and business practices.

In addition to continual monitoring by our Forest Operations team, our internal forest certification audits serve as essential governance tools to ensure we uphold our policies and certification standards and engage in continual improvement. Each audit cycle encompasses training, documentation review, and field inspections of harvest, silvicultural, and other forestry practices. Internal audits also prepare us for annual third-party external audits that verify conformance to SFI and FSC standards.



SUSTAINABLE FORESTRY INITIATIVE
SFI-00029

FSC
www.fsc.org
FSC™ C173072
The mark of responsible forestry



Anson County, NC

2024 FOREST CERTIFICATION AUDIT RESULTS

TYPE OF ISSUE	SFI	FSC	
	U.S. (Number)	U.S. (Number)	Brazil (Number)
Opportunities for Improvement (SFI)/ Observation (FSC)	1	1	1
Minor Non-conformance	0	2	5
Major Non-conformance	0	0	0
Best Practice	1	—	—

All external audits for the United States and Brazil produced excellent results. The audit teams provided helpful feedback on our operations, highlighting in particular:

- The SFI U.S. audit highlighted strong mentorship and team relationships as a best practice. The auditor also identified an improvement opportunity for not noting sediment runoff into a stream on a harvest form.

- The minor non-conformances for the RMS FSC U.S. groups involved not stating timelines and implications for corrective actions in management procedures. These have since been corrected.

- The five minor non-conformances and one observation in Brazil were failure to deliver printed pay slips to employees as required; delays in work accident reporting; an outdated matrix of environmental aspects and impacts; insufficient pre- and post-operation road assessments; outdated road maps; and concerns about road erosion. The audit team highlighted positive aspects, such as strong transparency, teamwork, partnerships, and active involvement in environmental initiatives. These efforts include the standardization of flora and fauna studies, participation in payments for environmental services programs, and environmental education initiatives like “Eu Curto a Mata Atlântica.”

External audit reports are linked HERE for RMS SFI, HERE for RMS FSC U.S., and HERE for RMS FSC Brazil.

ACCOUNTING AND
FINANCIAL CONTROLS

RMS ACCOUNTING processes work to ensure accuracy and transparency in our financial accounting and investment reporting methods. These processes are essential for maintaining the trust of our clients, investors, and the regulatory bodies that oversee our business.

We engage a third-party timber security firm and conduct field office inspections to ensure robust governance and accountability across our assets. The timber security firm helps detect any fraud in timber sale, transport, and delivery activities.

Our field office inspections, which are conducted by team members from various RMS operating regions and our accounting department, help us evaluate the operating effectiveness of accounting processes, such as cash receipts and expense transactions. This not only reduces operational risk, but it also allows our regions to come together to share best practices and continually improve.

Additionally, all client assets are subject to annual financial audits by third-party accounting firms. These financial audits, which include testing of asset valuations and revenue and expense transactions, provide an added layer of assurance with respect to client reporting for assets managed by RMS.





U.S. ACCOUNTING AND ADMINISTRATIVE SPECIALISTS CONFERENCE





OUR 16 accounting and administrative specialists are the unsung heroes of RMS, expertly handling operations and service provider contracts, timber sales accounting, vendor accounts payable, corporate accounting, and much more. In October 2024, we hosted an Administrative Specialists Conference at our headquarters.

The conference served as an opportunity to foster standardization, build connections among our teams, and enhance day-to-day efficiency. The goal was, as Nancy Stephens, Accounting Operations Supervisor and conference organizer, explained, **"to help specialists get through their day-to-day processes more efficiently and, in return, maximize the returns for our investors."**

Over two days, attendees participated in tailored training sessions, collaborative problem-solving, and opportunities to share best practices and challenges. Outside activities, such as candle making and a cooking workshop, added a creative and team-building element to the event.

This conference underscored the critical role our specialists play in all aspects of RMS' success. We look forward to future opportunities to build on the foundation set in place in 2024.

CYBERSECURITY AND
INTELLIGENCE

CYBERSECURITY is an increasingly material factor for our investors, as it closely aligns with financial and investment risk, faces heightened regulatory scrutiny, and has tangible real-world consequences.

In 2024, we strengthened our cybersecurity posture by implementing numerous updates to our data center infrastructure. These improvements included expanding network bandwidth, upgrading firewalls, enhancing disaster recovery capabilities, improving server infrastructure, and advancing monitoring and reporting systems. Additionally, we increased circuit bandwidth and enhanced redundancy in our wide-area network (WAN).

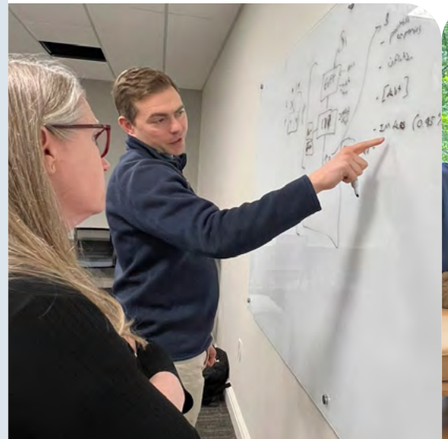
We also bolstered security by deploying additional managed detection and response applications, introducing new identity protection tools, adopting privileged access management, implementing stricter security hardening measures, and replacing our virtual private networks (VPNs). Lastly, we transitioned many work products and processes to Microsoft Power BI, data intelligence tools, and other Power Platform initiatives to enhance security, usability, and data governance.

Our cybersecurity outcomes companywide were mixed. In 2024, 99% of our employees completed cybersecurity training. However, we had a 5.8% average phish-prone rating compared to the 3.5% industry standard. We are exploring interventions to bring that rating back down.











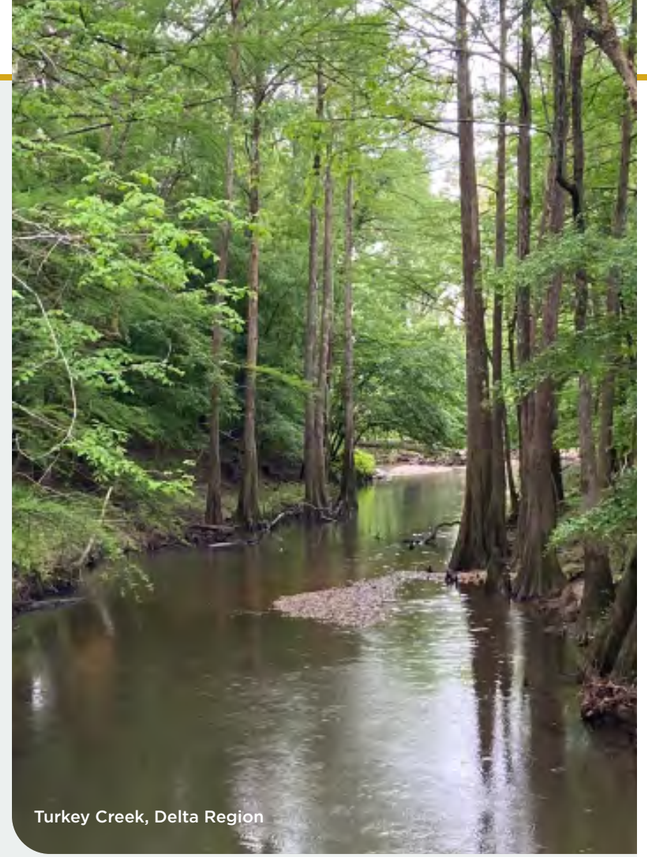
MATERIAL TOPIC	2024 ACCOMPLISHMENT
Wildlife and Biodiversity Conservation	Supported the National Alliance of Forest Owners (NAFO) to develop and sign the first-ever Working Forests for Wildlife (WFFW) agreement under the U.S. Fish and Wildlife Service's (USFWS) Partners for Fish and Wildlife Program to conserve and recover three bat species of conservation concern Completed biodiversity inventories across seven states in the Southeast and began exploring state of nature metrics Due in part to our conservation leadership and on the ground work, received the first-ever FSC U.S. President's Award for our approach to, and on-the ground integration of, forest management and conservation
Forest Health and Productivity	Updated our growth and yield system to better model forest inventory
Climate Change Mitigation, Climate Change Adaptation	Completed formal climate risk and opportunity assessment

Coastal Headwaters Longleaf Pine Forest Restoration Project in Santa Rosa County, FL.

CARING FOR
THE LAND AND WATERS

RESPONSIBLE FORESTRY is an art and a science that requires deep connection to, and respect for, the land and the communities around it. Our foresters and contractors embody this ethic.

Through implementation of forest certification standards, we're able to provide clean air, clean water, and renewable wood-based products and support rural and local economies. The positive impact of our strategies extends beyond the forests themselves, creating outcomes that are beneficial for the planet and valuable to societies while simultaneously generating competitive investment performance.



Turkey Creek, Delta Region

FSC U.S. PRESIDENT'S AWARD



AT THE 2024 FSC North America Conference, RMS received the first-ever FSC U.S. President's Award for responsible forestry and conservation practices. FSC U.S. created this award to give top-level recognition to an outstanding organization at the forefront of sustainable forestry.

FSC U.S. President Sarah Billig, who toured RMS-managed lands in Florida in 2024, noted while presenting the award, **"Sometimes things just strike you. I walked out into RMS' forest and immediately realized the amazing pace and success of their forest management, conservation, and restoration work. Along with their incredibly knowledgeable staff, I knew this was a cut above."**

Members of RMS Operations and the Sustainability Team led the Florida tour. Additional participants included members of the FSC U.S. Board of Directors and FSC U.S. staff. Robust discussion was held about RMS management practices and potential benefits and concerns of the next FSC U.S. Forest Stewardship Standard that is currently in development.

This tour emphasized the importance of candid and trust-based conversations that benefit both the standard development process and the stakeholders who will be affected by the next version of the standard.

USE OF
FOREST CHEMICALS

THE CAREFUL USE of forest chemicals is essential to achieving key management objectives, such as tree establishment, productivity, and control of invasive pests and competing vegetation. Proper application protects soil and water resources while enhancing site productivity, carbon sequestration, and the overall economic, environmental, and social value of our forests.

At RMS, all fertilizer, pesticide, and herbicide application plans are prepared by our foresters who have completed rigorous chemical-use training. Licensed contractors who are also trained in and adhere to state BMPs and the RMS Pesticide Policy apply these chemicals in accordance with RMS policies, label requirements, and, where applicable, local laws to achieve our management objectives.

Post-chemical application monitoring ensures that chemical use aligns with management objectives and avoids unintended consequences. In 2024, RMS U.S. foresters conducted post-application inspections on 571 sites covering approximately 46,289 acres to assess compliance with our chemical use policy and our written chemical application plans. We had 22 instances of non-compliance, and 96% of our sites were found to be in compliance. The number of non-compliances increased on an absolute basis from 2023 primarily due to an operator who has since been banned from operating on RMS-managed properties. That contracting company was also warned that repeated incidents would not be tolerated.



GAINING EFFICIENCIES THROUGH DRONE APPLICATIONS

AT RMS, entrepreneurship is one of our defining attributes. A prime example of this is our pioneering use of drones in forestry operations in Brazil.

Our Brazil team has been using drones for more than seven years to enhance our operations and educate other operators in the region about the efficiency and opportunity drones provide.

Initially, drones were used for imagery and site inspections. Today, approximately 95% of chemical site preparation and nearly 100% of ant control applications have transitioned from manual or mechanized methods to drone technology. This shift has improved treatment quality, reduced costs, reduced the climate and environmental impact, and increased operational efficiency.

A key environmental benefit of drone application has been a substantial reduction in water use, with water in chemical tank mixes declining by approximately 1,400% to 2,500% in some applications. Other environmental benefits include a reduction in diesel fuel used and subsequent GHG emissions along with reduced soil disturbance and compaction.

Our Brazil team is also piloting the use of drones for inventory measurements, further showcasing its innovative use of drone technology in forest management in that country.

PROTECTING
WATER QUALITY AND QUANTITY

WATER IS LIFE, and forests are one of the greatest allies for protecting it. Across our clients' lands, more than 11,700 miles of streams flow, weaving together ecosystems, communities, and economies. Our foresters take their role as stewards of these watersheds seriously, understanding that healthy, well-managed forests are integral to providing clean, abundant water for all organisms and communities.

In the face of climate change, urbanization, and shifting land uses, water security has become a top priority for communities, businesses, and policymakers. Forests act as natural water protectors, filtering pollutants, stabilizing soils, and regulating local water supplies. As rainfall patterns grow more unpredictable, these benefits are critical for improving community resilience against extreme weather and ensuring clean water for future generations.

Every mile of stream within our clients' forests is safeguarded through the application of BMPs, a proven approach to improving water quality and biodiversity[7]. As part of our biodiversity inventory work in the Unites States, we've documented 24 rare, threatened, and endangered species of aquatic organisms in these waters to date. This is living proof that our efforts to protect forests and water are making a meaningful difference.



2024 WATER IMPACT	U.S.	BRAZIL
Area in Riparian Management Zones	370,757 acres	2,200 hectares
Stream Length	11,000 miles	1,200 kilometers
Area Enrolled in Wetland Mitigation Banks or Ecosystem Services Programs	611 acres	409 hectares

[7] Cristan, R., Aust, W. M., Bolding, M. C., Barrett, S. M., Munsell, J. F., & Schilling, E. (2016). Effectiveness of forestry best management practices in the United States: Literature review. *Forest Ecology and Management,* 360, 133–151. https://doi.org/10.1016/j.foreco.2015.10.025



CONSERVING LIFE ON EARTH
IN A CHANGING WORLD

KEEPING FORESTS as forests is critical to mitigate and adapt to climate change and to reverse trends in habitat and biodiversity loss.

While the Kunming-Montreal Global Biodiversity Framework creates better alignment between nature positive and net-zero goals, we have always considered these two challenges as interconnected. As stewards of the land and fiduciaries, we cannot fulfill our mission to be the premier creator of forest value without integrating climate change and nature impacts into our governance processes, management plans, and actions.

Building upon climate scenario analysis work, our Forest Sustainability Team completed a cross-functional climate risk and opportunity assessment as recommended by the TCFD. During 2024, the team also completed a LEAP (locate, evaluate, assess, and prepare) assessment aligned with the TNFD to identify nature-related dependencies, risks, impacts, and opportunities.

The figures on the next page describe our climate and nature-related risks and opportunities for our business and assets under management and show where the two themes intersect, as determined in our initial assessment in 2024.



NATURE AND CLIMATE-RELATED RISKS

Short term (0-2 years) | Medium term (3-10 years) | Long term (10+ years)

CLIMATE	NATURE AND CLIMATE	NATURE
Changes to forest certification	Flooding or acute drought from changes in precipitation patterns	Perceived greenwashing
Climate risk disclosure requirements	More stringent standards from regulatory and/or certification bodies	Conflicts with Indigenous Peoples populations
Reputational risk from greenwashing and concerns around nature-based solutions (NBS)	Decline of ecosystem integrity and ecosystem services	Increased nature-related ESG due diligence from timber buyers
Regulatory changes to forest practices, standards, and supply chain	Extreme weather events and sea-level rise in some areas	Society is not willing to pay for nature conservation, restoration, and protection
Increasing land use competition	Loss from uncontrollable wildfires	Soil health degradation
Rising costs and lack of availability or value from insurance	Change in forest habitat	
Carbon pricing	Long-term changes to precipitation patterns	
Reduced markets for forest products	Limits to suitably climate-adapted tree species	
Social implications from carbon credits potentially competing with timber	Introduction of new or exotic invasive pests and diseases	
Decreasing demand for NBS from technology		
Health risks to workers from increased frequency and intensity of heat waves		
Increased infrastructure spending to maintain and respond to changing climate conditions		

NATURE AND CLIMATE-RELATED OPPORTUNITIES

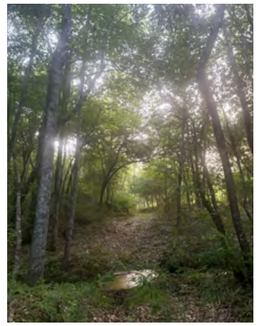
Short term (0-2 years) | Medium term (3-10 years) | Long term (10+ years)

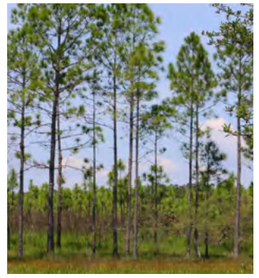
CLIMATE	NATURE AND CLIMATE	NATURE
Increased demand for wood due to rise in biomass, biofuels, and other innovative products	Leadership on aligning voluntary reporting frameworks and meeting investor demand for sustainable financial products	Demonstrate biodiversity value of land through bespoke biodiversity measurement methods in response to investor interest in nature-positive investments
Increased carbon credit market confidence	Additional water-related market opportunities	Enter more land into a relevant payment for ecosystem services (PES) and/or biodiversity crediting schemes
Forest management practices, such as prompt reforestation, thinning, and prescribed fire, build healthy, resilient forests and help mitigate risks	Generate biodiversity or carbon credits as an additional revenue source and increase in commercial value	Regulatory action could spur premiums for sustainably sourced, deforestation-free forest products
Integrating climate risk and scenario analysis into due diligence, modeling processes, and asset management could help RMS better assess, price, and manage risks	Develop forest management best practices and invest in innovative research to make client assets more resilient over time	Society placing increased importance on biodiversity
Effective advocacy work on behalf of working forests	Potentially longer growing seasons from increased mean temperatures	
Increased demand for forest products and forest investments as natural climate solutions	Potential increased productivity in some areas from carbon fertilization	
More fully integrate climate considerations to better achieve RMS' forest protection objectives		
Energy efficiency and potential operational cost reductions from low-carbon machinery		

NATURE AND CLIMATE STRATEGY

Recognizing these risks and opportunities and following the mitigation hierarchy, RMS works globally to conserve biodiversity and promote climate resilience on our clients' lands by:

STRATEGY	EXAMPLES
Integrating biodiversity and climate considerations and conservation efforts into all of our silviculture and harvesting management plans to **avoid, reduce**, or minimize negative biodiversity impacts	▶ Matching the right species to the right site based on climate and soil conditions ▶ Protecting riparian areas and waterbodies by implementing BMPs ▶ Considering retention (e.g., mast-bearing hardwoods, snags, deadwood) in all management plans ▶ Protecting known special sites and/or rare, threatened, and endangered species through all phases of management
Exploring ways to **restore** and **regenerate** biodiversity within the forests we steward—efforts that often bring valuable climate co-benefits	▶ Habitat and ecosystem restoration efforts (e.g., wetland for herpetofauna, longleaf pine ecosystems) ▶ Habitat, species, and wetland mitigation banks ▶ Conservation easements ▶ Species reintroductions ▶ Climate-forward forest management
Transforming the conservation community by building trust-based partnerships, championing proactive conservation, and leading with purpose to place private working forests at the center of nature-based solutions while reducing regulatory risk	▶ Founding member of the Wildlife Conservation Initiative (WCI), a voluntary, collaborative partnership with NAFO, USFWS, and the Association of Fish and Wildlife agencies (AFWA) ▶ Founding member of Conservation Without Conflict ▶ Co-creator of groundbreaking Partners for Fish and Wildlife Agreement with USFWS to reintroduce the federally listed reticulated flatwoods salamander







In all aspects of our business, data is foundational to our actions. As such, we invest time and resources into biodiversity and forestry data collection to create accurate baselines that guide place-based strategies. We also report in alignment with leading sustainability standards and frameworks, including SASB, TCFD, and TNFD.

CASE STUDY

SWALLOW-TAILED KITE JOURNEY

IN 2021, RMS joined a consortium to aid in ongoing conservation efforts in Georgetown, SC, for the swallow-tailed kite, one of America's most distinctive and recognizable birds of prey. The kite is a migratory species that overwinters in South America and migrates north each spring to summer in forests across the lower coastal plain in the U.S. Southeast.

In recent decades, the kite's habitat range in the United States has shrunk, a result of both forest loss and expanding residential and commercial development in the region. This has contributed to its state listing in South Carolina, Mississippi, Texas, and Alabama. While not federally listed under the Endangered Species Act, the kite does have federal protection under the Migratory Bird Treaty Act.

RMS, along with the American Bird Conservancy (ABC), the Avian Research and Conservation Institute, White Oak Forest Management, Forest Investment Associates, and International Paper, have joined forces to study the habitat requirements of the kite and the challenges it faces.

Three kites were fitted with GPS transmitters to better understand their nesting, feeding, and roosting habits. While the resolution of the data in Brazil is not fine enough to be certain, it's possible they are overwintering on RMS-managed lands. Nonetheless, the data demonstrates the importance of managed forests for many species of conservation concern and the opportunities we have to protect them through responsible forest management.

FULL MIGRATION CYCLE OF PETER'S CREEK SWALLOW-TAILED KITE

GPS-TAGGED BY ARCI JUNE 2023 – APRIL 2024 | BLUE=SOUTH, PINK=NORTH





CASE STUDY

CREATING OUR U.S. BIODIVERSITY INVENTORY

BIODIVERSITY is the variety of life in all its forms, and quantifying it is complex. We're working on a science-based approach that leverages our partner relationships and uses key taxonomic groups to help us better understand the relationship between working forests and the conservation of biodiversity. In return, this will help us better manage species and communities of conservation concern at scale and understand how to assess ecosystem health beyond traditional forest measurements.

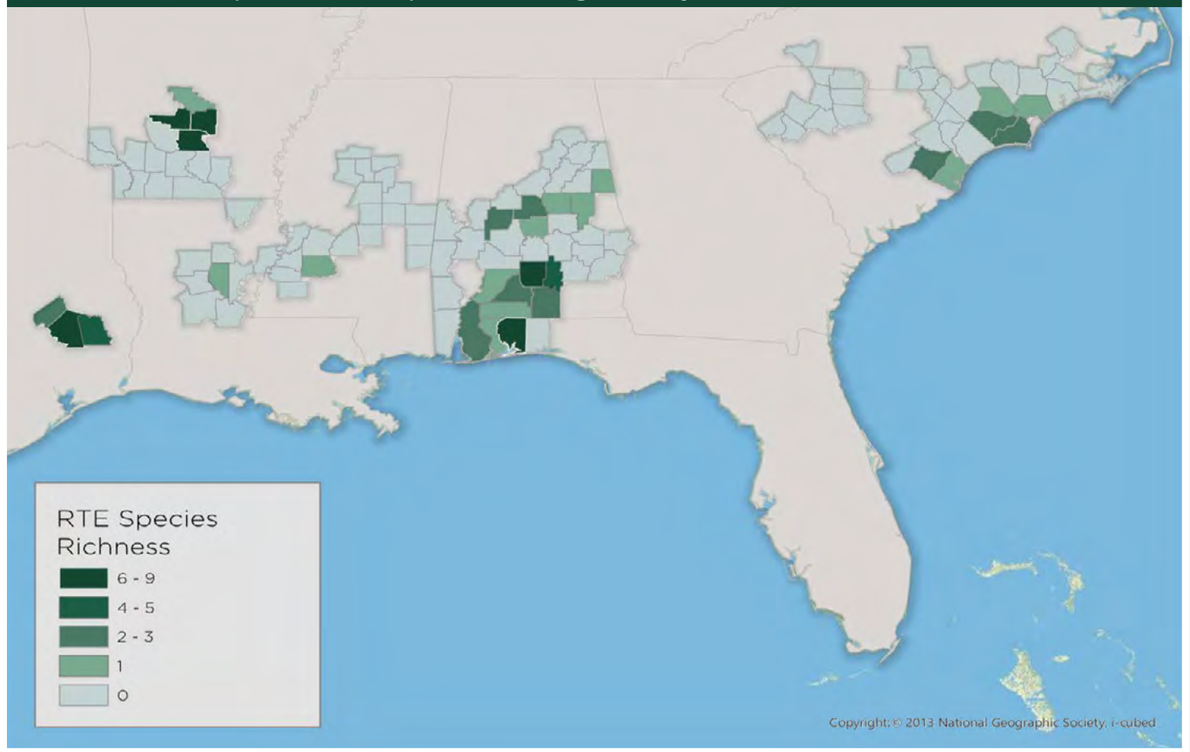
RMS staff and our partners at Tangled Bank Conservation (TBC), the National Council for Air and Stream Improvement (NCASI), and the ABC use environmental DNA (eDNA), camera traps, acoustic monitors, visual identification, and point count surveys to collect species observations across aquatic, reptiles, amphibians, and bird groups. With the preliminary data we've received, we've documented 18 unique RTE species, increasing our known rare, threatened, and endangered (RTE)[8] species from 26 to 44. The map to the right shows the known RTE species richness by county across our managed footprint in the United States. We believe the more we look, the more we find, and the better we can manage.

We expect to expand these surveys into every U.S. state in which we manage forestland and increase the sample size. We're also working with our partners at TBC and U.K.-based Nature Positive to build a set of indices to relate species, stand, and landscape-level data to better assess biodiversity health and ecological integrity.



RMS Intern Jordan Haber

Known Rare, Threatened, and Endangered Species of Conservation Concern

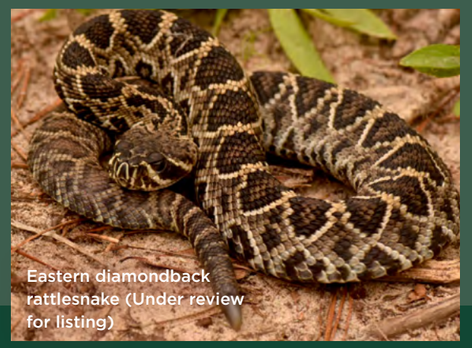


Known RTE Species Richness by Major Group

AMPHIBIANS	REPTILES	MOLLUSKS	FISH	BIRDS	FLOWERING PLANTS	ECOLOGICAL COMMUNITIES	MAMMALS
5	5	13	11	4	1	4	1



Texas trailing phlox (Federally and state endangered)



Eastern diamondback rattlesnake (Under review for listing)



Red cockaded woodpecker (Federally threatened)

[8] In the United States, rare, threatened, and endangered (RTE) include all federally listed and candidate species and communities under the U.S. Endangered Species Act (ESA), species that are globally imperiled (includes G2 Imperiled and G1 Critically Imperiled) and globally vulnerable (G3 Vulnerable), and elements that are imperiled (includes S2 Imperiled and S1 Critically Imperiled) at the state level as determined by NatureServe. It may also include elements that are vulnerable at the state level (S3 Vulnerable) if candidate for federal listing.

CASE STUDY

WILDLIFE CONSERVATION INITIATIVE: CONSERVING BATS ACROSS THE UNITED STATES



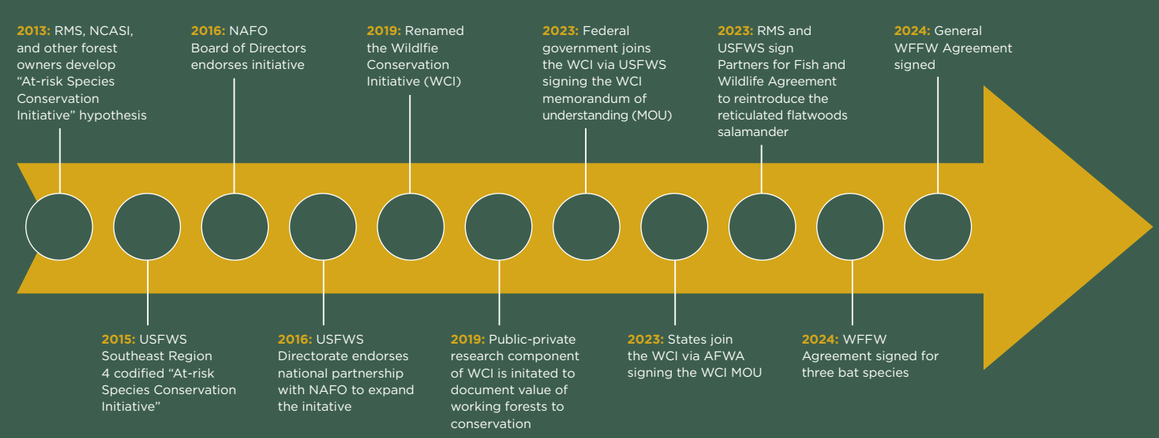
> **"Private working forest owners are a crucial part of species conservation," said Kate Gatto, Chief Strategy Officer of the National Alliance of Forest Owners. "Over half of all U.S. forests are privately owned, and bats and other wildlife move freely across property lines. To make a real impact, private landowners and government agencies must work together through voluntary, landscape-wide collaboration. We have to find creative solutions, as RMS is doing in its innovative approach to bat conservation. Through the Wildlife Conservation Initiative, RMS is implementing proactive, science-driven solutions to address conservation challenges at scale—while keeping forests healthy and providing the forest products rural communities depend on.**
>
> **— KATE GATTO, CHIEF STRATEGY OFFICER, NAFO**

BATS ARE HIGHLY BENEFICIAL creatures that are vital to the balance of nature, especially the balance of insect populations. With the rapid spread of white-nose syndrome (WNS), a highly lethal fungus that infects hibernating bats, many bat species are at risk of extinction. These include the northern long-eared bat (NLEB), tricolored bat (TCB), and little brown bat (LBB).

When the NLEB was reclassified as federally endangered in 2023, the regulatory language posed concerns to forest operations. The highly conservative and costly conservation measures imposed made it challenging for private forest owners to be part of the conservation solution. The listing and guidance language also provided little regulatory incentive to look for or do research on bat populations on private lands.

NLEB's range overlaps a significant amount of private forestland, and science suggested private working forests should be part of the conservation solution for this species and the other two as well. RMS, NAFO, other NAFO members, NCASI, and USFWS found a situation that was ripe for a creative policy solution. Their goal was to keep working lands working for the benefit of the species and economic objectives.

In October 2024, NAFO and USFWS signed the first of its kind Working Forests for Wildlife (WFFW) agreement for conservation of the three bat species. This allows NAFO members with third-party certified lands to enroll in the agreement, protecting them from incidental take as long as they implement forest certification requirements. In return, the members commit to activities such as management, monitoring, research, or surveys that provide conservation benefit for bats or improve our understanding of how working forests support bat conservation.





RMS believes this agreement is a win-win for the species and our investors, and it signifies an enduring culture of trust between private forestland owners/managers and public agencies. With tens of millions of acres of forestland potentially entering this agreement, the conservation opportunities and benefits are monumental.

We have already begun integrating bat conservation techniques into our certification training and conducting in-house bat research. We look forward to forthcoming forest management guidelines to help conserve bats in working forests.

In December 2024, a general WFFW agreement was executed to promote conservation of any other species or group of species with a forest nexus. The WCI timeline above shows the evolution of the sort of transformation RMS, NAFO, and many others have been building to create better relationships and conservation outcomes between public and private partners.

BUILDING COMMUNITY AROUND SOLUTIONS

COMMUNITY is at the heart of the transformative ambitions of our sustainability strategy. As sustainability activist Grace Lee Boggs said, “Movements are born of critical connections rather than critical mass.” Below shows a glimpse of how RMS was able to genuinely engage with other passionate sustainability advocates in 2024.



Luis Costa, Production and Sales Manager, South America, speaking at Pinus Conecta, Brazil



President and CEO Alex Hinson, NAFO Board of Directors meeting



Forest Sustainability Manager Kirstie White presents at New York City Climate Week


RMS Sustainability Team, SFI Annual Conference, Atlanta, GA



Jimmy Bullock, SVP, Forest Sustainability, participating in a panel discussion, SFI Annual Conference, Atlanta, GA


Fabio Brun, Managing Director, South America, speaking at APRE Year-End Gala Dinner



President and CEO Alex Hinson, SAF Student Chapter, Stephen F. Austin State University





SUMMER BIODIVERSITY SURVEYS

OUR FOREST SUSTAINABILITY TEAM and Alejandra Martinez, RMS Texas Resource Forester and in-house bird expert, collaborated with our Louisiana and Alabama teams to conduct bird point count and acoustic monitor surveys to monitor birds, bats, and amphibians.

We also participated in a joint internship program with NCASI, giving Jordan Haber, our Nature and Biodiversity Intern, opportunities to work with NCASI’s Dr. Angela Larsen-Gray. Together, they analyzed the acoustic monitor data Jordan and other RMS staff gathered in the field. Along with supporting our biodiversity inventory work, Jordan is using this data to evaluate the effects of forest management on bird populations as part of his graduate work at Duke University.



NATURE AND CLIMATE
METRICS

BELOW SHOWS a subset of SASB industry-based sustainability disclosures, TNFD metrics, and some internal metrics.

In aggregate, we believe these provide a holistic view on our climate and nature-related impacts.

A comprehensive index of these disclosures is available in the Appendix.

We do not have any formal corporate or fund-level nature targets. We may consider them in the future as initiatives like the Science-based Targets for Nature mature.

NATURE AND ECOSYSTEM SERVICES

METRICS[9]	U.S.	BRAZIL	SOURCE
Total Spatial Footprint	2,124,113 acres	44,480 hectares	TNFD: C1.0
Extent of Land and Freshwater That Is Sustainably Managed	2,124,113 acres	44,480 hectares	TNFD: C1.1
▶ Plantation (T7.3)[10]	1,590,203 acres	17,574 hectares	
▶ Deciduous Temperate Forests (T2.2)	476,103 acres	0 hectares	
▶ Warm Temperate Laurophyll Forests (T2.4)	0 acres	25,240 hectares	
▶ Urban and Industrial Ecosystems (T7.4)	57,806 acres	1,689 hectares	
Extent of Land and Freshwater That Is SustainablyManaged for Timber Production	1,681,171 acres	17,364 hectares	
Area of Forestland Third-party Certified	2,124,113 acres 100%	44,480 hectares 100%	TNFD FP.A22.0/ SASB: RR-FM-160a.1
▶ SFI	2,124,113 acres	—	
▶ FSC	904,337 acres	44,480 hectares	
▶ Dual (SFI and FC)	904,337 acres	—	
Area Used for Production of Natural Commodities (i.e., timber)	1,681,171 acres	17,364 hectares	TNFD: FP.A3.0
▶ Final Harvest Area	59,565 acres	890 hectares	RMS
▶ Intermediate Harvest Area	62,312 acres	73 hectares	
▶ Area Regenerated	67,807 acres	1,579 hectares	
Trees Planted	35.4 M	2.1 M	
Area of Forestland in Threatened or Endangered Species Habitat[11]	6,499 acres	6,489 hectares	SASB: RR-FM-160a.3
Extent of Land and Freshwater Conserved or Restored	380,114 acres	25,240 hectares	TNFD: C1.1/ SASB: RR-FM-160a.2
▶ Voluntary	369,148 acres	12,932 hectares	
▶ Required by Statutes or Regulations	10,966 acres	12,308 hectares	
Proportion of Land Managed for Restoration or Conservation	18%	57%	TNFD: FP.A24.0
Rare, Threatened, and Endangered Species on Managed Forestland[12]	44	31	RMS
Area of High Biodiversity or Conservation Value	12,190 acres	2,053 hectares	TNFD: FP.A1.0

CLIMATE
CHANGE

WHILE OUR BUSINESS and assets we manage produce GHG emissions, they simultaneously provide climate mitigation benefits in three primary ways:

1. **SEQUESTRATION** — Taking carbon out of the atmosphere and transferring it to forest carbon pools
2. **STORAGE** — Capturing sequestered carbon in the forest and in harvested wood products
3. **SUBSTITUTION** — Using low-carbon-intensive forest products instead of high-carbon-intensive products like concrete, steel, and plastic

METRIC (MTCO2E)	U.S.	BRAZIL	SOURCE
Greenhouse Gas Emissions (Total)	205,013	4,944	TNFD: FP.AX1.0
▶ Scope 1 (Total)	66,002	28	
▶ Fuels	1	28	
▶ Fertilizers	35,387	0	
▶ Prescribed Fire	30,614	0	
▶ Scope 2 (Location-based, Total)	246	1	
▶ Scope 3 (Total)	138,765	4,916	
▶ Category 1: Purchased Goods and Services	116,054	4,328	
▶ Category 4: Upstream Transportation and Delivery	21,577	495	
▶ Category 6: Business Travel	851	68	
▶ Category 7: Employee Commuting	283	24	
Carbon Removals (Total)	3.5 M	—	
▶ Natural and Semi-natural Forests[13]	1.7 M	—	
▶ Products	2.1 M	—	
Carbon Storage	188.6 M	2.7 M	

[9] RMS is working on developing methodology to report land/freshwater use change, which represents a small portion of our assets under management. We also do not have data to report pollutants released to soil (de minimus), volume of water discharged (irrelevant), weight of hazardous and non-hazardous waste (de minimus), plastic footprint, non-GHG air pollutants, water withdrawal and consumption (irrelevant), any metrics related to procurement of high-risk natural commodities (irrelevant), or any placeholder indicators that have yet to be finalized by the TNFD.

[10] As required by the TNFD, ecosystem type is defined by the International Union for Conservation of Nature Global Ecosystem Typology.

[11] 6,499 acres of overlap between protected conservation areas and areas in threatened and endangered species habitat

[12] In the United States, rare, threatened, and endangered (RTE) include all federally listed and candidate species and communities under the U.S. Endangered Species Act (ESA), species that are globally imperiled (includes G2 Imperiled and G1 Critically Imperiled) and globally vulnerable (G3 Vulnerable), and elements that are imperiled (includes S2 Imperiled and S1 Critically Imperiled) at the state level as determined by NatureServe. It may also include elements that are vulnerable at the state level (S3 Vulnerable) if candidate for federal listing.

[13] Semi-natural forests include multi-strata planted forests.

CARBON REMOVALS
AND STORAGE

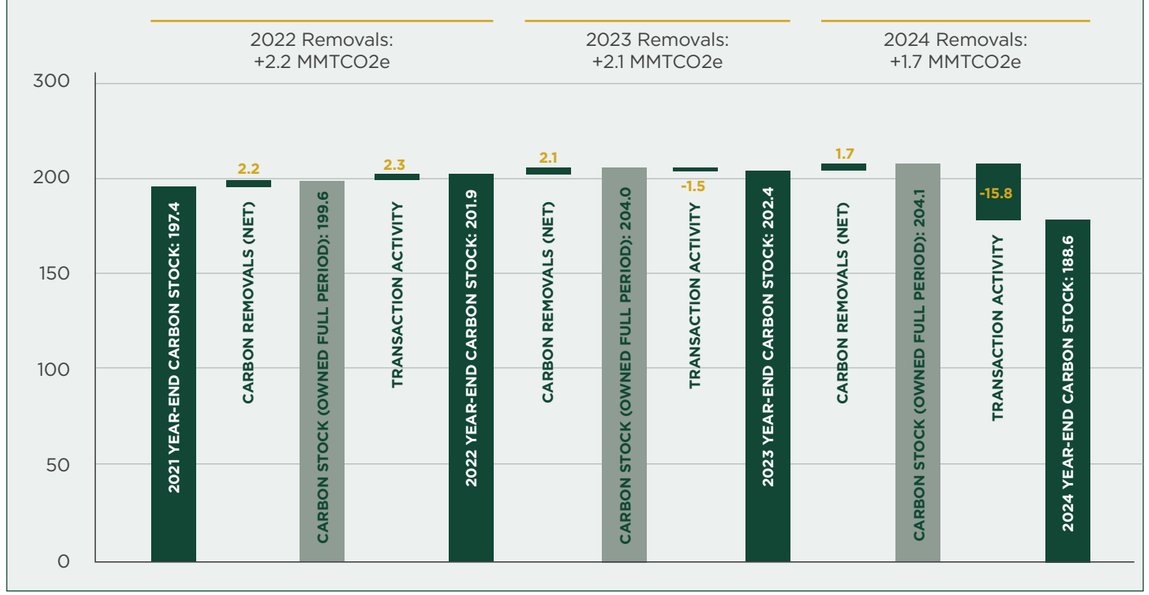
WE ACCOUNT FOR land-based carbon removals, or net-sequestration, on forestlands we manage by analyzing the difference between biomass growth and harvest along with other forest inventory measurements that determine timber volume and value. Carbon is locked up in long-lived wood products, such as construction lumber and plywood produced from harvested timber.

We calculate the average amount of carbon remaining in harvested wood products after 100 years as a product removal. The standing forest carbon stock reflects the carbon stored in the aboveground and belowground biomass of timber. Inventorying standing forest carbon stocks helps us monitor the long-term stability of these carbon pools[14].

While carbon removals were positive, indicating a net climate benefit, carbon storage declined due to transaction activity, specifically dispositions.

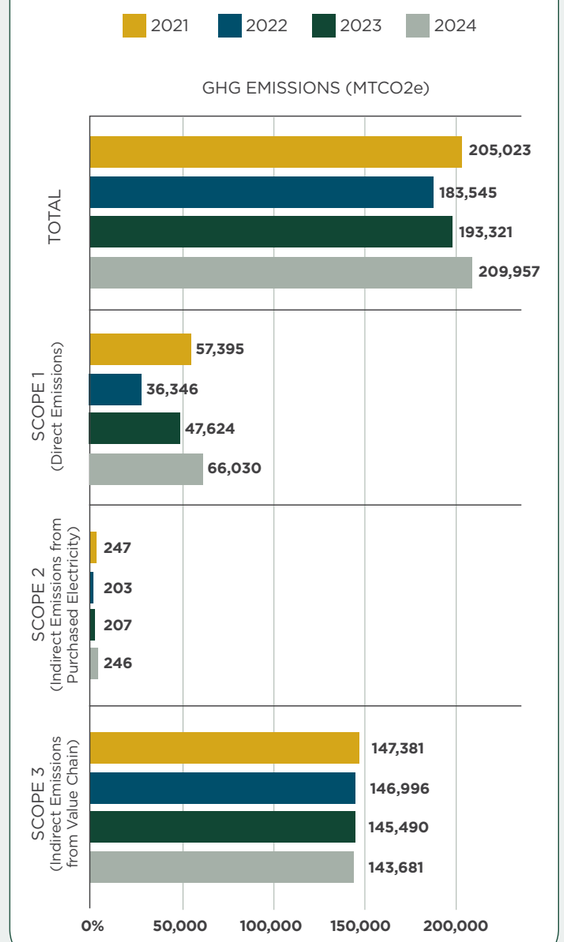
In 2024 in the United States, the net carbon removed from the atmosphere by RMS-managed forests was the equivalent of taking nearly 400,000 gasoline vehicles off the road for a year[15].

CARBON STORAGE AND REMOVALS IN RMS-MANAGED U.S. FORESTS (MMTCO2E)



[14] CO2e for RMS properties under management in the United States include tree biomass, both aboveground and belowground. This measure does not include non-tree biomass within the forest, such as soil carbon. We're working on developing methodologies to estimate carbon removals for our Brazil assets under management.
[15] Conversions provided by the EPA Greenhouse Gas Equivalencies Calculator.

RMS GREENHOUSE GAS EMISSIONS[16]





GREENHOUSE GAS EMISSIONS

WHILE OUR FOREST MANAGEMENT EMISSIONS are small relative to annual sequestration and storage, every ton of carbon and every tenth of a degree of average temperature change matters in global efforts to mitigate climate change.

We account for our corporate emissions and emissions associated with our forestland assets under management (AUM) in alignment with the Greenhouse Gas Protocol (GHGP) Corporate Standard, which is the most widely used international GHG accounting standard. Accurate and transparent GHG accounting is essential for operating in a carbon-constrained world and for any organization with ambitions to decarbonize. We look forward to continuing to improve our inventory, as we currently do not account for emissions beyond the mill gate. (e.g., transportation of stumpage sales, processing, end-of-life emissions)

In 2024, we addressed items from our 2023 GHG assurance process and added additional emissions sources, including nitrous oxide (N2O) and methane (CH4) emissions from prescribed burning, to our inventory.

In 2024, our total emissions were approximately 209,957 metric tons of carbon dioxide equivalents (mtCO2e), or +9% relative to 2023. The increase in total and scope 1 emissions from 2023 was largely due to returning to our standard fertilization program as product prices had settled more. Scope 2 changed because we updated our methodology to use area based intensity estimates for some RMS offices. Previous years' scope 1 and 2 emissions have been adjusted. Further information on these changes can be found in our updated methodology **HERE.**

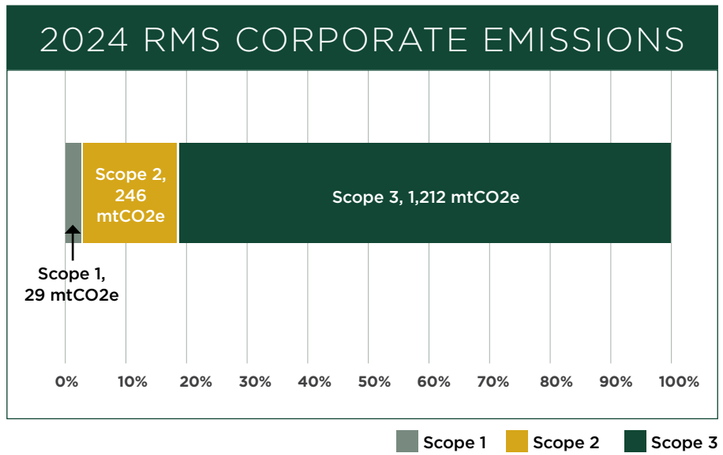
[16] 2024 total emissions per scope were assured by ERM CVS.



Planting season, Atlantic Region

OPERATING MORE SUSTAINABLY

EMISSIONS FROM our business operations account for 1,488 mtCO2e, or 0.7% of our total emissions. In 2024, we began an RMS Sustainability Challenge program to encourage all of our regions to adopt sustainable business practices (e.g., reducing single-use plastic, conserving electricity) that could contribute to reducing our corporate climate and nature footprint. While there is not yet enough data to discern the impact, we're excited about the future of this program to help develop emission-reduction targets.



LAND-BASED SOLUTIONS

THE ADOPTION OF solar energy skyrocketed following the passage of the U.S. Inflation Reduction Act (IRA), making solar arguably the cheapest source of energy on the planet[17].

With the increased urgency and demand for clean energy, we believe identifying tracts near major transmission grids for renewable solar or wind energy is a viable strategy for increasing forest value while mitigating climate change. We recognize the global need for a clean energy transition while also emphasizing the importance of responsible and sustainable land-use practices, community involvement, and conservation efforts to minimize the environmental impact of solar energy development. This same perspective holds true for climate mitigation technologies, such as geologic carbon capture utilization and storage (CCUS).





To address these issues, we conduct due diligence on solar energy and carbon capture developers before options are in place to help ensure their projects will conform to all state and federal environmental regulations and guidelines. We favor developers with a record of using environmentally and socially responsible practices. Further, all projects must maintain important environmental and cultural forest values that we've identified. For solar leases, provisions require the developer to remove the panels and infrastructure, allowing for reforestation at the end of the term.

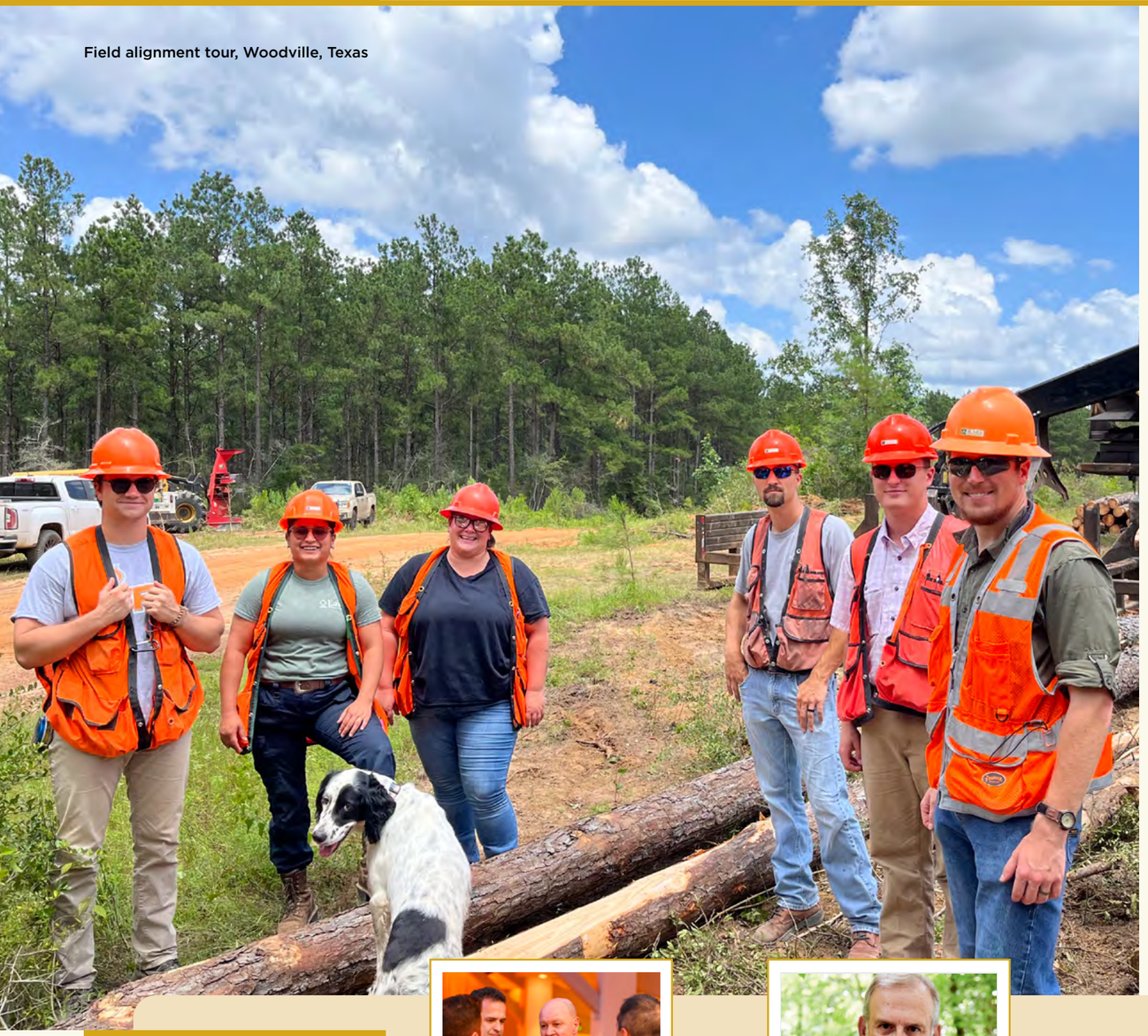


[17] Lazard. (2024, June). Lazard's Levelized Cost of Energy (LCOE) 2024. https://www.lazard.com/media/gjyffoqd/lazards-lcoeplus-june-2024.pdf

PEOPLE

MATERIAL TOPIC	2024 ACCOMPLISHMENT
Talent Attraction and Retention	Creation of internal professional development program

Accounting team audit, Central Region



Field alignment tour, Woodville, Texas

INVESTING IN OUR GREATEST ASSET

OUR EMPLOYEES are the heart of everything we do, offering not just their skills but their unique perspectives and passions. This community, with their collective deep sense of responsibility for the well-being of our clients, the land we steward, and each other, drives our success.

155
Directly Employed Globally
(142 U.S., 12 BR, 1 NZ)

17
Interns Hosted Globally
(17 U.S., 0 BR)

$375 K
Spent on Employee Training and Development

99% **Eligible[18] Employees Participated in the Mentorship Program as a Mentee**

97% **Employees[19] Enjoyed Working at RMS**

6 Weeks
Paid Parental Leave Provided
(inclusive of all genders and family creation types)

12 Weeks
Unpaid Family Leave Provided
(parental, family member care, medical leave)

[18] Eligible mentees include RMS employees who are within three years of graduation

[19] Based on 76% participation rate, with employees responding good or excellent to summer and winter 2023 surveys.

RMS EMPLOYEE SPOTLIGHT

We're pleased to work with talented people and celebrate their achievements.



FABIO BRUN, South America Managing Director, was elected president of the Paraná State Forestry Association.



JIMMY BULLOCK, SVP, Forest Sustainability, was recognized as a 2024 Champion of Conservation by *Garden & Gun magazine.*



MATT EZEKIEL, Central Region Manager, was elected to the Auburn University Advisory Council.



CARRIE LAWRENCE, Texas District Manager, completed the Texas Leaders Emerging Across Forestry (LEAF) program.



CIERRA WARD, North Carolina Forestry Manager, received the North Carolina Advocate of the Year award.

PROFESSIONAL DEVELOPMENT FORUM

WE STRIVE TO CREATE an inclusive workplace and culture, where employees feel valued, respected, challenged, and supported regardless of their background. Through conversations with our employees, we seek out ways to enhance the investments that we make in our people. An additional investment in 2024 was the formation of the RMS Professional Development program.



Eric O'Connor, Director, Forestry Operations, and Alex Hinson, President and CEO, Wilmington, NC

Alex Hinson, RMS President and CEO, described the program's purpose as, "to take RMS' most valuable resource—our employees—and enhance our collective performance through training and skill development programming designed specifically for our organization. In short, this program aspires to take the best of what we create together and make it even better."

The program was developed based on direct feedback from RMS management and other employees. The first cohort of 15 people across the organization kicked off in December 2024 centered around three topics—managerial foundations, RMS value chain, and RMS vision and foundation. The cohorts gave their time and attention to make RMS a better-performing company and to set in motion a more tangible commitment to the development and performance of all employees. This program will be run annually and tailored to fit each cohort's needs.

Patrick Cumbie, Director of Product Development, ArborGen; Alasdair Woore, Manager, Forest Productivity, RMS; and Seth Glaze, Area Manager, Bluff City Nursery, AR





Professional development participants, Birmingham, AL

CASE STUDY

LEARNINGS FROM AN EARLY-CAREER PROFESSIONAL

AS MANY SEASONED EMPLOYEES retire, RMS has embraced a generational shift. With the average employee age trending downward, the infusion of young talent has energized our teams. We caught up with Angel Cagle, who completed her first full year at RMS.

A Resource Forester on the Jena, LA, team, Angel interned with our Florida team in the summer of 2022 and joined the RMS Delta Region full time after earning her undergraduate forestry degree from Auburn University in 2023. One of the highlights of her first year at RMS was attending the Georgia Pine Conference in Athens, GA, engaging in discussions about industry challenges and reconnecting with one of her professors. She was also paired with Angela Leslie, Forest Planner, in our mentorship program, which is designed to support early-career professionals.

"It's been great having someone in a different position than I am to see their take on things, hear their opinions and thoughts, and get a different perspective on how the company works, especially with Angela's experience with different roles and companies," said Angel. "She's helped me come up with goals and how to develop a relationship with the loggers I manage. She's also showing me some work on Power BI!"

Angel Cagle, Resource Forester, Delta Region



Angel's experiences highlight RMS' commitment to cultivating talent and fostering an inclusive, supportive environment. As we continue to grow, programs like mentorship and opportunities for professional development remain at the forefront, empowering the next generation of forestry professionals to lead with confidence and purpose.

> **"During my first year as a Resource Forester, I learned that lot of my job is not necessarily managing the forest but managing people, as I deal with contractors every day.**
>
> **— ANGEL CAGLE**



Alex Hinson, President and CEO, alongside the Red River Team

CULTIVATING
EXCEPTIONAL TEAMS

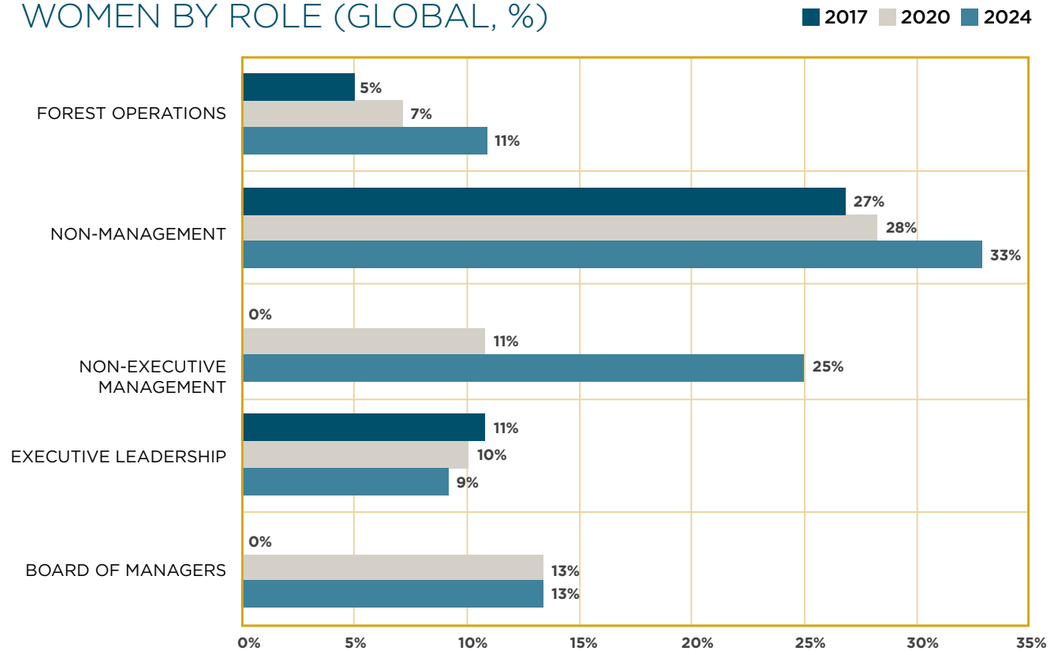
WORKING WITH NATURAL RESOURCES, it's not hard to see how important diversity is for healthy, resilient systems. Diversity, equity, and inclusion is intertwined with good governance and essential to creating a healthier workplace that benefits everyone. Governance that lacks diversity and neglects equity and inclusion fails to represent the full spectrum of voices, perspectives, and experiences. Achieving diversity, equity, and inclusion ensures that governance decisions and policies are more comprehensive, just, and effective, leading to better business outcomes and value for our clients and society.

RMS DIVERSITY, EQUITY, AND INCLUSION POLICY: Our employees, management, and owners are committed to building a diverse and inclusive team. We believe this requires conviction and intentionality. We will make decisions about our people based on merit and actively promote a culture that welcomes everyone. Together, we can create a company that is recognized as the premier creator of forest value.

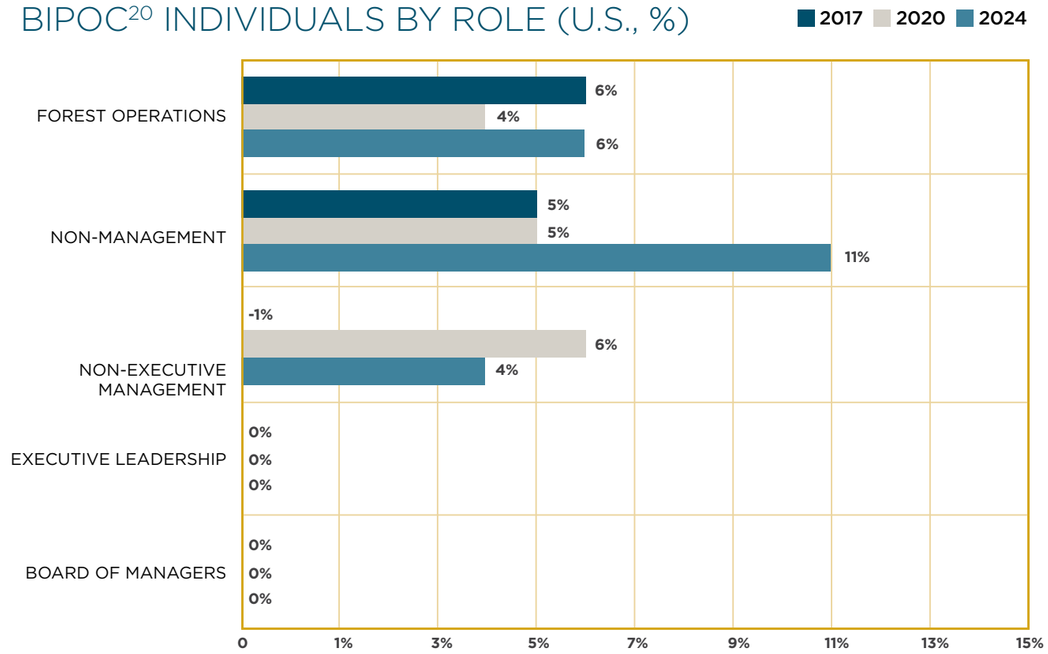
Our diversity, equity, and inclusion program is governed by the Diversity, Equity, and Inclusion Implementation Team, which is a group of RMS employees representing different work functions and locations. Team members follow a charter that provides primary guidance and grants them oversight of our diversity, equity, and inclusion program. Key attributes of the team are:

- **Reports to the RMS Executive Team**
- **Represents a range of employee locations and functions, including senior leadership**
- **Ensures execution of initiatives to promote fairness across the organization**
- **Stays up to date with best practices**
- **Provides guidance on implementing diversity, equity, and inclusion practices**

WOMEN BY ROLE (GLOBAL, %)



BIPOC[20] INDIVIDUALS BY ROLE (U.S., %)



[20] BIPOC refers to Black, Indigenous, and People of Color. Race and ethnicity statistics are only available in the United States.

HEALTH, SAFETY,
AND WELL-BEING

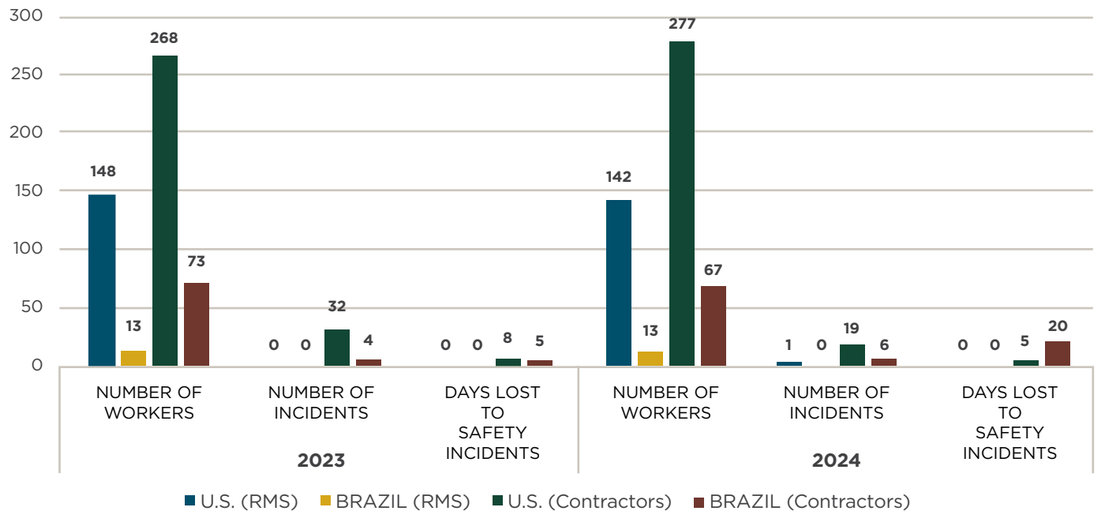
WE AIM TO CREATE a secure and safe workspace that prioritizes the physical, mental, and emotional well-being of our employees, contractors, and service providers.

Our 2023 materiality assessment underscored the significance of on-the-job health and safety for our employees and contractors. Creating a culture that promotes safety in the workplace not only diminishes costs but also mitigates risks across the entire forestry supply chain.

Contractor safety incidents decreased by 41% in the United States. and increased by 50% in Brazil relative to 2023. Globally, RMS safety incidents increased by 100% relative to 2023 due to an increase from zero to one incident involving a strong reaction to insect bites.

2024 SAFETY PERFORMANCE	EMPLOYEES		CONTRACTORS	
	U.S.	BRAZIL	U.S.	BRAZIL
Number of Incidents	1	0	19	6
Days Lost due to Safety Incidents	0	0	10	20
Number of Contracting Firms	—	—	277	67

SAFETY PERFORMANCE 2023-2024[21]



[21] For contractors, number of workers refers to the number of contracting firms.











CASE STUDY

CREATING A CULTURE OF SAFETY

AT RMS, safety is a top priority. We talked with Trevor Terry, RMS Red River Region Manager and U.S. Safety Team Chair, and Marlon Munhoz, Comfloresta Safety Coordinator who manages safety across all RMS Brazil managed properties, about their approaches to creating a culture of safety.


Trevor Terry

Q WHAT IS YOUR SAFETY PHILOSOPHY, AND HOW DO YOU PROMOTE IT IN YOUR TEAMS AND WITH CONTRACTORS?

A TREVOR: Our priority is ensuring that everyone we interact with, whether RMS employee or contractor, goes home safe at the end of the day. Nothing we do is more important than operating safely. In addition to implementing the RMS Safety Plan, I try to infuse our monthly safety meetings with a more hands-on, engaging approach. For instance, one of our Texas District Managers, Carrie Lawrence, created a safety-themed game board using our office floorplan. During the meeting, we formed teams, rolled dice, answered contractor safety questions, and moved across the board. Another example is a workshop we joined at the local zoo to learn about identifying poisonous snakes. These activities reinforce safety while keeping the team engaged.

Historically, I think safety was viewed in a negative light because it was more punitive rather than positive. That fear keeps people from talking about safety or reporting incidents. At RMS, we strive to have a culture of openness and want to identify areas where we can be more proactive rather than reactive when it comes to safety. We strive to discuss safety with our contractors at each visit but in a positive manner.

A MARLON: Our priorities are the same, and I see safety broadly in two segments—training and awareness building and monitoring. Training and awareness building are the most important because they are key to preventing accidents. Regular monitoring helps us respond to accidents quickly and improve our processes. The saying “you can’t manage what you don’t measure” is especially true.

There are a number of steps we take to promote safety with our employees and contractors, including rigorous safety onboarding, weekly safety talks, quarterly health and environment campaigns, training courses, randomized safety audits and emergency simulations, and participation in forums in the broader forestry community to share best practices.

Q WHAT ARE SOME HIGH-RISK SAFETY AREAS?

A TREVOR: Driving is the most dangerous activity we do every day as employees. We try to emphasize driving and vehicle safety in all of our meetings because it is our highest risk. For our contractors, we try to emphasize safety and their requirements before and during a job. We also tailor our safety discussions to seasonal risks. During the start of the school year, for example, we highlight the importance of being vigilant around school zones/buses. In winter, we focus on the increased risks of engine fires and other seasonal hazards, such as icy roads. These targeted discussions help raise awareness and keep safety top of mind for both employees and contractors.

A MARLON: We only use licensed and trained loggers in our harvesting operations to ensure strong environmental and social compliance. However, chainsaw operations are still among the riskiest activities we perform here in Brazil. So much so, we have an extra step during onboarding for employees and contractors dedicated to it. After we talk through the safety process, we go to the field with the Safety Team, we practice cutting a few trees, and we make any necessary corrections to their techniques. We reinforce this with randomized annual safety field audits that also evaluate chainsaw operations. These extra training and monitoring steps, along with other measures, have greatly reduced the number of chainsaw-related accidents.

Q HOW ARE YOU TRYING TO HELP IMPROVE THE RMS SAFETY PROGRAM?

A TREVOR: We have a long history of employees who have been brought up in a good safety culture, and we benefit a lot from that as a company. I strive to be a good example in my region, and I bring up safety with other region managers and discuss any incidents that have occurred. At the end of 2024, we reviewed the RMS Safety Team and decided to expand/restructure its make-up for 2025. One of our goals was to ensure diverse representation across all regions and offices, as well as a mix of ages and experience levels. We need more experienced employees to pass on the safety culture to the new generation of employees. The structure of the team is very important to me. We need to be inclusive and to have varying degrees of expertise.

A MARLON: FSC audits have elevated a number of opportunities for us to improve our safety program. One change on the monitoring side has been the improvement of our safety, social, and environmental reporting app. We implemented multiple upgrades, including the integration of inspections for fire extinguishers and other items, the ability. to attach pictures and videos, and enhanced reporting. Additionally, we improved our work instruction document to provide more safety guidance by activity performed in the office and in the forests.


Marlon Munhoz

COMMUNITY

MATERIAL TOPIC	2024 ACCOMPLISHMENT
Diversity, Equity, and Inclusion	Added new RMS/Society of American Foresters (SAF) Forestry Scholarship recipient
Local Community Investment and Engagement	Created new RMS Community Roots partnerships and projects with Scouting America, the Cahaba River Society, and the Make-a-Wish Foundation of Alabama

Delta Region gathering, Grand Gulf Military Park, Port Gibson, MS



RMS® COMMUNITY ROOTS

PRACTICING RECIPROCITY

COMMUNITY IS ESSENTIAL to our mission of advancing the practice of forestry and the appreciation for privately owned forests. A community of people who understand their mutual interdependence and place a high value on responsible forestry ensures that the good work we do will endure.

At RMS, connection and relationship building are at our core. We engage our communities via educational outreach, volunteering through our Community Root programs, our scholarship program, economic and rural development contributions, and advocacy.

EDUCATION AND COMMUNITY OUTREACH

STRONG EDUCATION is fundamental to cultivating the next generation of forest leaders. Our educational efforts include engaging with students of all ages through forest tours, classroom presentations, and workshops. These programs educate participants on the role foresters play in managing complex ecosystems and in producing nature-based services.

In 2024, we hosted and led 18 forest tours, gave 69 educational lectures and presentations, and had more than 700 employee volunteer hours.

GROWING RMS COMMUNITY ROOTS

WE FOCUS OUR CHARITABLE EFFORTS in small, rural communities within our footprint, where forestry has long served as the backbone of local economies. Additionally, we extend our support to urban communities around our corporate headquarters in Birmingham, AL.

We established the RMS Community Roots program to support our employees who are engaging in outreach in their communities. Each year, members of our team devote hundreds of volunteer hours to educational, philanthropic, and community-based efforts that are focused on promoting forest sustainability and forestry as a profession. Our employees receive one paid volunteer day per year for active engagement in their communities.

Habitat for Humanity (H4H) has been one of our main community impact activities. We began this partnership in 2018 with the goal of building at least one home in each of our legacy operating regions.

In lieu of a H4H footprint in Jena, LA, RMS and our forestry partners donated more than $40,000 in 2024 to spearhead the expansion of a dining hall at the local Scouting America's Camp Attakapas. Originally donated by the Bodcaw Lumber Company in 1957 for conservation and youth, the camp has helped thousands of kids develop leadership skills. The expansion of the dining hall is one part of the camp's overall restoration plan.

In the Jena Times, Robby Toombs, RMS Delta Region Manager, said, "Scouting plays a big role in the lives of our youth, as it helps mold and grow them. Our industry has a deep commitment to sustainability. When you think about sustainability, you often think of natural resources such as timber, water, and air. But the most important natural resources we have are our children. And that's what Scouting is about, and that's why we're so honored to help support this project."

During 2024 in Birmingham, AL, RMS established new partnerships with the Make-a-Wish Foundation and the Cahaba River Society.

RMS sponsored three employees to participate in the Make-A-Wish Trailblaze Challenge. In one day, they each hiked 26.3 miles of the Pinhoti Trail to raise money for children with critical illnesses in Alabama.

With the new Cahaba River Society partnership, 25 employees canoed down the river while removing approximately 250 pounds of trash. The Cahaba River is one of eight "hotspots of aquatic biodiversity" in the United States according to the Nature Conservancy and a drinking water source to one-fifth of Alabama's residents in the Birmingham metro area. Actions like these remind us that the responsibilities to the land and our communities are much deeper and broader than the forests we manage.

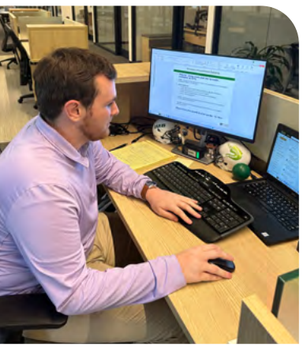


RMS employees and forestry partners, dedication day, Scouting America's Camp Attakaspas, Trout, LA

EXPANDING
CAREER PATHWAYS

WE BELIEVE that a more diverse and inclusive forestry sector is key to facing today's challenges. We aim to create pathways for underrepresented groups to find fulfilling careers in forestry through our three scholarship programs.

These programs—The Craig Blair-RMS Forestry Scholarship, RMS Forester of the Future Fund, and the RMS/Society of American Foresters Scholarship—have cumulatively disbursed $492,000 to date and offer career and financial support to undergraduate students studying forestry or a forestry-related field. Along with financial assistance, the scholarships provide paid summer internships with RMS. Scholarship recipients are also paired with RMS employee mentors. In 2024, we were pleased to welcome a new RMS/SAF scholarship recipient, Alexandra Butler, from Penn State University.







SCHOLARSHIPS

THE CRAIG BLAIR-RMS FORESTRY SCHOLARSHIP

EST. 2016

$422 K — DISBURSED TO DATE

36 — RECIPIENTS TO DATE

$52 K — DISBURSED 2024

5 — RECIPIENTS 2024

RMS FORESTER OF THE FUTURE FUND

EST. 2018

$40 K — DISBURSED TO DATE

3 — RECIPIENTS TO DATE

RMS/SAF SCHOLARSHIP

EST. 2021

$30 K — DISBURSED TO DATE

2 — RECIPIENTS TO DATE

$10 K — DISBURSED 2024

1 — RECIPIENT 2024


Jacob Otwell


Darius Ledbetter

JACOB OTWELL, a rising senior at Louisiana Tech, and **DARIUS LEDBETTER,** a graduate student at North Carolina State University, both received an RMS Scholarship and interned with RMS in 2024. When asked about their careers and lives, here's what they had to say.

SCHOLARSHIP RECIPIENTS SPOTLIGHT

Q **WHAT LED YOU TO FORESTRY AS A VOCATION?**

A

JACOB: The truth is that there is no place I would rather be than outdoors, so why not pick a major in that field? I want a career where I can not only be outdoors a lot, but also interact with like-minded people while making an impact on the world around me. A job in forestry will give me all of that plus some. I want to make sure that the woods that gave me so many memories will be around for generations to enjoy while also making the most of harvest each season, which is my favorite part. Looking at the woods as more than just dollar signs makes each day just a little bit better.

DARIUS: I chose forestry because I knew I wanted to do something involved with the natural environment. In my third year of college, I started doing research with Dr. Zakiya Leggett and Dr. Jennifer Richmond-Bryant. Being able to help alongside these two wonderful professors made me interested in forestry. I realized forestry was everything I loved as a young child wrapped up into one science.

Q **WHAT ARE YOUR NEXT STEPS AFTER GRADUATION?**

A

JACOB: I want to move into a job in the forestry industry as a harvest manager or silviculture forester.

DARIUS: My next step is continuing my education as a forester, whether that be focused on biometrics or data analytics inside of the forestry sector.

Q **WHAT DOES THIS SCHOLARSHIP MEAN TO YOU?**

A

JACOB: This scholarship is giving me the opportunity to really show how determined I am to work. It's also helping me figure out which part of the business I enjoy the most. Being active in the Forestry Club has given me a small amount of insight into the line of work, but this scholarship could shape my career into something completely unique. That is something you cannot buy with any amount of money.

DARIUS: This scholarship means that I'm able to pursue my academic passions, and it lifts some of the financial burden off my parents. I'm also able to learn from an amazing group of people and some of the best foresters in the country. I was able to visit the team in Wilmington after receiving this scholarship, and it really emphasized to me that Resource Management Service and the Society of American Foresters care.

Q **WHAT HAVE YOU LEARNED FROM YOUR INTERNSHIP?**

A

JACOB: I grew up on RMS-managed land, and being able to work where it feels like home is a blessing. This internship is giving me the confidence in my abilities as a forester as well as a true look into the profession that will help me reach my next step.

DARIUS: Without this internship, I would not have known a lot of things inside of forestry, such as the various ways you can manage one stand or how much focus and work it takes to run a model when looking into the growth and yield of various stands.

ECONOMIC IMPACT
AND ADVOCACY

> “Without prosperous local economies, the people have no power and the land no voice. — **WENDELL BERRY**



Inauguration ceremony of Chief Donnis Battise as First Chief of the Alabama Coushatta Tribe of Texas

FORESTRY IS THE BACKBONE of economies and cultures in the many rural communities where RMS operates. Strengthening and diversifying existing and emerging wood markets is critical for climate and economic resilience. In 2024, our operations contributed to the economy in the following ways.

344
Number of Local Contracting Firms Directly Supported Globally by RMS

$580 M
Payroll Supported in the United States[22]

$1.8 B
Sales and Manufacturing-driven Activity in the United States

14,000+
Number of Jobs Supported in the United States

97%
Area Available for Hunting and Outdoor Recreational Opportunities in the United States



The Brazil team distributing supplies to families impacted by severe flooding in Guaíba, Brazil



Region Manager Tony Doster and NCSU students touring a Delta Region property

[22] Economic data provided by the National Alliance of Forest Owners. Available in the United States only.

ADVOCACY

ENGAGING IN the development of public policies is fundamental to mitigating investment and operational risks while simultaneously generating value for our clients, societies, and countries in which we operate.

In 2024, we continued to forge close advocacy and public policy partnerships with private forestland owners and managers. In the United States, these partnerships were facilitated by our affiliations with organizations that include NAFO, Forest Landowners Association (FLA), Forest Resources Association (FRA), Congressional Sportsman’s Foundation (CSF), and state forestry associations. In Brazil, these partnerships primarily consist of our membership with the Indústria Brasileira de Árvores (Ibá), Brazil Mechanically Processed Wood Industry Association (ABIMCI), and state forestry associations. Our collaborative efforts span a broad spectrum of legislative matters, from climate to immigration, and are outlined in the table below.



RMS Intern Caitlyn Castleberry joined Kirstie White, Manager, Forest Sustainability, to advocate issues and discuss innovative conservation strategies while in Washington, DC.

We also helped cement relationships between NAFO and CSF in 2024 to formally strengthen alignment around forestry, wildlife, and outdoor recreation policy issues. We believe this partnership will yield positive and enduring policy solutions for many stakeholders.

2024 ADVOCACY EFFORTS

WORKSTREAM	PARTNERS	KEY ACCOMPLISHMENT
Markets and Workforce	NAFO, FLA, FRA	Passed legislation to allow log trucks to use Mississippi interstates, providing safety and haul distance efficiency gains
	NAFO, FLA, FRA, state forestry associaitions	Federal and state policy recognizes foreign ownership by limiting legislation concerning foreign ownership to countries designated as “having interests hostile to the United States,” preventing widespread restrictions on foreign timberland investment
	Ibá, ABIMCI, state forestry associations	Legislation was changed to remove silviculture from the list of potentially polluting activities, enabling forestry to be legally recognized as an environmentally beneficial activity
Climate and Conservation	NAFO, FLA, CSF	Extended the 2024 Farm Bill for a year with all forestry provisions intact, including the Timber Innovation Act and full funding for the USDA Forest Inventory Analysis
	NAFO, CSF, FLA	Succeeded in getting a new program, Forest Conservation Easement Program, in House Farm Bill language for 2025
	NAFO, CSF	America’s Conservation Enhancement Act was reauthorized, benefitting fish, wildlife, and their habitats
	NAFO, CSF	CSF launched the Forestry Policy Initiative, amplifying synergies between forest management and wildlife conservation policies

CLOSING REMARKS



ALEX HINSON
President and CEO

WORK SMARTER is a lesson that has been instilled in me for as long as I can remember. As I entered my chosen career path, another lesson—the only constant is change—emerged. All apply to RMS as we enter our 75th year of operation.

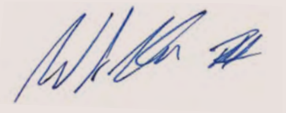
Our abilities as a forest manager are well earned. We have a great mix of experience, talent, and diversity of thought that serves our stakeholders well. Regarding traditional forest management, we work together smarter and do our best to apply adaptative and innovative forest and investment management strategies to create management alpha. Yet, the institutional forest investment an management world is changing to recognize forests and their whole host of values.

Forests serving as a climate or biodiversity solution is intuitive to many of us, but the concept of monetizing these and other non-traditional forest values is relatively new. RMS has been taking the work smarter approach. We're collaborating with external partners, adding new technology and expertise to our team, and being thoughtful about how we evolve our business objectives and processes. By doing so, we can now develop and execute innovative strategies that address the diverse objectives of our clients while maintaining our mission to be the premier creator of forest value.

The mutual economic, environmental, and social benefits of forests will continue to change and gain in importance, respectively. RMS will continue to learn, evolve, and build a team that successfully navigates both the investment and management objectives of our investors.

I'll close by speaking directly to the RMS team. As I travel to all of our operations, I continue to see firsthand how each of you is working smarter to achieve high-quality results. I'm proud of the experienced members of our team who are taking time to mentor our newest team members. I'm even more proud when I see an experienced employee learning new skills from our newer team members. I'm most proud to see each of you working together toward shared goals that benefit our investors, our partners, and the communities in which we work.

Sincerely,



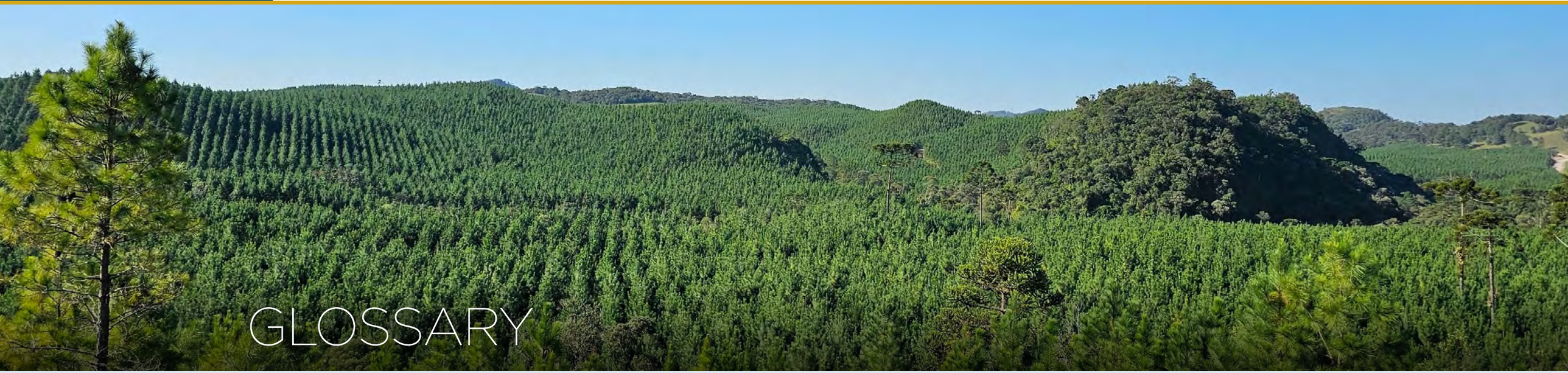
ALEX HINSON
President and CEO



RMS team inspecting resin extraction in Santa Catarina state, Brazil



Managed property in the northeast of Santa Clara state, Brazil



GLOSSARY

AFWA	Association of Fish and Wildlife Agencies
AUM	Assets under management
Biodiversity	All living things on the planet
Biomass	Material that comes from living organisms, such as plants and animals
BMPs	Best management practices
CCUS	Carbon Capture, Utilization, and Storage. A collection of technologies that can combat climate change by reducing or reusing carbon dioxide emissions
Carbon Sequestration	The process of capturing, removing, and storing carbon dioxide from the Earth's atmosphere
CO2e	Carbon dioxide equivalent. A metric measure used to compare the emissions from various GHGs based on their global warming potential (GWP) by converting amounts of other gases to the equivalent amount of CO2 with the same global warming potential
ESG	Environmental, social, and governance
FSC	Forest Stewardship Council
GHG	Greenhouse gas. As described in the Kyoto Protocol, GHGs include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), F-gases [hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs)] and sulfur hexafluoride (SF6). Each gas is weighted by its GWP and aggregated to give total GHG emissions in CO2e.
Herpetofauna	Amphibians and reptiles
IRA	Inflation Reduction Act
NAFO	National Alliance of Forest Owners
NCASI	National Council for Air and Stream Improvement
Net-zero	Cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions being removed from the atmosphere through biological or technological means
PEFC	Programme for the Endorsement of Forest Certification
Riparian	Area between land and a river or stream
SASB	Sustainability Accounting Standards Board
SFI	Sustainability Forestry Initiative
Sustainability	Meeting the needs of the present without compromising the ability of future generations to meet their own needs. It is built on three interconnected pillars: economic, environmental, and social.
TCFD	Taskforce on Climate-related Financial Disclosures
TNFD	Taskforce on Nature-related Financial Disclosures
UN SDGs	United Nations Sustainable Development Goals
USFWS	U.S. Fish and Wildlife Service
WCI	Wildlife Conservation Initiative

TCFD AND TNFD
DISCLOSURES

INTRODUCTION: RMS is a forest investment manager that manages 2.2 million acres of forestland across 14 investment vehicles in the United States and Brazil. As our success hinges upon forest health and productivity, nature and climate-related factors are an embedded and inseparable component of our firm's work.

Because RMS is an employee-owned firm, its governing structure is uniquely positioned to have full transparency and accountability of sustainability issues impacting our firm given the lack of a parent company. RMS has multiple governance layers, including the RMS Board of Managers (RMS Board), RMS Investment Committee (IC), RMS Executive Committee (EC), RMS Management Team (MT)—which includes the EC—and the fund-specific Investor Boards (Investor Boards).

The RMS Board, MT, and IC are largely composed of foresters with deep forestry knowledge. All have broad awareness and responsibility over climate and nature-related factors affecting our business. The MT and IC are entrusted to oversee and manage climate and nature-related risks and opportunities, ensuring that sustainability considerations are embedded within our investment strategy. To enhance governance, we have intentionally segmented the governance roles, with the RMS Board overseeing the company's strategic direction and the IC and MT being responsible for the assets' performance. This structure enhances transparency and accountability while ensuring a targeted, strategic approach to managing forest health, productivity, and sustainability across our assets under management.

TCFD DISCLOSURES

PILLAR		REFERENCE
GOVERNANCE		
Board Oversight	Our Board of Managers has operational and company oversight and is ultimately responsible for climate-related risks and opportunities at RMS. Our Board has a specific mandate to manage our firm as a whole and its 14 investment vehicles. The Board receives pertinent information on climate-related factors through the IC. We have four members of the Board with overlapping memberships on the IC.	Practicing Sound Governance (p. 18-19)
Management's Role	The Forest Sustainability Team, whose Senior Vice President is on the IC, has largely been responsible for assessing and monitoring climate-related factors for the firm. As such, the IC briefs the Board on climate-related issues as relevant. This includes approving and implementing climate-related policies, strategies, and initiatives. Our Board then reviews key metrics, initiatives, and strategies for our climate-related risks and opportunities on an as-needed basis with guidance and expertise from the MT. We hold additional meetings as needed, inviting insights from our various management team members.	Practicing Sound Governance (p. 18-19)
Description of Functions	The IC and MT are responsible for day-to-day governance and implementation of policies and procedures for the firm. The Investment Management and Forest Sustainability teams regularly monitors and implements the procedures to address our surface-relevant climate-related risks and reports to the MT and IC as needed.	Practicing Sound Governance (p. 18-19)



STRATEGY		
Risks + Opportunities	At RMS, we understand that our assets are subject to impact by climate-related events. We continuously seek to deepen our understanding of the impacts of climate-related risks on our business, and our management approach is inherently well-aligned with the TCFD's recommendations. We have evaluated some of our clients' assets against various physical risks, such as flooding, drought, uncontrollable wildfires, hurricanes, severe weather, storms, pests (particularly southern pine beetles in the United States with increasing temperatures), and diseases. We also identify and assess transition risks, such as emerging regulations, reporting and disclosure requirements, and other market changes.	Nature and Climate-related Risks and Opportunities (p. 32-33)
Potential Impacts of Risks over Short- and Long-term	The timberlands we manage have, on average, 17-year-long rotations in Brazil and 25-year-long rotations in the U.S. South; coupled with this longer cycle of holistic forest management, we are responsible for continual stewardship. As such, we must consider physical climate risks over all time horizons. To do this, we engage with the latest academic research to understand potential positive and negative impacts on forest health and productivity within plausible climate change scenarios. In addition to longer-term physical climate risks that are considered and monitored, RMS also engages with policymakers and advocacy groups to mitigate the short- and medium-term potential risks and understand the opportunities within the specific context of policy changes that could affect the firm's long-term performance. We assess risk over short-, medium- and long-term ranges and determine appropriate mitigation measures based on the severity of such risks. RMS is evolving and advancing its climate strategy process to be even more specific, evaluative, and robust. We have evaluated climate projections for Loblolly pine in North America, our dominant commercial species, against four IPCC climate scenarios. Leveraging the National Council for Air and Stream Improvement's (NCASI) Climate Projection Analysis Tool (CPAT), we were able to examine the potential physical risks (e.g., changes in temperature, precipitation, productivity, and distribution) under four warming scenarios through the end of the century. Our analysis, coupled with other research, found that the forests we manage are well within the range of favorable precipitation and temperature combinations under most scenarios throughout the end of the century. Loblolly pine's existing resilience will be enhanced through our continued engagement with co-ops and researchers as well as active forest management practices, which are core to our methods as sustainable forest managers.	Nature and Climate-related Risks and Opportunities (p. 32-33)

RISK MANAGEMENT		
Process on Identification and Assessment of Climate-related Risks	We identify and assess climate-related risks from our firm-wide materiality assessment. In the United States, we also identify relevant climate-related risks based on research from the Pine Integrated Network Education Mitigation and Adaptation Project (PINEMAP), NCASI, the U.S. National Ocean and Atmospheric Administration (NOAA), and the U.S. Forest Service (USFS) as part of Sustainable Forestry Initiative (SFI™) certification to meet the Climate-Smart Forestry objective. The framework we use to identify risks and adaptation activities includes: • Identifying relevant risks • Prioritizing risks • Identifying activities to reduce risk and build resiliency • Implementing monitoring and defining feedback These assessments are regional, and as clients request, asset specific. Investment Management and Forest Sustainability teams work together to communicate relevant risks to clients. Our Investment Management, Resource Planning, Forest Operations, and Forest Sustainability teams continually work to identify management actions to improve the physical and financial resilience of the forests we manage. We also identify and assess transitional risks, such as emerging regulations. These processes illustrate how our climate-related risk management process has been used to identify, evaluate, and respond to physical risks.	ESG Integration (p. 40)
Processes for Managing Risks	We assess climate-related risks and opportunities as part of our business functions. We assess some risks in the pre-acquisition stage by reviewing historical climate data and risks and in the acquisition stage for existing and potential risks. Additional environmental reviews are also completed to evaluate the presence or risk of environmental contamination, previous land use and land management practices, and associated legal and financial liability. Risks are evaluated across each asset. These risks include, but are not limited to, natural disasters, sea-level rise, insects and disease, and potential risks related to federally-listed or other plant and animal species of conservation interest. Risk at the asset-level is continually monitored by the region managing the asset and reported to the Forest Operations, Resource Planning, Forest Sustainability, and Investment Management teams predominantly through the forest certification audit process. Asset-wide level risks are monitored quarterly, at a minimum, by the Board. We also engage with a variety of industry organizations, such as NCASI, PINEMAP, the Forest Climate Working Group (FCWG), the Climate Smart Land Network, Manomet, and SFI Implementation Committees (SICs), to examine and implement strategies for sustainable forest management, including growing organizational understanding of relevant climate change risks and the potential impact on RMS-managed forest assets. This includes providing land for the evaluation of climate adaptation strategies.	ESG Integration (p. 40)
Integrated Risk Management Procedures	Our approach to proactive risk management is reflected in our sustainable forest management practices. We prioritize protecting stream and riparian areas, ecologically unique areas, using chemicals with caution, and engaging and leveraging research on forest stands and landscape levels. We assess risks across our assets frequently and regularly. Risk assessments are worked into our process for asset acquisition and management at RMS. Our Forest Sustainability, Acquisitions, Resource Planning, Investment Management, and Forest Operations teams regularly monitor risk across all assets. Management reviews them and addresses them as appropriate.	Land (p. 26-47) Practicing Sound Governance (p. 18-19)
METRICS & TARGETS		
Metrics Used to Assess Climate Risks	Beyond the IC, RMS leaders integrate sustainability into their oversight roles via data, processes, and monitoring of metrics related to forest health and productivity, such as casualty loss from severe weather events, survival, genetic diversity, and meeting thinning targets. We continue to follow guidelines and best practices to track out metrics outlined by the world's leading forest management standards. These include SFI, FSC, the National Certification Standards that are recognized by PEFC, and recommendations from TCFD. In addition to the other data points, RMS is a signatory to the United Nations-supported PRI, which require annual reporting on our global compliance and ESG-related activities. As an organization, we consider these standards baseline measures, and we consistently strive to exceed them. Additionally, we account for land-based carbon removals based on timberlands we manage. Some carbon is locked up in timber long-lived wood products, and we calculate the storage potential based on a 100-year average.	Nature and Climate Metrics (p. 42-45)
Disclosure of GHG Emissions	We are committed to continuously tracking and monitoring our greenhouse gas (GHG) emissions and reporting them every year.	Nature and Climate Metrics (p. 43, 45)



TNFD DISCLOSURES

PILLAR		REFERENCE
GOVERNANCE		
Board Oversight	The RMS Board has operational and company oversight and has ultimate responsibility for nature-related dependencies, impacts, risks, and opportunities (DIROs). We have four members of the RMS Board with overlapping memberships on the EC and IC. The RMS Board meets quarterly and receives pertinent information on nature-related factors through the EC and IC. This includes approving and implementing nature-related policies, strategies, and initiatives. Our Board then reviews key metrics, initiatives, and strategies for our nature-related DIROs on an as-needed basis with guidance and expertise from the MT. Some investment vehicles may also have their own board as an extra layer of governance. Review of sustainability reporting processes and external audit and assurance processes are discussed by the MT, and issues are brought to the boards as needed. Nature-related issues are not explicitly incorporated into remuneration policies. However, as nature-related goals are intertwined with company goals set by the CEO, teams develop their own objectives to provide a pathway to achieve company goals; thus, employee performance toward achieving nature-related goals are linked to remuneration. Progress of the various teams toward achieving Annual Company goals is monitored by respective team leads and the MT.	Practicing Sound Governance (p.18-19)
Management's Role	Management includes the RMS EC, MT, and IC. The Forest Sustainability Team and Disclosures Working Group have primary responsibility for assessing and monitoring nature-related DIROs for the firm. The Disclosures Working Group, which includes the Forest Sustainability Team, has three members represented on the MT and one on the IC, and they communicate DIROs to the MT as needed. Given our business' complete dependence on nature, every team at RMS manages nature-related DIROs in some regard. Based on the DIRO, actions may be implemented within specific or cross-functional teams to best address the DIRO. Depending on the level of significance, performance is tracked and communicated to the MT as needed. The Forest Sustainability Team's Senior Vice President Jimmy Bullock is The Wildlife Society (TWS) Certified Wildlife Biologist® (CWB) certified wildlife biologist, SAF Certified Forester, and MS registered forester with more than 40 years of experience. He serves as the primary biodiversity specialist for RMS and has direct responsibility for nature policies, commitments, and targets. RMS also engages multiple external nature experts as needed to bolster its internal expertise.	Practicing Sound Governance (p.18-19)
Human Rights Policies and Engagements	Consistent with forest certification requirements and the UN Guiding Principles on Human Rights (UNGP), the RMS Anti-Slavery policy outlines our actions to prohibit the use of child labor and modern slavery and promote and respect the fundamental rights of workers. Given our commitment to forest certification, we uphold the Forest Stewardship Council's (FSC) Principles 3 and 4, as well as the Sustainable Forestry Initiative's (SFI) Objectives 8 and 12, prioritizing fair hiring practices, safety, stakeholder engagement, and protection of Indigenous rights and cultural heritage. Through measures such as consultation with federally recognized tribes, incorporation of cultural sites into protected areas, stakeholder engagement before planned harvest and silvicultural activities, and support for local communities and employees, we integrate stakeholder considerations into our management of nature. Any significant stakeholder issue may be raised to management on an as-needed basis.	Practicing Sound Governance (p. 18-19)
Dependencies, Impacts, Risks, and Opportunities	RMS recognizes its dependency on a range of ecosystem services, primarily the provisioning of timber. This is further underpinned by other critical ecosystem services, including climate regulation, water availability and water quality, soil productivity and soil health, and invasive species and disease control; the integrity of the whole ensures a steady supply of timber and maintains healthy habitats for a range of aquatic and terrestrial flora and fauna. RMS' impacts on nature are minimal owing to the sustainable forestry practices implemented across 100% of the Fund's forestland that enhance or maintain soil, water, wildlife, and biodiversity conservation. Risks and opportunities are further explained in the Land section of this report.	Nature and Climate-related Risks and Opportunities (p.32-33)
DIRO Effects on the Business Model	As many of the nature-related risks from climate change are historical forestry-related risks, RMS' business and operations have continued to adapt and evolve to a more uncertain world. RMS-managed lands contain more than 375 K acres of streamside management zones (SMZs), which provide multiple ecosystem services, habitats for a broad range of species, and connectivity across the landscape. As we increase our documentation of rare, threatened, and endangered species, more high conservation value (HCV) and forests with exceptional conservation value (FECV) will be designated. By increasing the area dedicated to biodiversity, RMS can support the overall forest resilience and conservation of nature. RMS' upstream materiality assessment did not identify any factors within our scope of influence that impacted operation or presented direct negative impacts to biodiversity. RMS ensures compliance with SFI and FSC chain of custody policies.	Land (p.28-47)
DIRO Resilience	Given the interconnectedness of nature and climate challenges, our scenario analysis for nature-related DIROs is currently the same as our strategy for climate-related risks and opportunities.	TCFD, Potential Impacts of Risks over Short- and Long-term (p.73)
Assets and Activities in Priority Locations	RMS considers all land under management to meet the priority location criteria, as it is all critical for the provisioning of timber and/or the conservation and restoration of biodiversity.	Where We Work (p.14-15)

RISK AND IMPACT MANAGEMENT		
Operational DIRO Assessment and Prioritization Process	RMS conducted an initial nature-focused materiality assessment using the ENCORE materiality screening tool to understand impacts and dependencies typical to the forestry sector. Then, company policies and practices relating to each impact and dependency were evaluated to understand how effectively they are avoided or mitigated. RMS found that impacts, including water use, pollution, invasive species, and land use are effectively mitigated through sustainable practices and interventions. The resilience of important ecosystem services relevant to water and soil quality, pest and disease control, species populations and habitats, timber provision, and cultural benefits is also ensured through those same measures. These include precise, minimized chemical use; active invasive species removals; SMZs; no clearing of natural forest for commercial use; conservation easements and Special Sites program; and species reintroductions. Conservation opportunities are identified on an ad-hoc basis and can be elevated by anyone, including RMS foresters, external partners, and the RMS Forest Sustainability Team. Once an opportunity is identified, the Forest Sustainability Team will vet it and raise it to the MT for review. If the opportunity has impacts on policy and/or cash flows, the RMS IC and potentially the Investor Board (if applicable) will review and vote on a plan of action to optimize the opportunity presented.	Practicing Sound Governance (p.18-19)
Value Chain DIRO Assessment and Prioritization Process	A value chain materiality screening identified chemical application by contractors as a material impact pathway. To address this specific risk factor, RMS policies relating to responsible chemical use and monitoring ensure that these risks are managed. Further information is found in the Land section of this report. Additionally, every forest management and harvesting activity is reviewed and approved by an RMS forester before the activity is finalized and final payment to the contractor(s) made. The final inspection addresses all environmental risks and requirements identified during plan preparation	Land (p.28-47)
DIRO Management	The sustainable forest management practices we implement make protection of water quality, soil productivity, and ecologically unique areas a priority in every forest management plan. Conformance to sustainable forest management standards and RMS policies and procedures are verified during internal forest certification audits and third-party forest certification audits. Historical and forward-looking climate data and risks are reviewed in the acquisition stage of due diligence. Environmental and biodiversity reviews are also completed to evaluate risks around environmental contamination, land use and land management practices, and rare, threatened, and endangered species. These risks and opportunities are reevaluated as needed.	Practicing Sound Governance (p.18-19), Land (p.28-47)
How DIRO Management Feeds into Wider Organizational Risk Management	Currently, our approach for DIRO management is the same as our approach for managing climate-related risks and opportunities. Please see our TCFD disclosures for more information.	TCFD, Process for Managing Risks, Integrated Risk Management (p. 74)
Metrics Used for DIRO Assessment	These metrics are provided in the Land section of this report to support our risk management strategy.	Nature and Climate Metrics (p.42-45)
Metrics Used to Assess Dependencies and Impacts	Relevant material impacts, though uncommon and well managed, include chemical pollution resulting from non-compliant applications and invasive species. Chemical applications by area and volume are tracked and recorded to ensure that application volume is at or below label rates and only the minimal amount to achieve management objectives is applied in keeping with RMS policies and FSC and SFI requirements. Chemical application sites are inspected for compliance, with instances of non-compliance promptly addressed as appropriate to the potential impact of the nonconformity. All known nonconformities are recorded and reviewed annually, and any opportunities to reduce future nonconformities are included in annual forest certification training. Invasive flora and fauna presence is regularly monitored and may be recorded spatially along with details of treatment date and chemical application method. Control measures are commensurate with both type of invasive species and its potential to adversely impact any aspect of forest or ecosystem health. To further understand specific impacts and dependencies at the habitat and species level, RMS is working toward developing an Ecosystem Integrity Index (EII) beginning with a small number of pilot sites. This will include expanding on species presence/absence surveys and integrating forest structure assessments to provide more detailed evaluation of specific risks and opportunities present. This will also help RMS better evaluate and track changes to overall ecosystem health, including key ecosystem services.	Nature and Climate Metrics (p.42-45)
Targets and Goals to Manage DIROs	Targets have not yet been developed for RMS to manage its nature-related impacts and dependencies. Defining and setting targets will be undertaken during the second stage of the 'Prepare' phase of LEAP.	Nature and Climate Metrics (p.42-45)

SASB DISCLOSURES



LA Tech Summer Camp students, touring RMS property, Jena, LA

ACCOUNTING METRIC	CODE	2023 RMS RESPONSE	SUSTAINABILITY REPORT REFERENCE
ECOSYSTEM SERVICES AND IMPACTS			
Area of forestland certified to a third-party forest management standard, percentage certified to each standard	RR-FM-160a.1	100% of forestlands (2,234,024 acres) are certified to SFI and/or FSC standards. - SFI: 95% (2,124,113 acres) - FSC: 45% (1,014,248 acres) - Dual SFI and FSC certified: 40% (904,337 acres)	Nature and Climate Metrics (p.42)
Area of forestland with protected conservation status	RR-FM-160a.2	Formal habitat conservation plans, conservation easements, registered legal reserves, and areas containing federal or state-protected species or ecological communities account for 41,380 acres. There is an additional 401,104 acres of other protected conservation areas managed as part of the RMS Special Sites Program, SMZs, APPs, and voluntary legal reserves.	Nature and Climate Metrics (p.42)
Area of forestland in endangered species habitat	RR-FM-160a.3	The combined acres of state and/or federally listed threatened and endangered species habitat is 22,534 acres.	
Description of approach to optimizing opportunities from ecosystem services provided by forestlands	RR-FM-160a.4	As described in this report, active forest management contributes positively towards optimizing ecosystem services provided by forestlands	Conserving Life on Earth in a Changing World (p.31-41)
RIGHTS OF INDIGENOUS PEOPLES			
Area of forestland in indigenous land	RR-FM-210a.1	0% of the lands we manage are considered to be in Indigenous Peoples' lands.	Responsibility Integration (p.20-21)
CLIMATE CHANGE			
Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	RR-FM-450a.1	Please refer to our TCFD Disclosures	TCFD (p. 72)
Absolute gross financed greenhouse gas (GHG) emissions	FN-AC-410b.1	209,957 mtCO2e	Nature and Climate Metrics (p. 43)
Total amount of assets under management (AUM) included in the financed emissions disclosures	FN-AC-410b.2	Scope 1, 2, and 3 emissions disclosures account for $5.3 B.	
Percentage of total assets under management (AUM) included in the financed emissions calculation	FN-AC-410b.3	100% of AUM is included in the financed emissions calculation. However, emissions from seedling production and road work are not currently included. RMS is working on improving its methodology to account for these activities.	
Description of the methodology used to calculate financed emissions	FN-AC-410b.4	Financed emissions are calculated in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004), and all scopes are verified by a third party with limited assurance. Given our role as a timberland investment management organization (TIMO) and subsequent investment management agreements, we utilize an operational control approach and account for emissions from the forest to the mill gate. We use emissions factors from the U.S. Environmental Protection Agency (EPA), the Intergovernmental Panel on Climate Change (IPCC), and the Forest Industry Carbon Assessment Tool (FICAT).	
FOREST MANAGEMENT ACTIVITY METRICS			
Aggregate standing timber inventory	RR-FM-000.B	We report our timber inventory in units of short tons. Our 2024 year-end standing timber inventory was 102,055,000 short tons.	
Timber harvest volume	RR-FM-000.C	We report our timber harvest in units of short tons. In 2024, we harvested 8,885,026 short tons.	
EMPLOYEE DIVERSITY & INCLUSION			
Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	Diversity, equity and inclusion is intertwined with good governance. Governance that lacks diversity and neglects equity and inclusion fails to represent the full spectrum of voices, perspectives, and experiences.	Cultivating Exceptional Teams (p. 54)

INCORPORATION OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE FACTORS IN INVESTMENT MANAGEMENT AND ADVISORY			
Amount of assets under management, by asset class, that employ (1) integration of ESG issues, (2) sustainability-themed investing, and (3) screening	FN-AC-410a.1	As of Dec. 31, 2024, RMS AUM was $5.3 B, all of which are timberland investments and employ ESG integration.	Overview (p. 12-13)
Description of approach to incorporation of ESG factors in investment processes and strategies.	FN-AC-410a.2	As we are natural resource managers, integrating ESG factors into all stages of our investment process is foundational to our business.	Responsibility Integration (p. 20-21)
BUSINESS ETHICS			
Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other financial industry laws or regulations	FN-AC-510a.1	We have not had any legal incidents and subsequent losses from any fraud, anti-trust, and other incidences.	
Description of whistleblower policies and procedures	FN-AC-510a.2	Any improper or suspicious activities, including violations of the RMS Compliance Manual, must be promptly reported to the Chief Compliance Officer (CCO) or external legal counsel via in-person, telephone, email, or written letter, with the option for anonymous reporting. All reports are thoroughly investigated, and retaliation against whistleblowers is strictly prohibited, with any instances requiring notification to the CCO or external legal counsel. We comply with Dodd-Frank Act Section 922, prohibiting interference with whistleblowers' efforts to report potential violations to the SEC. There have been corrective actions taken to date regarding violations of whistleblower regulations.	
ACTIVITY METRICS			
Total assets under custody and supervision	FN-AC-000.B	Total assets under custody are $79 M, and total assets under supervision are $5.3 B. These comprise total assets under custody and supervision of $5.4 B.	

All metrics are as of Dec. 31, 2024, and inclusive of AUM in investment advisory services and property management arrangements. For a full DATA INDEX of metrics in the Global Sustainability Report, please download HERE.



Young stand of longleaf pine in Escambia County, FL



ABOUT THIS REPORT

THIS REPORT reflects RMS' sustainability work for the calendar year 2024 (Jan. 1, 2024 – Dec. 31, 2024). It describes our sustainability journey, in collaboration with our investors, to ensure a better future for forests through investments in land, people, and communities. Unless otherwise noted, all metrics are reported as of Dec. 31, 2024. This report has been prepared with guidance from the UN SDGs, SASB, TCFD, and TNFD.

The information contained in this report is provided by RMS to share our efforts regarding responsible ownership. The materials are for informational purposes only and do not constitute and should not be construed as an offer to sell or solicit of an offer to buy any securities or related financial instruments in any jurisdiction in which such offer or solicitation, purchase, or sale would be unlawful under the securities, insurance, or other laws of such jurisdiction. Any such solicitation will only be made through formal offering materials that will include, among other disclosures, numerous risk factors relating to private fund investments. Responses to any inquiry that may involve attempting to effect transactions in securities will not be made absent compliance with applicable United States and non-United States registration requirements, or applicable exemptions or exclusions therefrom. RMS has an absolute right in its sole discretion to choose not to respond to any such inquiry.

This report may contain forward-looking statements, projections, targets, forecasts, and estimates (collectively, projections). Projections are hypothetical and for illustrative purposes only, and no assumptions or comparisons should be made based upon this information. Projections are necessarily speculative in nature, and it can be expected that some or all of the assumptions underlying the projections may not materialize and/or that actual events and consequences may vary significantly from the assumptions upon which projections contained herein have been based. RMS cautions that it is very difficult to predict the impact of known factors, and, of course, it is impossible for RMS to anticipate all factors that could affect our actual results.

Future events may differ, and hypothetical projections are subject to inherent limitations. The inclusion of projections should not be regarded as a representation, warranty, prediction, or guarantee by RMS or any RMS person regarding the reliability, accuracy, or completeness of the information contained herein, or the performance of any particular investment made by RMS. RMS is under no obligation to update or keep current such information.

RMS is committed to robust governance structures that promote accountability, screening prospective and existing investments for ESG risks, managing forests with a focus on sustainability, and completing third-party verification of our ESG performance for all investments. We actively forge collaborative relationships with government agencies, research organizations, industry associations, and conservation organizations to manage ESG risks and create opportunities for increased sustainability. Our policies and procedures for evaluating sustainability risks are described in greater detail in our PRI Transparency Reports and this Sustainability Report, both of which are available publicly.

The result of our sustainability assessment identifies the likely impacts of sustainability risks on the returns of the products we advise. Sustainability risks identified include: changes in foreign or U.S. policy could adversely affect operating results; forestry regulations restrict timber harvesting and may restrict RMS' ability to conduct its business; changes in government regulations and restrictions could adversely affect operating results; and losses of timber from the physical risks associated with climate change, such as fire, insect infestation, changing weather patterns, storm frequency and intensity, and other causes beyond the control of RMS that may affect operating results.


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