



FOREST
INVESTMENT
ASSOCIATES

Sustainability Report

2024



Forest Investment Associates (FIA) is proud to publish our 2024 Sustainability Report, which describes why and how we approach ESG in our business and investment activities as well as shares real-world outcomes from some of these activities. Unless otherwise stated, all data pertains to the calendar year 2024, with value and area-based metrics reported as of December 31, 2024. Metrics that report changes over time refer to activities and outcomes over the calendar year 2024. We welcome feedback and discussion about this report and our sustainability approach. We can be reached at info@forestinvest.com. For more information on FIA's sustainability programs, see www.forestinvest.com.

All images by FIA unless otherwise noted.

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INTRODUCTION

As stewards of forests entrusted to us by clients, communities, and future generations, at Forest Investment Associates (FIA), we view it as both a privilege and a responsibility to be accountable for the environmental and social outcomes of our investments. It is with that spirit of transparency and shared purpose that we welcome you to FIA's 2024 Sustainability Report.

The past year marked a period of meaningful transition and growth at FIA. A new leadership team took shape, with our updated Executive Committee in place since January 2024. In forest stewardship, longtime U.S. forest certification leader Tom Trembath began transitioning toward retirement, with Chad Lincoln now leading those responsibilities. We also welcomed Ross Holbrook as FIA's dedicated Sustainability Manager, further expanding our internal capacity and focus, and we transitioned management of Brazil forest certification from third parties to internal management under the leadership of Adriane Villela.

Throughout 2024, we advanced both the integration of responsible investment and the credibility of our approach. From improving internal systems to expanding transparency and third-party assurance, our work reflects a deepening commitment to enduring, measurable outcomes.

At FIA, sustainability and the management of critical investment outcomes are the responsibility of our entire staff. This commitment is embedded in our culture, supported by our sustainability framework, and aligned with our mission. We believe this shared accountability is essential to delivering on the expectations of our clients and to the integrity of our work as long-term forest stewards.

As with forestry itself, our approach to responsible investment is lasting by design—rooted in sound principles and fertile opportunities, strategically tended through continuous improvement, and

managed to deliver enduring value. Whether through climate action, the conservation and restoration of nature, or rural economic development, we acknowledge that forest investments can, and must, serve a broader purpose.

This update offers insight into how that purpose comes to life at FIA. We share data, progress, and stories from the ground that demonstrate our ambition and care. We hope these examples not only reflect our values but also inspire new levels of engagement and impact from our clients and partners.

Thank you for reading. We invite your feedback and continued collaboration as we advance the role of sustainable forestry in meeting today's global challenges.



Michael P. Cerchiaro

Michael P. Cerchiaro
President & CEO



MK Bullen

MaryKate Bullen
Managing Director, Head of Business
Development & Sustainability



Ross Holbrook

Ross Holbrook
Sustainability Manager

INTRODUCTION

Growing Sustainably & with Purpose

In 2024, we believe FIA showed the capacity to identify and capitalize on emerging trends, achieving positive outcomes for investors while advancing important societal and environmental priorities.

To achieve these results, FIA's diverse and experienced team, including foresters, investment management professionals, sustainability practitioners, accountants, and other specialists, collectively works together to help investors access the growing array of solutions presented by sustainable forestry. As the asset class evolves and possibilities expand, so must FIA. In 2024, a record eight new employees joined the company, including three new dedicated members of the Business Development & Sustainability Team.

We believe that FIA's client-centric approach and ability to recognize and deliver on emerging trends continues to help clients achieve the financial and non-financial sustainable forestry outcomes that matter. With almost four decades of experience as a forest manager, FIA's entire team is dedicated to consistent growth and adaptation that furthers alignment with client needs and investment opportunities.

This includes our dedication to advancing innovation, transparency, and ambition in climate-smart forestry, for which we were recognized in Environmental Finance's 2025 Sustainable Investment Awards with the *Fund of the Year, North America* award in recognition of executing

on a forward-looking carbon sequestration portfolio to meet a client's climate-driven mandate.

Emerging alongside an expanded appreciation for sustainable forestry is an equally impressive development of regulatory and stakeholder expectations, which FIA continues to address. Working closely with clients to address their specific needs, we regularly participate with the wider sustainable investing community and forest industry, serving in leadership positions to help identify, define, implement, and navigate important changes that can affect the way we invest and manage assets.

Understanding that working forests are solutions for investors and communities, FIA continues to serve our clients by offering the specialized reporting, support, and experience needed to respond and capitalize on constantly evolving risks and opportunities. Throughout 2024, we made great strides by executing on innovative, credible natural capital management strategies that provided clients with the solutions needed to achieve a variety of strategic ESG and portfolio targets. We look forward to continuously pushing forward as a leader in these key areas.



IN 2024, FIA RECRUITED:

8 NEW EMPLOYEES

3 NEW DEDICATED
MEMBERS OF BUSINESS
DEVELOPMENT &
SUSTAINABILITY TEAM



INTRODUCTION

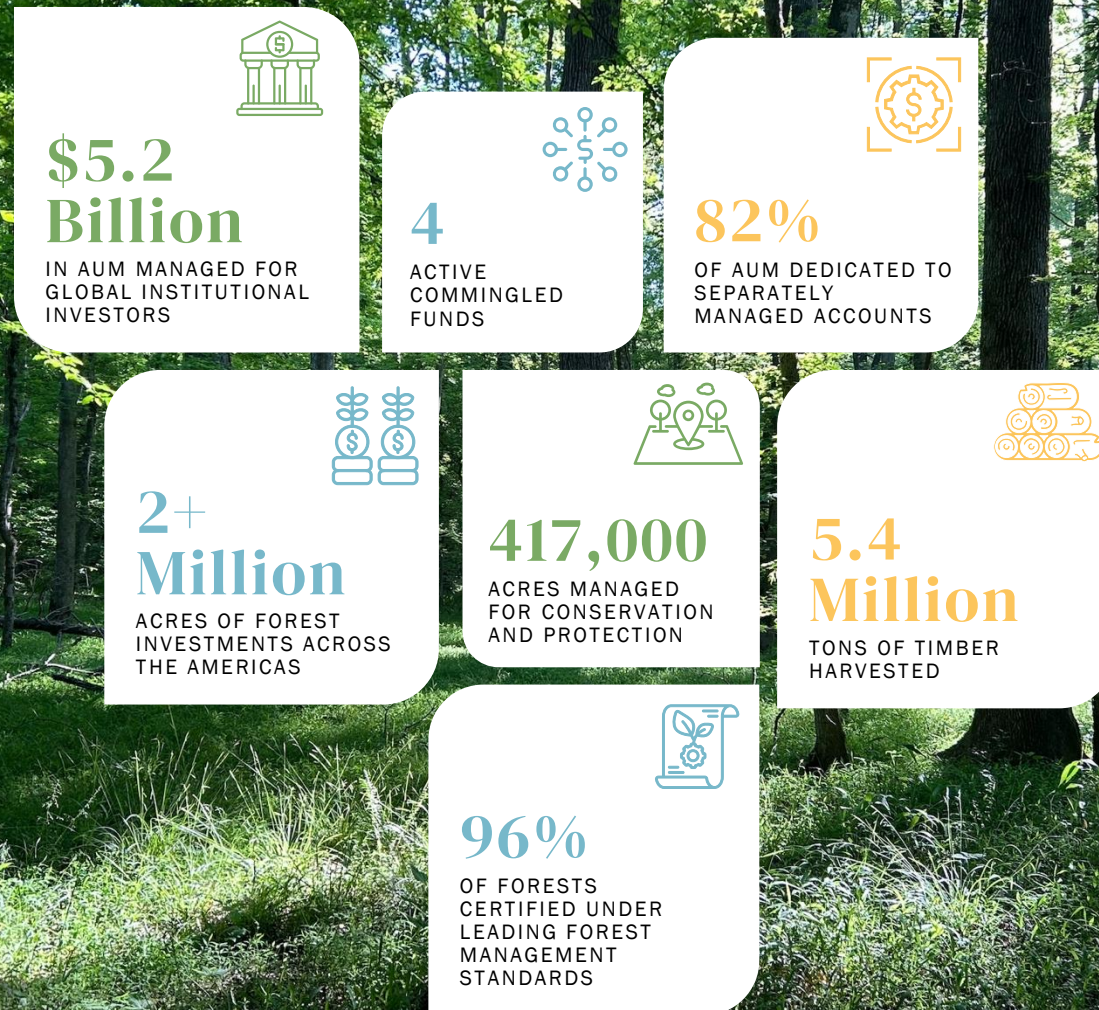


FIA's mission is to provide high-quality, sustainable forest investments that deliver superior performance while cultivating client relationships based on mutual trust and exceptional service.

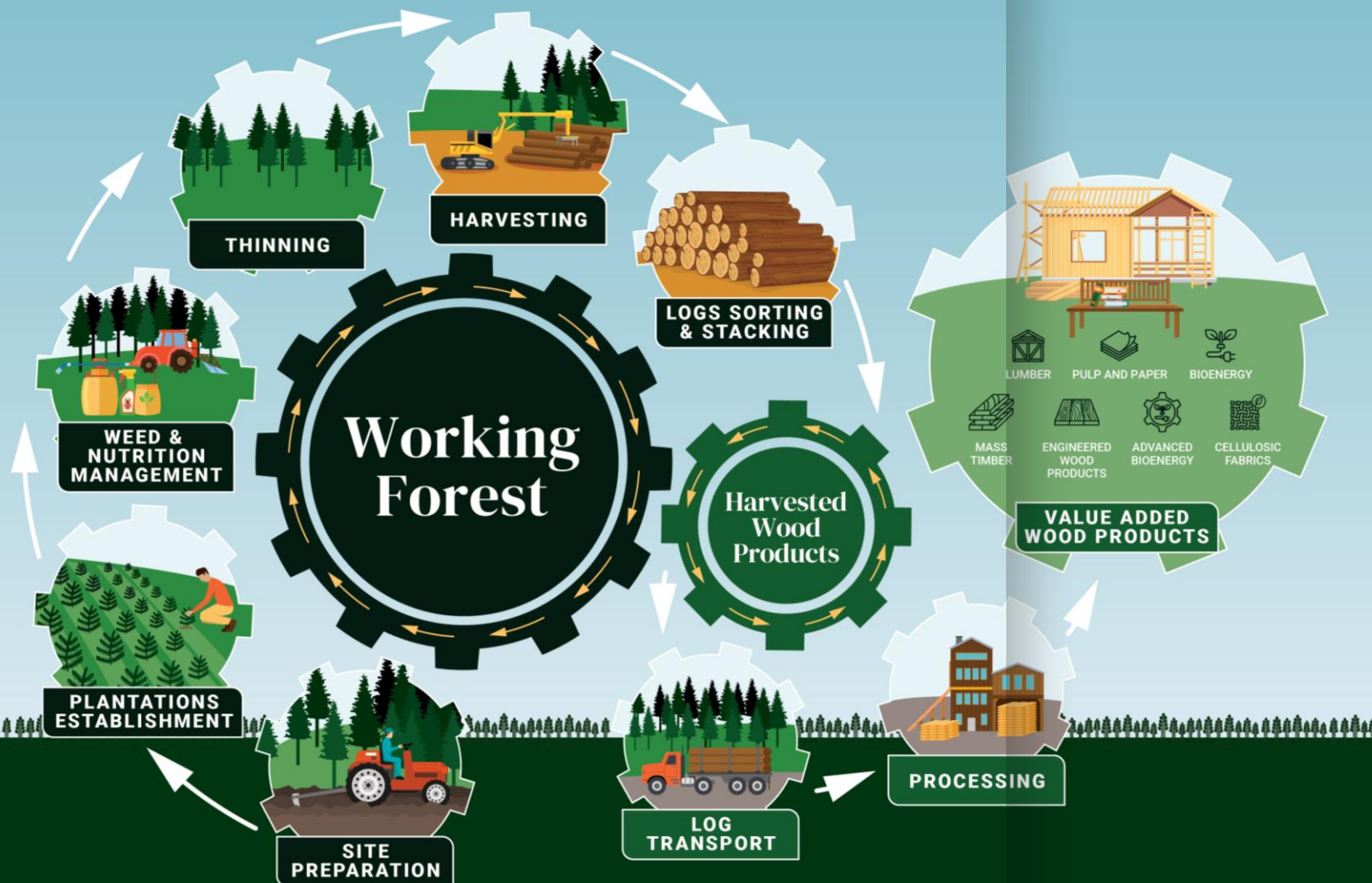
At FIA, we are confident ESG is more than a framework for risk management—we believe it's a foundation for resilient, high-performing forest investments. Our active stewardship approach incorporates sustainable harvesting, reforestation, and biodiversity conservation to maintain productive forests while enhancing long-term value.

We see that the most meaningful outcomes come from strategies built around each client's priorities. That's why we work closely with clients to design and manage portfolios that reflect their distinct goals across risk, return, and impact. Whether aligning with climate commitments, regulatory frameworks, or broader sustainability priorities, FIA's strategies are built to deliver measurable outcomes that matter to each client.

Through hands-on forest management and continuous improvement of our sustainability framework and practices, we want to prove that stewardship is a performance driver and not just a principle. Therefore, we focus on translating sustainability into results: healthier forests, stronger asset performance, and real-world environmental and social benefits.



INTRODUCTION



WORKING FORESTS' ROLE IN SUSTAINABLE DEVELOPMENT & INVESTMENT

Working forests do far more than underpin the timberland asset class; they are the living, renewable source of the wood fiber our world increasingly needs. From construction materials to packaging and bio-based alternatives, the global demand for timber is on a long-term upward trajectory, driven by population growth, urbanization, and the transition to more sustainable materials. Meeting this demand responsibly is an essential environmental responsibility and critical investment opportunity.

Sustainably managed forests offer a powerful way to support development while protecting natural systems. When managed with care, working forests deliver a wide array of environmental, economic, and social benefits. They store carbon, protect biodiversity, and sustain rural communities. They provide jobs, renewable materials, and a scalable solution to the pressures on land use and climate.

FIA actively manages working forests through the full cycle of growth, harvest, and regeneration, applying the science of silviculture alongside data-informed planning. This approach keeps forests productive and healthy while providing a reliable supply of wood to market. FIA believes the working forest management cycle demonstrates how sustainable practices continually renew forest landscapes while fueling the wood products supply chain.





When strong markets exist for wood products, forests have higher value and are more likely to remain forested. This positive feedback loop can benefit investors by supporting returns and benefits the planet by maintaining forest cover, storing carbon, sustaining ecosystem functions, and contributing to rural livelihoods.

By aligning long-term forest stewardship with sound investment principles, FIA's experience shows that working forests can deliver material outcomes for people, nature, and capital alike.

SUSTAINABILITY FRAMEWORK

Our ESG & Impact Roadmap

As a key part of FIA's sustainability framework, our ESG & Impact Roadmap guides continual improvement and measurement of how we manage ESG risks and deliver enduring value through responsible forest investment.

	KEY COMPONENTS & PURPOSE	2024 PROGRESS	2025 TARGETS
 ESG Policy	<ul style="list-style-type: none"> Establishes ESG strategy and oversight Aligns with target frameworks and best practices 	<ul style="list-style-type: none"> Reviewed policy framework against the EU Taxonomy Evaluated complementary policies Advanced procedures to support ESG Policy implementation 	<ul style="list-style-type: none"> Conduct human rights risk assessment and develop human rights framework as needed Enhance carbon integrity policy for nature-based carbon projects
 ESG Integration in Investment Process	<ul style="list-style-type: none"> ESG procedures throughout the investment process Tools to support execution 	<ul style="list-style-type: none"> Piloted ESG due diligence and screening tools Embedded support of Sustainability Manager to portfolio management functions 	<ul style="list-style-type: none"> Execute action plan for enhanced responsible investment implementation aligned with Principles for Responsible Investment assessment results
 Forest Management Programs	<ul style="list-style-type: none"> Regionally specific management programs to ensure alignment to best practices and third-party certification requirements 	<ul style="list-style-type: none"> Launched Broad Arrow Forests Program to support certification objectives Commenced transition of Brazilian forests to internally managed forest certification program 	<ul style="list-style-type: none"> Maintain forest certification status Complete transition of forest certification responsibilities from external to internal for Brazil Complete FIA U.S. forest certification succession plan
 ESG & Impact Management, Monitoring, & Reporting	<ul style="list-style-type: none"> ESG data and KPIs Impact measurement, monitoring, and reporting Theories of change 	<ul style="list-style-type: none"> Completed EU Taxonomy review and roadmap for reporting best practices Completed ESG readiness assessment for GHG emissions data and commenced improvements to related process controls 	<ul style="list-style-type: none"> Achieve limited assurance on biogenic carbon reporting for climate-smart forestry program Advance data integrity and reporting management through data process controls and automation



SUSTAINABILITY FRAMEWORK

ESG Policy

FIA's ESG Policy provides the foundation for managing sustainability risks and reflects our commitment as forest investors to do no harm and actively seek opportunities where our investments can contribute to environmental and social solutions.



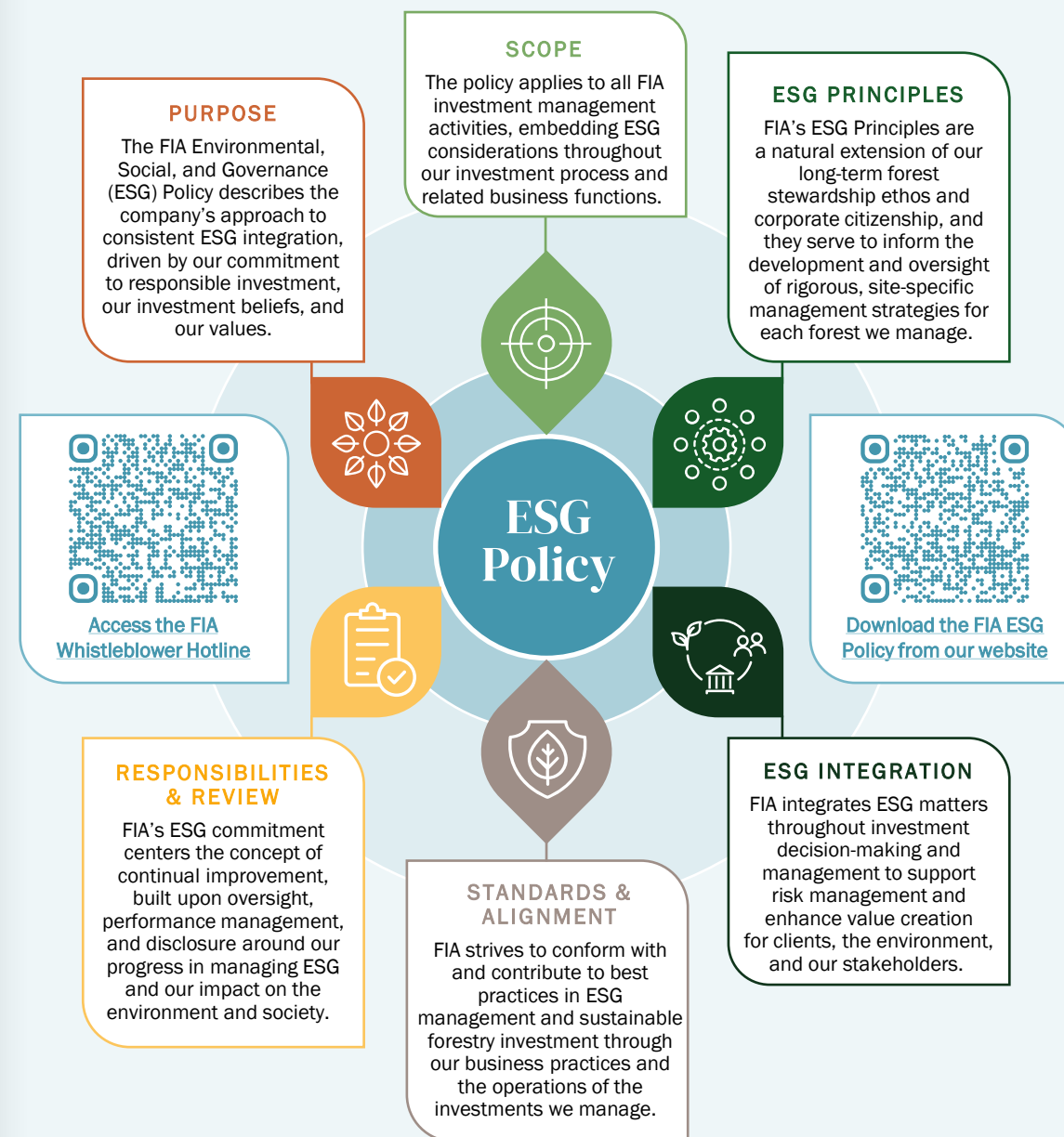
We believe a strong governance approach is central to delivering consistent, high-quality investment outcomes. At FIA, we view effective governance and oversight as foundational to our sustainability framework through which we seek to ensure accountability and drive continuous improvement across our portfolio.

Through the implementation of our ESG and Impact Roadmap, we've strengthened transparency, enhanced internal controls, and improved communication around material ESG risks and opportunities. These practices help ensure that ESG considerations are integrated into decision-making and aligned with our long-term investment goals.

Policy and governance advances in 2024:

- Updated the ESG Committee charter and membership, reflecting participation from each team across the business.
- Developed action plan for aligning with best practices related to the Principles for Responsible Investment (PRI).
- Completed assessment of FIA's sustainability framework against the EU Taxonomy.
- Opened a third-party whistleblowing mechanism.

As responsible investment evolves, FIA remains focused on integrating best practices that reduce risk, create value, and respond to client priorities.



SUSTAINABILITY FRAMEWORK

ESG Principles

FIA's ESG Principles are central to how we operate as responsible investors, ensuring that material ESG factors are considered across the investment lifecycle and guiding our approach to managing sustainability risks, identifying opportunities, and supporting net-positive impact.

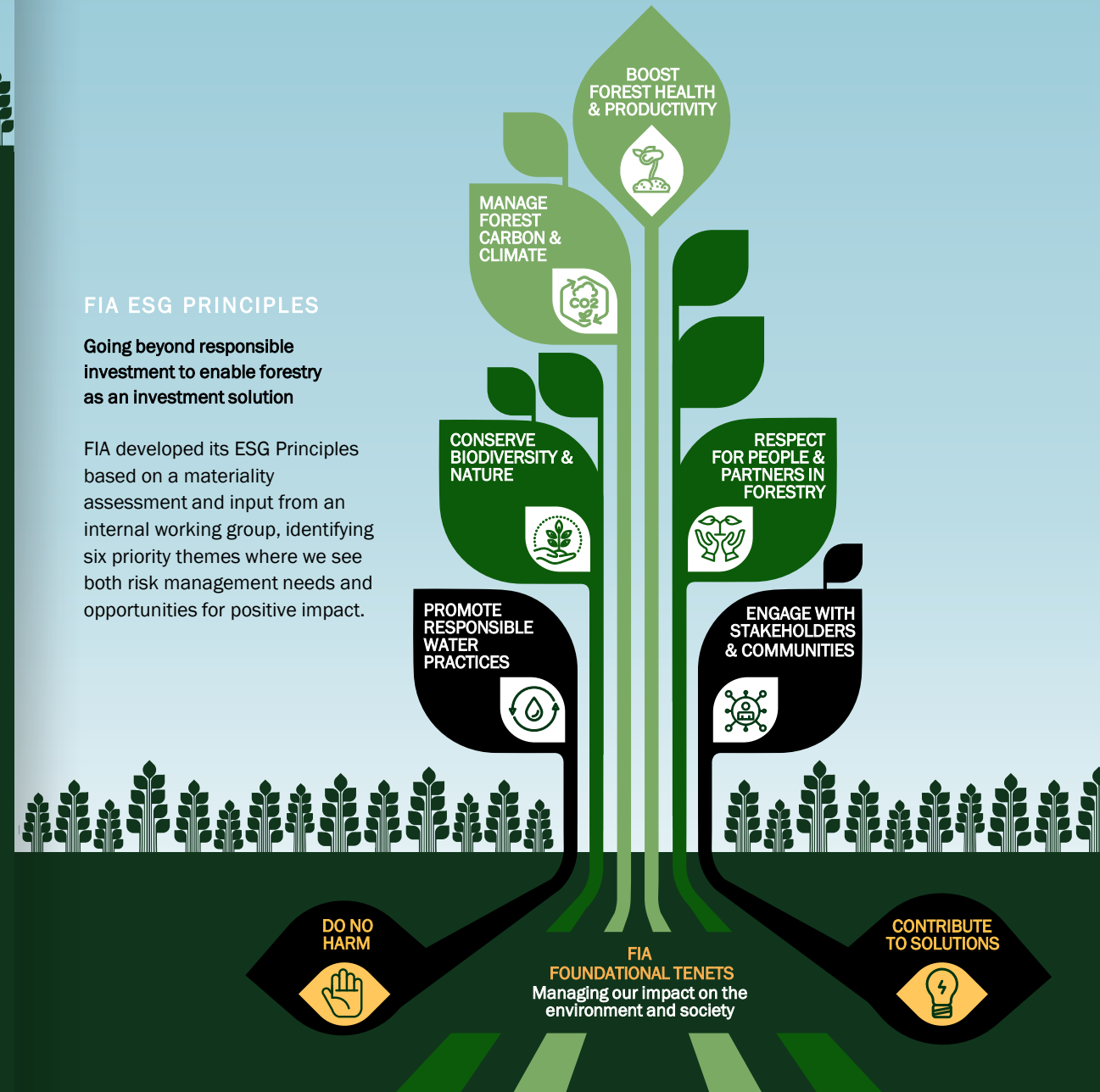
FIA's ESG Principles are embedded in our firm-wide ESG Policy. The policy is communicated to local operating partners and key contractors to ensure alignment on expectations for forestry operations, which is where many material ESG risks and opportunities arise. This clarity is essential for consistent, responsible on-the-ground practices.

Beyond risk management, FIA also applies these principles to inform the development of strategies and initiatives that aim to deliver environmental and social benefits alongside commercial performance.

FIA ESG PRINCIPLES

Going beyond responsible investment to enable forestry as an investment solution

FIA developed its ESG Principles based on a materiality assessment and input from an internal working group, identifying six priority themes where we see both risk management needs and opportunities for positive impact.



SUSTAINABILITY FRAMEWORK

Aligning with Global Sustainable Development

FIA's ESG Principles reflect the company's responsible investment ethos and views that ESG risk management in forestry benefits from a "do no harm" approach and that forestry is positioned as a solution to global ESG challenges where we can "contribute to solutions."

Our ESG Principles align with important themes of the United Nations' Sustainable Development Goals (SDGs), which offer a framework for promoting sustainability and development globally. Through a materiality assessment, FIA prioritized alignment with five of the SDGs, which guide our efforts to mitigate environmental and social risks while promoting positive ESG outcomes. By emphasizing our connection to the SDGs, we aspire to demonstrate our commitment to promoting positive environmental and social outcomes through responsible forestry investment.

DO NO HARM – Our Do No Harm approach is reinforced by the precautionary principle, safeguards, policies, and best management practices that support FIA in identifying and managing potential risks. The Do No Harm concept is critical in forestry

because it aligns with investor needs for effective ESG risk management as well as sustainable finance regulations and reporting standards. By avoiding harm to the environment and local communities, forestry investors can mitigate reputational and financial risks associated with unsustainable practices. Adopting the Do No Harm concept not only can help FIA attract investment from responsible investors but can help ensure long-term sustainability, while also promoting the well-being of local communities and protecting valuable ecosystems.

CONTRIBUTE TO SOLUTIONS – Our Contribute to Solutions approach is founded in our understanding of the benefits that sustainable forestry and land use can provide, because we see that forestry and forest products are essential for a sustainable future. By identifying material issues where good forest management practices can improve environmental quality, natural capital, and provide societal benefits, the ESG Principles can support thematic ESG investments or meet impact investing requirements through targeting ESG outcomes, such as climate mitigation, biodiversity conservation, and rural economic benefits.

6 CLEAN WATER AND SANITATION



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



SUSTAINABILITY FRAMEWORK

Responsible Investment Process



TRANSACTION SOURCING

- Identify threshold ESG risks and opportunities to screen potential investments



INVESTMENT EVALUATION

- Undertake diligence inclusive of environmental risk review; legal compliance; and social factors, such as health and safety, labor rights, human rights, and indigenous rights
- Integrate ESG risks and opportunities in underwriting
- Complete impact summary relating to FIA's selected Sustainable Development Goals



INVESTMENT DECISION

- The Investment Committee considers material ESG risks and opportunities
- Relevant transaction provisions included to ensure ESG risk mitigation and/or counterparty alignment, as relevant



ACTIVE MANAGEMENT

- Manage assets in accordance with ESG Policy and Forest Management Programs
- Seek alignment of client ESG objectives and needs with asset management
- Set ESG targets and pursue value creation opportunities where possible
- Report and engage on ESG performance, including material risks and opportunities



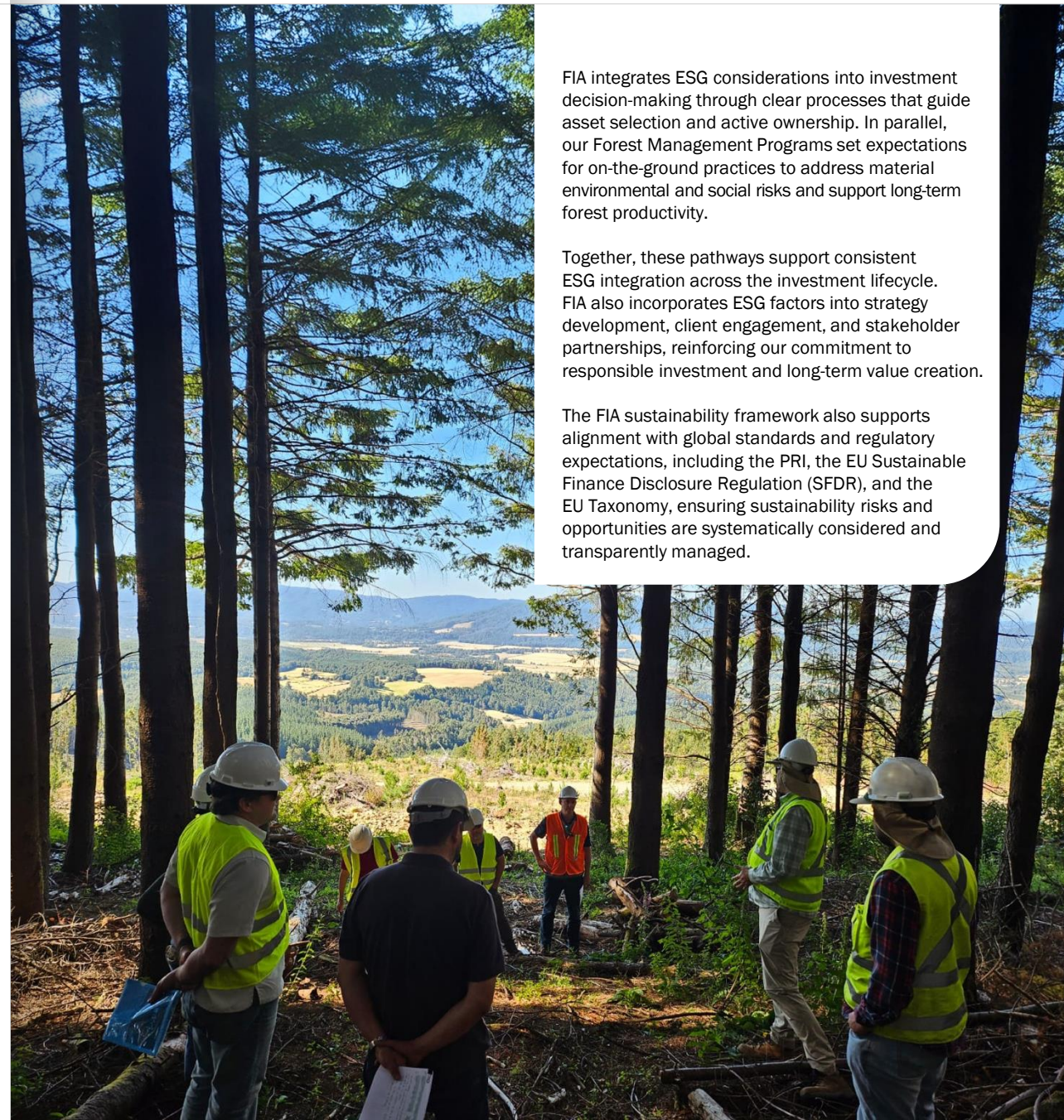
EXIT

- Material ESG factors considered in disposition process and timing

FIA integrates ESG considerations into investment decision-making through clear processes that guide asset selection and active ownership. In parallel, our Forest Management Programs set expectations for on-the-ground practices to address material environmental and social risks and support long-term forest productivity.

Together, these pathways support consistent ESG integration across the investment lifecycle. FIA also incorporates ESG factors into strategy development, client engagement, and stakeholder partnerships, reinforcing our commitment to responsible investment and long-term value creation.

The FIA sustainability framework also supports alignment with global standards and regulatory expectations, including the PRI, the EU Sustainable Finance Disclosure Regulation (SFDR), and the EU Taxonomy, ensuring sustainability risks and opportunities are systematically considered and transparently managed.



STEWARDSHIP & MMR

Active Stewardship in Sustainable Forest Management

FIA's experienced team brings strategy and execution together through forest management planning and closely managed operations, supported by monitoring, managing, and reporting (MMR) on key ESG and sustainability matters.



Across FIA's investments, we monitor and manage key ESG factors through a system of operational best practices, performance indicators, and the use of external validation as part of our active stewardship. We view MMR as essential to maintaining integrity in our stewardship and providing transparency to clients and stakeholders. Our focus on sustainable forest management ensures that ESG risks and opportunities are actively managed throughout the lifecycle of a forest investment. This includes applying best management practices, integrating ESG data into decision-making, and leveraging certification as third-party validation of our field performance.

CERTIFICATION: A CORNERSTONE OF ESG PERFORMANCE

FIA's third-party forest management certifications ensure the integrity of management practices and manage the most material on-the-ground ESG issues. FIA works within leading certification systems such as the Sustainable Forestry Initiative® (SFI®), which is recognized by the global Programme for the Endorsement of Forest Certification), and the Forest Stewardship Council® (FSC®). In 2024, we achieved 96% certification of assets under management by area with 99% of timber produced from certified forests.



STEWARDSHIP & MMR

Recognizing Exceptional Value: Launch of the Broad Arrow Forests Program

Our understanding of sustainability and the environment helps us recognize remarkable characteristics of the forests we manage, including ecological, aesthetic, and recreational values that can complement sustainable timber harvesting in the landscape.

Moreover, the stewardship of these special attributes may also make properties more attractive to buyers who recognize and value these aspects in addition to traditional cash flows.

To formalize our approach to recognizing and managing special sites, FIA developed and launched the Broad Arrow Forests Program in 2024. Named after the historic symbol used to identify the finest trees for the Royal Navy, the program encourages our foresters and field service providers to recommend sites of any size for inclusion based on their exceptional conservation features, visual appeal, or biological significance.

The program also supports FIA's SFI certification goals by highlighting water resource protection,

biodiversity conservation, visual quality, and the documentation of special sites. Identified areas can then be reviewed for tailored management strategies, such as the use of controlled burning, targeted thinning, invasive species control, visual enhancements, and other site-specific conservation practices, to enhance these important outcomes.

First year program results are very encouraging. Multiple properties across our domestic U.S. footprint have already earned the Broad Arrow Forest designation. The program itself was recognized during our 2024 SFI audit as "Exceeding Expectations" in relation to Indicator 4.3.1, demonstrating a meaningful contribution toward landscape-level biodiversity conservation.



**BROAD ARROW
FORESTS PROGRAM**

STEWARDSHIP & MMR

FIA's Commitment to Preventing Deforestation & Conversion

FIA knows that protecting and actively managing forests is essential to sustaining their long-term value—both as productive assets and as ecosystems that support biodiversity, climate resilience, and community well-being.

In 2024, FIA set out to formalize this belief through the creation of a Policy to Prevent Deforestation and Conversion. The policy was adopted in 2025 following a collaborative development process grounded in operational experience, sustainability best practices, and client engagement.

The policy was shaped through close coordination between FIA's Sustainability and Investment Management Teams, drawing on deep field experience and input from clients to ensure it was both ambitious and practical. Our approach was informed by the realities of forest management across diverse landscapes, with a strong emphasis on ecological integrity and local context.

The policy commits FIA to prohibit any activities that lead to the deforestation of primary forests. It also prohibits land conversion that would compromise ecologically important areas or violate standards under SFI, FSC, PEFC, or other applicable certifications. Moreover, the

policy is aligned with FIA's aspirations to promote diverse ecological benefits across forest landscapes, and for new investments, commits FIA to managing any recently deforested primary forests it identifies during the acquisitions process for restoration and conservation. This commitment also aligns with FIA's broader engagement in advancing responsible forestry at the industry level. FIA has participated in a range of forums on deforestation, including adaptation of definitions within the SFI standard, dialogue on the EU Deforestation-free Regulation (EUDR), and work through key industry associations. Through these efforts, we help shape standards that are both scientifically grounded and operationally feasible. As a long-term forest investor, FIA's business model is based on renewable cycles of forest growth, harvest, and reforestation. Preventing deforestation and conversion is more than just good environmental practice; it reinforces our positioning, and that of the sector, as part of a sustainable real economy delivering climate-positive, nature-aligned investment outcomes.

STEWARDSHIP & MMR

Credible EU Taxonomy Reporting in Forest Investment

At FIA, we recognize that the credibility of sustainability claims is vital to maintaining investor confidence and advancing the role of forests as sustainable investments.

As a forest-specialist investment manager, we have taken a hands-on, technical approach to ensure that our clients' disclosures meet not just the letter, but also the spirit, of the EU Taxonomy framework.

The EU Taxonomy offers a powerful tool to distinguish environmentally sustainable activities, but its application in forestry remains complex and underdeveloped. Asset owners may be asked to demonstrate Taxonomy alignment against a detailed set of environmental objectives, screening criteria, and minimum safeguards. Yet market guidance is limited, and many claims lack the substantiating detail that regulators and stakeholders increasingly expect.

FIA is addressing this challenge by integrating Taxonomy considerations directly into investment analysis and reporting practices. We go beyond basic eligibility checks to evaluate alignment through forest certification standards, climate risk assessments, and investment design. In 2024,

we further strengthened our approach by commissioning a European consultancy to benchmark forestry-specific Taxonomy reporting.

Through this effort, FIA reviewed alignment claims across peer reports and stress-tested our own practices. The review found that while alignment is often referenced, few investment managers offer transparent, evidence-based documentation to validate claims. In response, FIA developed an internal roadmap for enhanced reporting that aligns with best-in-class disclosure practices and provides clients with the technical confidence needed to support credible claims.

FIA believes this close involvement with the underlying forestry operations and data enables a depth of insight and accountability that few asset managers can match. By setting a high bar for transparency, we aim not only to serve our clients, but also to help elevate the benchmark for Taxonomy reporting across the forest investment sector.



STEWARDSHIP & MMR

Advancing Climate-Smart Forestry with Limited Assurance of Climate Data

FIA's climate reporting capabilities are an important part of our efforts to advance climate-smart forestry, leveraging the power of working forests as a carbon sink.

FIA commenced a multi-year transparency and assurance program for biogenic carbon reporting in 2024. These efforts were targeted at achieving limited assurance for a critical "net carbon sequestration" metric developed and reported by FIA to support our client PFA, a Danish pension provider, in their net-zero ambitions for their Climate Plus product that invests in U.S. forestry as part of a multi-faceted decarbonization strategy.

In a precursor to limited assurance, FIA engaged with a Big Four consulting firm and successfully completed a readiness assessment in 2024. To do so, FIA's Sustainability and Investment Management Teams worked with the auditor and reviewed FIA's carbon accounting principles, forest-level data, data management systems, growth equations, and other procedures.

The valuable readiness assessment was a key step for auditors, because the engagement was preparing to opine on data outside of an existing auditing standard. This ensured alignment and provided FIA information to help enhance systems and procedures to streamline future review and enable the limited assurance. We believe working with a Big Four firm, especially in an area lacking standardized frameworks, simultaneously helped develop FIA's credibility as a thought leader in this emerging space.

"More and more institutional investors in timberland and the underlying beneficiaries they serve are seeking high-quality data about the climate impacts of their forest investments," reflects MaryKate Bullen, Managing Director, Head of Business Development & Sustainability. "FIA believes being able to provide reporting that has withstood careful scrutiny and testing against international best practices and

benchmarks builds trust and confidence in the role of working forests as a climate solution."

Recommendations from the readiness assessment were implemented throughout late 2024 and early 2025. With procedural and data systems updated, FIA worked extensively with the auditor in the first quarter of 2025, with the positive outcome of securing limited assurance issuance on the client's 2024 net biogenic carbon sequestration data. This helped FIA achieve a central requirement of the client's investment mandate while providing PFA with the ability to make credible claims about its carbon neutral pension product. As of mid-2025, PFA reported that their Climate Plus product had achieved its net-zero target one year ahead of schedule.

In recognition of this success with our climate-smart forestry program in an emerging field, *Environmental Finance* awarded FIA with the 2025 Environmental Fund of the Year Award for North America.



STEWARDSHIP & MMR

Working Forests: 2024 Net Carbon Sequestration

THE FIA FORESTRY
PORTFOLIO STORES
142.5 million
tCO₂e
IN WORKING FORESTS
(ABOVE GROUND BIOMASS)

WOOD PRODUCTS
store carbon

Carbon remains
stored when wood
fiber is recycled

BIOENERGY
is produced from mill
and forest residues

2024 SEQUESTRATION OF
2.3 million
tCO₂e
ACROSS FOREST
CARBON POOLS &
LONG-TERM STORAGE
IN WOOD PRODUCTS

FOREST PRODUCTS FROM
HARVEST WILL STORE A
LONG-TERM AVERAGE OF
1.5 million
tCO₂e

7.8 million
tCO₂e
SEQUESTRATION
THROUGH FOREST
GROWTH

89,012 acres
REPLANTED OR
REGENERATED, INCLUDING
42 million
TREES PLANTED

5.4 million
GREEN TONS OF
WOOD HARVESTED

Data based on FIA internal analysis for calendar year ending December 31, 2024, for properties under management in the US, Brazil, and Chile. Net sequestration accounts for aboveground forest carbon and the 100-year average for carbon storage in wood products (net of harvest, land sales/purchases, and inventory adjustments, as applicable).

CASE STUDY

Conserving Imperiled Orchid Populations

On a hot morning in July 2024, Erin Cork and her team of biologists from the Georgia Department of Natural Resources (GA DNR) returned to FIA's Silco Management Unit for an annual tradition: monitoring conservation outcomes for the globally imperiled (G2) and state critically imperiled (S1) Chapman's fringed orchid (*Platanthera chapmanii*).

Since their discovery on the timberland property back in 2013, FIA has partnered with the GA DNR to develop and support site-specific management plans that match habitat conservation and promotion with forest management activities, such as targeted thinning, careful herbicide treatments, mowing regimens, and invasive species removal.

Efforts are paying dividends. During the survey, Erin and her team discovered more than 40 orchids in flower in a single site – twice as many as documented in the same location as recently as 2021. “We were pleased to note orchids popping up even deeper into the managed forest area,” Cork noted. “By working with FIA to treat the site's invasive Chinese tallow (*Triadica sebifera*), we're encouraging the spread of orchids into the forest stand and away from the road, where they are more susceptible to a variety of threats.”

Together with FIA, the GA DNR continues to develop and implement management plans to improve orchid habitat. Ongoing work includes exploring ways to control excessive vegetation and encourage additional orchid germination, such as through targeted hardwood control, selective mowing, and even the possibility of prescribed burning.

The July 2024 surveys also confirmed the presence of other valued native plants, including pipewort and deertongue – species that are associated with the habitat conditions preferred by the Chapman's fringed orchid. Other discoveries were less welcome, but just as important. Cork's team located invasive Chinese tallow trees and red sesbania plants, which were competing against the orchids for habitat. The GA DNR team worked diligently to remove these invasives, and it is hoped that the orchids can expand their numbers as a result.

FIA's ongoing relationship with the GA DNR to manage this imperiled orchid species on Silco was one motivation for the company being named a Forestry for Wildlife Partner by Governor Brian Kemp for the third consecutive year.



Photos: GA DNR



CASE STUDY

Protecting Forests Through Conservation Sales



Throughout 2024, FIA worked diligently toward an ambitious conservation milestone that was more than ten years in the making: collaboration with the State of Florida for the sale and permanent conservation of 12,243 acres of diverse pine forest, wetland, and floodplain ecosystems of the Bear Creek Management Unit.

FIA has managed Bear Creek since 2004, and for more than a decade worked closely with local and state officials about the possibility of incorporating a portion of the property into the Florida Forever Project, a transformative, state-wide conservation initiative that plans to permanently protect more than 85,000 acres across an interconnected, state-wide wildlife corridor.

The Florida Forever Project had long included Bear Creek under its Critical Natural Lands designation in recognition of its unique biodiversity and water resources, including keystone species like the Florida black bear (*Ursus americanus floridanus*) and the gopher tortoise (*Gopherus polyphemus*). Meanwhile, the Florida Natural Areas Inventory (FNAI) indicated the potential presence and suitability of Bear Creek for multiple G1 and S1 species, including rare pipeworts like Dark-Headed Hatpins (*Eriocaulon nigrobacteatum*) and the equally imperiled pinewoods aster (*Eurybia spinulosa*). In short, this area, northeast of Panama City, was an ideal candidate for conservation.

The sale and transfer of such a substantial parcel

was widely celebrated by FIA team members, consistent with the company's track record of landscape-level conservation and management at Bear Creek. Previous achievements there include placing more than a 3,000 acres into a mitigation bank and a remarkable clean up and replanting of more than 37,000 acres of forest devastated by Hurricane Michael in 2018.

"Having stewarded Bear Creek as a working forest with an important role in this region, we are honored to see such a large ecosystem transitioned into Florida Forever and its critical conservation mission," explained Chad Lincoln, FIA's Southern Operations Manager. "Working forests throughout Florida provide wildlife habitat, support landscape-level resilience, and promote healthy watersheds, all while also supplying timber to local mills. Seeing this portion of Bear Creek formally enter the Florida Forever Project is an attestation to the importance of sustainable timberlands and shared conservation priorities."

As part of this conservation land sale, which reached financial settlement in June 2025, FIA worked closely with several partners, including the Florida Department of Environmental Protection, the Florida Forest Service, the Florida Wildlife Corridor Foundation, and the Northwest Florida Sentinel Landscape Partnership.



"We are pleased to realize a positive investment outcome through the sale while contributing to Florida Forever and maintaining our own long-term management of more than 80,000 acres of sustainably managed forest," says Jamie Ulmer, Director, Portfolio Management. "We see this opportunity as mutually beneficial for our client and for the people and wildlife of Florida."

Placing such a substantial portion of Bear Creek into conservation will also play a critical role in safeguarding water resources in a region experiencing strong growth. For FIA's Disposition Director, Sarah Hall, who spent nearly 15 years developing relationships with local stakeholders, the sale is true to FIA's mission: "It is collaborative efforts like this that really demonstrate the value of long-term conservation relationships, and our commitment to being trusted, sustainable forest stewards."



CASE STUDY

Women in the Woods: Growing a Business Together



In Chile's southern Araucanía region, a career in the forest sector is a proud legacy shared by many families in rural communities. Recently, aspects of this tradition are expanding, with more women following their brothers and fathers into the woods. One such example is Yedith Monsalves, owner and president of Forestal Emelin SPA, an important subcontractor to FSP Latam, which has been a third-party manager for FIA's Chilean operations since 2022.

Monsalves' upbringing in the small, forest-centric community of Paillahue was spent outdoors, where she was raised by her grandfather, a *motosierrista*, or chainsaw operator. After working as a teacher in a small rural school, she decided to follow in her grandfather's footsteps in forestry, working on planting and thinning operations, often as the only woman.

Having gained experience in the sector over time, when Covid-19 struck, the Mapuche mother of two decided to expand her small, informal forest services company, named after her daughter Emelin. "During that difficult time, it was important to have additional work, not only to support my own family, but also to provide opportunities for my neighbors," she explained.

Monsalves received both encouragement and mentoring from FSP Latam's experienced operations team. Over time, she developed the leadership skills required to manage larger contracts, allowing her to hire four workers – all neighbors.

To support her business and own growth, she continued to coordinate and work extensively with FSP Latam, especially to improve her knowledge

of regulatory processes, safe working practices, and risk prevention methods. This transition was not always an easy pathway, but as a result of mentorship and a willingness to learn, Monsalves continued to develop, eventually winning contracts with other forest managers.

"Now that I have the correct skillset as a manager, I am able to successfully manage both the forest operations and important business requirements. This translates into more both steady work and income for my community members and neighbors," Monsalves noted.

Continuing to support her growth, in 2024 FSP Latam encouraged Monsalves to expand beyond planting, fertilization, and thinning to incorporate road maintenance activities, a move that allowed her to hire another two full-time employees.

"Yedith was hesitant at first given her lack of experience in this area," recalled Patricio Mendez, FSP Latam's Operations Manager. "But to her credit, she has demonstrated her willingness to learn and adapt to new opportunities, while maintaining high standards required by our forest certification and management practices. We continue to enjoy seeing her business grow."

For Monsalves, the opportunity was about more than learning new skills. "Every time the company expands, it means that there are more opportunities for my neighbors to achieve steady employment. This allows them to remain connected to the community and land, which is central to our identity as Mapuche."

CASE STUDY

Collaborative Ecosystem Restoration in the Pacific Northwest

After migrating downstream from their spawning grounds, young salmon, or smolt, undergo a critical period of physiological transformation to prepare for the transition from fresh to saltwater. For this critical life phase, juveniles require an extended period of time in healthy, slow-moving floodplain habitat. Unfortunately, much of this habitat in the Pacific Northwest has been degraded due to historical land use, including agriculture and past, exploitative logging.

When longtime FIA collaborator Seth Mead, Watershed Conservationist for the Siuslaw Soil and Water Conservation District (Siuslaw SWCD) identified an area of disused, legacy pasture on FIA's Siuslaw Management Unit in Oregon, he quickly reached out to FIA and other regional partners. The area in question is located at the lower end of Hanson Creek, just off the mainstem of the Siuslaw River. Together, Mead, FIA, and the property's local management team from Mason, Bruce & Girard (MBG) explored the potential conservation benefits if the site was restored to a connected, wetland complex with favorable conditions for smolting Coho Salmon and Coastal Cutthroat Trout.

"What was appealing to everyone," explained Mead, "was the opportunity to demonstrably enhance habitat conditions without impacting forestry operations."

The site suffered from past alteration of the natural water course, which had disrupted ecology.



As was common in earlier farming and logging practices, the creek's meandering channel had been straightened and cleared of debris, greatly reducing the quality of smolting habitat. To reverse this, FIA and partners designed and executed an ambitious plan to restore the area. Over the course of the summer of 2024, workers removed exotic blackberry brambles and more than 10,000 cubic yards of soil, which lowered the floodplain to its historic downstream elevation, reducing flow velocity. Excavator work also rechanneled the creek into a natural, braided system. Woody debris from the FIA-managed forest was intentionally placed throughout the creek for half a mile to further reduce flow velocity and restore habitat conditions. As a result, four acres of floodplain and associated native wetland and shrub vegetation were restored, optimizing conditions for young salmon.



Photo: Seth Mead / Siuslaw SWCD

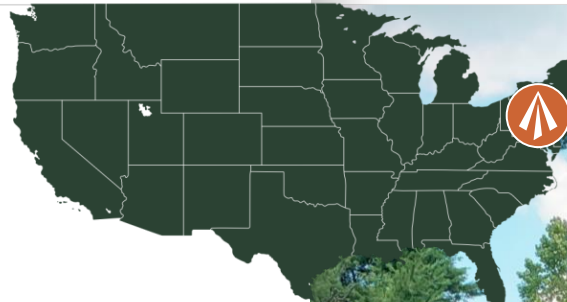


The positive impacts of this restoration were nearly immediate. With their transitional habitat restored, smolt now enjoy more cover opportunities, improving survivability from predatory merganser ducks, cormorants, kingfishers, and otters. The restored system is also expected to substantially increase salmon growth rates compared to the previously degraded system, providing young fish with a crucial developmental head start and higher long-term chances of survival.

"Throughout the Pacific Northwest," assures Jack Stover, FIA's Director, U.S. Operations, "we understand that responsible forest practices and watershed stewardship can go hand in hand. The opportunity to collaborate on a project that benefitted biodiversity and salmon stocks demonstrates the value of our long-term relationships with conservation partners."

CASE STUDY

Tackling Invasive Species to Safeguard Streams



In 2022 as FIA assumed management of the Chagrin Management Unit in Northwestern Pennsylvania, one conservation priority quickly became clear: tackling the spread of invasive Japanese knotweed (*Fallopia japonica*) along Hemlock Creek. Coursing for almost five miles through the property, the creek is a gem among the state's 86,000 miles of waterways, hosting the remarkable combination of three different wild trout species, including brook, brown, and rainbow trout, all in one place.

With pristine water quality and a highly productive invertebrate ecosystem, Hemlock Creek is also designated an Exceptional Value Water by the Pennsylvania Department of Environmental Protection (PA DEP), a status enjoyed by only 4% of all waterways. However, in recent years, the invasive knotweed was beginning to overwhelm native vegetation alongside the streamside management zones at the mouth of the creek. Growing unchecked and almost eight feet high in places, the knotweed, notes PA DEP Aquatic Biologist Supervisor and Hemlock Creek expert Joe Brancato, was “creating something akin to a dead zone for birds, with additional negative consequences that could impact the creek's water quality and chemistry.”

Mike McEntire, the FIA Regional Investment Forester responsible for the property, agreed. “If we didn't get the knotweed under control, we risked having it spread further up the main channel and into smaller feeder

creeks, which would have been quite harmful.” The knotweed allowed more sediment to flow into the creek than native vegetation, decreasing water quality. In addition, by overtaking and replacing shade-producing trees such as native willows, additional sunlight was reaching the water, disrupting delicate water temperature ranges required by Hemlock's wild trout. With these issues top of mind, FIA sought to develop an invasive removal plan.

During 2023 and 2024, more than 73 acres along more than a mile of infested streamside management zones were targeted for treatment. Workers hand-sprayed the knotweed without damaging other vegetation while an additional 1.7 acres of extremely thick knotweed was both cut and sprayed. This careful, thorough approach greatly reduced knotweed presence, and by the end of 2024, the removal program was determined to be a complete success.

Native vegetation is now recovering along previously infested creek frontage, restoring important ecological conditions and improving accessibility for anglers, kayakers, and campers who live, visit, and recreate near Hemlock Creek.

“Restoring important ecological conditions and improving public access via the invasive removal program were important management goals since acquisition,” explained McEntire. “Hemlock Creek is a local ecological treasure that FIA has been proud to care for and protect.”

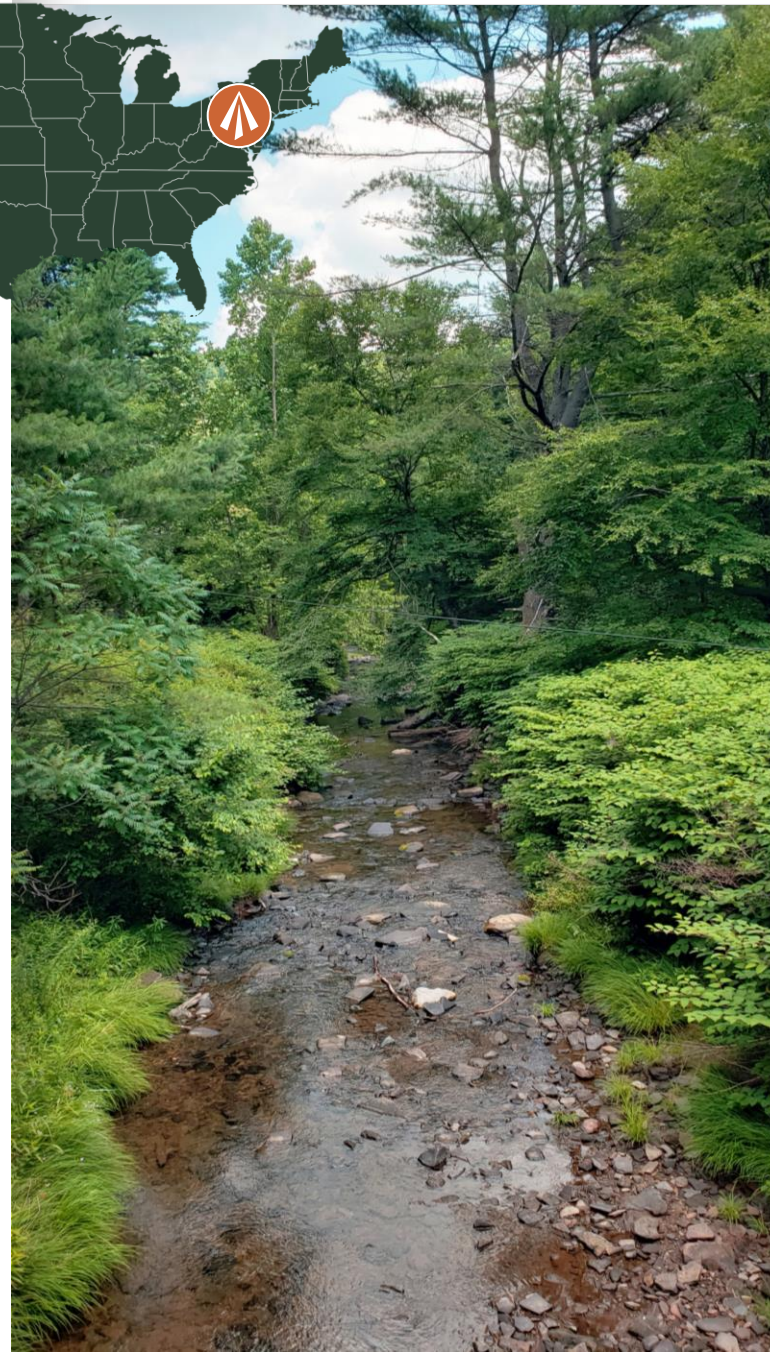


Photo: Joe Brancato

CASE STUDY

Reclaiming the Legacy of Longleaf Pine



Prior to European settlement, longleaf pine (*Pinus palustris*) forests were a dominant feature of the coastal plain of the Southeastern U.S., encompassing as much as 90 million acres in a range that extended from Virginia to Texas. Highly tolerant to wildfire, longleaf forests are among the most biodiverse areas in North America, as periodic wildfire burns remove competing tree species and encourage a healthy mix of understory species. Prized for their timber and many other forest products that were once essential to the construction and maintenance of wooden ships – such as turpentine, tar, rosin and pitch – by the early 20th century, longleaf habitat was reduced to a small fraction of its original range. Despite this, as a result of intentional restoration efforts across the South and Gulf regions, longleaf pine and the landscape and biodiversity it supports are making a comeback.

Since 2017, FIA has planted 750 acres of longleaf in areas matching the sandy soil types favored by this famous species. On the Georges Prairie Management Unit in Texas, planting locations were selected to include recently burned areas where the species' tolerance for wildfire is utilized to address potential physical climate risks. FIA foresters also incorporated community concerns, selecting more than 500 of those acres in areas adjacent to rural homesteads, providing both fire risk mitigation as well as amenity values. Mimicking natural cycles, understory fuel levels are

controlled via periodic, prescribed burning, reducing the risk of long-term fuel accumulation and seeking to avoid catastrophic loss, keeping landscapes safer at the intersection of working forests and other land uses. The foresight of this management decision was illustrated in 2023 when one of the planted longleaf stands experienced a wildfire as the result of a lightning strike. As would be expected, the young trees exhibited a remarkable tolerance for fire and recovered impressively, once again demonstrating the resilience of this iconic species. Further prescribed burning is anticipated for autumn 2025.

FIA's longleaf restoration efforts have been an overwhelming success. Strong survival has occurred across most of the replanted areas, with survival rates regularly exceeding 500 trees per acre. Stands planted in 2017 also received their first fire treatment in 2021. With planting costs about equal to the faster-growing, but less fire-resistant loblolly pine, FIA is able to manage clients' additional prescribed burning expenses by engaging in both public and private cost-sharing programs. For efforts to champion longleaf restoration on these and other managed lands, FIA was honored in 2024 by the non-profit Longleaf Alliance with the Palustris Corporate Achievement Award, recognizing the firm's long-standing commitment toward conservation of longleaf ecosystems.

CASE STUDY

Revitalizing Community Agriculture & Ensuring Water Access

For many years in the small community of Juan Nahuelpi, near several FIA-managed properties in southern Chile, irregular access to water hindered agricultural productivity and economic development.

Although the sale of fruit and vegetables was an essential source of income for many residents, the community irrigation reservoir used to store runoff was both undersized and damaged, which limited when and how much food residents could grow.

Throughout 2024, social specialists with FIA's local field service provider began visiting the community on a regular basis. Prioritizing dialogue and listening, trust was established, and residents shared a community priority: the need for a larger, more reliable reservoir that could store sufficient water to irrigate crops year-round.

Informed by the Mapuche tradition of *mingaco* – community work rooted in mutual aid – residents and FIA's field service providers joined together in a spirit of partnership to design and construct a new, larger reservoir. Community members collectively dug a larger basin and contributed a new pump and irrigation lines. FIA's team provided technical expertise and materials, including a new geomembrane to line the reservoir, ensuring long-term water retention. By early 2025, the reservoir

was complete. With a greatly increased capacity and a brand-new liner, the reservoir now provides a reliable supply of water to irrigate crops throughout the year, boosting agricultural production and income.

The impact of the new reservoir has been especially meaningful for local women. With consistent water access, seven have launched vegetable garden businesses to create sustainable income streams that are both generated and controlled by them—resulting in greater social security and independence.

“The project is a testament to the power of dialogue-driven development,” reflects Mónica Nuñez, the forester and social development specialist working for FIA's local field service provider who spearheaded the project. “By listening to community voices and honoring cultural practices, we helped implement a solution with lasting value, illustrating how social engagement and ecological stewardship can work hand in hand to foster rural resilience and inclusive growth.”

Similar projects are also being discussed with other nearby communities, ensuring that forestry operations align with local priorities and contribute to long-term sustainability, serving both the land and for the people who live on it.



CASE STUDY

Partnering with Communities for Social & Educational Development



In the rural district of São Luiz do Purunã in southeastern Brazil, the value of long-term community collaboration is paying impactful social and environmental dividends for the next generation.

Soon after FIA and NGB Florestal – an operating company of an FIA-managed investment – expanded into Brazil's Paraná State, they were introduced to an ambitious, non-profit foundation, called Instituto Purunã (Purunã Institute). Over time, NGB employees routinely visited the Institute to engage with students and teachers, exposing community members to forestry, conservation, and other educational programming - critical needs in this rural region where access to quality environmental education is important to balance tensions of development, growth, and the responsibilities of everyday rural life.

"Collaborating over time helped us grow closer and see the impact of the Institute's leadership," recalls Ricardo Boaventura, FIA's Managing Director, LatAm Investments. "It also helped us become better listeners to understand local community needs, and we realized the value of the Institute's mission of sustainable regional development, which combines education, tourism, social welfare, and environmental stewardship—all rooted in a deep respect for local tradition, culture, and natural resources."

In 2024, FIA provided Purunã Institute with a charitable donation to the Institute's *Trilha do Saber* ("Learning Path") initiative. Learning Path guides children from early childhood through to professional training. FIA's contribution helped support the Institute's engagement with 400 students, representing the entire school-aged population across São Luiz do Purunã's three schools.

The Learning Path is working. From 2023 to the end of 2024, participating students' national test scores demonstrated improvement levels mirroring results in Brazil's best schools.

One standout initiative took place on Arbor Day, where children engaged in hands-on environmental issues with NGB Florestal staff about wildfire prevention, learning about the importance of native trees, and the benefits of environmental and forest conservation.

"Just like nature, what we build grows with time and care," says Institute Director Soraia Melchiorretto. With this mindset, the next generations of local residents are equipped with the skills and opportunities to pursue their ambitions, whether at home in São Luiz do Purunã or in the wider world."

IMPACT METRICS

FOREST MANAGEMENT AND CERTIFICATION (ACRES)

	IRIS ID		UNITED STATES	LATIN AMERICA	TOTAL
TOTAL AREA	LAND DIRECTLY CONTROLLED: TOTAL	OI5408	1,811,695	304,012	2,115,707
PRODUCTION AREA	LAND DIRECTLY CONTROLLED: CULTIVATED	OI674	1,381,504	229,442	1,610,946
CERTIFIED AREA	OPERATIONAL CERTIFICATIONS	OI1120	1,775,383	250,930	2,026,313
AREA TREATED WITH CHEMICALS	LAND DIRECTLY CONTROLLED: TREATED WITH PESTICIDES	OI2569	48,233	46,479	94,712

TIMBER PRODUCTION (TONS)

	IRIS ID		UNITED STATES	LATIN AMERICA	TOTAL
TOTAL HARVEST VOLUME	UNITS/VOLUME PRODUCED	PI290	4,753,388	662,223	5,415,611
CERTIFIED HARVEST VOLUME	UNITS/VOLUME PRODUCED	PI290	4,690,713	662,233	5,352,936
	OPERATIONAL CERTIFICATIONS	OI1120			

REFORESTATION AND REGENERATION (ACRES)

	IRIS ID		UNITED STATES	LATIN AMERICA	TOTAL
COMMERCIAL AFFORESTATION AREA	AREA OF LAND REFORESTED	PI4907	-	5,713	5,713
COMMERCIAL REFORESTATION AREA	AREA OF LAND REFORESTED	PI4907	46,303	37,621	83,924
COMMERCIAL REGENERATION AREA	AREA OF LAND REFORESTED	PI4907	5,088	-	5,088



96%

OF GROSS AREA
CERTIFIED TO PEFC
AND/OR FSC
STANDARDS



99%

OF HARVEST
PRODUCED FROM
CERTIFIED FORESTS



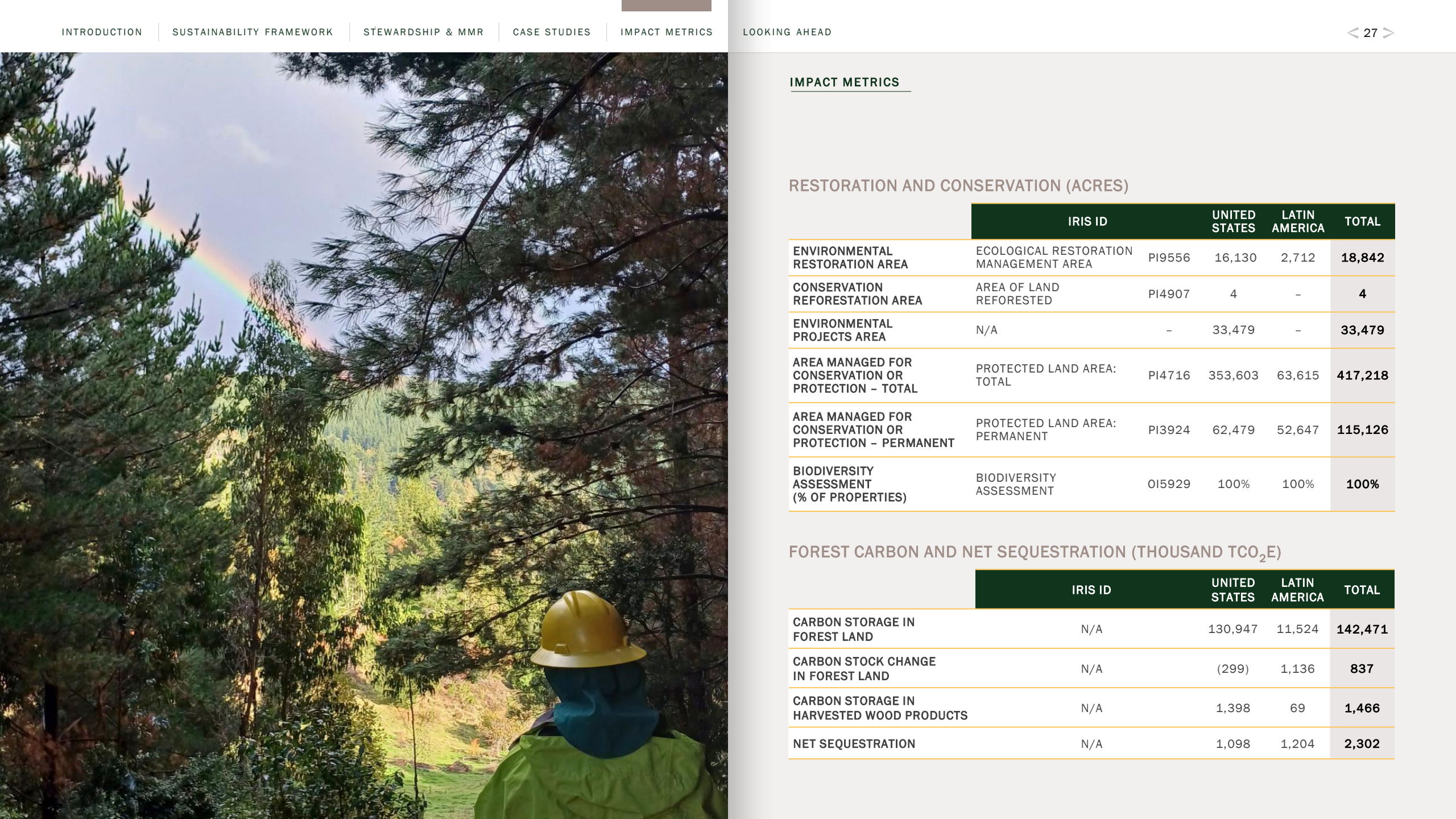
4%

OF GROSS AREA
TREATED WITH
CHEMICALS FOR
SILVICULTURE



89,012

ACRES OF FOREST
REGENERATION AND
RE-PLANTING AFTER
HARVEST



IMPACT METRICS

RESTORATION AND CONSERVATION (ACRES)

	IRIS ID		UNITED STATES	LATIN AMERICA	TOTAL
ENVIRONMENTAL RESTORATION AREA	ECOLOGICAL RESTORATION MANAGEMENT AREA	PI9556	16,130	2,712	18,842
CONSERVATION REFORESTATION AREA	AREA OF LAND REFORESTED	PI4907	4	-	4
ENVIRONMENTAL PROJECTS AREA	N/A	-	33,479	-	33,479
AREA MANAGED FOR CONSERVATION OR PROTECTION - TOTAL	PROTECTED LAND AREA: TOTAL	PI4716	353,603	63,615	417,218
AREA MANAGED FOR CONSERVATION OR PROTECTION - PERMANENT	PROTECTED LAND AREA: PERMANENT	PI3924	62,479	52,647	115,126
BIODIVERSITY ASSESSMENT (% OF PROPERTIES)	BIODIVERSITY ASSESSMENT	OI5929	100%	100%	100%

FOREST CARBON AND NET SEQUESTRATION (THOUSAND TCO₂E)

	IRIS ID	UNITED STATES	LATIN AMERICA	TOTAL
CARBON STORAGE IN FOREST LAND	N/A	130,947	11,524	142,471
CARBON STOCK CHANGE IN FOREST LAND	N/A	(299)	1,136	837
CARBON STORAGE IN HARVESTED WOOD PRODUCTS	N/A	1,398	69	1,466
NET SEQUESTRATION	N/A	1,098	1,204	2,302

LOOKING AHEAD

We're Always Growing.

FIA's sustainability progress in 2024 was grounded in learning by doing—refining our practices, testing new ideas, and quite literally getting our hands dirty in the field. From evolving how we measure impact to deepening how we engage with stakeholders, our work was shaped by collaboration and a shared commitment to continuous improvement.

Looking to 2025, our aspirations continue to grow. We remain focused on aligning our efforts with the evolving priorities of our clients, strengthening partnerships across the forest sector, and raising our voice in support of forest investments that deliver sustainable outcomes for people and the planet.

FIA invites others to join us in this work. We trust that meaningful progress happens when we work together. By combining knowledge, experience, and a commitment to impact, we can harness the power of sustainable forest investments to address the challenges of today while contributing to a more sustainable future.





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