

Sustainability Progress Report 2023 | Highlights

Responsible Stewardship: At the Heart of our Business

Message from the President and CEO



Mosaic Forest Management's business is built on sustainability and safety, which is critical to supporting our employees, contractors, Indigenous partnerships, and communities. Sustainable forests today are the forests in which we will continue to work in the future.

Everyone on the Mosaic team contributed to our continued advances and achievements outlined in this report. Our shared work in sustainability and safety helped Mosaic earn recognition for the third consecutive year as one of BC's Top Employers.

Some of the 2023 highlights for Mosaic included:

- Implemented Mosaic Capture, a company-wide digital safety system that delivers efficiencies and insights through data capture and analytics to improve safety through data and culture-based enhancements.
- Expanded Mosaic-sponsored training with the second-growth log scaling program, producing licensed workers for Mosaic and its contractors.
- Achieved the Leadership in Conservation Award from the Sustainable Forestry Initiative® (SFI®) for working to adapt to and mitigate climate change and our early and enthusiastic adoption to advance SFI's climate smart forestry objective, including creating the BigCoast Forest Climate Initiative.

- Earned gold-level Progressive Aboriginal Relations certification with the Canadian Council for Aboriginal Business, making Mosaic the first and only timberland owner in Canada to achieve this standard of excellence.
- Created the new Mosaic Pavilion at the Parksville Museum to share the story of local forests and modern, sustainable forest management practices.
- Conducted public consultations to help Mosaic's real estate arm, Couverdon, shape its application for rezonings to make the Powell River Benchlands project and its range of housing options a reality for the community.

In 2023, we commissioned a comprehensive environmental, social, and governance evaluation as part of our commitment to continuing to evolve our reporting framework. The top priorities in the assessment were sustainable forest management, Indigenous relations, water resources, and climate change adaptation, which align with Mosaic's core values. We are committed to continuous improvement and utilizing such reviews to enhance our 2024 and future reports.

Our 2023 sustainability performance and accomplishments are possible because of the talent and dedication of Mosaic's employees and contractors. I sincerely thank all our employees and contractors for their relentless commitment to sustainability.

– **Rob Gough**, President & CEO
Mosaic Forest Management

Key Achievements for 2023

Reduced the medical incident rate per 200,000 exposure hours to 1.16 on 2.5 million person-hours worked, representing a 14% reduction and exceeding Mosaic's original target of 5%.

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Launched Mosaic's Safety-in-Action Strategy utilizing data-driven insights and behaviour-based safety campaigns to advance our safety culture.

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Recognized as one of BC's Top Employers.

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Continued our dedication to sustainability and commitment to becoming net-zero by 2035.

- **The BigCoast Forest Climate Initiative's first carbon credits were issued** under Verra's Verified Carbon Standard.
- **Received the Leadership in Conservation Award** from the Sustainable Forestry Initiative.
- **Planted 10.3 million seedlings of local species.**
- **Expanded the Emissions Reduction Initiative**, resulting in a 2% reduction in absolute emissions.

Installed the Mosaic Pavilion, a permanent forestry-themed educational exhibit at the Parksville Museum.

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Donated over \$800,000 to community organizations across Coastal BC.

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Supported Indigenous participation in the forest economy and continued to invest in Indigenous scholarships, bursaries and training programs while contributing to, and participating in, cultural events and initiatives.

- **Delivered tailored training programs to over 10 Indigenous partners** while supporting Indigenous economic participation through harvesting, silviculture, and purchase agreements and 17 formalized memorandums of understanding.
- **Invested over \$150,000 in Indigenous scholarships, bursaries and training programs**, across 7 post-secondary institutions and 11 secondary schools.
- **Achieved Gold-level Progressive Aboriginal Relations certification** from the Canadian Council for Aboriginal Business, becoming Canada's first and only timberland owner to achieve this standard of excellence.