



SUSTAINABILITY REPORT 2025





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A MESSAGE FROM OUR CEO

At LP Building Solutions (LP), our work goes beyond pioneering cutting-edge products—we are Building a Better World™. Through innovation and expertise, we engineer solutions that make a lasting impact, empower our stakeholders, and set the standard for environmental stewardship. Sustainability is central to our strategy, guiding everything from responsible sourcing and operational efficiency to community engagement and accountability.

As we reflect on this past year, we recognize the vital role our team members play in building a more resilient future. Our commitment to their safety, health, and well-being remains steadfast. In 2024, we were honored with the APA–The Engineered Wood Association’s Safest Company Award for the 12th time in 16 years. We also expanded health and wellness benefits, including enhanced bonding and surrogacy leave, and new medical plan options.

Innovation continues to drive LP forward. Over the past decade, our teams have secured nearly 30 patents that streamline installation, reduce waste, and improve construction efficiency. Every product is evaluated through a sustainability lens—if it doesn’t meet our standards, it doesn’t move forward.

In 2024, we published an environmental product declaration (EPD) for LP® Oriented Strand Board, bringing our total to nine products with EPDs. With this milestone, we can now report that 91% of our 2024 North American net sales came from carbon-negative products. Additionally, seven LP® products earned National Green Building Standard certification for advancing resource efficiency, conservation, and indoor environmental quality in high-performance buildings.

As a forester myself, I’ve seen the profound benefits of sustainable forest management. Healthy forests are critical to LP’s business, climate stability, and community well-being.

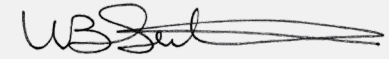
Across our operations, we exceed regulatory requirements to protect biodiversity through careful harvest planning and logger training. LP has upheld Sustainable Forestry Initiative® (SFI®) standards since 2000, and today, 100% of our wood fiber is sourced through rigorous certification systems like SFI in North America and the Programme for the Endorsement of Forest Certification in South America.

We’re also proud to deepen collaboration with Indigenous communities, honoring their knowledge and cultural heritage. In 2024, we aligned operations more closely with First Nations values through site visits with Indigenous leaders to help identify and protect important vegetation, habitats, and culturally significant areas. We also expanded restoration efforts in areas affected by the 2023 wildfires in British Columbia and strengthened partnerships with Indigenous-owned businesses, such as Mikisiw, a First Nation-owned logging company in Maniwaki, Québec.

Our community commitment goes beyond business. Last year, the LP Foundation increased its community grant funding by 50% over the prior year, giving every facility more resources to support local initiatives. For example, when Hurricane Helene struck North Carolina, we responded quickly, supporting affected team members through LP Cares grants and donating water, building products, and funds to disaster relief.

Looking ahead, we intend to focus on advancing innovation, deepening partnerships, and driving sustainable growth. I invite you to explore our 2025 Sustainability Report to see how LP is Building a Better World™.

“A forester myself, I’ve seen the profound benefits of sustainable forest management. Healthy forests are critical to LP’s business, climate stability, and community well-being.”



BRAD SOUTHERN

Chairperson and Chief Executive Officer



ABOUT THIS REPORT

At LP, sustainability shapes the way we do business, guiding our operations and driving our commitment to responsible growth. From fostering positive relationships to creating innovative products, we prioritize ethical and reliable practices that support our stakeholders, strengthen communities, and responsibly regenerate natural resources. As a trusted industry leader, we deliver durable solutions that align with our purpose of Building a Better World™.

Our fifth annual Sustainability Report highlights LP's ongoing progress across five key pillars: Governance, People, Environment, Products, and Community.

We continue to monitor developments in reporting standards and best practices. Information included in this report is prepared in alignment with the Sustainability Accounting Standards Board (SASB) Building Products and Furnishings (CG-BF) and Forestry Management (RR-FM) industry standards, the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations, and the Greenhouse Gas Protocol (GHG Protocol). See the [appendix](#) for details. Unless otherwise specified, all financial and related information reflects data as of December 31, 2024.



ABOUT LP

\$2.9B

NET SALES

~4,300

TEAM MEMBERS

22

MANUFACTURING
FACILITIES

2

HEADQUARTERS

6

SALES OFFICES

1

FORESTRY-ONLY
OPERATION

PURPOSE, VISION, AND MISSION

At LP our purpose—Building a Better World™—is at the heart of everything we do. It's reflected in our vision, mission, values, and leadership approach.

Behind every LP® product is a commitment to more than just exceptional quality and durability. From sustainable forest management to prioritizing the health, safety, and well-being of our team members, we are dedicated to making a positive impact across every part of our business. Our purpose extends beyond building solutions—we aim to create lasting value for our stakeholders.



PURPOSE

We're more than a building solutions company—we're driven by a greater purpose: To use our expertise and innovation to help build a better world. Building a Better World™ means engineering products that support more resilient homes, empowering our team members to engage in their communities, and operating as responsible stewards of the environment.



VISION

To be the leading building solutions company—delivering the most innovative, trusted products to building professionals who bring homes and structures to life. We don't aim to blend in—we aim to lead with authority.



MISSION

To deliver an innovative, sustainable portfolio of high-quality products that help customers build beautiful, durable homes and structures while our stockholders build lasting value.

SUSTAINABILITY AT LP

Sustainability is woven into everything we do—from how we operate and innovate to how we support our team members and communities. Because our growth depends on the regenerative power of forests, sustainability isn’t just a priority at LP—it’s a foundation.

SUSTAINABILITY PRIORITY ASSESSMENT

In 2024, LP refreshed its Sustainability Priority Assessment to better define the issues that matter most to our business and stakeholders. As a part of this process, we conducted extensive research and engaged with LP directors, executives, and senior leaders, as well as industry associations, suppliers, and customers. The assessment identified key sustainability areas for LP based on two primary criteria: their significance to external stakeholders and their impact on our business. The resulting priorities are illustrated in the matrix.



2024 HIGHLIGHTS

9 EPDS

We've published EPDs for products representing 91% of our 2024 North American net sales—all verified carbon negative by ASTM International.

12x

LP has been named Safest Company by the APA—The Engineered Wood Association 12 times in the award's 16-year history, including consecutive wins in the past two years.

~77%

Approximately 77% of our total global energy usage came from renewable sources—primarily residual biomass created during our own manufacturing process.

150%

We increased the LP Cares maximum individual grant to \$5,000—a 150% boost—to better support team members during challenging times.

100k

Our North American team completed nearly 100,000 hours of training.



We again obtained third-party limited assurance for our global Scope 1 and Scope 2 greenhouse gas emissions, reinforcing our commitment to strong governance and data integrity across our operations.

50%

Since 2019, our Scope 1 and Scope 2 greenhouse gas emissions intensity by net sales has decreased by approximately 50%, demonstrating our continued focus on efficiency.



9 out of 10 members of our Board of Directors are independent.



LP was named one of America's Climate Leaders 2024 by USA Today, highlighting our commitment to environmental stewardship.

850+

Over 850 team members enrolled in LP's Employee Stock Purchase Plan—our highest participation ever.



Seven LP® products earned National Green Building Standard® certification, reinforcing their role in sustainable construction.

\$100k

We boosted funding for the LP Foundation's Community Grants program by nearly \$100,000 to further support the communities in which we live and work.

AWARDS



America's Most Responsible Companies
Newsweek



Safest Company Award
APA-The Engineered Wood Association



2024 Top Workplaces in Middle Tennessee
The Tennessean



Platinum Award for Highway Safety
Great West Casualty Company



2024 Adoption Advocate
Dave Thomas Foundation for Adoption



America's Climate Leaders 2024
USA Today



Best High-Performance Sustainable Building Products Manufacturer 2024 – USA
BUILD Magazine



2024 Eco-Leader
Green Builder® Media



2024 Sustainable Brand Leaders
Green Builder® Media



2024 Sustainable Products of the Year
Green Builder® Media



2024 People's Choice Award
International Roofing Expo



75 Top Building Products for 2024
Building Design+Construction



2024 Golden Hammer Award
HBSEaler



2024 Most Valuable Products Silver Award
Pro Builder



Trail Blazer Award
Beacon



2024 Vendor of the Year
BMR



2024 Vendor of the Year
Lumbermen's Inc.



2023 Supply Chain Partner of the Year
Lennar

GOVERNANCE

At LP, we are committed to doing the right thing always.

Our corporate governance practices are purpose-driven and promote accountability, integrity, and transparency. By prioritizing ethical business practices, we create sustainable, long-term value for our customers, team members, stockholders, communities, and other key stakeholders.

SUSTAINABILITY OVERSIGHT

Responsibility for sustainability begins with the Governance and Corporate Responsibility Committee (GCRC) of LP's Board of Directors (Board), which oversees both our sustainability strategy and our progress toward related goals. All independent directors on our Board serve on the GCRC, which meets at least four times a year, reflecting their strong commitment to, and engagement with, our sustainability programs and practices. The GCRC's oversight responsibilities also include programs and processes concerning management succession, safety, environmental and product quality policies and practices, ethics and business conduct, political activities, and human resources.

LP's Sustainability Executive Council (Sustainability Council) holds management responsibility for our sustainability initiatives. The Sustainability Council reports to the GCRC and comprises members of our Executive Team, including our General Counsel and Chief Financial Officer. The Sustainability Council is led by our General Counsel and oversees the Sustainability Task Force, a cross-functional group of leaders from key departments that meets monthly. The Sustainability Council and the Sustainability Task Force convene quarterly to discuss sustainability strategies and track progress on initiatives.

LP'S SUSTAINABILITY OVERSIGHT STRUCTURE



ETHICAL BUSINESS OPERATIONS

Our goal is to maintain a reputation for integrity and ethical conduct that is as durable and reliable as our products. LP aims to demonstrate these values every day, and we are committed to upholding the highest ethical standards across all operations.

CODE OF CONDUCT

Our [Code of Business Conduct and Ethics](#) sets the standards to which we hold ourselves accountable. The Code details everything from the way we interact with one another, communities, and customers to how we run our operations. All LP team members and contractors are required to comply with the Code in all business activities.

To ensure everyone across the company understands and adheres to these standards, all full- and part-time team members receive mandatory training on the Code of Business Conduct and Ethics when they join the company and annually thereafter. Certain team members also receive detailed, role-dependent training related to anti-bribery and anti-corruption topics.

Leadership team members and those who hold significant approval authority complete a mandatory business ethics questionnaire each year. The questionnaire requires individuals to review, assess, and report, in writing, their activities and observations, helping us spot potential compliance issues—including conflicts of interest—before they occur.

Our Legal department, under the management of the Senior Vice President, General Counsel and Corporate Secretary, implements and monitors LP's anti-bribery and anti-corruption program. The GCRC also oversees anti-bribery and anti-corruption compliance, with reporting to, and oversight by, the full Board.

¹Certain team members completed the relevant training course shortly after the 2024 calendar year.

OUR ETHICS AND COMPLIANCE GOALS



By year-end 2024, administer annual **Code of Business Conduct and Ethics training**, including anti-harassment training, for at least 90% of LP team members.



By year-end 2024, conduct annual **anti-bribery training** for at least 90% of LP team members involved in finance, sales, marketing, and procurement.¹

HUMAN RIGHTS AND LABOR STANDARDS

Across our operations, we are committed to protecting human rights and promoting an inclusive, safe work environment—a commitment we expect our suppliers to share. In all our business dealings, we aim to comply with applicable national laws and international treaties related to human rights, as well as social and labor rights.

Our [Human Rights Policy](#) details our expectations for, and values related to, working conditions and human rights in our operations. Overseen by the GCRC, approved by our Board of Directors, and in conjunction with our [Code of Business Conduct and Ethics](#) and [Supplier Code of Conduct](#), our Human Rights Policy holds LP, our subsidiaries, and our suppliers accountable for respecting and promoting human rights.

REPORTING ETHICAL VIOLATIONS

We provide several pathways for communicating ethical concerns, including reports to supervisors, internal departments such as Human Resources or Legal, or LP Confidential, our reporting service. We take seriously all reported violations of our Code of Business Conduct and Ethics and our Supplier Code of Conduct and encourage team members and stakeholders to report concerns of illegal, unethical, or questionable behavior.

Available by phone or web, LP Confidential allows individuals to anonymously report potential ethical violations or concerns 24 hours a day, 365 days a year. We communicate its availability widely to our team members by posting notices in high-traffic areas across all LP facilities and increase its accessibility by providing translation services to facilitate reporting in languages other than English.

We investigate all reports made to LP Confidential as needed, and, depending on the circumstances, escalate certain reports to members of the Executive Team, Board, and/or applicable Board committees. The Board also receives quarterly updates on the number and type of reports received through LP Confidential. We have zero tolerance for retaliation against those who report violations in good faith. Retaliation is a violation of our Code of Business Conduct and Ethics.

SUPPLY CHAIN ETHICS AND COMPLIANCE

We advocate for our suppliers to adhere to rigorous standards of ethical and responsible conduct in their own operations. LP suppliers are required to comply with the LP Supplier Code of Conduct, which lays out our expectations across ethics, environment, quality, labor, and work conditions, among other topics.

To identify potential ethical risks in our supply chain, we conduct thorough screenings of third-party suppliers and vendors during onboarding and periodically thereafter. Additionally, we enhance our screening process with external due diligence information that we source from independent providers to ensure even more rigor and oversight.

We aim to thoroughly vet suppliers and vendors for potential violations of our Supplier Code of Conduct before working with them. We expect our suppliers to implement and uphold processes that ensure adherence to our Supplier Code of Conduct. To reinforce compliance, we conduct surveys and maintain ongoing communication with existing suppliers.

CONFLICT MINERALS

As part of our commitment to the highest ethical and legal standards, we take action to monitor our supply chain for the presence of certain “conflict minerals” in our operations. Our [Conflict Minerals Policy](#) details our expectation that we do not use or purchase conflict minerals—whether directly or indirectly through suppliers—that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo and adjoining countries.

We maintain conflict minerals due diligence procedures based on guidelines published by internationally recognized organizations, such as the Responsible Minerals Initiative. These procedures—including our periodic collection of conflict minerals surveys from certain LP suppliers—are focused on assessing and mitigating risks related to conflict minerals in the supply chain.

PUBLIC POLICY AND ADVOCACY



Relationships with public officials at the state, provincial, and federal levels where we operate help us achieve multiple objectives. Built on a foundation of trust, these relationships help us understand financial and business risks, facilitate mutual understanding of our operations, and enable us to better anticipate, respond to, and comply with emerging legislation and regulations. We actively work to ensure that when we engage with public officials, we do so ethically, responsibly, and in accordance with our [Code of Business Conduct and Ethics](#). We disclose information on U.S. political contributions through our employee-funded political action committee to the [Federal Election Commission](#). LP does not make any donations to political parties outside of the U.S.

We work with regulatory agencies, public officials, and industry organizations to help us meet or exceed various regulatory and voluntary requirements and obligations, from sustainable forestry and sourcing to manufacturing and delivering products to our customers.

2024 Direct Lobbying Spend²
(in thousands)

U.S. Federal	\$70
U.S. State	\$91
Canadian Provincial	\$30

²These numbers are approximate. There were no direct lobbying expenses outside of the United States and Canada.



LP POLICIES

Our corporate policies are designed to guide decisions and actions to ensure they are aligned with applicable law, as well as our core values and ethical standards.³

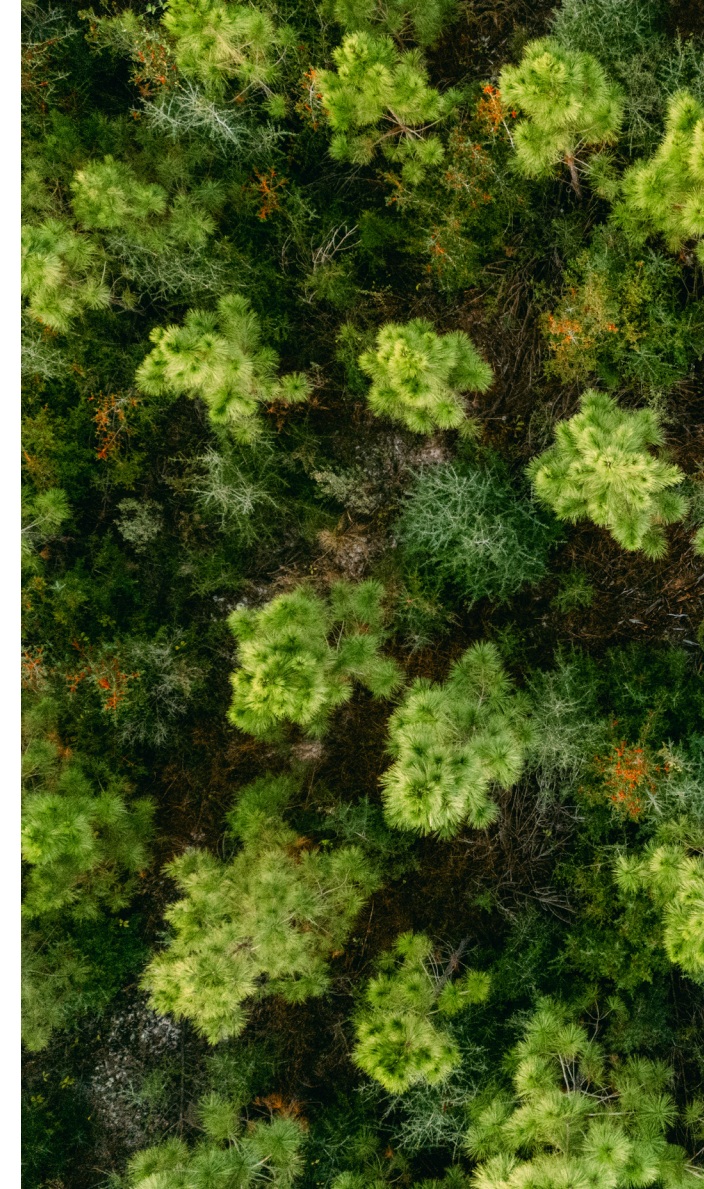
<div> <div>HUMAN RIGHTS POLICY</div> <div> </div> </div> <div> <div>Commitment to upholding fundamental human rights</div> <hr/> <div>Prohibits child labor, forced labor, and human trafficking</div> <hr/> <div>Recognition for the rights of Indigenous peoples</div> <hr/> <div>Fosters a safe and inclusive culture and work environment</div> <hr/> <div>Expectation for business partners to share in our commitment to human rights</div> <hr/> <div>Stakeholder engagement in Human Rights Policy</div> </div>	<div> <div>SUPPLIER CODE OF CONDUCT</div> <div> </div> </div> <div> <div>Expectation that suppliers demonstrate a commitment to safety and adhere to applicable laws, rules, and regulations</div> <hr/> <div>Requirement to comply with environmental laws and regulations and seek opportunities to conserve natural resources and reduce waste</div> <hr/> <div>Suppliers are expected to follow sound employment practices and treat their employees fairly</div> <hr/> <div>Expectation that suppliers conduct their business in an ethical manner and deal fairly with others, including by respecting the intellectual property rights of both LP and third parties</div> </div>	<div> <div>POLICY ON ENVIRONMENTAL STEWARDSHIP</div> <div> </div> </div> <div> <div>Meet or surpass the requirements of environmental laws and regulations</div> <hr/> <div>Strive to manage natural resources in a responsible and sustainable manner</div> <hr/> <div>Account for environmental considerations in corporate planning, policies, and decision-making</div> <hr/> <div>Participate in partnerships to promote conservation values</div> </div>
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³This list highlights the policies mentioned in this report and is not exhaustive.

INDUSTRY ORGANIZATIONS

We interact with various industry organizations, chambers of commerce, and non-governmental organizations to understand, prioritize, and respond to policy issues, as well as to learn from our peers. These groups include:

- American Society of Heating, Refrigerating and Air-Conditioning Engineers
- American Wood Council
- American Wood Protection Association
- APA–The Engineered Wood Association
- ASTM International
- BC Council of Forest Industries
- Boreal Avian Modelling Centre
- Canadian Aboriginal and Minority Supplier Council
- Canadian Home Builders' Association's Net Zero Council
- Ducks Unlimited Canada
- Federal Forest Resource Coalition
- Forest Industry Association of Manitoba
- Forest Landowners Association
- Forest Products Society
- Forest Products Association of Canada
- Forest Resources Association
- Forest Workforce Training Institute
- ForestryWorks
- Fort St. John & District Chamber of Commerce
- FPInnovations
- Great Lakes Timber Professionals Association
- Harvard Joint Center for Housing Studies Policy Advisory Board
- Healthy Landscapes Project
- Housing Innovation Alliance
- International Code Council
- International Institute of Building Enclosure Consultants
- International Research Group on Wood Protection
- Michigan Forest Products Council
- Minnesota Forest Industries
- Nashville Area Chamber of Commerce
- National Association of Black Accountants
- National Association of Home Builders
- National Association of Manufacturers
- National Council for Air and Stream Improvement, Inc.
- National Minority Supplier Development Council
- National Safety Council
- National Society of Black Engineers
- North American Wholesale Lumber Association
- Programme for the Endorsement of Forest Certification
- Québec Forest Industry Council
- Rainscreen Association in North America
- Reflective Insulation Manufacturers Association International
- Roofing Industry Committee on Weather Issues
- Sustainable Forestry Initiative
- The Canadian Wood Council
- The Wood-Based Composite Center
- Truckers Against Trafficking
- Western Boreal Growth and Yield Association
- Women In Trucking Association, Inc.
- Women's Business Enterprise National Council
- WoodWorks
- Working Forests Initiative



CYBERSECURITY AND DATA PRIVACY

Our cybersecurity programs are designed to help protect the confidentiality, integrity, and availability of information owned by, or entrusted to, LP. We utilize advanced detection mechanisms, incident response tools, and a comprehensive response plan to manage and contain cybersecurity threats.

We take a proactive, multilayered approach to data privacy, including encrypting sensitive information and enforcing strict data management requirements in third-party contracts. We maintain processes and procedures designed to ensure that we obtain consent before sharing customer or consumer data with third parties. Independent third-party assessors review our security program annually against the ISACA® Capability Maturity Model Integration Cybermaturity Platform, reinforcing our commitment to strong security practices.

We continue to invest in advanced cybersecurity tools and third-party expertise to identify, mitigate, and respond swiftly to cybersecurity incidents. In 2024, we enhanced our security programs, collaborating across teams to detect and address vulnerabilities. To reduce risk, we deactivated inactive accounts and bolstered security with physical security keys for high-permission users while expanding multi-factor authentication.

CYBERSECURITY OVERSIGHT

Our cybersecurity program is managed by our Information Security Officer (ISO). The ISO, along with their team, is responsible for leading an enterprise-wide information security strategy, including policy, standards, architecture, processes, and security technology.

To more effectively share information and obtain consensus regarding cybersecurity initiatives and prevention policies, the company has in place an Enterprise Risk Management Committee consisting of various members of LP senior leadership, including the Senior Vice President, General Counsel and Corporate Secretary and the Chief Financial Officer. The Enterprise Risk Management Committee is chaired by our Chief Tax

Officer. The Enterprise Risk Management Committee (i) meets quarterly and as-needed to review and discuss the company's risks, including cybersecurity threats, incident responses, technology, the status of projects to strengthen the Company's information security systems, assessments of the company's cybersecurity program, and the emerging threat landscape and (ii) reports risks related to any material cybersecurity incidents, as needed, to the Board of Directors and the Finance and Audit Committee (FAC) of the Board of Directors.

Oversight of risks from cybersecurity threats is shared by the Board of Directors and the FAC. The FAC oversees our cybersecurity program. The ISO provides the FAC with an annual presentation on our cybersecurity program, emerging threats, and the state of LP's cybersecurity maturity. In addition, the ISO provides updates to the FAC no less often than annually with respect to additional information regarding the cybersecurity program.

TRAINING

Team members who often access company computers and systems receive cybersecurity training and are routinely tested through simulated phishing attempts. In 2024, we also added targeted one-on-one user access review training, helping control owners understand the importance of regularly and rigorously reviewing the access of various users. We additionally revamped new hire cybersecurity training, consisting of a series of comprehensive video modules assigned immediately upon hire.



Our rewards system motivates team members to take an active role in their personal security and the protection of LP. By completing required trainings, passing knowledge checks, and reporting real-world malicious emails, they earn LP Roof Raisers points, which can be redeemed for prizes. We believe this approach reinforces vigilance, helps us to stay ahead of emerging threats, and facilitates the automatic blocking of similar phishing attempts.

PEOPLE



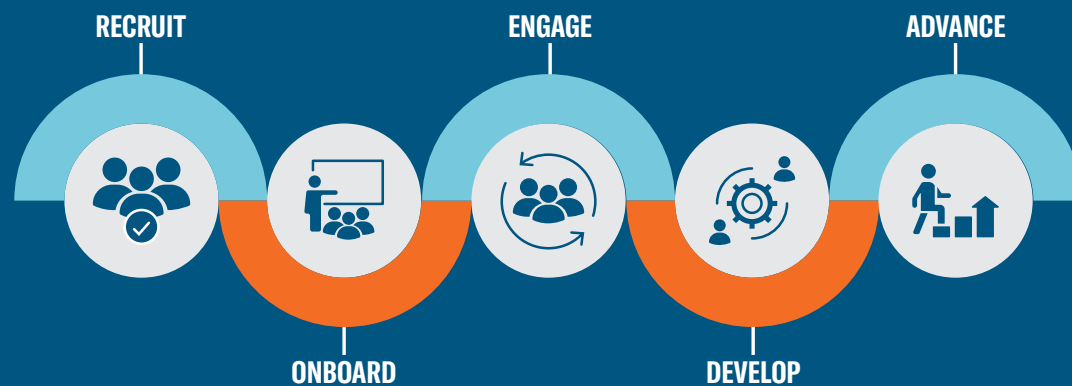
BUILDING A BETTER WORLD™ TOGETHER

At LP, we believe that cultivating a more inclusive, engaged, and skilled workforce is essential to building a better, more sustainable, and more competitive company—because when our people thrive, so does our company. We focus on three core areas—culture solutions, wellness solutions, and personal and professional development solutions—to provide meaningful resources that help build a better world for every LP team member.



CAREERS

We are committed to hiring exceptional talent and providing resources that support continuous career growth. We begin with talented individuals who join for a role and stay for long, rewarding careers because we invest in their development, listen to their feedback, and respond to their concerns. Our team member journey is the framework we use to design and build tailored learning and development opportunities, guiding team members across five key areas:



RECRUITMENT

From high school students near our facilities to individuals in trade schools, community colleges, and four-year universities, we build connections at every stage of the educational journey to create a strong pipeline of future team members. We sponsor and attend college career fairs and on-campus events at a variety of schools, including historically Black colleges and universities (HBCUs) and other institutions that serve diverse student populations.

Our recruitment playbook and interview training offer comprehensive guidance on delivering a best-in-class experience for all candidates—whether or not they ultimately join our team.

CONTINUED EDUCATION

TUITION ASSISTANCE PROGRAM

Through our Tuition Assistance Program, we reimburse a portion of eligible expenses for U.S. and Canadian team members enrolled in accredited degree programs or equivalent trade and vocational schools. Eligible team members can receive up to \$5,250 annually—the IRS maximum. Starting in 2025, 100% of eligible expenses will be reimbursed, up to the maximum, compared to the previous reimbursement rate of 80%.

LP SCHOLARSHIP PROGRAM

The LP Scholarship program, which has been supporting the children of eligible LP team members for decades, helps ease the financial burden of college costs for students and their families. The program provides \$2,500 to as many as 200 students each year. Scholarships can be renewed annually for up to four years and help cover the cost of full-time undergraduate study at an accredited university, community college, or vocational-technical school. In 2024, we introduced applications in Spanish and French to make the program more accessible to a broader range of students.

PROFESSIONAL DEVELOPMENT

Our Career Roadmap provides team members with the guidance they need to grow and progress through four distinct career phases: New hires, individual contributors, people leaders, and senior leaders. We offer development opportunities at each phase, including LP-led training programs, self-guided learning tools, and formal continuing education through accredited colleges and universities.

We provide targeted learning opportunities to team members at every stage of their careers. These include our LP Leadership Academy, specialized programs tailored to specific roles and responsibilities, and broad access to digital learning platforms, allowing team members to complete courses at their own pace. After each training, we collect feedback to continuously refine and enhance programs, ensuring they remain useful, relevant, and rewarding.

100k TRAINING HOURS

In 2024, our North American team members completed an average of 27 hours of training per person, totaling nearly 100,000 hours over the course of the year.

LP'S CAREER ROADMAP

With our Career Roadmap, LP team members can develop, connect, and excel at every stage of their career.



ONBOARDING: LP BLUEPRINT

All LP team members begin their career journeys with onboarding, where they learn about who we are and how we work. The corporate and remote team participates in LP Blueprint, our 90-day foundational onboarding program that includes standardized orientation sessions and required e-learning on our [Code of Business Conduct and Ethics](#), safety, and cybersecurity. A key component of the program is Blueprint Fundamentals, a live one-and-a-half-day online session facilitated by LP leaders, covering topics such as sustainability, ethics, and product spotlights. The program's most popular feature is "Logs to Dollars," where new team members learn about the entire product creation life cycle, from raw material sourcing to the point of sale.

Onboarding for Manufacturing team members includes an in-person presentation, hands-on safety and product quality training, e-learning, and additional role-specific instruction.

DIGITAL TRAINING PLATFORMS

All team members have access to a variety of on-demand digital learning platforms, allowing them to customize their coursework by selecting topics and courses that are most relevant to their current role and future career aspirations.

LINKEDIN LEARNING®

LinkedIn Learning® offers more than 20,000 expert-led, on-demand courses covering topics such as business, leadership, software, and technical skills, allowing team members to earn credits and certifications aligned with their interests and career goals.

DALE CARNEGIE®

The Dale Carnegie® training platform equips team members with essential business and leadership skills through various formats—live or virtual, collaborative or self-paced. Team members can pursue LP-specific certificate pathways tailored to the needs of our business, as well as additional courses aligned with their personal career interests.

BRAINSTORM QUICKHELP™

BrainStorm QuickHelp™ helps team members better understand the technical programs and systems essential to our daily operations. The platform offers thousands of resources and personalized learning opportunities on topics such as remote work, effective collaboration, enhancing software skills, and online security.

Across on-demand digital learning platforms, LP's North American team members logged nearly **2,700 hours of training in 2024**.

LEADERSHIP COACHING & MENTORING

We offer specialized, tailored coaching and mentoring programs for our team members, whether they work in one of our facilities or in our corporate offices. Recognizing that team members' needs vary based on career paths, our coaching and mentoring programs are designed to address a broad range of skills and work environments.

The logo for BetterUp, featuring the word "BetterUp" in a bold, sans-serif font.

BetterUp® Coaching pairs high-performing team members with certified coaches to support their development and help them meet and exceed both personal and professional goals. In its second year, the program saw continued strong engagement and an increased focus on coaches with manufacturing experience, ensuring an even greater impact on team member careers.



LP offers customized training programs designed for members of our Sales and Marketing team. In 2024, 140 participants attended at least one training, with the program offering over 300 total training hours.

SKILLED TRADES COURSES

LP TRADESBUILDER™ PROGRAM

Manufacturing team members can benefit from our LP TradesBuilder™ program to develop their skills as tradespeople. In partnership with Penn Foster Career School, participants engage in one-to-four-year apprenticeship programs, gaining the knowledge and experience required to become licensed technicians, electricians, or millwrights.

DATA CITIZEN

In 2024, LP launched a data literacy initiative aimed at developing data champions across the business. We created an intensive six-month program to help participants understand the business's needs and how data can address those needs. Participants learned how to create data-driven reports and solutions while also gaining the skills to effectively present their insights.

CAREER PATHING AND ADVANCEMENT OPPORTUNITIES

LP LEADERSHIP ACADEMY

Our Leadership Academy consists of four key leadership development programs:



Manager Kickstart: A 12-course program designed for first-time managers and managers new to LP, providing the skills and knowledge needed to become effective people leaders.



Supervisor Kickstart: Developed in 2024, this tailored version of Manager Kickstart is specifically designed for frontline leaders across our facilities. Launched in 2025, the program is based on team member feedback and aims to support frontline leaders transitioning into management roles, providing them with the skills needed to succeed as leaders.



Foundations of Building Leaders: A three-month program offering foundational training for emerging leaders.



Building Leaders: A four-month advanced leadership program for seasoned managers with the potential to move into senior leadership roles. With guidance from a leadership team advisor, participants collaborate on cross-functional teams to develop and present capstone projects.

We continuously assess our training programs to ensure they address current needs while equipping team members with the skills required for future success. In 2024, informed by feedback from leaders and participants, we undertook a comprehensive redesign of our leadership training programs, focusing on the core competencies necessary for thriving at LP—particularly business acumen and company-specific knowledge.

Across all LP training programs, we gather feedback on the overall experience and satisfaction. We continuously refine and enhance our programs based on participant insights.

CROSS-FUNCTIONAL TRAINING OPPORTUNITIES

LP strives to create a culture of growth where team members have what they need to advance into new and more challenging roles. In formal succession planning, we strive to build an internal talent pipeline, where individuals gain the skills they need to become future LP leaders through targeted development. We also offer individual development plans for all team members, as well as focused coaching for individuals identified as having high potential.

LP® INTERNSHIP PROGRAM

In 2024, LP launched a formal internship program offering college students hands-on work experience at one of our mills or in our corporate headquarters. Our inaugural cohort included over 20 interns. In addition to gaining real-world exposure to manufacturing, they also received firsthand insights into our forestry and mill operations. The program culminated in a closing event where all interns traveled to our Nashville headquarters to present their projects and findings.



CONNECTIONS

Our team members know we're committed to their safety, well-being, and job satisfaction—in turn, they're invested in our shared success. Through open and transparent communication, we ensure every team member understands what it means to Think and Act Like Owners™ to drive our goals forward. This ownership mentality is grounded in eight leadership behaviors designed to maximize value and deliver results through empowerment and accountability.



BE SAFE

Safety is central to everything we do. It starts in your mind and is evident in your actions. Protect yourself and one another. Be careful and purposeful to ensure no one gets injured while working at LP.



BE CURIOUS

Learn every day and help others grow. Seek honest feedback and offer constructive guidance. When you stop improving, you stop excelling.



INSIST ON EXCELLENCE

Our customers have a choice, so never settle for second best. Aim higher, expect more, and demand better. Take pride in your work and raise the bar every day.



EMBRACE DIFFERENCES

Champion diversity. Take time to listen and understand. Welcome everyone with fairness, mutual respect, and equal treatment. Similarities connect us but differences strengthen us.

LEADERSHIP BEHAVIORS



INNOVATE & SIMPLIFY

Progress is necessary and welcome. Dare to ask "Why?" and challenge the status quo. Think big, seek new ideas, and remove unnecessary complexities. Solve problems for the organization, not only for yourself.



LEAN IN, SPEAK UP

Ask hard questions and engage in respectful debate. Speak candidly, listen closely, and commit wholly when a decision is made. Voice concerns and recognize others for a job well done.



JOIN FORCES

We are stronger as a team than as individuals. Collaborate effectively, encourage different perspectives, and trust in one another because together we will achieve more. Success requires all of us.



HAVE A BIAS FOR ACTION

Go-getters make things happen. Act with a sense of urgency and use good judgment, instinct, and expertise to take calculated risks. Own your decisions and deliver results.

SUPPORT AND APPRECIATION

ENGAGEMENT SURVEY

As we encourage our team to Think and Act Like Owners™, we look to understand what we're doing well and how we can continue to improve the team member experience. We conduct annual engagement surveys, alternating between full and mini surveys to assess team member satisfaction.

In 2024, we conducted a mini engagement survey, receiving responses from over 2,400 team members—a representative sample with a 60% response rate. The results revealed an engagement score of 71/100, consistent with 2023. Team members noted improvements across most categories, ranking safety as our greatest strength, and identifying opportunities for us to bolster our training programs, especially for frontline supervisors.



When we celebrate one another, we foster a sense of community and empower team members to operate with an ownership mindset. Since 2021, our LP Roof Raisers program has given team members the opportunity to acknowledge one another's high performance, with rewards ranging from virtual high-fives to recognitions valued up to \$100. Senior leaders, defined as directors and above, can recognize team members with gift awards valued up to \$1,000.

LP team members sent one another nearly 11,700 awards through our LP Roof Raisers recognition program in 2024, totaling over \$500,000 in awards.

MANUFACTURING DAY 2024

Every October, companies across the U.S. and Canada participate in Manufacturing Day. In 2024, we joined in on the celebration across our facilities, honoring our manufacturing teams, building bonds among team members, their families, and local communities, and inspiring the next generation of talent.

Each site chose how to celebrate, using designated funds to hold celebrations as diverse as the people who work there, with activities ranging from volunteering and mill tours to barbecues and family days.



INCLUSION AND BELONGING

We value the diverse backgrounds, experiences, and perspectives of our team members, customers, and stakeholders, and are committed to fostering an environment where everyone feels a strong sense of belonging. This sense of belonging strengthens our ability to attract, develop, and retain top talent at all levels. Our Executive Team oversees programs, policies, and initiatives related to inclusion and belonging, including compensation, benefits, and professional development.

Our [Code of Business Conduct and Ethics](#) sets clear expectations for maintaining a workplace free from abuse, discrimination, or harassment. It emphasizes a culture of mutual respect, where we treat each other with dignity, support collaboration, and uphold the value of every individual we work with. Our [Human Rights Policy](#) reinforces these commitments, ensuring full compliance with all laws related to equal employment opportunities and nondiscrimination in the workplace.



AT LP, OUR FOCUS ON INCLUSION AND BELONGING IS CENTERED AROUND:



Attracting candidates from all backgrounds

and building leadership teams that reflect the communities where we operate



Valuing inclusive representation on LP's Board of Directors



Ensuring pay equity

based on comparable work, experience, and performance



Cultivating a culture of belonging

where every individual feels valued and respected

RECRUITMENT

OPPORTUNITY FOR VETERANS

We have a long-standing commitment to hiring veterans, including our partnership with the Manufacturing Institute's Heroes MAKE America program. This initiative provides service members, veterans, National Guard members, reservists, and military spouses with training and certification to prepare for careers in manufacturing, while helping them apply the valuable skills gained through their service.



With a 90% job placement rate, the program works with manufacturing companies like LP to align training and certification with available roles. In 2024, we participated in Heroes MAKE America's virtual Heroes Connect event, where we shared information about LP, our business, and potential job opportunities.



In 2024, we began our partnership with the Building Talent Foundation (BTF), an organization dedicated to addressing construction labor shortages. BTF focuses on the education, training, and career development of young people and individuals from underrepresented groups, preparing them for skilled technical roles and leadership positions in residential construction.

HBCUs AND DIVERSE-SERVING INSTITUTIONS

College career fairs and on-campus events have long provided LP with valuable opportunities to connect with rising talent. We partner with HBCUs and other institutions that serve underrepresented groups, aiming to attract the next generation of LP leaders. At the high school level, we conduct facility tours and engage with students—particularly those near our operations—to educate them about LP and the manufacturing industry.

In addition to these partnerships, we work with third-party organizations, such as the National Association of Black Accountants, to attract candidates from diverse backgrounds.

We also collaborate with Handshake, a career community that connects us with a broader range of early-career talent. Since joining, **we've engaged with nearly 1,500 universities, which include approximately:**

70
HBCUs

240
Hispanic-serving institutions

110
Asian American and Pacific Islander-serving institutions

30
Women's colleges

TRAINING

Inclusivity is embedded in our training programs, including the LP Leadership Academy and onboarding sessions. We also offer inclusion and belonging content through on-demand courses available via LP's LinkedIn Learning® membership.

MENTORSHIP PROGRAMS

LP WOMEN CONNECT

Building on the success of the inaugural LP Women Connect event in 2023—which featured a panel of LP's female Board members sharing their career insights—our second gathering continued the tradition by bringing together women from across LP to hear from a panel of award-winning women team members. These inspiring leaders shared their professional journeys and advice, creating meaningful opportunities for learning, connection, and celebration among women across the company.

35x30
Women's Campaign



Women make up nearly half of the overall workforce, but only 29% of the manufacturing workforce—representing the largest untapped talent pool to address the industry's labor shortage. According to the Manufacturing Institute, increasing women's representation in manufacturing from 29% to 35% could fill every open role, address the skills gap, spark innovation, and strengthen the industry's

long-term competitiveness. LP supports the Manufacturing Institute's Women MAKE America initiative to raise women's representation in manufacturing to 35% by 2030. Through leadership development and national recognition, Women MAKE America is inspiring women at every level—from the facility floor to the C-suite—while inspiring and preparing the next generation of leaders. At LP, we're proud to support this mission through LP Women Connect—empowering the women of LP and helping to drive meaningful progress across the industry.

ADVANCING WOMEN IN NASHVILLE

Since 2020, we've empowered our team members to thrive and advance through our partnership with Advancing Women in Nashville. In 2024, we expanded this initiative beyond our Nashville office, offering virtual learning and networking opportunities. Through engagement in the program, participants gain valuable insights from one another and engage in programs designed to develop leadership skills, helping them achieve their individual career goals.



LP's 2025 International Sales and Marketing Meeting featured the inaugural Women of Sales and Marketing Breakfast, bringing together 50 team members for networking and marking the launch of the LP Sales and Marketing Women in Leadership group. This group is intended to foster increased engagement and serve as a platform for developing future leaders.

PAY EQUITY

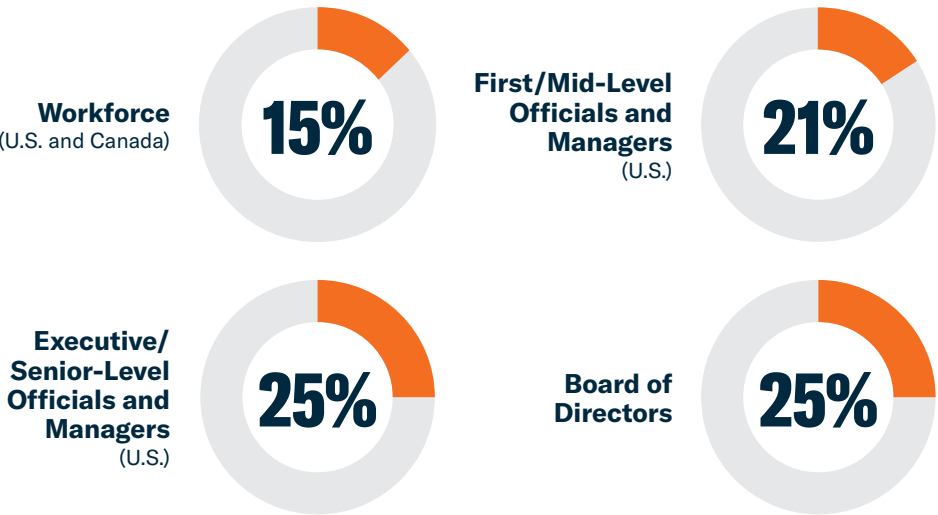
We work to ensure equitable pay for comparable work, experience, and performance. In 2024, we conducted our second full pay equity analysis to evaluate our compensation practices. The results showed no statistically significant gaps. We conduct these analyses every two years to foster a fair culture and uphold fair pay practices.

SUPPLIER DIVERSITY

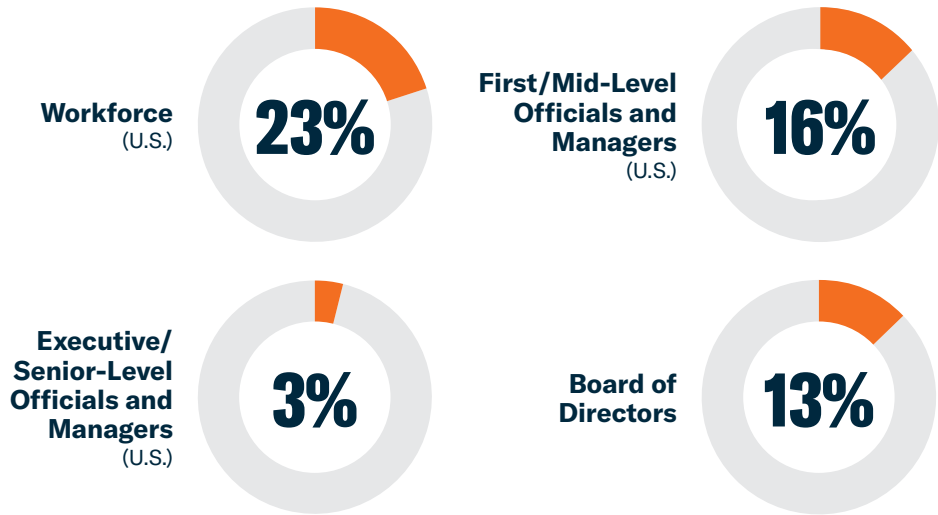
At LP, our commitment to supplier diversity helps facilitate opportunities for businesses of all backgrounds to engage with us. We leverage supplier diversity databases—such as those managed by the National Minority Supplier Development Council, the Women's Business Enterprise National Council, and the Canadian Aboriginal and Minority Supplier Council—to identify potential suppliers. LP is also listed in these databases, making it easier for diverse suppliers to connect with us directly. When suppliers express interest in working with us, we connect them with the appropriate managers to explore whether there is a potential fit with our business needs.

WORKFORCE COMPOSITION

FEMALE



RACIAL AND ETHNIC MINORITY¹



AGE

% OF WORKFORCE
(U.S. and Canada)



¹Minority metrics are based on EEO-1 categories and include U.S. employees who self-identify as American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or two or more races.

WELL-BEING

We offer competitive health and wellness benefits that support team members and their families in maintaining their well-being.

SAFETY AND WELL-BEING


Across our locations, from North to South America, we cultivate a safe, respectful, and supportive environment where every team member feels a strong sense of belonging.

SAFETY PROGRAMS

LP's commitment to safety is reflected in our strong safety culture and long track record of performance. Since 2010, we've earned more than 100 safety awards and achieved 1 million recordable incident-free hours at various LP sites 17 times. Additionally, three of our sites hold OSHA VPP Star Certification.

In 2024, we invested in enhanced site-level safety. Where each site previously had environmental, health, and safety (EHS) managers responsible for all EHS initiatives, we separated the management of health and safety and environmental initiatives at most of our locations. By separating these responsibilities, we believe we foster enhanced accountability and empower team members to Think and Act Like Owners™.

We also recognize the importance of directly involving team members in safety efforts. To support this, we've established formal safety committees at each plant, primarily composed of hourly employees, with support from salaried staff. These committees help identify risks, promote best practices, and drive continuous improvement in safety. At sites without formal safety committees, structured processes are in place to ensure that safety concerns are reviewed and addressed consistently and effectively.



In 2024, LP was honored with the Safest Company Award from the APA–The Engineered Wood Association, marking our 12th recognition in the award's 16-year history.

HEALTH AND SAFETY OVERSIGHT

We uphold our commitment to Building a Better World™ by taking ownership of the health and safety of all team members. Our entire Board of Directors discusses safety at least annually and receives monthly updates on safety metrics, performance, and programs.

At the management level, each of our sites has direct ownership of its health and safety programs and is responsible for implementing our Safety Management System. Site safety leaders—who are part of the facility management teams—report performance through operations leadership, with the ultimate responsibility for safety residing at the executive level. Our Executive Team receives safety updates every two weeks, further driving our culture of safety.



SAFETY MANAGEMENT PROGRAMS

Our companywide Safety Management System sets clear expectations for staying safe on the job and applies to all team members and contractors. This comprehensive system includes:

- Operating guidelines and safety procedures
- Methods to measure, monitor, and report health and safety performance
- Health and safety training guidelines
- Emergency response protocols

LP's Serious Injury and Fatality (SIF) Prevention program is a key part of our Safety Management System, designed to drive safety performance improvements. Unlike traditional safety programs, SIF focuses on two critical areas—human behavior and the physical workplace environment. By using predictive tools and training, the program empowers team members to identify and address potential risks, emphasizing proactive measures to enhance safety through behavior and environmental awareness.

When an incident or potential risk arises that could impact multiple manufacturing facilities, we form a risk reduction team comprising experts from across the business. This team works together to evaluate the situation, identify potential hazards, and implement a companywide strategy to prevent future occurrences.

We apply a hierarchy of controls to reduce potential physical workplace risks, starting with elimination, substitution, engineering controls, administrative actions, and personal protective equipment to mitigate hazards and prevent incidents. To further minimize risks, our facilities have access to safety improvement funds to provide immediate financial resources to rapidly implement hazard-reducing initiatives.

In 2023, we enhanced safety at our Thomasville, Alabama mill by installing a railcar safety barrier, significantly reducing the risk of falls during loading operations. Building on this success, the barrier is now scheduled to be installed at several more mills in the coming years. We also launched a strapper safety guarding project at our Houlton, Maine mill to protect operators from potential pinch points. The initiative expanded to our Hanceville, Alabama mill and has since been implemented at several other locations—demonstrating our continued commitment to mitigating risks through engineered controls.



We also hold a SIF Prevention program call every two weeks, where safety leaders from across our operations share best practices and review near-miss incidents at their facilities. This fosters a culture of learning and encourages others to adopt preventive measures and enhance safety performance.

At LP, every individual—regardless of their role—is empowered and expected to speak up when they observe unsafe conditions. Our team members share a strong sense of ownership and are fully aware of their responsibilities in ensuring their own safety and that of their colleagues.

In 2024, we introduced updated EHS Assessments, conducted by our corporate and mill safety teams. These comprehensive assessments cover over 30 topics and hundreds of sub-topics. During week-long evaluations, our safety experts assess processes and practices, then review their findings, assigning priorities to any issues that require action. We follow up with process owners to ensure actions are completed based on their priority level. In addition to these assessments, we invited a third party to conduct mock OSHA audits at several of our facilities, providing us with valuable external perspectives.

TEAM MEMBER HEALTH AND SAFETY TRAINING

Upon joining LP, every team member and contractor undergoes foundational safety training specific to their role. Each location’s safety leaders also provide annual training tailored to their facility’s unique risks and trends, which typically includes classroom, job site, and online components. We also implement special emphasis training based on seasonal factors, current needs, and higher-risk activities.

Health and safety training is continuously updated to ensure it remains high-quality, relevant, and up-to-date. We track completion to ensure all team members complete their training on time and are equipped to stay safe.

G.O.A.T. SAFETY CHAMPIONS

In Jasper, Texas, site safety leaders identified an opportunity to enhance safety performance by making safety more personal and tangible for team members. This led to the creation of the G.O.A.T. (Greatest of All Time) Safety Champions Program. Through the program, team members with leadership potential were selected as G.O.A.T. Safety Champions and divided into three groups. Each group chose a focus area and developed plans to address the risks that could lead to safety incidents, fostering a sense of ownership. G.O.A.T. Safety Champions also organized sessions where team members wrote letters to their loved ones, reaffirming their commitment to working safely.

SAFETY GOALS

Every year, we set internal safety targets that drive continuous improvement in our safety performance. One of the key metrics we track is Total Incident Rate² (TIR), a standard industry measure of recordable incidents per 100 employees. Our goal is to maintain a TIR of less than 1.0 annually, which we consider a benchmark for industry-leading performance. Since 2007, LP has consistently achieved world-class results, maintaining a TIR below 1.0 every year. In 2024, we surpassed our target with a TIR of 0.67.

Safety Metrics and Performance

	2024	2023	2022
Total Incident Rate (TIR) ³	0.67	0.50	0.84
Weighted Incident Rate (WIR) ⁴	2.31	2.05	3.95
Total Fatalities	0	0	0
Days Away Restricted or Transferred (DART) Rate ⁵	0.25	0.20	0.44
Lost Workday Rate ⁶	0.13	0.15	0.27

CONTRACTOR SAFETY

We prioritize the safety of every LP team member and contractor across our operations. Through LP’s contractor prequalification program, we thoroughly vet all contractors before they begin working with us. If a contractor’s safety metrics fall short of our standards during the vetting process, we flag them for a rigorous review to assess whether work can proceed. All contractors are required to complete mandatory safety training before working with LP and are regularly reviewed to ensure they continue to meet our high safety standards.

EMERGENCY RESPONSE AND CRISIS MANAGEMENT

We have a corporate-level emergency response plan, overseen by our Corporate Safety Committee, to ensure preparedness across all operations. Each LP location also maintains its own Emergency Action Plan, outlining procedures and expectations for emergencies such as fires, natural disasters, active shooter situations, and other crises. These plans are designed to ensure the safety of our people, maintain clear communication, and effectively address any emergencies at our locations.

²Total Incident Rate includes any work-related fatality or injury/illness that results in loss of consciousness, days away from work, restricted work, transfer to another job, or medical treatment beyond first aid.

³To calculate Total Incident Rate, the total number of recordable injuries are multiplied by 200,000 and divided by the total number of hours worked.

⁴To calculate Weighted Incident Rate, incidents are weighted by severity using predetermined categories. Those are totaled, multiplied by 200,000, and then divided by the total number of hours worked.

⁵To calculate DART, the total number of days away and restricted or transferred cases are multiplied by 200,000 and then divided by the total number of hours worked.

⁶To calculate Lost Workday Rate, the total number of lost workday cases are multiplied by 200,000 and then divided by the total number of hours worked.

HEALTH

HEALTH AND WELLNESS BENEFITS

LP is committed to supporting the health and well-being of our team members. We offer affordable medical, vision, and dental insurance to all full-time team members, as well as part-time team members regularly scheduled to work at least 20 hours per week.

We're continually evolving our benefits to provide better care at a lower cost. In the U.S., we introduced an additional health care coverage tier in 2025 designed to better reflect the needs of a broader range of households. This change helped reduce insurance costs for many parents by offering more tailored options. In Canada, we expanded our insurance offerings with a new flexible group benefits plan, which launched in 2025. Additionally, we increased flexible credits that team members can allocate based on their personal needs, whether toward Health Spending Accounts, retirement savings, or other eligible benefits.

To help team members manage costs related to accidents, illnesses, or aging, LP introduced a new long-term care benefit in the U.S. in 2025. Unlike most plans, LP covers 30% of the premium for this benefit, reinforcing our long-term commitment to the health and security of our team.

WELLNESS WEEKS

At LP, Wellness Weeks are all about empowering our team members to prioritize their well-being. In 2024, we expanded the initiative to span two weeks, giving team members more time and resources to explore our wide range of benefits and wellness offerings. Throughout the event, we shared information focused on financial, physical, and mental wellness, while also hosting interactive games and activities—such as health-themed trivia and step challenges—to keep things fun, engaging, and educational. Our goal—to help everyone stay happy, healthy, and informed.

LP HEALTH AND WELLNESS CENTERS

Nearly all of our U.S. locations with over 100 team members now have on-site LP Health and Wellness Centers. These centers provide convenient, nearby access to high-quality care, helping team members and their families stay on top of their health.

Services include annual health assessments, chronic condition and medication management, preventive care, and treatment for minor illnesses—all with speed and ease. Here's what makes LP Health and Wellness Centers stand out:

\$0

FREE

Preventive and acute care visits are free (\$0) for team members and dependents enrolled in LP health insurance plans.



CONVENIENT

Clinics are on-site or very close to LP locations, making it simple to get care.



FAST

Exclusively for LP team members and their families, visits are easy to schedule and typically have little to no wait times.



WORK-LIFE BALANCE

We’re committed to helping team members maintain a healthy work-life balance. LP offers paid time off and company holidays to support rest, recharge, and personal time. Our hybrid work environment gives headquarters-based team members the flexibility to work remotely or on-site, depending on their role, responsibilities, and individual schedules.

FERTILITY TREATMENT

To help ease the financial burden of building a family, LP offers fertility treatment support to U.S. and Canadian team members enrolled in our health care plans. Eligible team members can access up to three “smart cycles,” which include coverage for a wide range of services, tests, and treatments commonly needed throughout the fertility journey.

PARENTAL LEAVE

LP’s parental leave policy is designed to support team members through recovery, caregiving, and the important early moments of bonding with a new child. We provide time off that is fully paid to help ease the transition and prioritize family.

Our policy includes:

12
WEEKS

Fully paid maternity leave

8
WEEKS

Fully paid surrogacy leave for childbirth
(increased from 6 weeks in 2024)

6
WEEKS

Fully paid adoption leave

4
WEEKS

Fully paid bonding leave for non-birthing
parents (increased from 3 weeks in 2024)



WELL-BEING PROGRAMS

At LP, we support team member well-being through three key programs: Mental health counseling, a comprehensive Employee Assistance Program (EAP), and LP Cares, a financial support initiative for those facing hardship.

UNLIMITED VIRTUAL MENTAL HEALTH COUNSELING

LP offers free, unlimited virtual mental health visits to all U.S. team members, regardless of whether they are enrolled in our medical plans. This commitment reflects our dedication to fostering a safe, supportive workplace, reducing the stigma around mental health, and prioritizing the overall well-being of our team. Additionally, team members enrolled in LP's health insurance plan can extend this benefit to their eligible dependents.

EMPLOYEE ASSISTANCE PROGRAM

Through our EAP, team members have access to a wide range of free mental health and life services, including counseling, work/life balance support, substance abuse treatment, legal guidance, and financial assistance. All North American team members and their dependents are eligible for five free counseling sessions per topic each year. For example, a team member could use all five sessions to discuss finances, and their dependent could receive an additional five sessions on the same topic, along with five sessions for other topics. If additional counseling is needed after the five free sessions, the EAP provides an in-network referral.

LP CARES FUND

The LP Cares Fund was established by team members to provide support to team members during difficult times. Funded by team member donations and matched by the LP Foundation—a 501(c)(3) nonprofit entity solely financed by LP—the fund offers financial assistance for unexpected needs, particularly those arising from serious illness or injury, death (including that of a spouse or dependent), natural disaster, or other catastrophic event. In 2024, we increased the maximum individual grant amount from \$2,000 to \$5,000 to better support team members during challenging times.

Since its creation in 2014, the LP Cares Fund has assisted over 725 team members and their households, providing support for housing, home repairs, food, clothing, utilities, and medical expenses. In 2024, \$63,000 in grants were awarded—most of which were due to natural disasters—almost double the amount dispersed in 2023.

150% INCREASE

In 2024, we raised the maximum individual LP Cares grant by 150% to provide better support to our team members during challenging times.



FINANCIAL WELLNESS

COMPENSATION

In 2024, we continued to enhance our total rewards program to better support the health, well-being, and financial security of our team members. Offering competitive wages is essential not only for attracting and retaining top talent but also because it's the right thing to do. We regularly monitor and evaluate compensation to ensure we provide a fair living wage across all our locations.

RETIREMENT PROGRAMS

All full- and part-time LP team members are eligible to participate in 401(k) plans in the U.S. and defined contribution pension plans in Canada. LP matches 100% of team member contributions on the first 4% of eligible pay and 50% on the next 2%. In 2024, we eliminated vesting time restrictions for employer match contributions, allowing team members to access their match immediately.

Through LP's Team Member Profit-Sharing Plan, we contribute pre-tax amounts to retirement savings when the company meets specific financial goals. Eligible team members employed by LP as of December 31 of the plan year receive a profit-sharing contribution based on a percentage of their annual salary. After exceeding our 2024 target for Adjusted Diluted Earnings Per Share⁷ of at least \$3.00, we recognized our team members' dedication by contributing 3% of their eligible salaries to retirement savings plans in 2025.

EMPLOYEE STOCK PURCHASE PLAN

All benefits-eligible North American team members can participate in our Employee Stock Purchase Plan, allowing them to contribute a percentage of their pay, up to the IRS maximum, to purchase LP stock at a 15% discount. In 2024, we saw our highest enrollment ever, with over 850 team members participating in the program.

BONUS PROGRAMS

All team members are eligible for bonus programs based on company performance and, for certain programs, individual performance. In 2024, we enhanced our bonus program for the vast majority of North American team members, with the changes rolling out in 2025. For salaried team members, these enhancements include higher target bonus percentages for most and expanded eligibility for the long-term incentive program. For hourly team members, we introduced a higher bonus payout when their manufacturing facility exceeds its annual performance goals.

FINANCIAL WELLNESS PROGRAMS

Our financial wellness programs empower team members to build financial knowledge, helping them make informed decisions both now and in the future.

BANK OF AMERICA® WEBINARS

We offer free workshops through Bank of America, our Health and Flexible Savings Accounts administrator, covering a variety of topics such as Medicare, Social Security, financial wellness, and more.

SMARTDOLLAR® FINANCIAL WELLNESS PROGRAM

SmartDollar® helps our team members reach their financial goals by providing free tools and guidance, all paid for by LP. These resources assist with building budgets, paying off debt, saving, investing, and planning for retirement. Team members also have access to SmartDollar's EveryDollar® budgeting app, a goal-tracking tool that provides personalized financial plans, financial coaching, and the opportunity to earn points toward incentives. Additionally, SmartDollar offers SmartTax, a free platform for filing federal and state taxes, available to all U.S. team members.

Through our Employee Extras and Perkopolis programs, team members in the U.S. and Canada can access discounts on a wide range of services, including travel, groceries, clothing, events, and more.

⁷This is a non-GAAP financial measure. See "Non-GAAP Financial Measures" in our annual report on Form 10-K for our fiscal year ended December 31, 2024, filed with the SEC on February 19, 2025.

ENVIRONMENT



Environmental stewardship is a core value and shared responsibility at LP.

We manage our environmental footprint throughout the entire product life cycle, from sourcing raw materials to manufacturing, installation, and final use. Our low-impact production processes and carbon-negative products position us as key stewards of natural resources and contributors to impactful climate solutions.

ENVIRONMENTAL STEWARDSHIP

At LP, environmental stewardship is central to our business. Our [Policy on Environmental Stewardship](#) shapes our operations, supported by programs and processes aimed at minimizing emissions, reducing waste and water use, and enhancing biodiversity conservation. Through innovative, site-specific environmental management programs at all LP manufacturing facilities, we reduce waste, promote clean air and water, and continue producing high-quality, durable building products.



AMERICA'S MOST RESPONSIBLE COMPANIES

In 2024, for the second consecutive year, Newsweek recognized LP as one of America's Most Responsible Companies.

ENVIRONMENTAL OVERSIGHT

Oversight of our environmental programs and initiatives begins with LP's Board of Directors, with responsibility delegated to the Governance and Corporate Responsibility Committee (GCRC). The GCRC oversees our sustainability strategy, which includes managing our environmental footprint and tracking initiatives and metrics to address climate-related risks and opportunities. Additionally, six of our GCRC members serve on the Board's Finance and Audit Committee, ensuring robust controls over environmental processes, metrics, and disclosures.

At the management level, the Sustainability Council plays a critical role in monitoring LP's environmental footprint. Comprised of cross-functional LP executives, the council oversees the Sustainability Task Force, which provides both strategic and technical guidance. These insights are shared with the GCRC and the Board to support sustainability-related decision-making. The council and task force meet regularly to evaluate strategies, initiatives, and progress.

ENVIRONMENTAL MANAGEMENT SYSTEM

Our Environmental Management System (EMS) is a cornerstone of our operations, ensuring that we manage environmental responsibilities with care and diligence. It establishes:

Standard operating procedures	Guidance for data management and performance documentation	Clear roles and responsibilities for team members	Assigned ownership for environmental programs and initiatives
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Consistent with our commitment to reducing environmental impact, all major capital expenditures are rigorously assessed based on environmental criteria. For certain projects, we proactively engage third-party environmental experts to conduct external reviews.

As a vital tool for reducing our environmental footprint, the EMS sets expectations for monitoring and recording environmental data, outlines processes for identifying and addressing equipment anomalies, and provides instructions for completing environmental tasks.

LP's President, who reports directly to the CEO, oversees the company's EMS and its effective implementation. To reinforce accountability, all manufacturing team members receive training on their role in monitoring and reducing emissions, water use, and waste during onboarding and on an ongoing basis thereafter. Training is customized to each facility's specific processes, equipment, and needs. This structured approach to ownership, process management, and training has contributed to consistently low rates of noncompliance events across our operations.

ENVIRONMENTAL, HEALTH, AND SAFETY ASSESSMENTS

In 2024, we introduced a new process for environmental, health, and safety (EHS) assessments that incorporates best practices and strengthens engagement with facility leaders. Our corporate Environmental team conducts these assessments in collaboration with facility representatives and environmental experts from other locations to thoroughly evaluate EHS programs, processes, and performance. The assessments are carried out regularly, aiming to review each facility approximately once every three years. Over the course of a week, teams examine key areas, such as permit compliance, waste and water management, and on-site safety. Any identified deficiencies are logged in a central system, prioritized, and assigned corrective actions, ensuring they are addressed promptly according to their urgency.

ISO 14001:2015

The wood supply for our mill in Maniwaki, Québec is certified under ISO 14001:2015, an internationally recognized standard for environmental management, reflecting our commitment to sustainable forestry on Crown land.



ENVIRONMENTAL PERFORMANCE

We recognize the important role sustainable building materials play in advancing a lower-carbon economy and supporting the long-term resilience of homes.

Our climate strategy extends beyond the products we manufacture—it informs the way we produce them. Guided by our purpose of Building a Better World™ for today and the future, we prioritize both risk mitigation and proactive adaptation measures to address climate challenges.

In 2024, 91% of our North American net sales came from carbon-negative products. Sourced entirely from renewable resources, these materials offer builders a durable, sustainable alternative to nonrenewable, energy-intensive options. As detailed in our nine [environmental product declarations](#), LP's products store more carbon than they emit over their entire life cycle—from material sourcing to end-of-life—helping to reduce emissions associated with the building process.

GREENHOUSE GAS EMISSIONS AND ENERGY MANAGEMENT

We are committed to continuously improving our operations by evaluating existing systems and identifying new opportunities to enhance performance and reduce resource use. Our Scope 1 and 2 greenhouse gas (GHG) emissions primarily stem from the natural gas and electricity used in our facilities. To reduce energy consumption, we invest in advanced, high-efficiency equipment—an approach that helps not only minimize environmental impact but also strengthens operational reliability and output.

One such initiative is the ongoing transition to LED lighting across our mills. LEDs use significantly less energy, have a longer lifespan, and generate less heat, helping to lower ambient temperatures.¹

Looking ahead, we plan to install energy monitoring devices across our facilities. These tools will provide real-time data, enabling us to identify and act on energy-saving opportunities with greater precision and further reduce emissions.

INVESTING IN SUSTAINABLE MANUFACTURING

In 2024, we developed plans to begin replacing debarkers at several mills—some of which are still operating with their original equipment from commissioning. We believe this modernization effort is a major step forward in improving efficiency, reducing raw material waste, and enhancing safety. In some cases, debarking losses have reached up to 8%, but new equipment is projected to reduce that figure to just 1%–2%. Importantly, while nearly 99% of each log is ultimately utilized—either as finished product or biomass fuel—these improvements will allow us to recover more material for higher-value uses, reduce overall raw material demand, and generate approximately \$700,000 in annual savings per upgraded site.



¹Source: EPA

GHG CALCULATION METHODOLOGY

We calculate and report our Scope 1, Scope 2, and Scope 3 GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol), applying the operational control approach. Our emissions do not include direct CO₂ emissions from renewable biomass combustion per the GHG Protocol. Our base year is 2019, the first year we began reporting emissions data. In 2024, we enhanced emissions reporting by adopting a carbon accounting platform. These improvements have enabled us to collect more granular and accurate GHG emissions data. To ensure reporting consistency and comparability over time, we updated our emissions calculation methodology and have restated previously reported emissions figures for 2019, 2022, and 2023 to reflect the revised methodology and support transparency. All emissions are rounded to the nearest thousand metric tons of carbon dioxide equivalent (CO₂e), unless otherwise noted. For additional details on our Scope 1 and Scope 2 calculation methodology, refer to the Statement of Greenhouse Gas Emissions in the [appendix](#).



SCOPE 1 AND SCOPE 2 GHG EMISSIONS

In 2025, we obtained limited assurance from an independent accounting firm for our 2024 Scope 1 and Scope 2 emissions data. This independent attestation demonstrates our continued commitment to data accuracy and ensures that our business decisions are grounded in reliable, up-to-date information. For more details, please refer to the appendix for the full Statement of Greenhouse Gas Emissions and the Independent Accountant's Review Report.

SCOPE 1 AND SCOPE 2 EMISSIONS (Thousands of MT CO ₂ e)	2019 BASE YEAR ^{2,3}	2024	2023 ²	2022 ^{2,3}
Scope 1	199	182	171	191
Scope 2 (Location-based)	320	217	225 ⁵	241
Scope 2 (Market-based) ⁴	—	233	242 ⁵	—
TOTAL Scope 1 + Scope 2 (Location-based)	519	400	396	432

SCOPE 1 AND SCOPE 2 EMISSIONS INTENSITY	2019 BASE YEAR	2024	2023	2022
Scope 1 and 2 Emissions Intensity (CO ₂ e/\$MM)	271	136	153	112
Scope 1 and 2 Emissions Intensity (CO ₂ e/MMSF)	91	70	77	70

² These amounts were restated from previously reported figures based on improvements in data collection and improved calculation methodologies.

³ This information was not subject to assurance by Deloitte & Touche LLP. Accordingly, Deloitte & Touche LLP does not express a conclusion or any form of assurance on such information.

⁴ Due to the limited availability and delayed publication of market-based emission factors across jurisdictions, LP has historically only calculated location-based Scope 2 emissions. LP's base year (2019) is calculated only for location-based Scope 2 emissions. At the time of this disclosure, 2024 market-based emissions factors were not available for the regions in which LP consumes electricity. As such, 2023 market-based emissions factors have been used as a proxy for current year calculations, in line with the GHG Protocol.

⁵ As part of the transition to an enhanced emissions accounting platform, we identified previously unrecorded electricity use in our 2023 reporting, leading to a restatement of our Scope 2 GHG emissions. The updated figures more accurately reflect our purchased electricity footprint and demonstrate our ongoing commitment to improving the accuracy and transparency of our environmental disclosures. Management has concluded that the error is immaterial to the total Scope 2 emissions and our overall greenhouse gas reporting as a whole.

SCOPE 3 GHG EMISSIONS

We track and disclose our Scope 3 GHG emissions to fully understand the environmental impact occurring across our value chain and to ensure transparency. Scope 3 emissions are estimated to account for more than 79% of our total GHG emissions, with purchased goods and services, upstream transportation and distribution, and end-of-life treatment of sold products being the primary contributors.

DRIVING RESOURCE EFFICIENCY TO REDUCE SCOPE 3 EMISSIONS

A key contributor to our Scope 3 emissions is methylene diphenyl diisocyanate (MDI), a primary adhesive derived from petrochemicals that is used in our products for its resistance to water and temperature. Following a thorough evaluation, we are implementing temperature control through bulk tank heaters, reducing the volume of MDI required in siding manufacturing. This, along with other initiatives, will help us surpass our goal of cutting MDI usage by 1% annually, resulting in lower emissions and cost savings.

Our emissions inventory focuses solely on material Scope 3 categories. We have determined that certain categories, including Category 8 (upstream leased assets), Category 10 (processing of sold products), Category 11 (use of sold products), Category 13 (downstream leased assets), Category 14 (franchises), and Category 15 (investments), are not relevant to our operations.

Scope 3 Emissions (Thousands of MT CO₂e)⁷

CATEGORY			2019 BASE YEAR ⁶	2024	2023 ⁶	2022 ⁶
1	Purchased Goods and Services		749	712	687	821
2	Capital Goods		30	39	40	82
3	Fuel- and Energy-Related Emissions		125	119	114	130
4	Upstream Transportation and Distribution		401	380	316	429
5	Waste Generated in Operations		3	4	5	4
6	Business Travel		5	4	3	4
7	Employee Commuting		5	13	4	5
9	Downstream Transportation and Distribution		49	30	39	63
12	End-of-Life Treatment of Products Sold		220	213	281	324
TOTAL			1,587	1,513	1,489	1,862

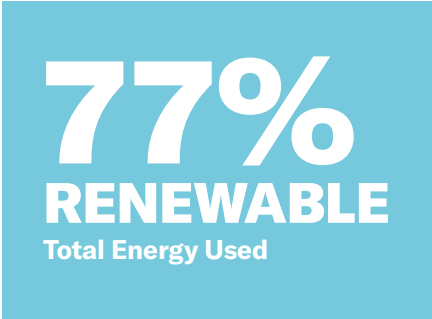
⁶ These amounts were restated from previously reported figures based on improvements in data collection and improved calculation methodologies.

⁷ This information was not subject to assurance by Deloitte & Touche LLP. Accordingly, Deloitte & Touche LLP does not express a conclusion or any form of assurance on such information.

RENEWABLE ENERGY

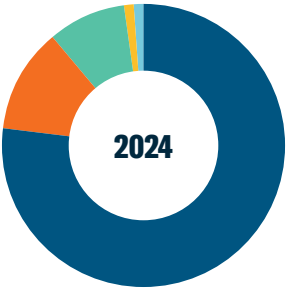
A significant portion of our energy is derived from residual biomass generated during the manufacturing process, accounting for approximately 77% of our total energy use in 2024. We optimize resource efficiency by utilizing approximately 99% of the wood fiber that enters our facilities—either as a raw material in our products or as a renewable energy source, helping to reduce dependence on fossil fuels.

In 2024, we advanced two renewable energy projects in South America, successfully completing one and preparing the second for anticipated launch in 2025. The completed project involved installing solar panels at our manufacturing facility in Lautaro, Chile, which generated 235 MWh last year. In 2025, we are installing solar panels at our mill in Panguipulli, Chile, further expanding our commitment to renewable energy.

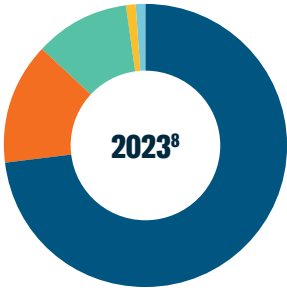


ENERGY CONSUMPTION

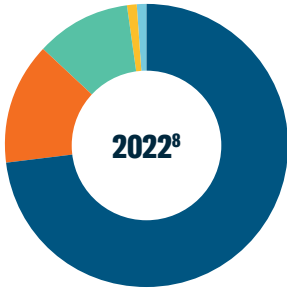
ENERGY USE
Total Energy Consumed (Millions of GJ)



- Renewable Biomass 77%
- Purchased Electricity 12%
- Natural Gas 10%
- Propane 1%
- Petroleum Products —%



- Renewable Biomass 75%
- Purchased Electricity 13%
- Natural Gas 10%
- Propane 1%
- Petroleum Products 1%



- Renewable Biomass 75%
- Purchased Electricity 13%
- Natural Gas 10%
- Propane 1%
- Petroleum Products 1%

⁸ These amounts were restated from previously reported figures based on improvements in data collection and improved calculation methodologies.

AIR EMISSIONS

We employ a range of technologies across our operations to minimize non-GHG air emissions,⁹ conserve energy, and reduce waste. One key example is our emissions control systems, which are implemented at all manufacturing sites. These systems capture more than 99.9% of particulate matter before it is released from our emissions stacks. In some cases, the captured material—generated during biomass combustion, flake drying, separation and forming, trimming, and sawing—is either reused in the manufacturing process or repurposed for energy recovery.

Many of our facilities also use additional systems that monitor, capture, and, in some cases, eliminate non-GHG air emissions before they reach the atmosphere. We track these emissions in line with industry best practices and state, federal, and provincial regulatory requirements.

Because none of our manufacturing facilities are located in urban areas, as defined by the U.S. Census Bureau, we produce zero significant emissions in densely populated regions.¹⁰ While 2024 data is not yet available, we are disclosing our 2023 nitrogen oxides (NOx), sulfur oxides (SOx), and volatile organic compounds (VOC) emissions in the table below.

Air Emissions (Metric Tons) ¹¹	2023
NOx	1,164
SOx	70
VOCs	1,086

To further reduce emissions from wood processing, many of our sites use Regenerative Catalytic Oxidizers (RCOs) and Regenerative Thermal Oxidizers (RTOs). These systems, which are powered primarily by natural gas, help us meet or exceed national, state, and provincial air quality standards. We are actively upgrading RCOs and RTOs across our footprint to improve performance, increase energy efficiency, and reduce resource consumption.



⁹ Relevant non-GHG air emissions for LP include particulate matter and VOCs.
¹⁰The U.S. Census Bureau defines “urban areas” as areas with more than 5,000 people per square mile. Population sources: U.S., Canada, Chile, and Brazil.
¹¹Does not include data from our St. Louis location (NOx and SOx) or South America locations (NOx, SOx, and VOC).

WATER

Our manufacturing processes are designed to require minimal water and produce minimal wastewater, with most water use dedicated to emission control devices and sanitary purposes. Despite our relatively small water footprint, we remain committed to reducing usage wherever possible. Several of our facilities recycle and reuse water within their systems, using technologies such as centrifuges and evaporators to minimize discharge from the manufacturing process.

In 2024, we used the World Resources Institute’s Aqueduct Tool to assess water risk across our manufacturing locations. The analysis revealed that 17% of our sites are in regions facing high or extremely high baseline water stress.

Water Source ¹² (Million Gal)	2024
Groundwater (renewable)	145
Fresh Surface Water	10
Third-Party Sources	124
TOTAL WATER WITHDRAWAL	279

¹²Does not include data from our South America locations.

REDUCING WASTEWATER

We use acrylic latex paint to manufacture pre-painted, ready-to-install products like LP® SmartSide® ExpertFinish® Trim & Siding. Previously, the painting process generated approximately 3,000 gallons of wastewater per day, which had to be transported to offsite treatment facilities. With the installation of plate presses, we’ve been able to separate paint solids from the wastewater, converting it into landfill-safe waste. This advancement allows us to discharge the remaining water directly into the sanitary sewer system—significantly reducing both wastewater treatment needs and the emissions associated with transportation.



WASTE

Our waste reduction efforts start at the root of our business: the tree. Through our whole-log manufacturing process, we ensure that every part of the timber is utilized. Byproducts such as bark and sawdust are repurposed as biomass fuel, helping to generate renewable energy for our operations and minimize waste. Because of the nature of our processes, nearly 100% of the waste we generate is nonhazardous. While waste reduction is built into our approach from the outset, we continue to seek new opportunities to further reduce our environmental impact.

At our ExpertFinish® facilities, we reduced waste and logistical inefficiencies by changing our approach to bulk paint purchases. Previously delivered in totes and buckets, bulk paint required extensive storage, cleaning, and created excess waste. By transitioning to on-site paint mixing, we've minimized waste and wastewater generation, streamlined operations, saved storage space, and reduced overall resource use.

We actively seek ways to repurpose waste generated during manufacturing. Products that don't meet our quality standards are not discarded—instead, we remove trademark stamps and sell them at a discount for nonstructural applications. When materials can't be reused internally, we explore external opportunities, selling to other industries or finding alternative uses. This type of reuse happens across multiple facilities. For example, at our Hayward and Tomahawk facilities in Wisconsin, unusable dried flakes are sold as animal bedding, and burner ash is converted into an agricultural soil amendment that helps farmers improve soil quality and manage pH levels. Additionally, excess bark and flakes are sent to vendors for other uses, such as biomass fuel.

Waste reduction is also embedded in our product design. From the beginning of the production process, we consider how to minimize material waste. By offering a variety of sizes for our siding products, we help builders use materials more efficiently in residential and light commercial projects. These options reduce the need for on-site cutting, which, in turn, lowers labor and material costs while minimizing construction waste.

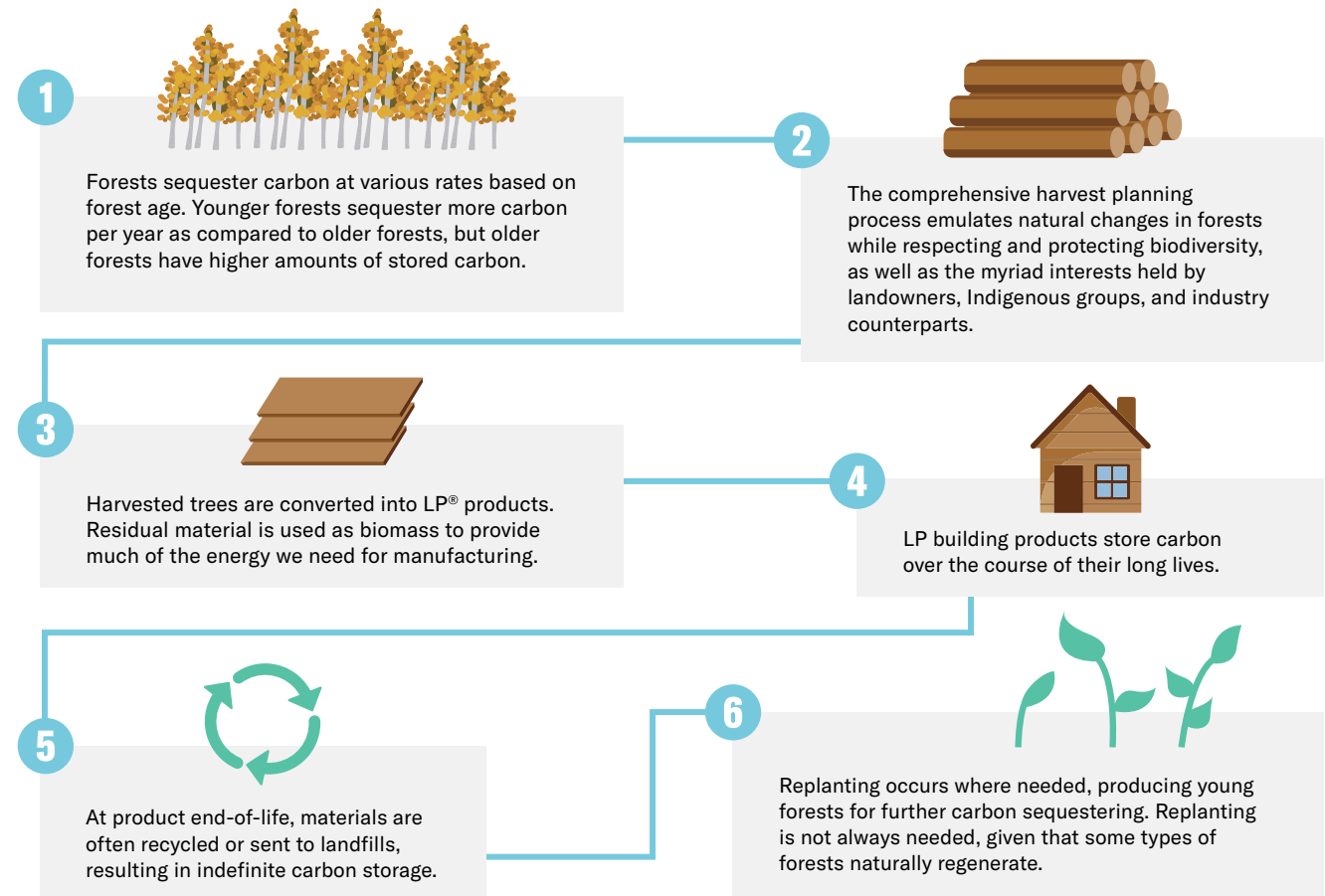
Our commitment to waste reduction extends beyond manufacturing. Across our corporate and facility offices, we have well-established systems in place for the proper disposal and recycling of paper, ink, batteries, metals, and e-waste—supporting responsible practices throughout our operations.



SUSTAINABLE FORESTRY

Responsible forest management is essential to the long-term health of forests, communities, landowners, and our business. Our team of experienced forestry professionals ensures that our practices support healthy, productive working forests—now and for future generations. Their expertise informs how we harvest fiber, plant seedlings, and encourage natural regeneration, helping to sustain both the forests we rely on and the business they support.

FROM FORESTS TO PRODUCTS: MODERN FORESTRY'S ROLE IN PROMOTING SUSTAINABILITY



SUSTAINABLE FIBER SOURCING

Our [Sustainable Fiber Sourcing Policy](#) underscores our commitment to responsible forestry, a principle we uphold at every level of our organization. We actively communicate this commitment through our collaborations with landowners, wood producers, customers, local communities, conservation organizations, and other key stakeholders.

We strive to ensure that 100% of the wood fiber we source meets rigorous forest certification standards, which helps ensure the use of best management practices in forest operations. These standards outline the principles, objectives, performance measures, and indicators that guide our wood fiber sourcing process.



As an early adopter of Sustainable Forestry Initiative® (SFI®) standards, LP earned its first SFI certification in 2000. Today, this certification guarantees that 100% of the wood fiber we source in the U.S. and Canada meets the rigorous SFI standards. In South America, our fiber sourcing has long adhered to the Programme for the Endorsement of Forest Certification (PEFC®/24-32-10800) Standards, ensuring compliance with relevant laws and regulations, promoting sustainable forest management, and supporting biodiversity. Notably, in Chile, we were the first company to achieve certification under the PEFC® Chain of Custody Standard (ST 2002:2020).



To maintain our high standards, we conduct comprehensive audits of our wood fiber suppliers. These audits evaluate factors such as ownership, certifications, employee training, and harvest management plans. We assess both social and environmental criteria, including:

- Compliance with environmental regulations
- Minimization of damage to residual strands
- Proper road maintenance, free of litter and debris
- Use of best management practices to protect water quality and riparian areas
- Conservation of soil values
- Measures to protect species at risk
- Up-to-date safety training

In Canada, where we hold SFI® Forest Management certifications, the scope of our audits extends to include additional social considerations. These include respect for workers' and labor representatives' rights, policies demonstrating compliance with social laws, and recognition of Indigenous peoples' rights, among other criteria. If any non-compliance is found during an audit, we implement corrective action plans and carry out follow-up assessments to ensure issues are resolved and standards are upheld.

ELIMINATING HERBICIDE USE

In 2024, our Fort St. John, British Columbia mill eliminated herbicide use, joining all other LP mills in Canada—some of which stopped over 20 years ago. Today, we no longer use herbicides in any forestlands that we manage in Canada.

Our engagement with suppliers extends well beyond ensuring compliance with SFI® and PEFC® principles. We build strong relationships within the forestry community, positioning ourselves as a trusted partner and resource to foster continuous improvement in training and best practices. In 2024, we conducted SFI® Forest Certification Audits across our operations, including two external forest management and chain of custody audits, three external fiber sourcing audits, and internal audits at all remaining sites. These audits, conducted in collaboration with SFI, evaluate our alignment with SFI® standards and identify areas for improvement. For the fifth consecutive year, our close working relationships with loggers and suppliers resulted in no major nonconformances.



For nearly four years, we've collaborated with the Forest Products Association of Canada on the Forestry for the Future campaign, an initiative that educates Canadians about the vital role the industry plays in maintaining healthy forests. By addressing misconceptions, the campaign has helped shift public perception. Now in its fifth year, a recent poll reveals that 91%¹³ of Canadians recognize the forest sector as essential to the country's economic sustainability.

¹³Based on a 2025 survey of 2,050 Canadian residents conducted by the Forest Products Association of Canada.

FOREST MANAGEMENT

Our core value to Do the Right Thing Always™ is deeply rooted in our forest management practices. Through extensive planning, consultation, and scientific research, our sustainable forest management approach ensures the application of best practices in forest operations.

While we do not own any forestlands, we do have direct management responsibility over certain public forestlands in Canada that are licensed to us by provincial governments. In the U.S., we do not directly manage forestlands, but we work closely with our suppliers to promote recognized best practices, such as those set by SFI.

In Canada, our forestry practices strive to maintain a diverse range of forest types and age classes, conserving habitats for species that depend on both younger and older forests. On the lands we manage, we conduct ecosystem mapping to protect soil and water quality, and we implement harvest plans that promote wildlife habitats both during and after harvesting. Our strategies include targeted tree retention, wetland and riparian zone management, creation of wildlife corridors, and the protection of wetlands and culturally important plants.

In 2024, we expanded our efforts by conducting climate vulnerability assessments across all areas under our management. These assessments considered historical climate data, future climate scenarios from third-party sources, and potential risks to inform our practices.

For years, we have implemented advanced road deactivation practices across our Canadian operations. Our Forestry teams oversee the responsible rehabilitation of roads, covering them with forest debris and replanting trees to restore the forest's natural cover. In recent years, our collaboration with First Nations in this process has grown significantly. For example, our Dawson Creek, British Columbia mill works closely with First Nations leaders, conducting multiple seasonal assessments to evaluate the landscape. Together, we identify areas to exclude from harvest, develop retention plans, and ensure the protection of habitats—down to individual trees and smaller ecosystems.

Logging professionals must make real-time, on-the-ground decisions to minimize environmental impacts in managed forests. LP works with Qualified Logging Professionals—certified experts with specialized training in timber harvesting. With expertise in best management practices, they work to protect ecologically and culturally sensitive areas, preserve forest productivity, maintain water quality, and conserve biodiversity by avoiding critical habitats and emulating natural disturbances.

ENHANCING NATIVE FOREST HEALTH

For 27 years, we've supported the Western Boreal Growth and Yield Association Long Term Study, conducting forest trials in British Columbia and Manitoba to compare the growth of mixedwood forests with pure aspen and pure white spruce stands. Our findings show that mixedwood aspen-spruce forests have higher biodiversity, greater volume, and fewer insect attacks than either pure aspen or pure white spruce. By analyzing tree height, diameter, stand density, forest composition, and tree mortality, we track growth and yield across different forest types. Now, 27 years into our 40-year study, we continue to remeasure every five years, using the data collected to inform our forest management practices and identify opportunities to enhance forest health and resiliency.



REFORESTATION

Reforestation is a cornerstone of sustainable forestry and an integral part of our harvest planning process. Before harvesting, we assess the tree species composition of a given area, focusing on species distribution to ensure timberlands regenerate to their original makeup after harvest. In Canada, this is a regulatory requirement.

When our mills began operations decades ago, they relied on nearby forests for the raw materials to produce LP® Oriented Strand Board (OSB)—an innovative product that revolutionized the North American construction industry. Today, nearly 50 years later, those same forests have regrown, thanks to sustainable forestry and reforestation practices, and are once again ready to provide wood for OSB and LP® SmartSide® Trim & Siding. Now, most of our U.S.-based mills source from second-growth forests—demonstrating how responsible forest management enables LP to continuously manufacture high-performance, carbon-negative building materials.

Reforestation strategies vary by tree species, and our products primarily rely on two types of timber: trembling aspen and southern yellow pine.

- **TREMBLING ASPEN**, a deciduous hardwood, regenerates naturally and rapidly through root sprouts in a process known as root suckering. While aspen trees can grow tall, they have shorter lifespans than conifers, making active forest management essential for maintaining healthy aspen ecosystems.
- **SOUTHERN YELLOW PINE**, predominantly found in the Southern U.S., is a softwood species that can be regenerated naturally or through seedling planting. Each year, forest owners and managers plant over 1 billion trees in working forests, ensuring a continuous, renewable supply of timber.¹⁴

Regardless of the species being harvested, our planning prioritizes regeneration, long-term forest health, wildlife diversity, sustainable resource availability, and the ongoing production of durable LP® products.

WILDFIRE SALVAGE IN BRITISH COLUMBIA

In 2023, British Columbia experienced its most devastating wildfire season on record, with nearly 3 million hectares burned.¹⁵ The scale of destruction was so immense that cleanup and salvage efforts will continue for years. In response, we expanded our collaboration with First Nations in 2024 to restore the affected areas. This includes recovering usable burned timber where possible, properly disposing of unusable wood, and promoting regeneration. By clearing these areas, we not only help reduce fuel loads to mitigate future wildfire risks but also restore access to land for traditional use. A key lasting benefit is the creation of deciduous forests, which are significantly more resistant to wildfires than coniferous ones. Establishing deciduous forests around communities enhances safety, making these areas less vulnerable to future fires and creating safer communities overall.



¹⁴ Working Forests Initiative

¹⁵ British Columbia Wildfire Service

BIODIVERSITY AND HABITAT CONSERVATION

Forests provide much more than timber—they sustain ecosystems, support wildlife, and help preserve biodiversity for future generations. As responsible stewards, we apply best practices to protect and conserve forest habitats, with executive-level oversight of our biodiversity programs. Our thoughtful harvest planning prioritizes avoiding areas of high biodiversity value, especially those home to species categorized as G1 (critically imperiled) or G2 (imperiled), as well as forests with exceptional conservation value.

Before initiating timber harvest activities, LP conducts a range of biodiversity assessments to maintain a balance of forest types and ages, preserve wildlife habitats, and mitigate risks to plant and animal species. In Canada, we take extra precautions to limit forestry activities during the migratory bird nesting period. If at-risk or sensitive species are found in an area designated for harvest, we pause operations until the nesting period has concluded.

In both the U.S. and Canada, we utilize the NatureServe Explorer® Pro database to support foresters in evaluating private forestlands for rare and endangered species and ecosystems. This tool helps identify Forests with Exceptional Conservation Value within the SFI® standards, guiding tract purchases and fostering educational opportunities with landowners and loggers. By raising awareness about unique forest types in or near harvest areas and providing operational guidance, we help ensure the protection of these critical habitats.

✓ **100%**

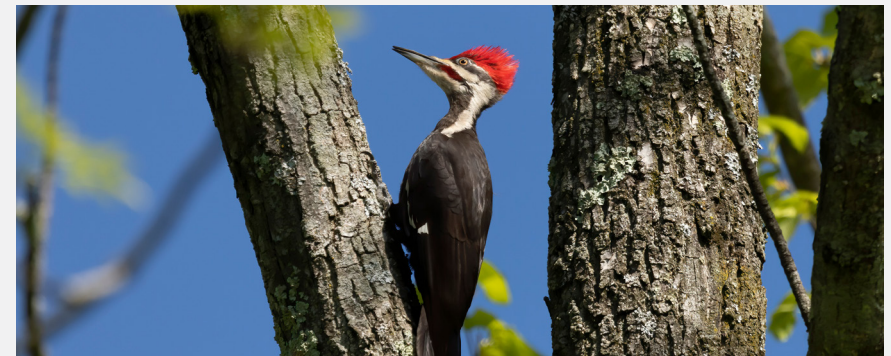
Continue to ensure that **100%** of the wood fiber we source is vetted through stringent forest certification standards.

PILEATED WOODPECKER CONSERVATION

The pileated woodpecker plays an important ecological role in maintaining healthy forests across North America by controlling tree beetle populations and helping prevent outbreaks. As a protected species under the U.S. Migratory Bird Treaty Act of 1918, it requires careful monitoring and habitat management. Since 2022, under the Canadian Migratory Bird Convention Act, pileated woodpecker nesting cavities are protected year-round unless they have been confirmed as abandoned for three or more years. As such, any trees containing large nesting cavities are preserved and excluded from harvest operations.

In 2024, LP provided training to forestry staff and logging crews to help them accurately identify and differentiate between nesting cavities and feeding holes. The training also covered proper documentation procedures to support conservation efforts.

To date, LP's Swan Valley mill in Manitoba has identified seven active pileated woodpecker nests. Each has been GPS-mapped, and conservation buffers have been established around the nesting trees to protect these vital habitats.



PRODUCTS



Our reputation is built on innovative, high-quality building products designed for performance and engineered for durability.

Every LP building product starts with fiber sourced through stringent third-party forest certification standards and our rigorously tested product formulas. Our advanced manufacturing processes prioritize safety, quality, and sustainability—resulting in longer-lasting, carbon-negative products.



Best High-Performance Sustainable Building Products Manufacturer 2024 – USA
BUILD Magazine

GREEN BUILDER
SUSTAINABLE BRAND LEADER 2024

2024 Sustainable Brand Leaders
Green Builder® Media



2024 Sustainable Products of the Year
Green Builder® Media



2024 People's Choice Award
International Roofing Expo

AWARD-WINNING PRODUCTS

Our products earned numerous awards in 2024—a testament to our efforts to create innovative, sustainable products that save our customers time and costs.



75 Top Building Products for 2024
Building Design+Construction



2024 Golden Hammer Award
HBSDdealer



2024 Most Valuable Products Silver Award
Pro Builder



2024 Most Valuable Products Bronze Award
Pro Builder

Over 90% of LP's net sales in North America come from carbon-negative products, which means they store more carbon over their lifetime than is emitted through material sourcing, manufacturing, shipping, and the average product end-of-life scenario. Plus, they are engineered for resilience, helping to stand up to things like moisture, wind, hail, and temperature changes. The result is less carbon in our atmosphere, fewer replacements, and greater value for customers, homeowners, and stockholders.

SUSTAINABILITY

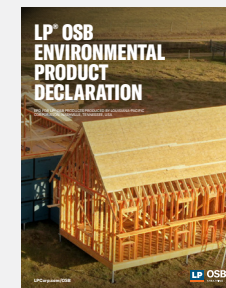
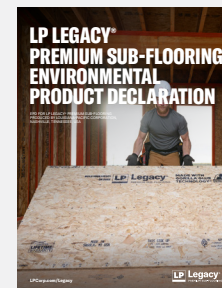
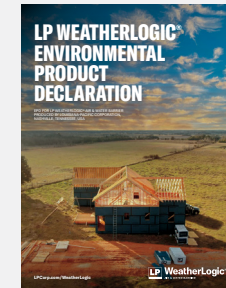
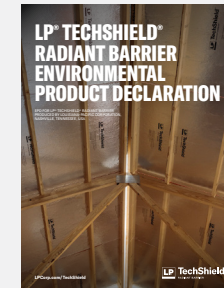
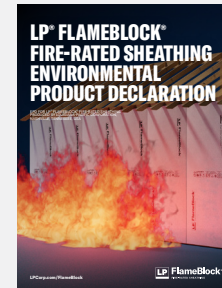
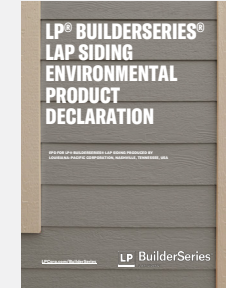
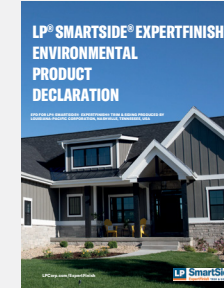
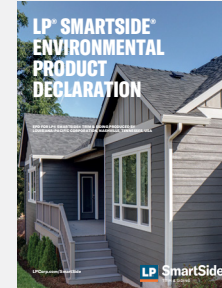
From sourcing to installation, sustainability is at the core of our products. This commitment to sustainable innovation sets us apart as we work toward Building a Better World™.

ENVIRONMENTAL PRODUCT DECLARATIONS

By developing cradle-to-grave life cycle assessments and environmental product declarations (EPDs), we evaluate, compare, and provide transparency into the environmental impact of our products from material sourcing to end-of-life. In 2024, we completed an EPD for LP® Oriented Strand Board (OSB), bringing our total to nine EPDs. These EPDs—covering 91% of LP's North American net sales in 2024—are third-party verified by ASTM International and demonstrate carbon negativity.

91%

In the last two years, we completed nine EPDs—together representing 91% of our products by 2024 net sales in North America—all of which demonstrate our products' carbon negativity.



Click the images above to access the EPDs

GREEN BUILDING CERTIFICATION

Many LP® products support architects and specification writers in earning credits for green building certifications, including the U.S. Green Building Council's LEED® (Leadership in Energy and Environmental Design) certification and the WELL Building Institute's WELL Building Standard®.

In 2024, seven LP products also achieved National Green Building Standard® certification, reinforcing their role in sustainable construction:



This third-party certification validates that LP products contribute to efficient, durable, and resilient homes, multifamily buildings, and commercial spaces.



DURABILITY AND RESILIENCY

Our award-winning products are built to last. From our most recent innovations to the trusted products we have been making for decades, LP® products are engineered to help withstand many weather conditions, delivering greater durability and better value.

PRODUCT INNOVATION

LP has a dedicated Product Research and Development (R&D) team. Our in-house technology and quality experts focus on creating innovative, durable products that meet our customers' evolving needs, all while maintaining a strong commitment to sustainability.

Sustainability is a core focus throughout our innovation process, from sourcing raw materials to creating products and solutions that help manage the impact of severe weather, wildfires, and other environmental challenges.

Sustainability is a key consideration from the very start of our innovation process, from sourcing to final production. If a product does not meet our sustainability standards, we don't move forward with R&D.

RICHARD MCCLINTOCK ADVANCED TECHNOLOGY LAB

In Hanceville, Alabama, our Advanced Technology Lab is where we innovate, test products, and even develop new testing methods to ensure our products remain durable and resilient.

At the lab, we create first-of-their-kind testing methodologies that simulate the real-world conditions products might face on the job site. This goes far beyond typical testing processes, ensuring we maintain consistent and effective quality control across all LP facilities.

PATENTS

We empower our team members to think outside the box, making building easier, faster, and more sustainable. Over the last eight years, we have been awarded 30 patents—12 for our Structural Solutions portfolio and 18 for our siding portfolio. These patents represent not only new products but also tools and accessories that enhance installation speed and efficiency, ultimately driving greater value.

30
PATENTS
AWARDED
IN THE LAST
8 YEARS
ALONE



PRODUCT QUALITY TESTING AND ASSURANCE

At each of our manufacturing sites, we uphold rigorous product quality standards, with continuous quality controls and evaluations throughout the entire process. Every LP facility has an on-site quality assurance lab, managed by a dedicated quality assurance manager. Staff members are responsible for overseeing quality during each shift and receive ongoing training to ensure a shared understanding and commitment to quality. All Quality Assurance Lab technicians hold APA–The Engineered Wood Association certifications to perform mechanical property testing on qualified products. We conduct multiple product tests per shift to ensure they meet or exceed our high standards. Additionally, our products are assessed and qualified in accordance with mill specifications established by a third-party agency, ensuring compliance with industry standards and sustainability criteria.

Most of our structural products are trademarked through APA–The Engineered Wood Association, a nonprofit trade organization that certifies high-performing structural wood products. APA trademarking requires rigorous reviews and regular audits, including external quality management system audits, quarterly spot tests on random product samples, and site visits to verify training, documentation, and quality processes.

We routinely partner with third-party exposure testing companies and universities to assess how our products perform in extreme conditions, including heat, cold, wind, rain, moisture, and intense sun. In Arizona, for example, where the sun's rays are already strong, mirrors are used to concentrate and intensify the effect of ultraviolet light, allowing us to test the durability of our products under even more extreme conditions.

PRODUCT LABELING AND MARKETING

We carefully vet all product-related marketing and communications to help make sure our messaging is clear, accessible, truthful, and compliant with applicable laws and regulations. All product claims undergo a comprehensive technical, legal, sustainability, and warranty review to ensure we can substantiate them with data.

PRODUCT WARRANTIES

We stand behind our products and are dedicated to delivering the highest quality for our customers. Our industry-leading warranties are clear and easy to understand, and, in the rare event our products don't meet our high standards, making a claim is simple.

We offer a transferable, prorated, limited warranty for LP® SmartSide® products, which includes a five-year, 100% labor and material replacement warranty, along with a 50-year prorated limited warranty. LP® SmartSide® ExpertFinish® Trim & Siding products come with a 15-year finish warranty.

All our LP® Structural Solutions products carry a minimum 20-year limited warranty, with LP WeatherLogic® Air & Water Barrier offering a 30-year limited warranty and LP Legacy® Premium Sub-Flooring providing a lifetime limited warranty.

0.05%

Our world-class quality is reflected in our rolling 12-month average warranty claim rate of just 0.05% of North American net sales—0.03%¹ for our siding products and 0.04%¹ for Structural Solutions and OSB products. We also had no product recalls in 2024.



LP® FlameBlock® Fire-Rated Sheathing is designed to slow the spread of fire and resist burn-through, making it especially effective in larger multifamily housing applications. In addition to its primary role in fire resistance, LP® FlameBlock® Fire-Rated Sheathing is also carbon negative.

¹Does not include discontinued products.

EFFICIENCY

All LP® products are designed with efficiency in mind—both in terms of energy efficiency for homeowners and installation efficiency for building professionals.

LP WeatherLogic® Air & Water Barrier, part of our Structural Solutions portfolio, provides protection against air leakage and moisture intrusion. Its tight seal can reduce air leakage under pressurization by up to 87% compared to homes built with housewrap,² helping to improve energy efficiency and durability. Plus, the LP WeatherLogic® system can save up to an hour of installation time in comparison to housewrap.³



PRODUCT HANDLING AND INSTALLATION

We offer comprehensive training resources to help professionals safely handle and install our products. Our technical documents and installation guidelines are available in English, Spanish, French, and Portuguese, helping ensure accessible training on proper product use, storage, installation, care, and maintenance. Additionally, we offer Safety Data Sheets for each LP® product.

SAVING ENERGY, ONE HOME AT A TIME

Two LP® products that exemplify efficiency are LP® TechShield® Radiant Barrier and LP NovaCore® Thermal Insulated Sheathing. Both easy-to-install products enhance efficiency, helping builders qualify for energy incentives, including green building credits, certifications, and energy rebates.

LP® TECHSHIELD® RADIANT BARRIER

Already installed in nearly 3 million homes, LP® TechShield® Radiant Barrier has been shown to help block up to 97% of the sun's heat in the panel from radiating into the attic, reducing attic temperatures by up to 30 degrees Fahrenheit. This carbon-negative radiant barrier is not only highly effective but also easy to install, requiring no additional labor or installation time compared to conventional roof sheathing.

LP NOVACORE® THERMAL INSULATED SHEATHING

LP NovaCore® Thermal Insulated Sheathing combines OSB sheathing with Owens Corning® FOAMULAR® NGX® 250 XPS rigid foam insulation into a single, easy-to-install product. This innovation eliminates the need for separate installation steps, saving time and effort on the job site. In 2024, we expanded the line to include two new options to meet the needs of builders and homeowners focused on maximizing energy efficiency. Builders now have three insulation options: 1/2 inch (R3), 1 inch (R5), and 1-1/2 inch (R7.5), all designed to help reduce the energy required to heat and cool homes.

² Results of this testing commissioned by LP are based on single point positive pressurization air leakage testing using a Minneapolis Blower Door™ at 50 Pa test pressure; the LP WeatherLogic® System and housewrap were separately installed and tested with tape applied to seams and around windows/doors; no tape or sealant was applied at the bottom sill to slab transition for both products. Results may vary and may not be indicative of actual field performance.

³ Results of this testing commissioned by LP are based on a 24'x18' wood frame structure with three window openings, a doorway, and a small shed roof bump-out. The total sheathing area installed was 861 square feet. Results may vary and may not be indicative of actual field performance.

MAXIMIZING BUILDING EFFICIENCY WITH LP® SMARTSIDE® TRIM & SIDING

We know that efficiency is key when it comes to building. Our products are designed to help minimize waste and save time on the job site. In a third-party installation study conducted by RSMeans, LP® SmartSide® Lap & Trim installed faster than fiber cement lap and trim. Available in 16-foot lengths, LP® SmartSide® Lap Siding requires fewer cuts and less installation time. It is also 45% lighter per square foot than fiber cement, making it easier to handle. With the lightweight design, one crew member can carry up to five lap boards at a time without damaging them, improving efficiency, mobility, and durability on the job site.

LP® SMARTSIDE® TRIM & SIDING

45% LIGHTER

per square foot than fiber
cement and faster to install



COMMUNITY



From Carthage, Texas to Peace Valley, British Columbia, we are committed to our communities.

With mutual respect at the core of our professional and personal interactions, we strive to preserve and improve the places where we live and work. Through active and intentional engagement, we collaborate meaningfully with our neighbors—Indigenous peoples, local suppliers, veterans, youth, educators, nonprofits, and others—to make a lasting, positive impact.

INDIGENOUS ENGAGEMENT

We strive to understand the ancestral history of the areas where we operate through ongoing engagement with Indigenous Nations and leaders. Together, we work toward shared benefits for both the land and the communities that call it home.

Our commitment extends to fostering economic growth through education, skill building, and community infrastructure projects while respecting cultural values. We hold ourselves accountable through our [Recognition for the Rights of Indigenous Peoples Policy](#), [Human Rights Policy](#), and [Code of Business Conduct and Ethics](#), which guide our interactions and engagement with Indigenous peoples and Indigenous Nations.

HARVEST PLANNING AND OPERATIONS

LP collaborates with Indigenous Nations to understand their unique perspectives and values so that we can address and mitigate their concerns while protecting wildlife habitats and areas of spiritual and traditional significance. We incorporate insights from Indigenous peoples into our annual and long-term harvest plans, maintain ongoing collaboration to support shared interests, and respect confidentiality preferences.

Indigenous community input has long played an essential role in shaping our forest management plans in Canada. In 2024, as in previous years, LP went above and beyond to uphold First Nations values, carefully working within harvest blocks to address shared interests and protect important sites and habitats. Alongside Indigenous leaders, we conducted multiple site walks, identifying key vegetation, habitats, and culturally significant areas—sometimes down to even a single tree.



BUSINESS RELATIONS AND AGREEMENTS

We create pathways for Indigenous participation in the forestry sector by supporting Indigenous-owned businesses through logging and hauling contracts and sourcing materials from Indigenous-owned suppliers. LP has also provided financial backing for Indigenous-owned logging and hauling businesses, further encouraging industry involvement.

In Dawson Creek, British Columbia, our mill partners with 4 Evergreen Resources LP (4EG), the officially designated flagship company of the Saulteau First Nations for natural resource development. 4EG plays a key role in LP's harvesting operations, serving as one of the three primary contractors supporting our Dawson Creek mill's fiber sourcing activities. In Maniwaki, Québec, we collaborate with Mikisiw, a logging company owned by First Nation members whose traditional territory overlaps our supply area. Mikisiw provides community employment in harvesting and road construction, fostering workforce development while supporting LP's forestry operations.

Across our footprint, we maintain similar partnerships with Indigenous-owned companies, including Six Nations Venture—jointly owned by six First Nations communities—which supports the logyard at our Peace Valley mill in British Columbia. With broad representation from each participating Nation, Six Nations Venture plays a key role in our mill's success and demonstrates how Indigenous-led initiatives drive economic development.

At our Swan Valley mill in Manitoba, three out of our nine core contractors are Indigenous-owned and -operated businesses. The facility values wood procurement from First Nation Reserve and Treaty Land Entitlement areas, establishing one- and two-year timber purchase agreements when possible.

Through these partnerships, LP helps create jobs, build a skilled workforce, and strengthen Indigenous participation in the forestry industry.



COMMUNITY SUPPORT

We actively engage with Indigenous communities, fostering ongoing dialogue that deepens our understanding of their history, traditions, and culture. This awareness is essential in respecting Indigenous customs and preserving valuable natural and cultural resources within our operations.

To support this, we collaborate with Indigenous communities to fund training, education, and cultural events while also providing additional resources and support. Additionally, we donate LP® products for community infrastructure projects, such as housing and community hall improvements, helping to strengthen and sustain local communities.



SUPPORTING TSE'K'WA: PRESERVING 12,000 YEARS OF INDIGENOUS HISTORY

Just 10 miles from our Peace Valley mill in British Columbia, Tse'k'wa is an ancient gathering place and archeological site with more than 12,000 years of cultural significance to the Dane-zaa people. The Tse'k'wa Heritage Society (Prophet River First Nation, West Moberly First Nations, and Doig River First Nation) operates and preserves the historic for the benefit of this community. We have long worked to ensure respectful and collaborative operations in the area with all the First Nations for whom Tse'k'wa holds deep meaning.

Following a site visit by LP team members, we donated a programming cart and \$10,000 to support Tse'k'wa's upkeep and maintenance, reinforcing our commitment to Building a Better World™ in the communities where we live and work.



CELEBRATING MÉTIS CULTURE AT THE FAMILY JAMBOREE

LP Peace Valley sponsored the Family Jamboree, an event organized by the British Columbia Métis Federation in collaboration with the North Peace Métis Community Association and Old Fort Métis Nation. The jamboree featured a music festival and cultural celebration, providing the local Métis community with an opportunity to fundraise and share their heritage with the broader area.

Held at a local community hall, the Family Jamboree offered activities such as bingo, live music, and smudging—a traditional practice involving the burning of spiritually significant plants and herbs. Attendees also had the chance to learn traditional Métis dances like jigging and broom dancing, as well as experience Métis fiddling.



IMMERSING IN TRADITION: CULTURAL CAMP WITH BLUEBERRY RIVER FIRST NATIONS

In 2024, the Blueberry River First Nations—which includes both Beaver and Cree Nations—hosted a five-day cultural camp in the mountains of British Columbia. LP Peace Valley participated as a sponsor and selected several team members to join the community and learn from their traditions. The LP participants camped on the land for the entire duration, engaging in immersive cultural activities such as beading, dream catcher crafting, drum making, ribbon skirt making, painting, a fishing derby, moosehide tanning, and hunting.



REBUILDING TRADITION: CABIN CONSTRUCTION WITH DOIG RIVER FIRST NATION

Over a 10-day period in 2024, our team assisted in constructing traditional cabins at two sites for the Doig River First Nation in British Columbia. These cabins, many of which required rebuilding after recent wildfires, are intended for traditional activities like hunting and trapping.

EDUCATION AND SKILL BUILDING

We also work to support Indigenous youth and foster future leaders to help build thriving communities. Our involvement includes sponsoring initiatives like the Outland Youth Employment Program (OYEP), a national network offering land-based education, training, and employment opportunities for high school-aged Indigenous youth. OYEP provides hands-on experience, mentorship, and educational opportunities to support First Nations and Métis youth interested in careers in forestry, natural resources management, and related fields.

Additionally, we have committed to a three-year funding initiative to support Indigenous students enrolled in Vancouver Island University's Indigenous Peoples in Trades Training and Women in Trades Training programs. These programs focus on construction and mechanical trades, aiming to address labor shortages while supporting Indigenous students, particularly those facing personal hardships. Our funding assists with books, tools, and other necessities, ensuring students have the resources they need to succeed.

We continue to collaborate with First Nations communities to identify and support additional educational programs and initiatives through established agreements, reinforcing our dedication to community development and individual empowerment.



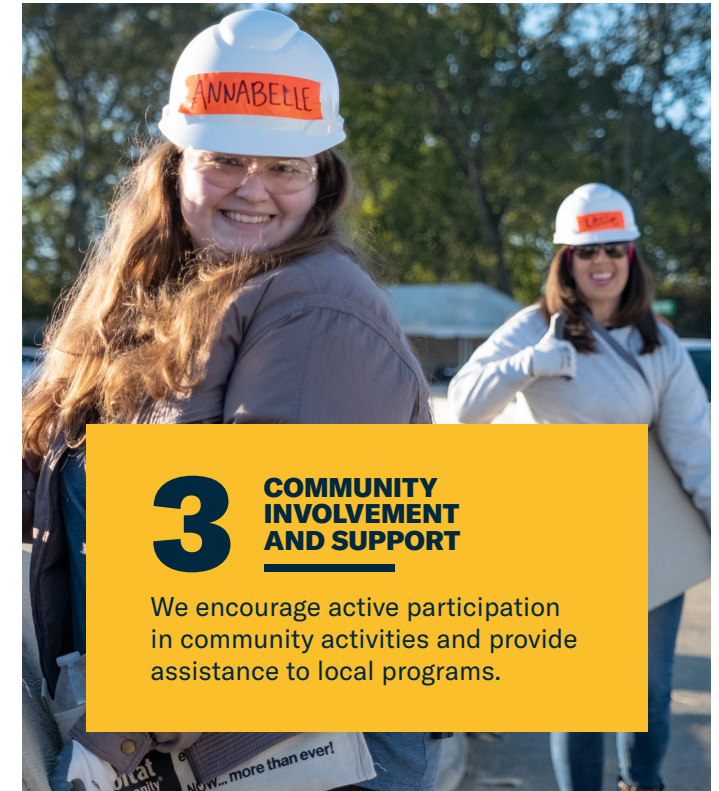
OUTLAND YOUTH EMPLOYMENT PROGRAM

In 2024, we celebrated the 25th anniversary of OYEP, the flagship program of the not-for-profit Dexterra Community Initiatives, an experiential education and training program for high school-aged Indigenous youth. For the last three years, we have sponsored and hosted 25 Indigenous youth who participate in this six-week paid summer employment program, enabling students to gain industry experience. In 2024, OYEP operated in six locations across Canada, including camps near our facilities, where LP team members provided hands-on training. This allowed students to learn forestry field skills, such as navigation, tree measurement, and ATV certification, as well as gain insights into logging, mill operations, and wetlands management.

Beyond the summer program, LP contributes both funding and time to support OYEP's year-round initiatives. These services assist students in building resumes, navigating career paths and job applications, connecting with bursaries and scholarships, and finding other types of support.

COMMUNITY DEVELOPMENT

Engaging with and uplifting our communities is fundamental to our identity and operations. We dedicate funding, resources, and volunteer efforts to causes that align with our mission and values, focusing on economic prosperity, community skill building, and community involvement and support. By concentrating on these pillars, we strive to create lasting positive impacts and foster thriving communities in the areas where we operate.



ECONOMIC PROSPERITY

LP plays an important role in building sustainable, thriving communities by offering rewarding employment opportunities to local workforces and promoting business growth among local suppliers. As one of the largest employers in the regions where we operate, we are committed to supporting local economic development and ensuring long-term prosperity.

COMMUNITY SKILL BUILDING

The future leaders of LP are part of the communities where we operate today. We actively engage with local students to introduce them to rewarding career possibilities in our industry and help them acquire the skills needed to succeed. Our team members contribute by leading mill and forestry tours, hosting career days, speaking at schools, and presenting at youth STEM (science, technology, engineering, and math) events.



In addition, we partner with organizations to help develop skills in groups that are underrepresented in manufacturing. During the 2023–2024 academic year, we collaborated with the Society of Hispanic Professional Engineers and the National Society of Black Engineers to establish scholarships aimed at attracting a diverse range of talent to our industry. Scholarship recipients, who are pursuing degrees in fields directly related to our operations, must answer one question: How will you use your degree to build a better world?



FORESTRY ADVANCEMENT CENTER

In 2024, the University of Wisconsin–Stevens Point celebrated the opening of its new Forestry Advancement Center in Tomahawk, Wisconsin. The center's exterior features donated LP® SmartSide® ExpertFinish® Trim & Siding.

The Forestry Advancement Center offers short courses for high school graduates, covering heavy and lightweight construction equipment—such as bulldozers, excavators, UTVs, and logging equipment like harvesters and forwarders—as well as general forestry and natural resources training.

This facility aims to develop the next generation of skilled foresters and logging professionals who will contribute to responsibly harvesting the wood needed for our products while ensuring the health and sustainability of forests.



COMMUNITY INVOLVEMENT AND SUPPORT

Our approach to community development is tailored to the unique needs of our communities and powered by the dedication, resources, and expertise of LP and our team. Shaped by strong local relationships, we address immediate challenges and long-term goals—cultivating resilient communities and driving shared success.

LP FOUNDATION

Since 1973, shortly after our company was founded, the LP Foundation—an independent 501(c)(3) nonprofit fully funded by LP—has been dedicated to Building a Better World™. Over the decades, we have contributed nearly \$23 million to support nonprofits and public schools in the communities where we live and work.

The Foundation is guided by a seven-member Board of Trustees, composed entirely of LP team members appointed by our CEO. These trustees serve as volunteers, bringing their time, insight, and commitment to help guide the Foundation’s direction. In addition, LP’s Executive Team provides oversight of the Foundation’s policies and procedures for philanthropic giving, including the allocation of corporate contributions. The Executive Team also reviews and approves the Foundation’s overall strategy, annual budget, and grant recipients to ensure alignment with LP’s values and community impact goals.

GRANT PROGRAM PILLARS



AFFORDABLE HOUSING

Advancing home-building projects within LP’s operational regions



ENVIRONMENTAL STEWARDSHIP

Safeguarding ecosystems while nurturing resilient, biodiverse forests



FUTURE WORKFORCE DEVELOPMENT

Cultivating diverse talent in the manufacturing, forestry, and construction trades

Each year, the LP Foundation donates through five key programs:

- Community Grants
- Disaster Relief Program
- Team Member Donation Match Program
- Team Member Board Service Grants
- Gary Sinise Foundation Partnership

In addition to these efforts, LP donates products in the wake of natural disasters and champions causes that our customers and team members care about.

2024 HIGHLIGHTS

1,100+ TEAM MEMBER DONATION MATCHES

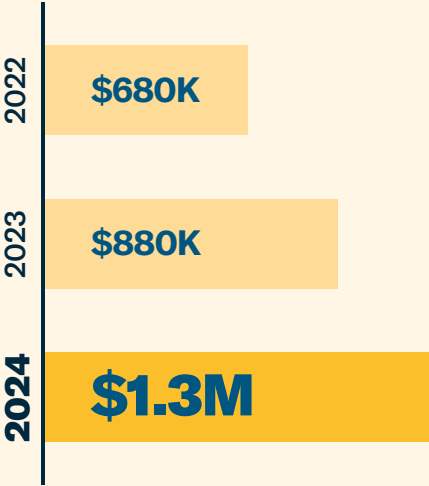
100+ NONPROFITS SUPPORTED

50+ COMMUNITY GRANTS

15+ NONPROFIT BOARD SPONSORSHIPS

7 DISASTER RELIEF RESPONSES

TOTAL CHARITABLE GIVING¹



¹ Total Charitable Giving chart is reflective of LP and the LP Foundation’s total charitable contributions

COMMUNITY GRANTS

Annually, the LP Foundation distributes grants across our mills, facilities, and offices—empowering each location to support nonprofits and public schools as community needs arise. With more than 20 facilities across North America, community grants account for the majority of our annual contributions.

In 2024, with the backing of LP’s Executive Team, we increased community grant funding by an extra \$100,000. As a result, each LP facility now has a total community grant budget of \$10,000 to \$20,000. Each facility distributes this among one to three local nonprofits or public schools, ensuring targeted and effective community support.

AFFORDABLE HOUSING



PRESERVING AFFORDABLE HOUSING

In 2024, we issued our 17th annual grant to Rebuilding Together Nashville (RTN). RTN is dedicated to preserving affordable housing, preventing the displacement of low-income families, and empowering seniors to age in place—all while maintaining the unique character of Nashville, Tennessee’s neighborhoods. By partnering with trades professionals and volunteers, RTN addresses critical health and safety hazards in the homes of low-income older adults, veterans, and those living with disabilities, all at no cost to homeowners.



BUILDING COMMUNITY FOR OUR VETERANS

Veterans 1st of Northeast Wisconsin is a nonprofit committed to creating a secure and supportive community for local veterans. LP provided a grant to advance the construction of a 21-home veteran village that offers affordable housing and a range of supportive services. The grant also supports the development of a community center—complete with an office, kitchen, and meeting area—to facilitate group gatherings, trainings, and community engagement.

ENVIRONMENTAL STEWARDSHIP



RESTORING TREE CANOPIES TO PROVIDE RESPITE

In 2024, the LP Foundation contributed to Cheekwood Estate & Gardens, a historical site and arboretum home to over 2,000 native trees. Celebrating Middle Tennessee’s vibrant tree canopy, Cheekwood serves as an outdoor classroom and place of respite for both people and wildlife. After enduring significant tree loss from storms, frost damage, and extreme weather, our grant helped restore the canopy through targeted tree planting initiatives.



SUPPORTING THE NEXT GENERATION OF SUSTAINABILITY LEADERS

Supporting future sustainability leaders, the LP Foundation donated to Urban Green Lab—a nonprofit dedicated to promoting sustainable living. With help from our funding, the organization developed an elementary school version of its training curriculum, equipping Nashville area teachers to educate young students on sustainable practices. The curriculum highlights tree planting as a key strategy to reduce greenhouse gas emissions and foster healthier urban tree canopies.

FUTURE WORKFORCE DEVELOPMENT

**UNLOCKING CAREER OPPORTUNITIES THROUGH THE TRADES**

Since 2012, Goodwill Industries of Middle Tennessee has empowered underserved Nashville residents by offering free skilled trades training that paves the way for careers in the construction industry. With the LP Foundation's support, essential programs—such as a four-week construction and weatherization course covering safety protocols, construction mathematics, tool usage, and blueprint interpretation—are further strengthened. Graduates earn critical certifications from the National Center for Construction Education and Research and OSHA 10, setting them on the path to success.

**BUILDING THE NEXT GENERATION OF SKILLED TRADESPEOPLE**

To support workforce development near our mill in Houlton, Maine, LP helped launch a new Construction Trades program at the nearby Houlton High School through a 2024 LP Foundation grant. Houlton High now offers students hands-on training in carpentry, electrical, plumbing, groundwork, painting, roofing, and contractor finances. With support from generous donors like LP, the school transformed its traditional woodworking and metals classrooms into modern construction labs—equipped with power and pneumatic tools—to give students real-world experience and a strong foundation for careers in the skilled trades.



GARY SINISE FOUNDATION PARTNERSHIP

Building a Better World™ begins at home. In 2022, the LP Foundation launched a national partnership with the Gary Sinise Foundation to support its Restoring Independence, Supporting Empowerment (R.I.S.E.) program, which builds mortgage-free, specially adapted homes for America's most severely wounded veterans and first responders. With our annual \$100,000 donation and the addition of LP® SmartSide® Trim & Siding for all eligible homes, LP and the LP Foundation are now recognized as national partners of the R.I.S.E. program.



In 2024, the Gary Sinise Foundation held a dedication ceremony for retired U.S. Army Captain Jason Church, welcoming him to his new mortgage-free home in Wisconsin. Captain Church was injured during a routine patrol in Afghanistan in 2012, losing both legs below the knee due to an explosion. His new, fully accessible home is one of many built by the R.I.S.E. program last year, each supported by numerous partners working together to transform lives.



DISASTER RELIEF

When natural or man-made disasters strike near our operations, LP promptly mobilizes resources to support affected communities by deploying funds, products, and volunteers where they are needed most. Our Disaster Relief Program is activated for any disaster that occurs within 60 miles of an LP office or facility in North America. In 2024, LP and the LP Foundation provided over \$300,000 in funds and product donations to support the communities our team members call home.

HURRICANE HELENE

In September 2024, Hurricane Helene devastated much of the Southeastern U.S., with North Carolina suffering some of its worst flooding in a century. Near our Roaring River and Roxboro facilities, floodwaters devastated communities, leaving widespread destruction in their wake.

In response, we quickly mobilized to support affected team members, encouraging those impacted to apply for LP Cares grants to aid in their recovery.

The LP Foundation activated its Disaster Relief Program, contributing \$50,000 to humanitarian relief efforts in hard-hit North Carolina communities. Our Roxboro and Roaring River facilities also provided over 6,000 bottles of water to storm survivors in and around Asheville, where floodwaters reached a historic 25 feet.

Eastern Tennessee also endured severe flooding and devastation. To assist in recovery, we donated LP® Oriented Strand Board to help board up damaged homes and buildings. Our trucking operation, New Waverly Transportation, further supported the effort by donating a truck and driver to deliver the materials where they were needed most.

TEAM MEMBER DONATION MATCH PROGRAM

Our team members are deeply committed to a wide range of causes, generously giving their time and financial support. To further amplify their generosity, the LP Foundation matches up to \$1,000 per team member each year for donations made to eligible nonprofit organizations and public schools.

Since launching our Team Member Donation Match program in 2013, individual contributions have totaled over \$500,000—an amount that doubles to over \$1,000,000 when combined with the LP Foundation's matching funds. In 2024, we proudly matched nearly 1,100 team member donations, reinforcing our collective commitment to making a difference.



TEAM MEMBER VOLUNTEERING

Our team members dedicate their time, skills, and expertise to strengthening communities and building lasting relationships. LP actively encourages volunteerism by supporting team members in serving on nonprofit boards and sponsoring events that enable them to contribute to meaningful community initiatives. To further support their efforts, the LP Foundation donates \$1,000 annually to eligible nonprofits where our team members serve on the board.

ROARING RIVER TEAM MEMBERS SPARK INTEREST IN STEAM CAREERS

In 2024, team members from LP's Roaring River, North Carolina mill participated in the STEAM Exposition at North Wilkesboro Speedway, engaging more than 1,800 middle school students in hands-on learning. Representing LP's commitment to education and community outreach, our team introduced students to careers in engineering and manufacturing through interactive activities. Students practiced reading tape measures and matched LP® SmartSide® ExpertFinish® Trim & Siding boards to their corresponding colors—offering a fun, practical introduction to the world of STEAM (science, technology, engineering, arts, and mathematics). The event highlighted the importance of STEAM to LP's success and inspired students to explore future careers in the trades and related fields. The Roaring River team left a lasting impression, sparking curiosity and enthusiasm among the next generation of innovators.

NEWBERRY MILL STEPS UP TO THE CHALLENGE

After the unexpected passing of the Building Trades teacher at a local high school, LP team members from our Newberry, Michigan mill stepped in to support the students during a challenging time. The teacher had fostered a strong partnership with LP, bringing students to the mill each year for tours and preparing them for the annual Construction and Welding Skills Challenge. In the wake of this loss, the LP Newberry team provided materials for the students to practice their builds, leading to their first-place win in the competition. Our local team members continue to mentor students, emphasizing careers in skilled trades, and sharing their own career journeys. The students' victory and the continuation of the mill tours honored the teacher's legacy, while our Newberry mill reaffirmed its commitment to inspiring the next generation of tradespeople through education and meaningful support.

APPENDIX

An aerial photograph of a vast, dense green forest. A railway line with several red freight trains runs diagonally through the center of the image. In the background, there are rolling hills, some industrial buildings, and a few wind turbines visible on the distant ridges under a clear blue sky.

SASB AND TCFD INDEXES

SASB INDEX

LP is aligned with the Sustainability Accounting Standards Board (SASB) standards for Building Products and Furnishings and Forestry Management industries. The following index describes our alignment with the material sustainability topics and metrics we believe are relevant to our business and as identified by these two standards.

TOPIC	METRIC	LP ASSESSMENT	CODE	REFERENCE
BUILDING PRODUCTS & FURNISHINGS				
Energy Management in Manufacturing	(1) Total energy consumed	(1) 24 million gigajoules (GJ)	CG-BF-130a.1	For more information, refer to the Greenhouse Gas Emissions and Energy Management section.
	(2) Percentage grid electricity	(2) 12% (3 million GJ)		
	(3) Percentage renewable	(3) 77% (18 million GJ)		
Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	<p>We conduct rigorous testing on all LP® products in our testing facilities and work with third-party laboratories and testing facilities to ensure products meet required quality, safety, and building code standards.</p> <p>Many of our products are trademarked through the APA-The Engineered Wood Association, a nonprofit trade organization that certifies high-performing structural wood products. For products to be APA trademarked, APA audits our quality management systems, conducts quarterly spot tests on random product samples, and performs quarterly site visits and audits to verify training, documentation, and quality processes.</p>	CG-BF-250a.1	For more information, refer to the Product Quality Testing and Assurance and Safety Programs sections.
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	100% of LP engineered wood products comply with VOC emissions and content standards.	CG-BF-250a.2	For more information, refer to LP's Safety Data Sheets .
				APA's Product Technical Note on Formaldehyde and Engineered Wood Products

SASB INDEX

TOPIC	METRIC	LP ASSESSMENT	CODE	REFERENCE
BUILDING PRODUCTS & FURNISHINGS				
Product Life Cycle Environmental Impacts	Description of efforts to manage product life cycle impacts and meet demand for sustainable products	<p>We work with third parties to create and validate life cycle assessments (LCAs) and environmental product declarations (EPDs) for select LP® products. EPDs allow us to assess and compare the environmental impact of our products' life cycles in line with internationally recognized standards, including ISO standards.</p> <p>In 2023, we published eight EPDs that demonstrate the carbon negativity of LP® SmartSide® Trim & Siding, LP® SmartSide® ExpertFinish® Trim & Siding, LP BuilderSeries® Lap Siding, and the majority of our LP® Structural Solutions products.</p> <p>In 2024, we published an EPD for LP® Oriented Strand Board (OSB), bringing our total number of EPDs to nine. All nine EPDs, verified by ASTM International, confirm that the products they represent are carbon negative.</p>	CG-BF-410a.1	For more information, refer to the Environmental Product Declarations section.
	(1) Weight of end-of-life material recovered (2) Percentage of recovered materials recycled	We do not track end-of-life materials. For our LCAs, we used net average use data from the U.S. EPA Materials Management Fact Sheet for durable wood products, assuming 18% incineration and 82% landfilling.	CG-BF-410a.2	For more information, refer to the Greenhouse Gas Emissions and Energy Management section.
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased (2) Percentage from third-party certified forestlands (3) Percentage by standard (4) Percentage certified to other wood fiber standards (5) Percentage by standard	(1) 8 million metric tons (2) 35% (3) Sustainable Forestry Initiative® (SFI®) Forest Management Standard: 21% Forest Stewardship Council® (FSC®) Forest Management Standard: 8% Dual SFI® and FSC® Forest Management Standards: 6% (4) 100% (5) 100% of fiber procured in North American operations is certified to the SFI® Fiber Sourcing Standard and 100% of fiber procured in South America is certified to the PEFC® Fiber Sourcing Standard.	CG-BF-430a.1	For more information, refer to the Sustainable Forestry section.

SASB INDEX

TOPIC	METRIC	LP ASSESSMENT	CODE	REFERENCE
FORESTRY MANAGEMENT				
Ecosystem Services & Impacts	Area of forestland certified to a third-party forest management standard; percentage certified to each standard	LP manages forestland under license by the provincial governments of Canada. In 2024, approximately 5 million hectares were certified to the SFI® Forest Management Standard.	RR-FM-160a.1	For more information, refer to the Sustainable Forestry section.
	Area of forestland with protected conservation status	In 2024, approximately 3 million hectares located within LP long-term forest management license areas in Canada have protected conservation status.	RR-FM-160a.2	For more information, refer to the Sustainable Forestry section.
	Area of forestland in endangered species habitat	In 2024, approximately 5 million hectares located within LP long-term forest management license areas in Canada were considered endangered species habitat. Our forest management operations are conducted to monitor and mitigate risks to endangered species. We use best practices across our operations to account for species at risk and typically disclose these in the forest management and/or stewardship plans that we develop in accordance with provincial requirements, which are vetted through stakeholder consultation processes with rights-based holders and other interested groups.	RR-FM-160a.3	For more information, refer to the Sustainable Forestry section.
	Description of approach to optimizing opportunities from ecosystem services provided by forestlands	LP manages the areas under license by the provincial governments to conserve, protect, and sustain ecosystem services currently offered within the forested regions where we operate. We work with several conservation groups, Indigenous communities, and other interested stakeholder groups to sustain the biological, social, and economic value of forestlands.	RR-FM-160a.4	For more information, refer to the Biodiversity and Habitat Conservation section.

SASB INDEX

TOPIC	METRIC	LP ASSESSMENT	CODE	REFERENCE
FORESTRY MANAGEMENT				
Rights of Indigenous Peoples	Area of forestland in indigenous land	In Canada, LP is authorized through respective provincial license agreements to conduct forest management on public lands. LP works closely with Indigenous communities and provincial governments to ensure operations are being managed in a manner that protects and respects the cultural and traditional interests of Indigenous peoples. In 2024, the total area of forestland in indigenous land was approximately 10 million hectares.	RR-FM-210a.1	For more information, refer to the Indigenous Engagement section.
	Description of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and the local community	<p>LP is committed to collaborating with Indigenous Nations across the areas where we operate in North and South America. Our Code of Business Conduct and Ethics, Human Rights Policy, and Recognition for the Rights of Indigenous Peoples outline our commitments, guide our interactions, and hold us accountable for engaging with Indigenous communities responsibly and respectfully.</p> <p>Through the Recognition for the Rights of Indigenous Peoples Policy, we have recognized the rights of Indigenous peoples across our managed lands in Canada.</p>	RR-FM-210a.2	For more information, refer to the Human Rights and Labor Standards and Indigenous Engagement sections.
Climate Change Adaptation	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	<p>Our Task Force on Climate-related Financial Disclosure (TCFD) index supplies an overview of our climate-related risks and opportunities, including potential risks related to sourcing wood fiber and our efforts to mitigate these potential risks.</p> <p>We support robust programs related to responsible forest management that ensure we promote sustainable forestry—a critical element of mitigating potential climate-related impacts related to timber-harvesting activities.</p> <p>LP has also undertaken site-level projects to understand carbon storage potential in wetland environments, as well as to evaluate operational vulnerabilities associated with climate change relative to our forest management license area in Manitoba, Canada. These projects served as a pilot to test scientific approaches to quantify environmental factors that can manage or mitigate the effects of our changing climate and protect the long-term viability of timber production for our operations.</p>	RR-FM-450a.1	For more information, refer to the TCFD Index section.

SASB INDEX—ACTIVITY METRICS

METRIC	LP ASSESSMENT	CODE	REFERENCE
BUILDING PRODUCTS & FURNISHINGS			
Annual Production	<p>Production reported in 3/8 basis million square feet (MMSF):</p> <ul style="list-style-type: none">• OSB: 3,300 MMSF• Siding: 1,800 MMSF• LP South America: 500 MMSF <p>In addition to the siding production listed above, we own and operate three finishing facilities that support our siding production.</p>	CG-BF-000.A	For more context, refer to LP's 10-K Annual Report , which references total manufacturing production capacity.
Area of Manufacturing Facilities	In 2024, the total area of manufacturing facilities was approximately 7 million square feet (700 thousand square meters).	CG-BF-000.B	
FORESTRY MANAGEMENT			
Area of Forestland Owned, Leased, and/or Managed by the Entity	LP is authorized by provincial governments of British Columbia, Manitoba, and Québec to conduct forest management activities in areas licensed to the company. The total gross reportable area managed/licensed by LP in 2024 was 10 million hectares.	RR-FM-000.A	
Aggregate Standing Timber Inventory	LP does not currently report on aggregate standing inventory.	RR-FM-000.B	
Timber Harvest Volume	In 2024, the total timber harvested was 2 million cubic meters.	RR-FM-000.C	

TCFD INDEX

GOVERNANCE

Responsibility for sustainability begins with the Governance and Corporate Responsibility Committee (GCRC) of LP's Board of Directors (Board), which oversees both our sustainability strategy and our progress toward related goals. All independent directors on our Board serve on the GCRC, which meets at least four times a year, reflecting their strong commitment to, and engagement with, our sustainability programs and practices. The GCRC's oversight responsibilities also include programs and processes concerning management succession, safety, environmental and product quality policies and practices, ethics and business conduct, political activities, and human resources.

LP's Sustainability Executive Council (Sustainability Council) holds management responsibility for our sustainability initiatives. The Sustainability Council reports to the GCRC and comprises members of our Executive Team, including our General Counsel and Chief Financial Officer. The Sustainability Council is led by our General Counsel and oversees the Sustainability Task Force, a cross-functional group of leaders from key departments that meets monthly. The Sustainability Council and the Sustainability Task Force convene quarterly to discuss sustainability strategies and track progress on initiatives.

STRATEGY

Our strategy integrates climate-related considerations into core operations, addressing risks and opportunities from climate change. We focus on key areas like supply chain management, product development, and energy consumption to reduce our carbon footprint and enhance production efficiency.

Our products, most of which are carbon negative, play a role in the transition to a lower-carbon economy. Predominantly derived from a naturally renewable resource, LP products provide builders with a durable alternative to nonrenewable, energy-intensive concrete products. With environmental product declarations (EPDs) that show our products store more carbon than is released during their entire life cycle, we help limit emissions associated with the building process.

We integrate climate considerations into our business processes to manage potential risks and realize new opportunities. We maintain a climate strategy that focuses on greenhouse gas emissions (GHG) reductions, risk mitigation, adaptation measures, and disclosures in accordance with internationally recognized standards and frameworks.

TCFD INDEX

RISK

General Regulatory Considerations

U.S. and international governmental and nongovernmental regulations, restrictions, and reporting requirements intended to reduce greenhouse gas emissions and other climate change impacts are emerging and present potential transition risks. Increased regulations, restrictions, or reporting requirements could increase operating costs and compliance costs or require expenditures on additional technology, all of which could adversely affect our results of operations. The costs of complying with increased regulations, restrictions, or reporting requirements and transitioning to a lower-carbon economy may result in expenses that could materially impact our business.

Environmental Regulation and Compliance

Our business is subject to many environmental laws and regulations concerning pollutant discharges, hazardous substance disposal, timberland restoration, and other issues. Compliance is a significant factor in our business, with potentially material expenses expected in both current and future periods. Changes in these laws and regulations could increase compliance costs and restrict operations. Noncompliance could risk fines, penalties, enforcement actions, and reputational damage. Environmental laws may impose liability upon current and former facility owners in respect of contamination issues, regardless of responsibility for such contamination. Facility evaluations may reveal contamination requiring remediation, and closures might trigger additional compliance needs. We cannot ensure that contamination issues won't lead to significant costs or negatively impact our business operations.

ACTION

- We recognize that evolving climate regulations, restrictions and reporting requirements, including carbon pricing and emissions limits, may increase our operating and compliance costs. To manage this transition risk, we actively engage with industry associations to monitor and anticipate regulatory changes. Our continued investment in operational efficiency and emissions reduction positions us to mitigate future regulatory costs and adapt to a lower-carbon economy.
- Compliance with environmental laws related to emissions, hazardous materials, and land use remains a key operational risk, particularly as regulations evolve in response to climate change. Stricter environmental standards may be adopted in the future, which could increase our compliance costs or restrict our business operations. We maintain contingency reserves for existing obligations and actively monitor facility risks. As part of our broader sustainability strategy, we aim to minimize future liabilities through improved environmental controls, responsible sourcing, and site remediation planning.

TCFD INDEX

RISK

Market-Fiber Supply and Increased Raw Material Costs

Wood fiber, the most significant raw material used in our operations, is subject to price volatility based on factors such as commodity market conditions and general governmental, economic, or industry conditions. As a result of such factors, LP may experience increasing costs when sourcing wood fiber in North and South America. Growing demand for modern solid biomass (e.g., wood pellets and chips) and carbon credits may lead to increased competition in LP's key wood supply areas. As demand increases, suppliers in these markets may begin to overlap with LP wood supply areas, thus leading to direct competition and potentially increasing our wood fiber costs.

In addition to wood fiber, we also use a significant quantity of various resins in our manufacturing processes. Similar to wood fiber costs, resin costs are influenced by a range of factors, including changes in the availability and pricing of raw materials, particularly petroleum products, as well as the demand for resin products and their chemical precursors. We also recognize that climate-related events and disruptions could affect the supply of these key raw materials, potentially leading to production delays or increased production costs.

Physical Acute/Chronic Conditions

The unpredictability and frequency of natural disasters such as hurricanes, earthquakes, hailstorms, wildfires, snow, ice storms, the spread of disease, and insect infestations could affect the supply of raw materials or cause variations in their costs, or variations in transportation-related costs. In addition, global climate change may increase the frequency or intensity of extreme weather events, such as storms, floods, heat waves, and other events that could affect our facilities and demand for our products.

ACTION

- Our mills are strategically located near diverse timber sources, and we work to maintain strong relationships with responsible suppliers and landowners. Leveraging our expertise in sustainable forestry, we aim to be the preferred partner for those pursuing carbon offset projects and selective harvesting. We also evaluate alternative wood species to enhance flexibility and reduce sourcing risk.
- We rely on various suppliers for raw materials, and we employ a centralized strategic sourcing group to consolidate certain raw material purchases across our business. This group develops global strategies, identifies suitable vendors, promotes competitive pricing, and builds long-term relationships to leverage material needs, reduce costs, improve efficiency, and ensure supply continuity. We work to secure procurement arrangements that provide stable pricing and supply conditions, reducing the impact of sudden fluctuations. Additionally, we make efforts to diversify our supplier base, which may enhance supply chain resilience, improve forecasting and planning, and enable better management of raw material costs. In response to climate change, we also consider the environmental impact and sustainability credentials of our suppliers, prioritizing in certain cases those suppliers that are committed to responsible sourcing and carbon reduction. We have robust monitoring and reporting mechanisms to track market trends, supply chain dynamics, and climate-related shifts, allowing for proactive decision-making and timely procurement strategy adjustments.
- To manage these physical risks, we are conducting climate vulnerability assessments across our forestry operations to better understand and mitigate the potential impacts of climate change on raw material supply. We maintain robust inventories of wood fiber to mitigate risks arising from shorter winter seasons and disruptions in supply chains. Additionally, we continue to develop and update business continuity plans that specifically address acute and chronic physical risks across all our facilities. We regularly engage with critical suppliers to better understand their continuity plans and incorporate lessons learned into our own risk management processes, ensuring our supply chains remain resilient in the face of climate-related disruptions.

TCFD INDEX

OPPORTUNITY

Product Development and Innovation

We believe that our products help our customers and end users to mitigate various challenges associated with building and construction activity, including labor shortages, because they are relatively easy to work with and allow for the consolidation of multiple steps into a single product system. Our marketing programs aim to drive awareness of our products and a greater understanding of our products’ specific features among builders, repair and remodel contractors, industrial manufacturers, and major home improvement retailers. Our continued success depends in part on our ability to develop new products that will meet the demands of our customers and end users. We may not be successful in developing and marketing new products on an effective and financially profitable basis.

Market Access and Demand

Global demand for sustainable, climate-resilient construction is subject to fluctuation and may be difficult to predict, particularly in emerging markets where urbanization and infrastructure growth are intersecting with shifting climate adaptation goals. Regions such as South America may present LP with significant opportunities for international expansion, as builders and developers seek renewable, cost-effective materials that meet evolving environmental standards. If governments and other institutions in these markets implement stricter energy codes and green building incentives, suppliers with the capability to scale internationally—supported by reliable distribution networks and low-carbon production models—may be positioned to capture new market share and contribute to climate-aligned development.

ACTION

- Our products are designed to simplify construction and address labor shortages by consolidating multiple steps into single systems. We continue to invest in carbon-negative building solutions, which now represent over 90% of North American net sales. Our marketing and sales programs aim to expand awareness and adoption of these solutions across channels, including builders, industrial manufacturers, and major home improvement retailers. We pursue these and other initiatives as part of an effort to benefit from long-term demand for low-carbon construction materials.
- We are actively working to expand our presence in key international markets, particularly in South America, where demand for sustainable wood-based residential construction may continue to grow. Our investment in the region is supported by access to renewable energy, including solar power, which may enhance the appeal of our operations from both a cost and sustainability standpoint. Our established distribution channels and market leadership may enable us to scale efficiently while aligning with climate-related trends, supporting both global growth and long-term value creation.

TCFD INDEX

RISK MANAGEMENT

We use multiple processes to identify, assess, and manage climate-related risks, all of which are integrated into everyday business processes.

Our Sustainability Task Force frequently monitors and reviews existing and emerging regulatory requirements related to climate change. In addition to the monitoring of regulatory requirements, the Sustainability Task Force performs regular assessments and stakeholder consultations to identify potential climate-related risks. The frequency of Sustainability Task Force meetings allow us to update our risk assessments and management strategies to ensure that LP remains resilient in the face of evolving climate challenges.

Our forestry and fiber sourcing operations necessitate continual assessment of climate-related risks, which are an implicit consideration in harvesting and sourcing. We also conduct site vulnerability studies in our Canadian operations to better understand the effects of climate change on operations and on our wood fiber supply in more granular detail, providing insight into physical impacts that may affect our operations in the future. Climate and weather indices are regularly used to evaluate annual conditions in key wood baskets and optimize harvesting patterns throughout the year to mitigate the risk posed by increasingly variable weather or shorter harvesting seasons.

METRICS AND TARGETS

We measure and disclose our GHG emissions in accordance with the World Resources Institute/World Business Council for Sustainable Development GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), using the operational control approach. We also obtained limited assurance from an independent accounting firm for our 2023 and 2024 Scope 1 and Scope 2 emissions data. In addition to GHG emissions, we are committed to sourcing all wood fiber through rigorous certification systems—such as the Sustainable Forestry Initiative® in North America and the Programme for the Endorsement of Forest Certification in South America—to support responsible forestry practices that actively address environmental and operational risks.

In 2024, we published an EPD for LP® Oriented Strand Board, bringing our total to nine products with EPDs. With this milestone, we can now report that approximately 91% of our 2024 North American net sales came from carbon-negative products.

GHG STATEMENT AND ASSURANCE

STATEMENT OF GREENHOUSE GAS EMISSIONS

GHG PROTOCOL

Scope 1 and Scope 2 greenhouse gas (GHG) emissions data are collected and accounted for in accordance with the World Resources Institute/World Business Council for Sustainable Development GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) (GHG Protocol). Management of LP is responsible for the completeness, accuracy, and validity of the Scope 1 and Scope 2 emission disclosures referenced or included in this Statement of GHG Emissions and asserts that the Scope 1 and Scope 2 GHG emission disclosures referenced or included in this Statement of GHG Emissions of LP's Sustainability Report for the year ended December 31, 2024 are presented in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the World Resources Institute/World Business Council for Sustainable Development.

LP engaged Deloitte & Touche LLP to perform a review on management's assertion related to the Scope 1 and Scope 2 emission disclosures included in this Statement of GHG Emissions for the year ended December 31, 2024. Information outside of the Scope 1 and Scope 2 emission disclosures referenced or included in the Statement of GHG Emissions, including linked information, was not subject to Deloitte & Touche LLP's review and, accordingly, Deloitte & Touche LLP does not express a conclusion or any form of assurance on such information.

BASE YEAR

The base year currently selected by LP for direct and indirect emissions sources is 2019, as it was the first full year of complete and accurate calculation of GHG emissions.

The GHG Protocol provides guidance regarding instances (Structural and Methodology Changes) in which base year emissions should be recalculated.

LP will recalculate base year emissions in accordance with the GHG Protocol guidance and apply a recalculation significance threshold of 5%.

During the year ended December 31, 2024, we enhanced emissions reporting by adopting a carbon accounting platform. These improvements have enabled us to collect more granular and accurate GHG emissions data.

To ensure reporting consistency and comparability over time, we updated our emissions calculation methodology and retrospectively recalculated emissions for the calendar years 2019 through 2023. As a result of these methodological improvements, our base year (2019) emissions increased by 5%, exceeding our significance threshold for restatement. Accordingly, we have restated previously reported emissions figures for 2019, 2022, and 2023 to reflect the revised methodology and support transparency.

No structural, operational, or other triggering changes occurred during the reporting year that would otherwise necessitate a base year adjustment.

ORGANIZATIONAL AND OPERATIONAL BOUNDARY CONDITIONS

LP uses the operational control approach as the basis for the estimation and reporting of GHG emission data. The operational control approach is described in Chapter 3 of the Corporate Standard of the GHG Protocol as "A company has operational control over an operation if the former or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation." Management will determine operational control based on the ability to introduce and implement operating policies at the subsidiary/business unit level.

Emissions sources under the operational control approach include utility consumption and stationary combustion at office buildings, manufacturing facilities, warehouses owned and leased by LP, and mobile combustion of fuels for vehicles owned and leased by LP.

CALCULATION METHODOLOGIES

The GHG Emission Factors for Scope 1 and Scope 2 emissions considered in LP's GHG inventory are taken from the most recent publications from governmental and intergovernmental agencies such as the U.S. Energy Information Administration (EIA), U.S. Environmental Protection Agency (EPA), and the International Energy Agency (IEA).

Our Scope 1 emissions are direct GHG emissions resulting from operations at our manufacturing facilities. Sources of Scope 1 emissions include the combustion of natural gas, petroleum products, and biomass. Our emissions do not include direct CO₂ emissions from renewable biomass combustion per the GHG Protocol.

Scope 2 emissions represent indirect GHG emissions and are the result of electricity purchased from regional electrical power suppliers for our manufacturing facilities and corporate offices.

In accordance with the GHG Protocol, our Scope 1 and 2 inventory excludes de minimis fugitive emissions from sources such as refrigerants, industrial gases, and fire suppressants. These emissions are considered immaterial to our overall footprint and are excluded based on their insignificant impact.

For Scope 1 and Scope 2, usage or "activity" data was multiplied by a correlating emissions factor (EF) to calculate the corresponding emissions. The general formula for calculating emissions is provided below:

$$\sum \text{Activity Data (Unit)} * \text{EF ((kg GHG)/Unit)} * \text{GWP} = \text{Emissions (kg CO}_2\text{e)}$$

In 2024, LP updated our calculation methodology to improve accuracy and consistency across all reporting years. Specifically, LP applied a uniform set of Global Warming Potential (GWP) values from the IPCC Fifth Assessment Report (AR5) to all historical (2019–2023) and current-year data, ensuring year-over-year comparability. Additionally, previously estimated activity data has been replaced with actual consumption data from utility records where available. These improvements enhance the accuracy of emissions reporting and align with the GHG Protocol.

To calculate market-based Scope 2 emissions, LP used supplier-specific emissions factors where available and location-based emissions factors for the remaining locations, according to the hierarchy set forth by the GHG Protocol. Residual mix factors were not used as they are either unavailable or do not account for voluntary purchases, which may result in double counting between electricity consumers.

Due to the limited availability and delayed publication of market-based emission factors across jurisdictions, LP has historically only calculated location-based Scope 2 emissions. LP's base year (2019) is calculated only for location-based Scope 2 emissions. At the time of this disclosure, 2024 market-based emissions factors were not available for the regions in which LP consumes electricity. As such, 2023 market-based emissions factors have been used as a proxy for current year calculations, in line with the GHG Protocol.

All emissions are rounded to the nearest thousand metric tons of carbon dioxide equivalent (CO₂e), unless otherwise noted.



GLOBAL WARMING POTENTIAL

The global warming potentials (GWP) are sourced from the Intergovernmental Panel on Climate Change Fifth Assessment Report (AR5) and align with the EPA, Canada Department of Environment, and United Nations Framework Convention on Climate Change reporting requirements. The 100-year global warming potentials from AR5¹ are shown in the table below:

GLOBAL WARMING POTENTIALS

GHG	GWP
CO ₂	1
CH ₄	28
N ₂ O	265

GHG EMISSIONS REPORT

There are typically seven Kyoto GHGs reported in accordance with the GHG Protocol, which include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulfur hexafluoride (SF₆), perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), and nitrogen trifluoride (NF₃).

LP currently reports emissions from three out of the seven GHGs—carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). We do not include sulfur hexafluoride (SF₆), perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), or nitrogen trifluoride (NF₃) in our GHG inventory because our operations do not result in a significant release of these GHGs.

¹ Published in 2014 by the Intergovernmental Panel of Climate Change, per the Greenhouse Gas Protocol.

² These amounts were restated from previously reported figures based on improvements in data collection and improved calculation methodologies. Refer to Calculation Methodologies section above for further detail.

³ This information was not subject to assurance by Deloitte & Touche LLP. Accordingly, Deloitte & Touche LLP does not express a conclusion or any form of assurance on such information.

⁴ Refer to the Calculation Methodologies section above for detailed Scope 2 market-based methodology.

⁵ As part of the transition to an enhanced emissions accounting platform, we identified previously unrecorded electricity use in our 2023 reporting, leading to a restatement of our Scope 2 GHG emissions. The updated figures more accurately reflect our purchased electricity footprint and demonstrate our ongoing commitment to improving the accuracy and transparency of our environmental disclosures. Management has concluded that the error is immaterial to the total Scope 2 emissions and our overall greenhouse gas reporting as a whole.

⁶ In accordance with the GHG Protocol, direct CO₂ emissions from biomass are not included. CO₂ emissions from biomass were 1,629 thousand metric tons for the year ended December 31, 2024.

CONSOLIDATED GHG EMISSIONS

(Thousands of Metric Tons CO₂e)

SCOPE 1 AND SCOPE 2 EMISSIONS	2019 BASE YEAR ^{2,3}	2024	2023 ²	2022 ^{2,3}
Scope 1	199	182	171	191
Scope 2 (Location-based)	320	217	225 ⁵	241
Scope 2 (Market-based) ⁴	—	233	242 ⁵	—
TOTAL SCOPE 1 + SCOPE 2 (Location-based)	519	400	396	432

2024 SCOPE 1 AND SCOPE 2 EMISSIONS BY GHG

EMISSION SOURCE	SCOPE 1		SCOPE 2 (Location-based)	
	THOUSAND METRIC TONS	THOUSAND METRIC TONS OF CO ₂ e	THOUSAND METRIC TONS	THOUSAND METRIC TONS OF CO ₂ e
Carbon Dioxide (CO ₂) ⁶	161	161	215	215
Methane (CH ₄)	0	4	0	0
Nitrous Oxide (N ₂ O)	0	18	0	1
Unspecified Greenhouse Gases	0	0	2	2



INDEPENDENT ACCOUNTANT'S REVIEW REPORT

Management of Louisiana-Pacific Corporation:

We have reviewed management of Louisiana-Pacific Corporation's ("Louisiana-Pacific" or the "Company") assertion that the Statement of Greenhouse Gas (GHG) Emissions for the year ended December 31, 2024 (the "2024 Statement of GHG Emissions"), included within the accompanying Louisiana-Pacific Sustainability Report, is presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Resource Institute/World Business Council for Sustainable Development (the "criteria" or "GHG Protocol"). The Company's management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C Section 210, Review Engagements. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the Code of Professional Conduct issued by the AICPA. We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures, conducted inquiries, and other procedures as we considered necessary in the circumstances. For a selection of the GHG emissions disclosed in the 2024 Statement of GHG Emissions, we performed tests of mathematical accuracy of computations, compared amounts to underlying records, or reviewed supporting documentation.

The preparation of the 2024 Statement of GHG Emissions requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect the reported information. Measurement of certain amounts may include estimates and assumptions that are subject to substantial inherent measurement uncertainty, including, for example, the accuracy and precision of conversion factors or estimation methodologies used by management. Obtaining sufficient, appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and disclosures. The selection by management of a different but acceptable measurement method, input data, or assumptions, may have resulted in materially different amounts and disclosures being reported.

Information outside of the Statement of GHG Emissions for the year ended December 31, 2024 included in Louisiana-Pacific's Sustainability Report was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information. Further, any information relating to periods prior to the year ended December 31, 2023, or information relating to forward-looking statements, targets, goals, progress against goals, and linked information was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information.

The Company changed the data and methodology used to calculate Scope 1 and Scope 2 emissions for the year ended December 31, 2024. The data and methodology for these calculations were revised in the comparative prior periods presented and have not been subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such revised information.

Based on our review, we are not aware of any material modifications that should be made to the Statement of GHG Emissions for the year ended December 31, 2024 in order for it to be presented in accordance with the GHG Protocol.

Deloitte & Touche LLP
June 24, 2025

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CAUTIONARY STATEMENTS AND DISCLAIMERS

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This document contains statements concerning Louisiana-Pacific Corporation's (LP) future results and performance that are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These statements are based upon the current beliefs and assumptions of, and on information available to, our management; assumptions upon which such forward-looking statements are based are also forward-looking statements. Forward looking statements can be identified by words such as "may," "will," "could," "should," "believe," "expect," "anticipate," "assume," "intend," "plan," "estimate," "project," "target," "potential," "continue," "likely," or "future," as well as similar expressions, or the negative or other variations thereof. Actual results, including the achievement of any of the targets, goals, or commitments described in this report, could differ materially from those expressed or implied in our forward-looking statements as the result of changes in circumstances, unrealized assumptions, or other risks, uncertainties, and factors beyond our control. For additional information about factors that could cause actual results, events, and circumstances to differ materially from those described in these forward-looking statements, please refer to LP's filings with the Securities and Exchange Commission (SEC), including without limitation, the matters discussed in the "Risk Factors" and "Cautionary Statement Regarding Forward-Looking Statements" sections of our most recently filed annual report on Form 10-K and quarterly reports on Form 10-Q, as well as our other filings with the SEC. The information contained herein speaks as of the date identified herein, and LP does not have or undertake any obligation to update or revise its forward-looking statements, whether as a result of new information, future events, or otherwise, except to the extent required by law.

DISCLAIMER

Standards of measurement and performance made in reference to the goals, aspirations, and objectives referred to in this document are developing and generated based on protocols, processes, and assumptions that continue to evolve and are subject to change in the future, and no assurances can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this document can or will be achieved. Further, our goals and commitments include goals we seek to accomplish, and they have aspirational components that may take years or decades to achieve. Our goals and commitments may be based upon certain assumptions, expectations, and circumstances that may shift or evolve over time, possibly affecting our achievements, priorities, plans, goals, and commitments.

NOTE ON MATERIALITY

While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws and regulations. We use the definition of materiality established under applicable U.S. federal securities laws for the purposes of complying with the disclosure rules and regulations promulgated by the SEC and applicable stock exchange listing standards. However, in our voluntary disclosures, including those that relate to our climate change-related efforts, we have adapted our approach to materiality based on both the subject matter and purpose of the disclosures. In particular, our approach to these voluntary disclosures often considers broader definitions of materiality promulgated by certain external frameworks and reporting guidelines that consider a wider range of factors relevant to sustainability disclosures. This approach means that this report and many of our other voluntary disclosures capture details on issues that may not be, and are not currently necessary to be, incorporated into our required disclosures with the SEC.

