

BOARDTALK



SAFETY EXCELLENCE: A JOURNEY, NOT A DESTINATION

MARK EMMERSON

Two years ago I wrote about our renewed commitment to safety and highlighted ambitious goals aimed at delivering next level safety performance to improve how we protect and support our crew. It was a call to action for every Sierra Pacific crew member to prioritize safety above production through engagement and action. This wasn't just aspirational – it marked the beginning of a significant cultural shift. Today, I am proud to share the progress we've made together and encourage continued improvement.

Your efforts are making a real, measurable difference. Through September 2025, our safety performance has improved dramatically:

- Overall incident rate is down 35% compared to the same period in 2024.
- Temporary disability (TD) injuries — those that result in time away from work — are down 62%.
- Severe injuries, including life-altering events like finger amputations, are down 81%.

These results are not just numbers — they reflect meaningful improvements to the well-being of our crew, the security and safety experienced in our plants, and proof of what can be accomplished with hard work, focus,

and teamwork. This progress shows what's possible when we speak up, slow down, and choose safety over all else — especially in fast-paced, production-driven environments.

This year, we launched our first ever anonymous survey of over 5,000 crew members that included several workplace topics, including safety. With an average participation rate of over 80% — and several divisions over 90%! — the feedback is clear: we're making great progress on our journey to safety excellence and there is more we can do.

We've also seen how improving safety doesn't mean sacrificing production or quality. In fact, it's the opposite. When we feel safe, respected and supported at work, it creates a sense of pride — and that pride shows up in everything we do.

Importantly, this cultural change is being demonstrated through action, not just words. Our efforts to improve safety are visible in the changes we've made: upgraded breakrooms and restrooms, enhanced training and onboarding, and updated PPE policies. We are taking meaningful steps to support our crew to create safer, cleaner, and more respectful work environments. These improvements show that Sierra Pacific is serious about taking care of its people — and I want that commitment to be visible every day.

I am grateful for the progress we've made. Let's keep this momentum going. Let's continue to build a culture where safety isn't just a slogan — it's part of who we are and how we do things right.

Mark

LINCOLN LAUNCHES AMME PROGRAM



Lincoln AMME students with crew member coaches

This fall, the Lincoln Division launched its Ag Mechanics & Manufacturing Experience (AMME), a guided career exploration program designed to introduce high school students to opportunities in the forest products industry.

The first-of-its-kind AMME pilot program was initially launched at our Shelton Division in late 2024. There, students rotated through different departments where they learned about various jobs and career pathways. Upon completion of the 20-hour program participants received a certificate for their accomplishment and were encouraged to apply at SPI in the future. Shelton even hired a graduate from that very first cohort, an early sign of the program's potential.

Inspired by Shelton's success, the Lincoln Division has partnered with Western Unified School District and the Placer County Superintendent of Schools to bring the AMME Program to students in Lincoln. In April, SPI Lincoln's leadership presented the program to over 70 students and teachers.

"When we met at the school to present the AMME program, I was shocked at how many students showed up – it was standing room only. The students were engaged and asking great questions. It not only helps with community relations, but also the students trying to decide what to do next if college is not in their planned future," said Lincoln Division Manager Brian Coyle.

From the beginning, Lincoln's AMME Program has combined learning with local pride. Students received zebra-striped hard hats – representing Lincoln High's mascot – and they've been welcomed into the mill by crew member "coaches" who have volunteered their time and expertise to mentor students.

"Our crew members and coaches have stepped up to share their skills and experiences. It's exciting to see how the crew has embraced this program to make it a success," said Laurel Ortiz, HR Coordinator at Lincoln.

Over the 10-week session, students rotate through nearly every area of the site. The first weeks included tours, learning about forestry, meeting with botanists and wildlife specialists, and getting an up-close look at heavy equipment. They also explored log scaling, mechanics, and cogeneration operations. Upcoming weeks will include experiences in welding, electrical work, saw filing, grading, and millwright maintenance. The program will conclude with a student presentation highlighting what they've learned.

Looking ahead, Lincoln plans to expand the AMME Program, welcoming additional students from both Lincoln High School and Phoenix High School in the next semester.

By connecting students with real-world experiences, mentorship, and exposure to the many career pathways available, the AMME Program is opening doors to the next generation of our workforce. For SPI, it's also an opportunity to invest in the community while showcasing the wide range of career opportunities available—right here at home.



SPOTLIGHT ON SUCCESS

ANTHONY KEENAN

SUPERINTENDENT, TRUCKING

When Anthony Keenan first got behind the wheel of a Sierra Pacific truck in May of 1999, he didn't know just how far the road ahead would take him. What began as a job hauling logs in Loyalton, California has grown into a career spanning more than two decades, countless miles, and a leadership position overseeing Sierra Pacific's Trucking Division.

Anthony's early days were spent gaining experience. He went from hauling logs to lumber — a steadier role that kept him on the road year-round. And after a short break working for another logger and freight broker, Anthony returned to SPI in 2004. From there, he took on nearly every type of driving job SPI had to offer: lumber, log, chips, windows, and even recovery runs across the Western states. "Basically, whatever my supervisor asked of me," Anthony recalls.

That "do what's needed" attitude opened the door to his first big opportunity. In 2011, SPI expanded its Trucking Division into Centralia, Washington, and Anthony was encouraged to apply for the Supervisor position. "It was one of my most memorable experiences," he says. "I went from being a driver to managing a shop — a big change. But it's been a great experience, and not somewhere I thought I'd end up."

Just five years later, Anthony stepped into the Superintendent role. Based in Washington, he oversees all 12 of Sierra Pacific's Trucking locations across California, Oregon, Washington, and Wisconsin. His job requires regular travel, visiting drivers and supervisors, and ensuring our operations run smoothly. Having driven every type of truck himself, Anthony brings a unique perspective to the job. "I understand all the positions and what they deal with," he says. "I can relate to the drivers and supervisors and offer support."



Anthony credits his success to hard work, strong mentors, and lessons learned early in life. "First and foremost, my father helped me with my career growth. He taught me to have a good work ethic," Anthony says. He also points to former Trucking Manager Ray Gleaton as a key mentor, teaching him valuable leadership skills during his transition into management.

Now, as a leader himself, Anthony takes a coaching approach. "I try to lead by example. For the most part, we have a great crew that works hard and is dedicated to the SPI Trucking Division." He also looks forward to continuing to grow with the company and supporting his team across all divisions.

When asked what advice he would give to others, Anthony advised putting in the work and not being afraid to try advancing your career. "If you don't get a position the first time, don't give up. Keep working hard and your career will grow."

Anthony has also seen big changes in the industry since he first started. Trucks today are safer, more advanced, and — as he puts it — "like driving a Cadillac compared to the ones I started in!" While there are fewer young people entering the trade, he encourages anyone considering it to give trucking a serious look. "Though it's long hours, it's a great way to make a living and support your family." The days are never the same and it can be rewarding if you like a challenge.

From his first miles in Loyalton to leading a team that spans four states, Anthony's story is proof that with hard work, dedication, and a willingness to seize opportunities, the road at SPI can take you far.

Hometown: Born in Great Bend, KS, but grew up in Gardnerville, NV

Family: Wife, three children, and three awesome granddaughters

Education: High School graduate and the school of Hard Knocks

First Job: Working for my dad at a young age for his turf & landscape business

Goals: To continue to grow within SPI and retire sometime down the road

PHENIX CITY BACK-TO-SCHOOL DRIVE

The SPW Phenix City crew came together this August to pack and deliver more than 150 backpacks filled with school supplies for students at neighboring Meadowlane Elementary School. The supplies were provided to help students start the school year with confidence and the tools they need to succeed.

For some of our crew members, who are former students of Meadowlane, this effort was especially meaningful. They were joined in the delivery by Phenix City Mayor Eddie Lowe and Councilman Arthur Day, making the occasion even more memorable for students and staff.

The back-to-school drive was organized by Angela Sims and Pam McKie, with support from many Phenix City crew members and plant manager Travis Hauser, ensuring a strong team was on hand to deliver supplies and connect with students. In addition to backpacks for students, teacher supply bags were also donated to support classrooms throughout the school year.

Located just behind our manufacturing facility, Meadowlane Elementary is truly a part of our extended community. We're proud to stand alongside our schools and invest in the success of local youth.



Growing Careers: SPI Summer Internships

This summer, Sierra Pacific Industries and Sierra Pacific Windows welcomed both new and returning interns across many areas of our company including forestry, environmental, windows, the fab shop, and the sawmill.

Pursuing degrees in engineering, computer science, wildlife, forestry, and fire science, these students spent their summer gaining hands-on experience and exploring potential career paths. Along the way, they had the opportunity to work side-by-side with our professionals — some who were once SPI interns themselves — learning new skills, applying their education in real-world settings, and gaining insight into the forest products industry.

For SPI, the program is an investment in the next generation of leaders and a way to strengthen connections with students who may one day join our team full-time.



Internships for the 2026 season can be found at spi-ind.com/internships.

SUSTAINABLE FORESTRY INITIATIVE



Why forest certification matters



Our customers expect more than quality — they expect responsibility. That's why Sierra Pacific products carry more than just our name. They carry the assurance of sustainability through the Sustainable Forestry Initiative® (SFI®) certification.

The SFI logo on our products isn't just a mark — it's a reflection of your work. It means that the lumber, millwork, and windows you help produce meet rigorous standards for sustainability, conservation and community engagement. Our products carry this logo because our customers want to know that the wood materials they buy from us are sourced responsibly. SFI certification is how we prove it. It's a trusted, third-party verification that our forest management practices meet rigorous standards for sustainability, conservation, and community engagement.

As one of the world's largest certification programs, SFI is an independent program that promotes sustainable forest management through rigorous standards that cover environmental protection, biodiversity, community engagement, and education. With over 360 million acres of SFI-certified forests across North America — which represents over one-third of globally-certified forests — SFI plays a vital role in ensuring that forest products are sourced responsibly. Certification through SFI means our practices are verified by third-party audits — giving our customers confidence in the integrity of our operations.

Our certification verifies that SFI:

- Grows more timber than we harvest
- Protects air and water quality
- Promotes biodiversity
- Maintains long-term forest health and productivity
- Supports the communities where we operate

These practices provide essential environmental, economic, and social benefits — from clean water and wildlife habitat to renewable forest products and good jobs. This certification is a credible, third-party affirmation of what we already do. It's a way to show customers that Sierra Pacific's practices are rooted in stewardship.

Learn more at forests.org



SCHOLARSHIPS AVAILABLE FROM THE SIERRA PACIFIC FOUNDATION

MARK YOUR CALENDARS! APPLICATIONS OPEN DECEMBER 15TH

Scholarship applications are open to dependents of SPI crew members. Available online at spi-ind.com/foundation beginning December 15, 2025; closing February 27, 2026. Start talking with your student now about this opportunity to help fund their future! Details and eligibility at spi-ind.com/foundation/FAQ.



MILESTONES

Thank you for your continued support. Glad to have you as part of our SPI family!

45 Years!

Dan Quarton
Gerald Mosier

Lincoln
Sales & Service

40 Years!

Erick Frazier
Kenneth Cooper
Kenny Brown
Warren Tegge

Eugene
Sonora
Shasta Lake
Eugene

35 Years!

Anthony Azevedo
David Wolfe
James Taylor
Jennifer Floyd
Luis Escalante
Nancy Rebello
Paul Sadlier
William Richmond

Red Bluff Millwork
Quincy
Windows Red Bluff
Richfield Millwork
Oroville
Shasta Lake
Red Bluff Millwork
Red Bluff Millwork

30 Years!

Barbara Jay
Benjamin Pasquale III
Charles Tilman
Clinton Scarbrough
Daniel Marks
Francisco Hernandez
Jeffrey Bascue
Kathleen Pinnell
Marni Harmon
Philip Tripp
Scott Williams
Scotty Woodard Sr
Steven Jones
Tyrone Griffin

Window Sales - S CA
Richfield Millwork
Shasta Lake
Richfield Millwork
Burney
Chinese Camp
Eugene
Workers' Comp
Windows Merrill - O St
Window Sales - PNW
Windows Merrill - W St
Burney
Richfield Reman
Lincoln

25 Years!

Andrew Petros
Clement Haring
Cynthia Bidwell
Daniel Cabitto
Danny Tulgetske
Jason Oliver
Jeremy Powers
Jorge Partida
Kenneth Smith
Luis Reyes
Phillip Myers
Rachael Lotze
Randy Mills
Robert Prewitt
Rosalba Azevedo
Tina Frick
William Williams
Zac Baptiste
Zackery Peterson

Trucking
Windows Merrill - W St
Burney
Anderson Sawmill
Oroville
Chinese Camp
Windows Red Bluff
Windows Red Bluff
Chinese Camp
Windows Red Bluff
Red Bluff Millwork
Windows Red Bluff
Lincoln
Red Bluff Millwork
Red Bluff Millwork
Windows Merrill - W St
Lincoln
Trucking
Red Bluff Millwork

20 Years!

Antone Rose
Christian Morales
Ciara Krawczyk
Dale Keith
David Cudia
Edward Coshov
Ernesto Castorena
Gonzalo Vargas
Isaias Villalobos
Jon Tucker
Joseph Cherry
Joseph Fruguglietti
Joshua Mangold
Juan Lopez
Justin Harley
Lance Dodd
Michael Lommori
Ramiro Martinez
Ricardo Gonzales

Lincoln
Eugene
Windows Medford
Windows Red Bluff
Quincy
Red Bluff Millwork
Chinese Camp
Lincoln
Lincoln
Sales & Service
Window Sales - CO
Trucking
Anderson Sawmill
Lincoln
Quincy
Windows Red Bluff
Forestry
Lincoln
Aberdeen Sawmill

20 Years cont...

Rudy Zoellick
Sergio Bustos-Moreno
Steven Bates
Theodore Dahl

Windows Medford
Windows Red Bluff
Trucking
Windows Medford

15 Years!

Asaf Garcia
Brendan Burney
Brian Lindstrand
Bryan Peck
Buddy Thomas
Carlos Evangelista-Ramire
Clyde Frolich Jr
Daniel Jones
Daniel Kitchel
Daniel Shelby
Isaac Pena
Jason Mann
Javier Vallejo-Herrera
Jessie Smith
John Warden
Joseph Baldini
Mathew Brewton
Phyllis Stevens
Corley Corley
Robert Phillips
Vaylen Veysey

Window Sales - AZ
Quincy
Forestry
Sonora
Windows Red Bluff
Eugene
Window Sales - N CA
Trucking
Centralia Sawmill
Fab Shop Anderson
Eugene
Quincy
Sonora
Fab Shop Anderson
Quincy
Noti
Quincy
Aberdeen Sawmill
Eugene
Burlington Sawmill
Sonora

10 Years!

Adan Hercules
Alberto Galvan
Allan Kleiman
Angela Toepfer
Ashley Rinehart
Benjamin Wilson
Carissa Rehbein
Casey Jones
Christian Jara
Daniel Bryan
Daniel Garcia
Daniel Greterman
Daniel Panks
Darlene Zane
Dennis Fitch
Eduardo Pahuia
Francisco Flores
George Mick
James Camus
Jeremy Zachary
Jessica Tadeo
Jose Montoya
Joseph King
Justino Romo
Kalin Seabolt
Kassie Lynch
Kenneth Reppert
Kevin Peterson
Kiley Higgins
Nolan Zimmerman
Omar Gonzales
Patrick Miller
Richard Metheny
Robert Pearson
Ronald Kemp
Russell Chapman
Sierra Owens
Stacy Smith
Collin Emmerson
Zachary Montgomery

Trucking
Chinese Camp
Window Sales - NE
Window Sales - S CA
Windows Medford
Sonora
Windows Medford
Shasta Lake
Richfield Millwork
Window Sales - NE
Windows Red Bluff
Anderson Sawmill
Sales & Service
Shasta Lake
Trucking
Red Bluff Millwork
Lincoln
Trucking
Trucking
Chinese Camp
Windows Red Bluff
Anderson Sawmill
Forestry
Lincoln
Quincy
Centralia Sawmill
Burlington Sawmill
Windows Medford
Windows Medford
Sonora
Chinese Camp
Quincy
Shelton
Burney
Lincoln
Window Sales - NE
Anderson Sawmill
Sonora
Eugene
Burney

5 Years!

Adam Yauck
Adolfo Alvarado
Andrew Fitzpatrick
Andy Garcia
Anthony Will
Araceli Chavez-Negrete

Windows Merrill - O St
Oroville
Forestry
Aberdeen Sawmill
Chinese Camp
Richfield Millwork

5 Years cont...

Arlend Bonsey
Asiyih Myers
Barbara Anderson
Bernardo Rodriguez-Zavala
Betty Raya
Brenzon Martell
Brian Bilbrey
Brian Clift
Brian Lezotte
Bruce Meyer
Candice Waight
Carlo Avila
Casey Simmons
Chance Pacora
Charles Ashe
Charles Frank Jr
Christopher Meyer
Cody Cavett
Cristian Espinoza-Torres
Dae'shawn Payne
Daniel Jennings
Deann Alexander
Donald Barbour
Dylan Baker
Elizabeth Nava
Eric Showlund
Erik Lunau
Evodio Zamora
Hailey Souza
Hugo Jaimes
Hunter Cortez
Jack Brown
James Lynch
Jason Myers
Jason Ploekelman
Jason Steger
Jeffrey Taylor
Jerry Bowen
Jesse Martinez-Jeronimo
John Pugh
Johnny Jenkins
Jose Alvarez
Joseph Lavelle
Joseph Neisinger
Joseph Neske
Joseph Slattery
Joshua Hoadley
Kenneth Graves
Kimberly Jankowski
Leslie DeHaven
Lori Giese
Maria Ramirez
Matthew Koehler
Merri Hunt
Mikayla Lavender
Nathan Stevens
Nicholas Esquivel
Norman Luedtke
Pablo Pineda-Briones
Rafael Pahuia
Raymark Sharsy
Rodney Garrett
Ronald Stevenson-Puim
Russell Gelling
Samantha Messmann
Samuel Harcus
Samuel Smith
Scott Burns
Sebastian Trevino
Seven Rodarte
Steven Scott
Thomas Johnson
Tim Gifford
Timothy Hanson
Tobey Abrams
Twila Lloyd
Tyler Grames
Walker Meyer

Quincy
Red Bluff Millwork
Windows Merrill - W St
Eugene
Red Bluff Millwork
Burney
Red Bluff Millwork
Eugene
Windows Merrill - O St
Fiber Products
Sonora
Chinese Camp
Shelton
Burney
Trucking
Window Sales - S Cent
Trucking
Windows Merrill - W St
Windows Red Bluff
Anderson Sawmill
Quincy
Window Sales - Utah
Window Sales - PNW
Aberdeen Sawmill
Windows Phenix City
Shelton
Anderson Sawmill
Trucking
Windows Red Bluff
Lincoln
Oroville
Eugene
Anderson Main
Windows Red Bluff
Windows Medford
Windows Medford
Trucking
Trucking
Eugene
Window Sales - NE
Noti
Red Bluff Millwork
Forestry
Windows Medford
Aberdeen Sawmill
Windows Medford
Sonora
Burney
Windows Merrill - O St
Quincy
Windows Merrill - W St
Windows Red Bluff
Windows Merrill - W St
Chinese Camp
Aberdeen Sawmill
Sales & Service
Burlington Sawmill
Windows Merrill - W St
Eugene
Red Bluff Millwork
Trucking
Lincoln
Burney
Western Veneer
Windows Medford
Eugene
Fab Shop Shelton
Window Sales - PNW
Quincy
Eugene
Burney
Shelton
Eugene
Trucking
Aberdeen Sawmill
Quincy
Windows Red Bluff
Chinese Camp

RETIREMENTS



RINDA COOK

Rinda retired from Red Bluff Windows after 26 years with the Company. She plans to move to Oklahoma to be closer to her kids, grandkids and great grandkids! She also plans to spend her time reading and crocheting. Enjoy retirement, Rinda!



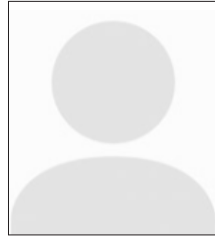
RHONDA NUNES

After 27 years with the Company, Rhonda retired from her position with the Red Bluff Windows office. She plans to enjoy more time with family, travel, see her son and daughter, and possibly move to Texas. Congratulations Rhonda!



JEFF HOZNOUR

Jeff retired from his position of Paper Wrap at Quincy after 25 years with the Company. He plans on fishing, golfing, and spending time with friends and family. Congratulations on your retirement, Jeff!



JOHN PERRY

John retired from his Supervisor position at Richfield Reman after 40 years with SPI. He plans to travel in retirement. Congratulations and enjoy, John!



TIMOTHY JOHNSON

After 33 years, Timothy retired from his position of Paper Wrap at the Anderson Sawmill. He plans on hanging out with his six grandkids, working in his woodshop, and traveling. Congratulations, Timothy!



LISA PERRY

Lisa retired after 11 years with Sierra Pacific as the Washington State Community Relations Manager. Lisa plans to concentrate on exercise, family and friends. Her first priority is a road trip catching up with those she hasn't seen in a while. Congratulations and enjoy retirement, Lisa!



BRENT MANGUM

After 36 years, Brent retired from his sales position in the Anderson Main Office. Brent plans to travel across the country, along the East Coast, and enjoy lots of time with the grandkids. He might even take cruise or two. Congratulations, Brent!



JOHN SCHAFER

John retired from his position of Service Tech with SPW in Lacey, WA after 10 years. He plans on traveling in his RV across the US, backpacking and hiking. He also looks forward to spending more time woodworking in his woodshop making tables and shelves. Enjoy retirement, John!



THOMAS MICHAEL

After 26 years, Thomas retired from his position of Forklift Driver at SPI Quincy. He plans to spend more time with his wife, ride his motorcycle, and enjoy weekends off. Enjoy retirement, Thomas!



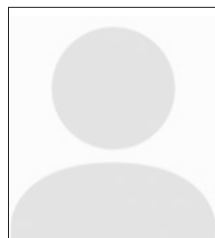
STEPHEN SHULTS

Stephen retired from his position of Machine Operator with Red Bluff Windows after over 27 years with the Company. He has enrolled in a yearlong cooking school program and plans to possibly work in the restaurant industry. He hopes to travel to France and plans to spend time with his kids and just enjoy life. Congratulations, Stephen!



JOE NELSON

Joe retired from his position as Trucking Division Manager after 35 years with the Company. He plans to spend more time with family and friends, take more vacations and travel. He's also looking forward more outdoor activities – fishing, hunting, ATV riding, and working on his 10-acre property. Congratulations and enjoy your retirement!



DENISE SVENDSEN

Denise retired from her position with the Anderson Main Office after just shy of 35 years with the Company. She plans to spend her time kayaking, paddleboarding, hiking and "just being a mountain girl." She looks forward to being with her dog and ducks and working on her homestead. Congratulations, Denise!

Health Benefits Retiree Plan

Retiring before you're eligible for Medicare? Contact Health Benefits to find out about continued Health Benefits Coverage after you retire! We know everyone's situation is different and we're here to walk you through your options! Call us at (530) 378-8200.

BOARDTALK

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RETURN SERVICE REQUESTED

OPEN | SPI HEALTH BENEFITS ENROLLMENT | PLAN YEAR 2026

Open Enrollment is the time each year when you can make changes in health coverage for you and your family for the next Plan Year. See the Open Enrollment packet (you should have received in the mail) for more information.

If you have questions about coverage for Plan Year 2026, please contact the Health Benefits Department at (530) 378-8200.

Not making changes? If there are no changes to your current application, you will not need to re-enroll for the 2026 Plan Year. No action is required.

Interested in Flexible Spending Accounts (FSA)?

Open Enrollment for FSA is November 23 – December 23 of each year. Enrollment forms for the 2026 Plan Year will be mailed to employees' homes at the end of November. Unlike the Medical and Dental Plans, you must make a new election **each year** for the FSA.

MARK YOUR CALENDAR

OCTOBER 1- NOVEMBER 15, 2025



Plan Year 2026 includes no changes to your low deductibles and out-of-pocket limits

see plan booklet for more information