

The LP logo consists of the letters 'LP' in a bold, white, sans-serif font, followed by a registered trademark symbol (®). It is set against a solid dark blue rectangular background.

BUILDING SOLUTIONS

SUSTAINABILITY REPORT

2022

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A MESSAGE FROM OUR CEO

For half a century, LP has pioneered building solutions to meet the changing needs of builders, remodelers and homeowners across North and South America. Our innovations have both responded to and made history since our founding in 1972. By the time LP joined the New York Stock Exchange in 1973, the expansion of home construction had driven a heavy demand for building materials. LP responded to the industry's needs with oriented strand board (OSB), which was a more sustainable and cost-effective alternative to plywood. When we opened North America's first OSB mill in 1979, our employees had to work around the clock to keep up with demand.

As changing circumstances have continually influenced the way builders construct homes and structures, LP has developed technologically advanced manufacturing processes to deliver products that meet our customers' changing needs. In the 50 years since our founding, LP has developed innovative building solutions that require less labor to install, increase the energy efficiency of homes and are more environmentally sustainable than competing product alternatives. For example, in 1997 we enhanced OSB technology to develop the proprietary processes and formulation that gives LP® SmartSide® products the beauty of traditional

wood with the durability of engineered wood, making it one of the fastest-growing siding brands in the U.S. today. Consistent with LP's ongoing strategy of transformation and specialization, LP has converted seven OSB mills to SmartSide manufacture, with diverse plans to increase capacity as customer demand continues to grow.

LP continues to harness innovation to pioneer new products that are increasingly sustainable and efficient, more durable and resilient than ever. We are a leader in the industry with building solutions that help protect people against the elements and empower our customers to build homes, structures and communities that stand the test of time and are better for the environment.

This environmental, social and governance (ESG) report marks another important milestone in the continuing evolution of our sustainability journey. Our second annual report covers our progress against our goals across five critical pillars: Governance, People, Environment, Products and Community. This cohesive model of initiatives reflects our commitment to the integration of our ESG priorities into our business operations and our products—a commitment as long and strong as our 50-year history.



Brad Southern, Chair and Chief Executive Officer

A MESSAGE FROM OUR CEO

In 2022, we continued to deliver on our mission to provide an innovative and sustainable portfolio of high-quality products that help customers build beautiful, durable, efficient homes and structures. A few noteworthy accomplishments stand out:

- **We initiated our climate strategy to hold ourselves accountable for reducing emissions and transitioning to a low-carbon future.**
- **We continued to deliver on our commitment to industry-leading forest management practices, receiving SFI's President's Award for our leadership on sustainable forestry.**
- **We advanced several ambitious goals to foster diversity, equity and inclusion both within and beyond LP, creating a new position solely dedicated to advancing DEI awareness across LP, initiating training, mentorship and development programs and rolling out our new Supplier Diversity Program.**
- **We enhanced our employee well-being programs, rolling out expanded parental leave, enhancing development programs, introducing free and unlimited virtual care for physical and mental health and opening three additional health clinics with more to come by the end of the year to provide on-site care for employees.**
- **We strengthened our efforts within communities by establishing a partnership with the Gary Sinise Foundation R.I.S.E. program and continuing outreach through our own LP Foundation.**

The pioneering spirit of LP employees—past and present—has enabled us to innovate and lead for a half century and will play a critical role in the execution of our ESG goals.

Looking forward, we will continue to lead the industry by providing innovative building solutions for our customers, ensuring a safe and inclusive workplace for our employees, managing our natural resources responsibly and building lasting value for our shareholders. We continue to align our ESG priorities with our short- and long-term business strategies as we build a stronger LP and a better world.



BRAD SOUTHERN
Chair and Chief
Executive Officer

ABOUT THIS REPORT

This second annual Sustainability Report highlights our progress over the last year and our commitment to sustainability over the course of LP's rich 50-year history. The report covers our progress against our goals, as well as the programs, processes and initiatives we have in place across five critical areas: Governance, People, Environment, Products and Community. This report uses the Sustainability Accounting Standards Board (SASB) standards for the Building Products and Furnishings and Forestry Management industries and is guided by the United Nations Sustainable Development Goals (SDGs). Unless otherwise noted, we include qualitative information through Aug. 1, 2022, and quantitative data through Dec. 31, 2021.



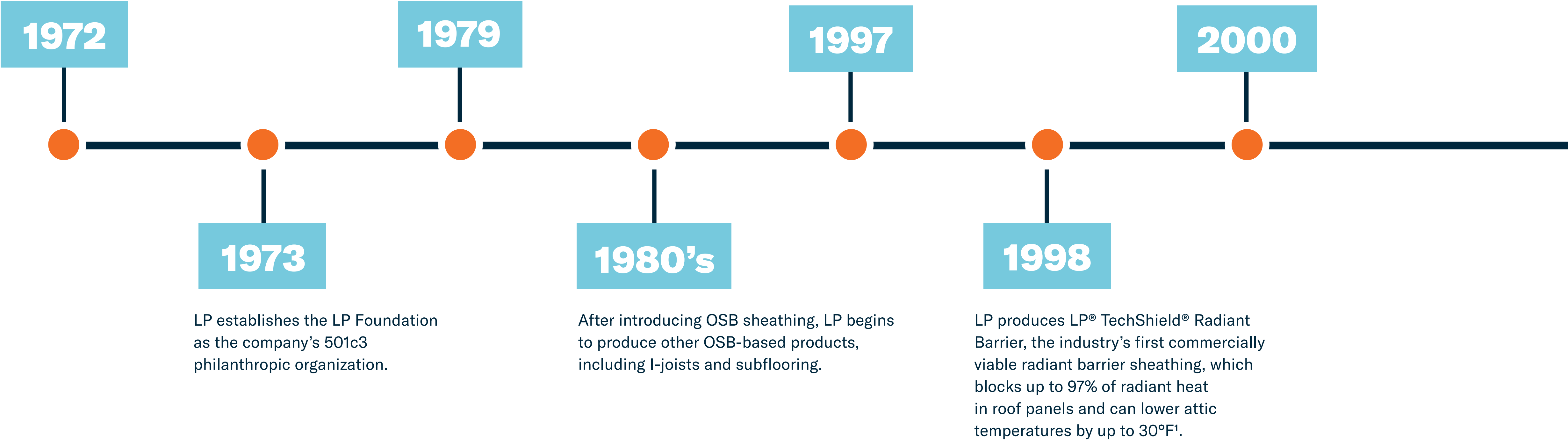
50 YEARS OF LP

This year we celebrate our 50-year anniversary. Since our founding in 1972, LP has pioneered new products to build homes that are more sustainable and efficient than ever before. But it is not just our products that are worth celebrating—we have spent the last 50 years building a company that harnesses innovation to build communities and a company culture that will continue to stand the test of time.



OUR HISTORY

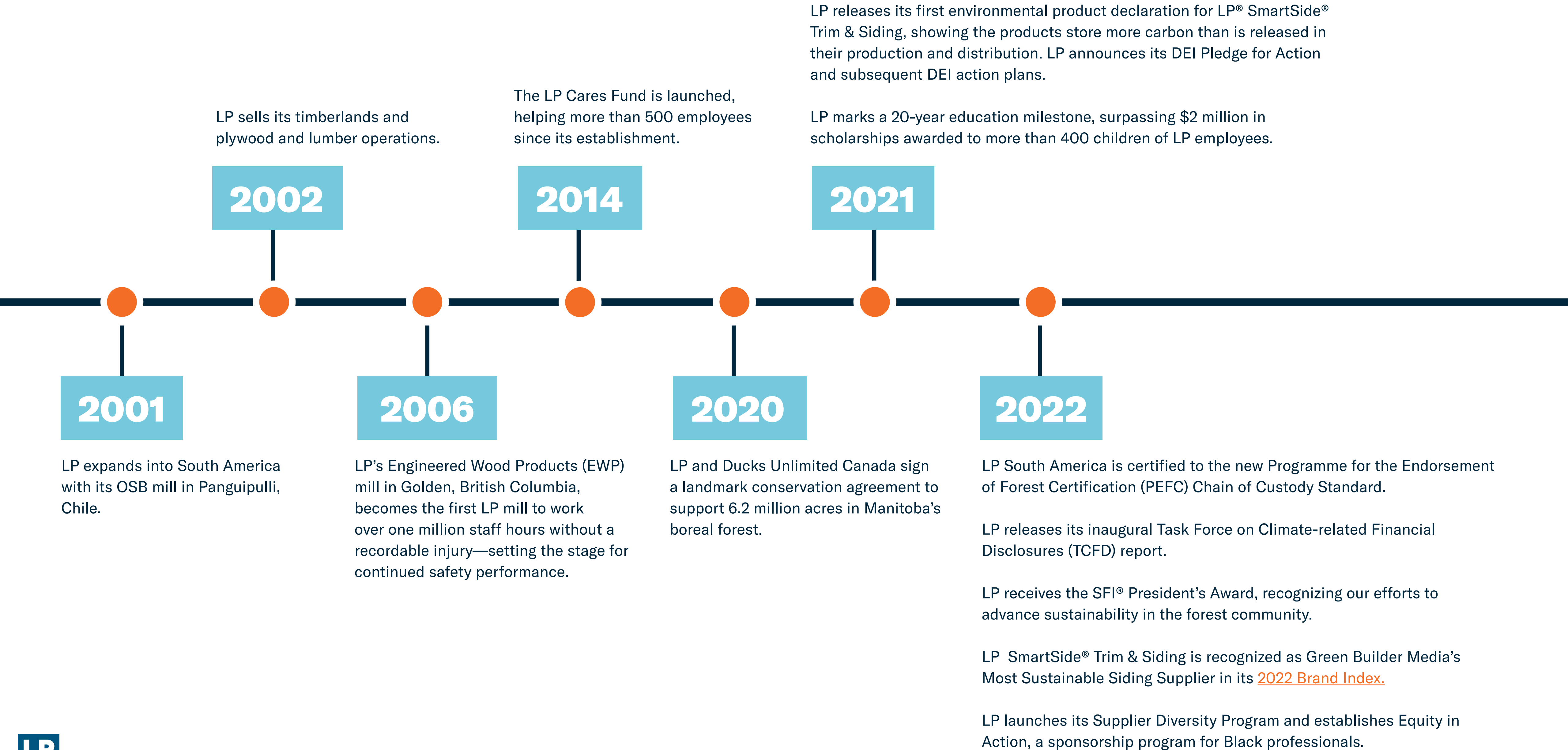
After its official spinoff from Georgia-Pacific, LP becomes a significant forest products company, with assets stretching from Louisiana to the Pacific Ocean.



¹ According to research conducted by the Florida Solar Energy Research Center and Oak Ridge National Laboratory.



OUR HISTORY



ABOUT LP



**25 MANUFACTURING
FACILITIES AND 7
ADMINISTRATIVE OFFICES**



4,800 EMPLOYEES



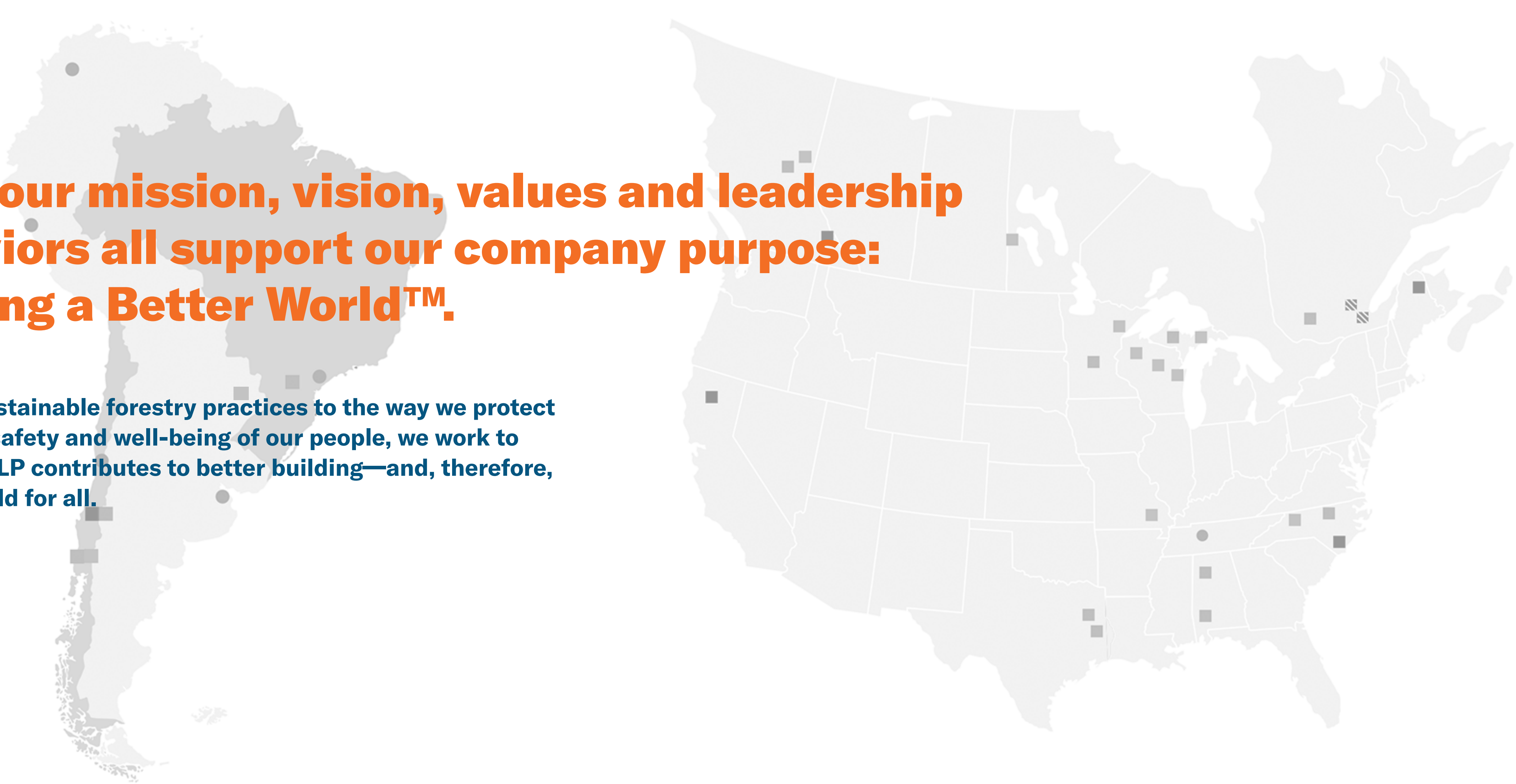
**\$4.6 BILLION
NET SALES (2021)**

These numbers reflect LP's ownership of the EWP business in 2021.

MISSION, VISION AND VALUES

At LP our mission, vision, values and leadership behaviors all support our company purpose: Building a Better World™.

From our sustainable forestry practices to the way we protect the health, safety and well-being of our people, we work to ensure that LP contributes to better building—and, therefore, a better world for all.



MISSION, VISION AND VALUES



PURPOSE

We’re not simply a building solutions company. We have a bigger purpose—using our expertise and innovation to contribute to a better world. Building a Better World™ is why we engineer products that make a difference, help our people get involved in their communities and ensure our operations remain responsible to conserve and protect the environment.



VISION

Our vision is to be the leading building solutions company. We want to contribute the most innovative solutions to building professionals in the field who bring homes and structures to life every day. That means we won’t settle for being one of the many—we want to lead with authority in the building products industry.



MISSION

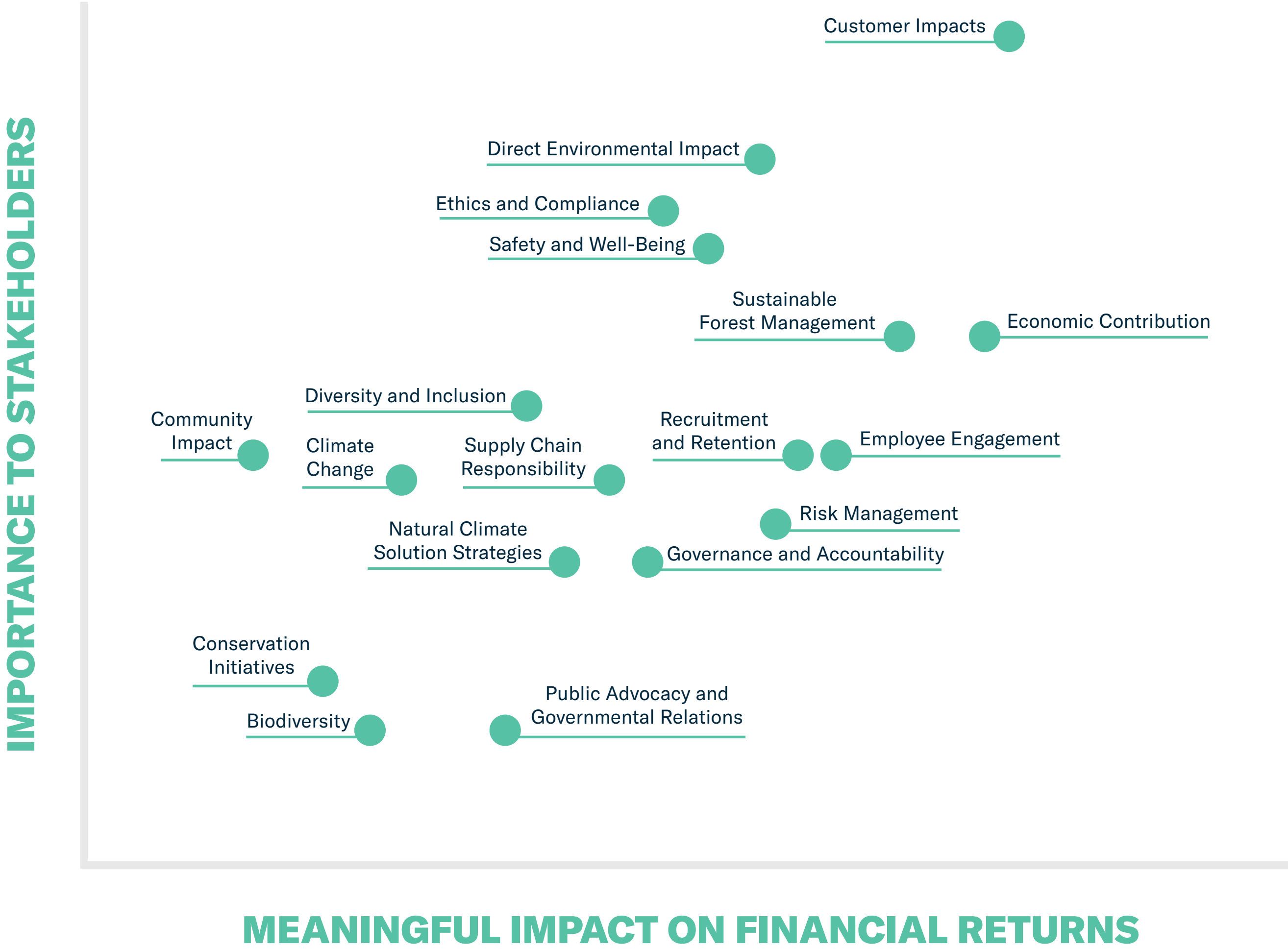
LP’s mission is to provide an innovative and sustainable portfolio of high-quality products that help customers build beautiful, durable homes and structures while our shareholders build lasting value.

SUSTAINABILITY AT LP

While this is our second annual Sustainability Report, over our 50-year history LP has integrated sustainability practices across our company operations—from the way we manage forests and pursue environmental sustainability in our products to the way we support our employees and engage with communities.

ESG PRIORITY ASSESSMENT

In 2021, we conducted an ESG priority assessment to ensure we incorporate the opinions of our employees, customers, investors and other stakeholders as we execute our sustainability strategy. The priority assessment revealed the most critical sustainability topics for LP based on six factors: meaningful impact on financial returns; reputational importance to LP; probability of negative outcome; LP’s ability to control, influence and mitigate; importance to stockholders and importance to non-owner stakeholders.



SUSTAINABILITY PILLARS

GOVERNANCE

PEOPLE

ENVIRONMENT

PRODUCTS

COMMUNITY

SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals provide a valuable 17-goal framework for countries and companies to highlight their contributions to global sustainable development. While all 17 SDGs play a critical role in protecting people and the planet, LP contributes most significantly to goals 5, 9, 11, 12, 13 and 15.

5 GENDER EQUALITY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

GOVERNANCE



We lead with corporate governance practices that enhance our accountability, integrity and transparency and promote the ethical and sustainable pursuit of long-term shareholder value.

ESG OVERSIGHT

Responsibility for ESG begins with the Governance and Corporate Responsibility Committee (GCRC) of the Board. The committee meets at least three times a year and oversees our sustainability strategy as well as our performance against goals. The committee also oversees the programs and processes related to management succession, safety, environmental and product quality, ethics and business conduct, political activities and human resources.

LP’s ESG Executive Council is a cross-functional committee comprising members of LP’s executive team. The ESG Executive Council reports to the GCRC. In addition to the GC, CFO and SVP of Manufacturing Services, the ESG Council also includes the SVP, Chief Human Resources and Transformation Officer. The ESG Executive Council oversees the ESG Task Force, a group of subject matter experts responsible for developing and executing ESG strategies. The Task Force is led by the GC and includes the VP of Investor Relations and Business Development, the Director of Sustainability and Public Policy, the Director of Corporate Communications and the Director of Siding Business Growth and Optimization. The ESG Council meets quarterly with the ESG Task Force to discuss ESG strategies.

LP’S ESG OVERSIGHT STRUCTURE



ETHICAL BUSINESS

Our values and commitment to the highest ethical standards guide all that we do. We maintain a Code of Business Conduct and Ethics, as well as a Supplier Code of Conduct to ensure that our core principles of ethics and integrity are put into action across our operations every day.

CODE OF CONDUCT

Our reputation for integrity and ethical conduct is one of our most critical assets. Our [Code of Business Conduct and Ethics](#) represents the standard we hold ourselves to—from the way we treat each other to how we run our operations, work with customers and contribute to our communities. All employees, contractors, executives and directors are required to comply with the code in all their business activities.

All full- and part-time employees receive mandatory training on the Code of Conduct when they join the company and on a regular basis thereafter to ensure they understand and adhere to our standards.

We also promote the highest levels of ethical and responsible business in the operations of our suppliers. LP suppliers are required to adhere to the [LP Supplier Code of Conduct](#), which lays out, among other things, our expectations across four areas: Labor, Safety, Environment and Quality, Ethics and Management Systems.



Suppliers are expected to establish and maintain processes and procedures to help them adhere to our Supplier Code of Conduct and to provide us with documentation of compliance. Further, we thoroughly vet suppliers for potential issues prior to establishing a business relationship and maintain ongoing and regular communication with existing suppliers to ensure continued compliance.

OUR ETHICS AND COMPLIANCE GOALS

We have specific, measurable goals to promote ethical business.

IN PROGRESS

- By year-end 2022, administer annual Code of Conduct which includes anti-harassment training for at least 90% of LP employees.
- By year-end 2022, conduct annual anti-bribery training for at least 90% of LP employees involved in finance, sales, marketing and procurement.

ETHICAL BUSINESS

HUMAN RIGHTS AND LABOR STANDARDS

We are committed to protecting human rights and promoting a diverse, equitable, inclusive and safe work environment across our operations.

Our [Human Rights Policy](#) outlines our values related to working conditions and human rights, as well as our philosophy about the way we conduct business. 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](#), the policy holds LP, our subsidiaries and our suppliers accountable for respecting and promoting human rights, regardless of geographic location.

We expect our employees and our suppliers to demonstrate a serious commitment to safe, healthy work environments in compliance with applicable national laws and international treaties concerning human rights, social and labor rights, consistent with the principles of the United Nations Universal Declaration of Human Rights. Employees receive Code of Conduct training, which includes a review of our Human Rights Policy.

REPORTING ETHICAL VIOLATIONS

We encourage employees and stakeholders to report violations of our Code of Business Conduct and Ethics, as well as our Supplier Code of Conduct, whether to their supervisors, Human Resources, Compliance, Legal or our anonymous confidential reporting service.

LP CONFIDENTIAL

Accessible 24 hours a day, 365 days a year, LP Confidential allows individuals to anonymously report ethical violations or concerns via phone or web at 800-496-4892 or LPConfidential.lpcorp.com.

Our anonymous reporting service, LP Confidential, allows anyone with concerns to confidentially report ethical violations or concerns either online or via phone, 24 hours a day, 365 days a year. We communicate the availability of LP Confidential widely to our employees by posting notices to frequently used areas in all company facilities and providing translation services for individuals who wish to report in languages other than English. 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. We take every concern seriously. When appropriate we take action to thoroughly and fairly investigate reported violations.

ETHICAL BUSINESS

INDUSTRY ORGANIZATIONS

We also interact with key industry organizations, chambers of commerce and non-governmental organizations (NGOs) to understand, prioritize and respond to policy issues, as well as learn from our peers. Some of these groups include:

- American Wood Council
- APA–The Engineered Wood Association
- Canadian Aboriginal and Minority Supplier Council
- Canadian Home Builders’ Association’s Net Zero Energy Housing Council
- Forest Products Association of Canada
- Forest Resource Association
- Harvard Joint Center for Housing Studies Policy Advisory Board
- Housing Innovation Alliance
- The National Association of Manufacturers and Manufacturing Leadership Council
- Nashville Area Chamber of Commerce
- National Association of Home Builders
- National Association of Manufacturers
- National Council for Air and Stream Improvement
- National Minority Supplier Development Council
- National Safety Council
- North American Wholesale Lumber Association
- Women’s Business Enterprise National Council
- Woodworks

Working closely with regulatory agencies, public officials and industry organizations ensures that our operations meet—and in many cases exceed—all requirements and obligations, from harvesting operations to manufacturing and ultimately delivering products to our customers.

PUBLIC POLICY AND ADVOCACY

LP maintains strong and positive relationships with public officials where we operate. These relationships help us understand and manage financial and business risks, facilitate mutual understanding of our operations and allow us to anticipate, respond to and comply with emerging legislation and regulation.

Our relationships with public officials at the state, provincial and federal levels are based on trust and understanding. We take action to ensure that where we do engage, we do so ethically, responsibly and in accordance with our [Code of Business Conduct and Ethics](#).

DIRECT LOBBYING SPEND³

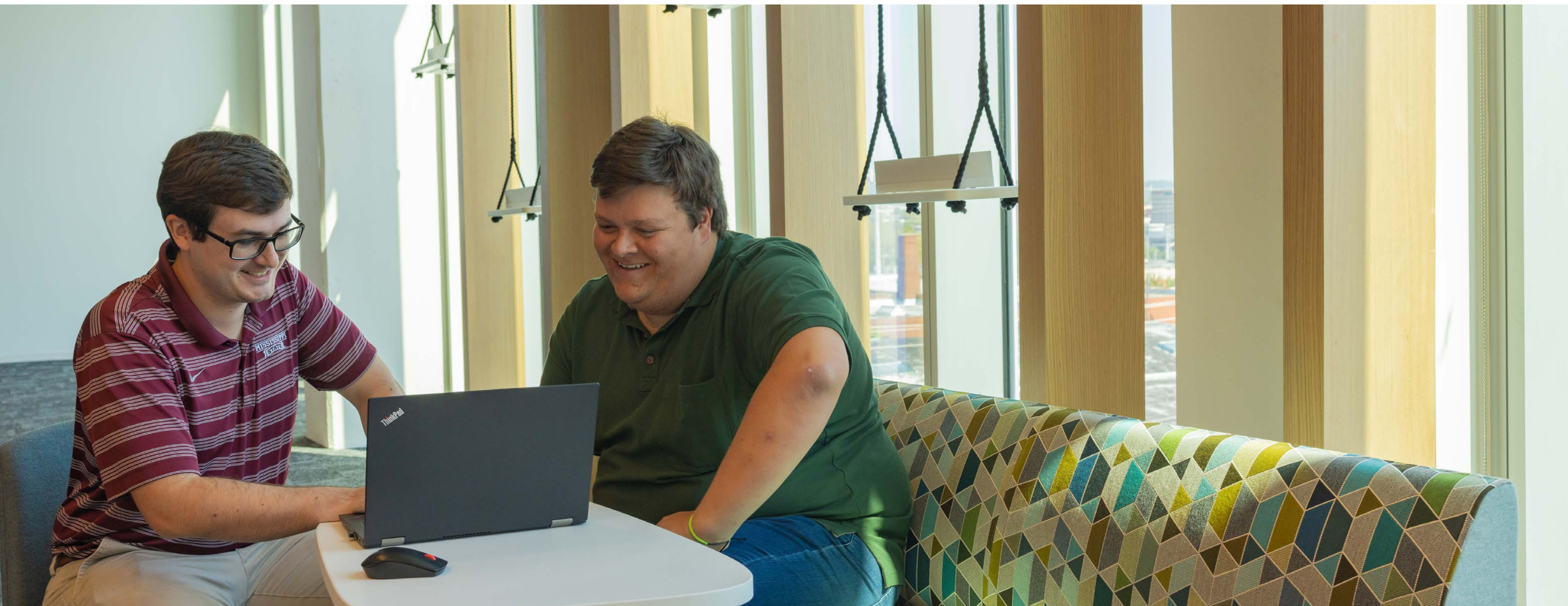
	FEDERAL	STATE
2021	\$67,000	\$104,000
2020	\$67,461	\$105,000
2019	\$69,000	\$24,000

³These numbers are approximate.

CYBERSECURITY AND DATA PRIVACY

LP maintains robust cybersecurity programs that help us detect and prevent cybersecurity threats. In the last year, we have taken steps to help our employees better understand their roles and responsibilities when it comes to cybersecurity.

While we are in the process of implementing an enhanced data privacy program, we currently manage data privacy by encrypting sensitive information and including specific data management requirements in third-party agreements. We do not accept, transmit or store credit card information and thus do not share customer information with third parties.



CYBERSECURITY OVERSIGHT AND TRAINING

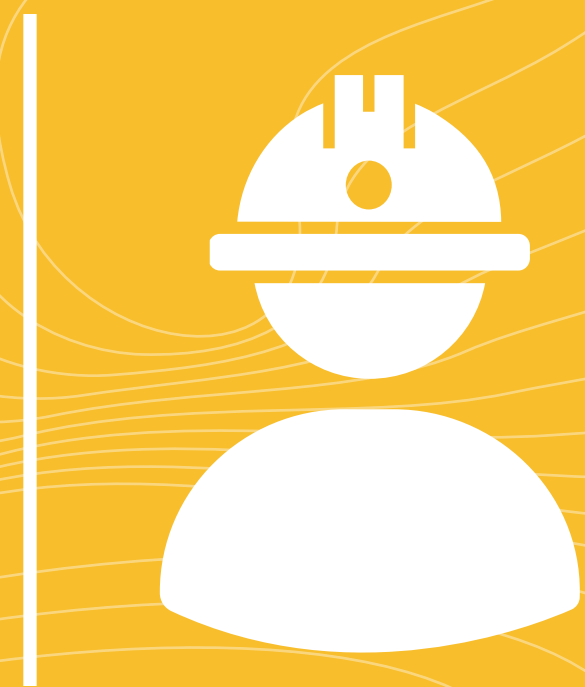
Our cybersecurity program is managed by our Information Security Officer (ISO), who reports to the Chief Information Officer (CIO). The ISO and CIO provide the Board of Directors with quarterly cybersecurity reports, as well as an annual “State of Cyber” presentation.

The ISO also works with a Cybersecurity Council comprised of representatives from critical functions across the company, including operations. The Cybersecurity Council meets quarterly and additionally on an as-needed basis to review specific cybersecurity concerns and facilitate cross-functional ownership of cybersecurity issues.

In 2021, we introduced mandatory annual cybersecurity training for all full- and part-time employees⁴, as well as targeted training for higher-risk groups, including our executive team. Following this training, employees complete shorter, topic-based monthly cybersecurity training and subsequent quizzes, where employees must score either an 80% or 100% to verify their understanding of the cybersecurity topic. We also complete monthly phishing tests to train employees to recognize a phishing attempt. In the event of a failed phish test, employees are required to complete additional training.

⁴ All employees receive this training except hourly mill employees, as they do not utilize computers except for safety and human resources training.

PEOPLE



At LP, people come first. We believe that prioritizing the health, safety and well-being of our employees helps us build a better, more sustainable and competitive company. We also know that creating an engaging, inclusive work environment and offering resources to help employees care for themselves and their families is simply the right thing to do.

LEADERSHIP BEHAVIORS

LP’s high-performance culture encourages employees to “Think and Act Like Owners” to maximize value and deliver results through empowerment and accountability. The following eight leadership behaviors guide us.

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.

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.

BE CURIOUS

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

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.

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.

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.

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.

HAVE A BIAS FOR ACTION

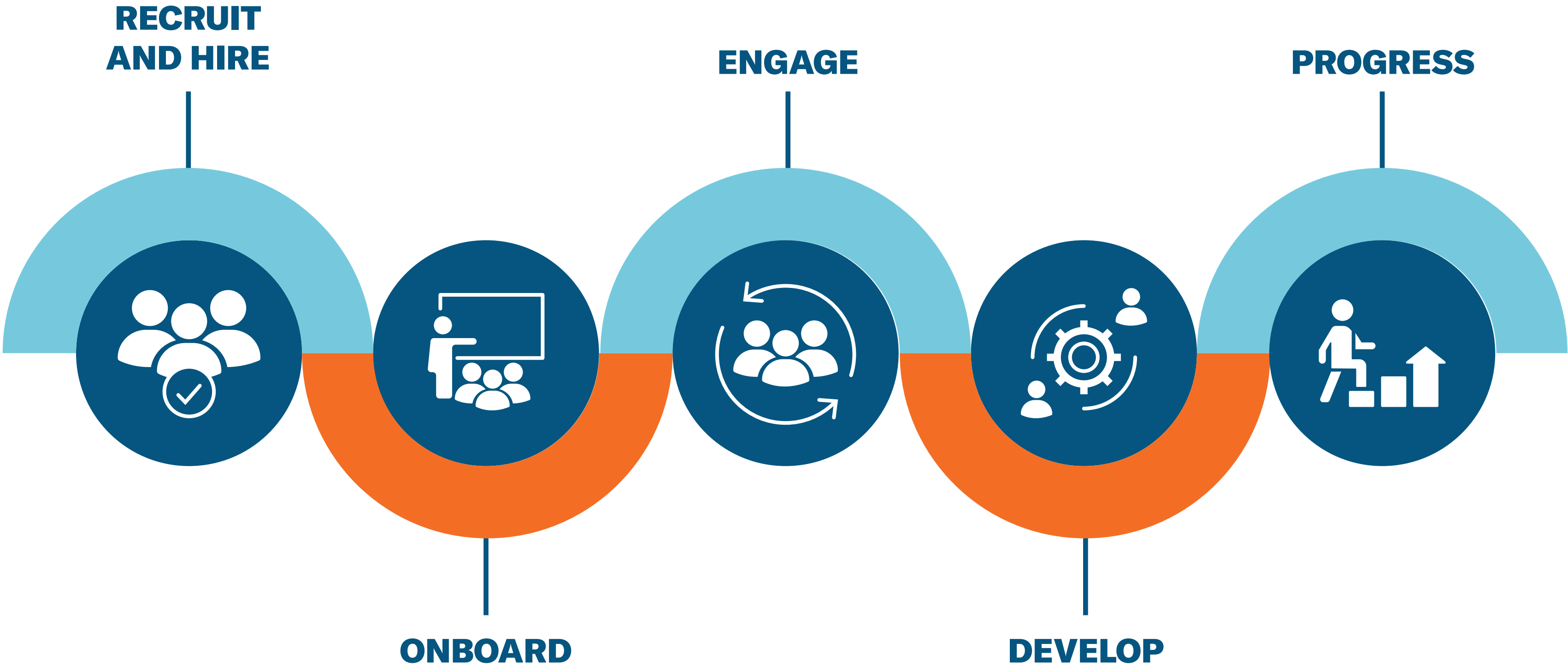
Go-getters make things happen. Act with a sense of urgency and use good judgment, instinct and expertise to take calculated risks. Own your decisions and deliver results.

EMPLOYEE CULTURE AND ENGAGEMENT

We aim to create an environment where we listen to, engage with and develop our employees. LP recently introduced the Employee Journey, a tool that guides employees across five areas:

- Recruit and Hire
- Onboard
- Engage
- Develop
- Progress

Using the Employee Journey as a guide, we significantly enhanced our programs in 2021 and 2022 to provide further development opportunities, engagement initiatives, enhanced benefits and mechanisms for providing feedback.



EMPLOYEE CULTURE AND ENGAGEMENT



RECRUIT AND HIRE

Our commitment to people begins with the recruitment and hiring process. We aim to make the candidate experience efficient, easy, fair and free from bias. We are actively working to formalize our processes for promoting diversity in our recruitment process.



ONBOARD

As onboarding is the foundation of the employee experience, we take care to make sure employees understand their role and responsibilities and are supported from day one. When employees join LP, they participate in LP Blueprint, a comprehensive 90-day onboarding program that consists of a standardized orientation session and required e-learning on our Code of Business Conduct and Ethics, safety and cybersecurity⁵. Our corporate and remote employees also participate in a two-day workshop focused on LP’s culture, products and operations—a program that we plan to introduce to our mill and facility employees in 2023. Employees spend additional targeted training with their supervisors to learn the details of their specific role.



ENGAGE

We take employee feedback seriously and conduct annual employee engagement surveys to better understand and respond to the needs of our employees, alternating between shorter pulse surveys and more comprehensive engagement surveys to get a full picture of employee sentiment.

Conducted in 2022, our most recent survey results showed a strong commitment to safety and a culture of camaraderie and collaboration. The survey highlighted opportunities to enhance manager effectiveness, as well as our total rewards program. In response, we introduced new manager training for all recently promoted managers, improved leadership training for future business leaders and enhanced our compensation and benefits programs.

In 2022, we won the Nashville Business Journal’s “Best in Business” Award and were named to The Tennessean’s list of Top Workplaces, recognizing our strong culture and commitment to our employees.

⁵ All employees receive this training except hourly mill employees, as they do not utilize computers except for safety and human resources training.



DEVELOP

We encourage employees to learn and grow at LP, whether through LP-led employee training programs, self-guided learning tools or formal continuing education through accredited colleges and universities. LP’s formal Career Roadmap helps guide learning priorities across four groups: new hires, individual contributors, people leaders and senior leaders.

This year, we refreshed two of our key leadership development programs to better equip and train our leaders: Foundations of Building Leaders (FBL) program, a 3-month program that provides foundational leadership training for emerging leaders and Building Leaders (BL), a 4-month program that offers advanced leadership training to seasoned managers with the potential to grow into senior leadership positions.

CASE STUDY: Transforming leaders through LP’s Foundations of Building Leaders

Our FBL program trains supervisors to better lead, engage and care for their teams. Participating in the program led Elias Nieto, an operations superintendent in LP Green Bay, to connect with his team in a more meaningful way. The program emphasizes the importance of strong relationships, which lead to a more engaged and productive team. In the month following the completion of his first FBL session, Elias’ team showed significant improvements in their operational performance, which he contributes to adjusting his leadership style to a people-first approach.

LP'S CAREER ROADMAP

Regardless of an employee’s career stage, we aim to give all individuals the opportunity to learn, engage and elevate their performance.



EMPLOYEE CULTURE AND ENGAGEMENT



PROGRESS

We maintain career development and performance management programs to help employees perform in their current roles and prepare them for future roles.

All salaried LP employees participate in our annual performance management process, which begins with the setting of company-wide goals at the start of the year. These goals are then cascaded throughout the organization and tailored to the unique responsibilities

of every employee. Together with their supervisors, employees set individual goals and have regular conversations about their progress throughout the year. After the year concludes, the process culminates in a final performance review. Employees submit documentation of their progress against their goals, and their performance is calibrated with other employees in similar roles. The resulting rating that determines their merit-based salary increase.

CREATING LIFELONG LEARNERS THROUGH THE LP TUITION ASSISTANCE PROGRAM

Putting our employees first means supporting their career development. Our Tuition Assistance Program offers any LP employee the opportunity to be reimbursed for a portion of eligible expenses every year when they enroll in a degree-seeking program through an accredited university. In 2021, 24 employees participated in the program.

The performance management process is just one element of helping our employees progress. We also offer individual development plans for all employees, focused coaching and development for high-potential leaders and formal succession plans at the executive level.

OUR RECRUITMENT AND RETENTION GOALS

GOAL	PROGRESS
Augment existing benefits and policies to support employees' work life balance.	<ul style="list-style-type: none">Introduced hybrid work schedule for corporate employees in response to employee feedback, allowing the flexibility to work from home or from LP's corporate office.Introduced paid parental leave in 2021 and extended this leave in 2022 to 12 weeks for maternity and three weeks for paternity.
Increase participation in key professional development and training platforms by 10% annually.	<ul style="list-style-type: none">Introduced new professional development and training programs such as LinkedIn Learning and a coaching platform for skill-based development.
Provide an onboarding experience that builds employee loyalty and accelerates role proficiency.	<ul style="list-style-type: none">Introduced LP Blueprint, our new onboarding program.

CARING FOR ONE ANOTHER

LP CARES FUND

Founded in 2014, our LP Cares Fund was created by employees and for employees. The fund allows employees who experience unforeseen needs caused by serious illness or injury, death (including spouse or dependents), natural disasters or certain other catastrophic events to apply for a grant in times of need. Once applications are approved, employees receive funds that were donated by fellow employees and matched by the LP Foundation.

In 2021, employee donations to the LP Cares Fund coupled with the LP Foundation donation matches topped \$30,000.

Since its creation, the LP Cares Fund has aided 186 employees and impacted over 567 people, including household members of LP employees, providing support for housing assistance, home repairs, utility payments, uncovered medical costs, clothing needs and food assistance.



LP ROOF RAISERS

In 2021, we introduced LP Roof Raisers, an employee-to-employee recognition program that allows employees to recognize one another for a job well done. The program allows any LP employee to send a reward, from a simple high-five recognition to an award for up to \$100 in value.

In its first year, employees sent one another more than 11,500 awards through our LP Roof Raisers recognition program, amounting to more than \$575,000 in employee rewards.

LP SCHOLARSHIP PROGRAM

LP offers \$1,500 college scholarships for the eligible children of our employees, helping to alleviate the burden of college expenses for students and their families. Scholarships can be renewed annually to cover the cost of up to four years of full-time undergraduate study at an accredited university, community college or vocational-technical school.



SINCE 2001, LP HAS AWARDED OVER \$2.2 MILLION TO 400 STUDENTS.

BENEFITS AND WELL-BEING PROGRAMS

LP provides a number of mental, physical and financial benefits to our employees in addition to competitive compensation. In 2022, we expanded and enhanced a number of these benefits, including parental leave, reducing wait times to enroll in benefits, profit-sharing enhancements and a cost-of-living adjustment for most LP employees in response to engagement survey feedback. To ensure accessible and affordable healthcare,

LP also implemented a free telehealth benefit for all U.S. employees and added physical health clinics staffed by nurses and virtual doctors at eight LP facilities with three more to be built by the end of 2022. All employees can use these clinics regardless of whether they are on our healthcare plan. If an employee is on our healthcare plan, their families also have access to the clinics.

COMPENSATION AND WAGES

An important part of attracting and retaining employees is providing competitive wages for salaried and hourly employees.

While we currently provide an average minimum hourly wage that is more than three times higher than the U.S. federal minimum wage and significantly higher than the provincial minimum wages for our non-union Canadian employees, we continuously monitor and assess wages to ensure we offer pay that allows our employees to take care of themselves and their families.

In 2022, we made the decision to increase LP’s minimum wage for full-time, permanent employees to \$17 USD per hour or the Canadian equivalent of \$22 CAD or more. That’s more than 155% above the U.S. federal minimum wage and more than 50% above the minimum wages in Canadian provinces where we have operations.

In addition to raising our minimum wage and annual merit-based raises, LP also gave the majority of employees a 3% cost-of-living adjustment (salary increase) in 2022. We purposefully excluded top earners from this salary increase, recognizing the need to invest in the employees who are on the ground every day helping us to create quality, durable products and serve our customers.



BENEFITS AND WELL-BEING PROGRAMS

RETIREMENT SAVINGS

All full- and part-time LP employees can participate in our retirement savings plans. We match 100% for the first 4% of eligible pay, and 50% on the next 2% for 401(k) plans in the U.S. and defined contribution pension plans in Canada.

We also offer a pre-tax profit-sharing contribution to the retirement savings plans of our employees if certain business success metrics are met. Eligible employees who are employed

by LP as of December 31 of the plan year receive a profit-sharing contribution as a percentage of their annual salaries. For 2021, our target was to achieve a U.S. GAAP Adjusted Diluted Earnings Per Share (EPS) of at least \$0.50—a target that we far surpassed. In response, our executive team and Board decided to increase the maximum contribution from 3% to 5% of eligible employee salaries, recognizing their hard work and contributions to our success.

MEDICAL, VISION AND DENTAL INSURANCE

All full- and part-time employees working more than 20 hours per week are eligible to participate in our medical, vision and dental insurance programs. We subsidize these programs to lower the costs for employees. Over the last year, we reduced the waiting period so that employees get access to care more quickly, now starting on the first day of

the month after their hire date. In 2022, we expanded our healthcare to provide all U.S. employees free virtual primary and mental health care, regardless of whether they are enrolled in LP medical insurance plans. The dependents of employees who participate in our health insurance plans can access free virtual care as well.

PROMOTING EMPLOYEE WELLNESS WITH FREE, FAST, ON-SITE CARE

Our goal is to improve access to health and wellness benefits by opening LP Health and Wellness Centers at 75% of our U.S. locations with more than 100 employees by 2024. Clinics provide primary care and wellness services, such as immunizations, annual health assessments, health coaching, bloodwork and screenings, as well as acute care. LP Health and Wellness Centers are:

Low Cost

Employees and dependents enrolled in our health insurance plans pay \$0 for preventive visits and \$5 for acute visits.

Convenient

Clinics are available on-site or very close to LP locations, meaning access to care is close and readily available.

Fast

Clinics are used exclusively by LP employees and their family members, which allows for easy scheduling and little to no wait times.

So far in 2022, we have opened three additional clinics, expanding our total number of clinics to eight across our portfolio. We expect to open three additional clinics by the end of the year.

BENEFITS AND WELL-BEING PROGRAMS



PARENTAL LEAVE

We updated our parental leave policy in 2022 and now offer 12 weeks of fully paid maternity leave, three weeks of fully paid paternity leave and six weeks of fully paid leave for adoption, including the placement of a foster child.

EMPLOYEE STOCK PURCHASE PROGRAM (ESPP)

All full-time employees can participate in our ESPP, where they contribute a percentage of pay up to the IRS maximum to purchase LP stock at a 15% discount. As of July 1, 2022, we had 686 LP employees participating in the program.

FLEXIBLE SCHEDULES

For our headquarters employees, we offer a hybrid work environment. This allows employees to determine where they work—whether remotely or in the office—based on their roles and responsibilities.

MENTAL HEALTH RESOURCES

Free for all employees, our Employee Assistance Program (EAP) helps employees with mental health and other issues, including substance abuse, counseling, work/life balancing, legal guidance and financial assistance. Free, unlimited virtual counseling is available to all U.S. employees, as well as spouses and dependents of employees enrolled in our health insurance plans.

DIVERSITY, EQUITY AND INCLUSION

At LP, diversity, equity and inclusion (DEI) is more than just a check-the-box exercise—it is a part of the values that all employees live out every day. Our 50-year history has taught us that fostering diversity and an environment of belonging is both the right thing to do and a tool for achieving a strong competitive advantage.

While DEI is overseen by the GCRC at the board level, every employee has a role to play in creating a diverse, equitable and inclusive environment, as well as in addressing hatred, bias and marginalization. Our [Code of Business Conduct and Ethics](#) has long held us accountable for creating a respectful environment free from abuse, discrimination or harassment. Our recently published [Human Rights Policy](#) further clarifies our commitments. Still, we recognize that we have more work to do to bridge racial and gender gaps and further embed DEI in our corporate culture.



DIVERSITY, EQUITY AND INCLUSION



LP'S DEI COMMITMENTS AND ACTION PLANS

Two years ago, we started a discussion with our employees about DEI and the work we needed to do as an organization to take meaningful action. The result of this initial conversation was our [LP DEI Pledge for Action](#), which outlines our formal, public commitment to build a more inclusive workplace

and support marginalized communities. We also incorporated and augmented DEI materials in several of our existing training programs—FBL, BL and our 90-day onboarding program LP Blueprint—as well as our on-demand training courses offered through LP's LinkedIn Learning membership.

OUR DEI GOALS

- Work to ensure our employee populations reflect the communities where we operate in both race/ethnicity and gender.
- Increase the representation of women and people of color in leadership positions.
- Ensure representation of women and people of color on LP's Board of Directors.
- Strengthen the supply chain by expanding relationships and opportunities to purchase goods and services from minority- and women-owned businesses.
- Ensure pay equity for comparable work, experience and performance, regardless of gender, race, religion or age, through third-party reviews and internal analysis.

DIVERSITY, EQUITY AND INCLUSION

In 2021, we created an initial set of DEI action plans to hold ourselves accountable and address the commitments outlined in our Pledge for Action:

Speak out and stand up for justice, equality and opportunity for all by proactively initiating sustainable conversations within our LP family and the communities in which we live and work.

Expand the supply chain by cultivating relationships and opportunities to purchase goods and services from minority and women-owned businesses.

Increase the representation of women, Black people and people of color at all levels of LP by fostering a career development focus on all people regardless of race or gender.

Take proactive steps to ensure our advertising and media investments do not support organizations that promote racist or sexist views.

Make bridging the racial and gender opportunity gaps central to how we achieve our company vision and purpose.

Continue creating workplaces where women, Black people and people of color will be safe, heard, respected and included.

Broaden our recruiting and hiring outreach efforts to include more women, Black people and people of color, offering a positive employment value proposition to join LP.



DIVERSITY, EQUITY AND INCLUSION

OUR DEI PROGRESS

Since announcing our pledge for action and action plans, we have made continuing progress. This includes establishing a new position dedicated to developing and advancing DEI, creating a dashboard to track, measure and share employment data, and launching new programs to engage and train our employees, communities and suppliers.

DEI MENTORSHIP, TRAINING AND EMPLOYEE DEVELOPMENT

Over the last year, we initiated training and mentorship programs to create enhanced awareness of DEI across LP. This included our Women’s Leadership Training Program and a new sponsorship program for Black professionals, as well as the development of a soon-to-be launched all-employee training program.

PAY EQUITY

LP believes in equitable pay for comparable work, experience and performance, regardless of gender, race, religion or age. We recently launched a full pay equity analysis to assess our pay practices. While we do not yet have results, we will work to quickly address any potential gaps that are identified as a part of the analysis. Moving forward, we will conduct pay equity assessments on a regular basis as we continue to promote a diverse and equitable culture.

SUPPORTING FUTURE LEADERS Through the Women’s Leadership Training Program

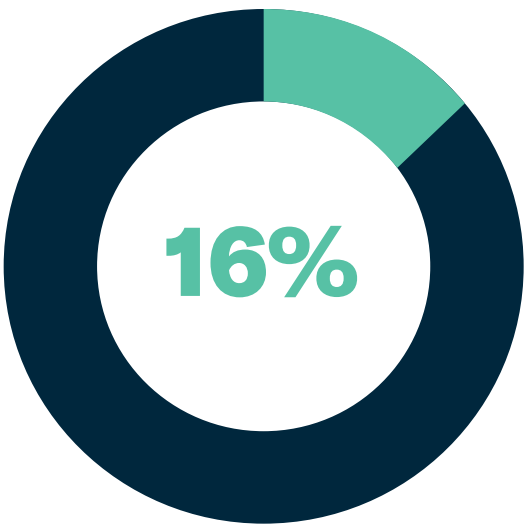
As part of our efforts to build a more diverse and inclusive work environment, in 2021 we launched our first Women’s Leadership Training program. Over the course of six months, a select cohort of female employees embarked on a training program focused on conscious leadership. The program marks a critical first step in our Women’s Leadership Training program, which will continue to evolve in the future.

EQUITY IN ACTION Our inaugural sponsorship program for Black professionals

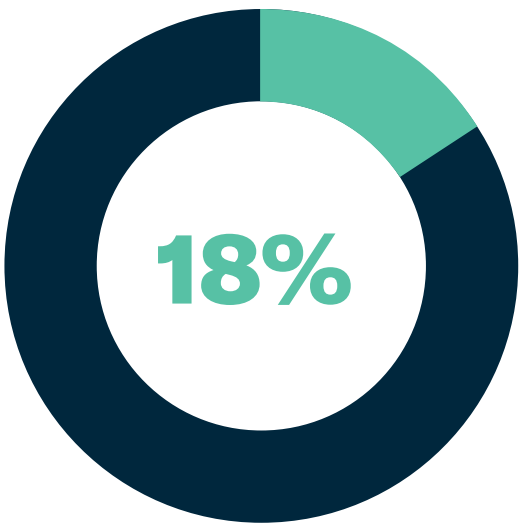
In late 2022, we launched Equity in Action, a reciprocal developmental program that will help to further create a community of belonging and engagement at LP. The program pairs Black professionals with leadership sponsors for a full year to create robust allyship pairings and generate two-way learning. By combining training and sponsorship, Equity in Action aims to encourage pathways for development and drive the upward movement for Black professionals at LP. The program will enable fierce, meaningful conversations about systemic barriers that can lead to inequities in the workplace—and, in turn, help us address and prevent those barriers at LP.

DEI METRICS AND PERFORMANCE⁶

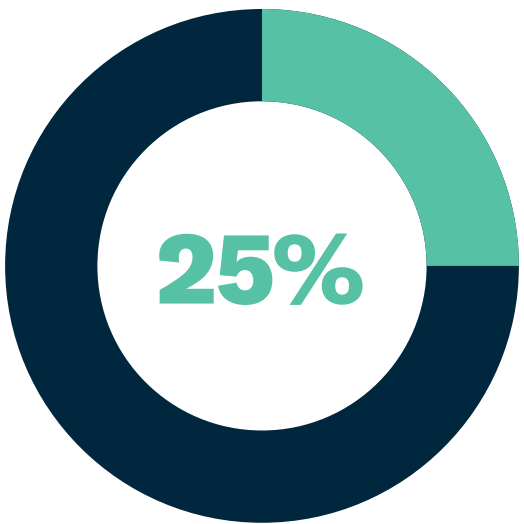
FEMALE EMPLOYEES⁷



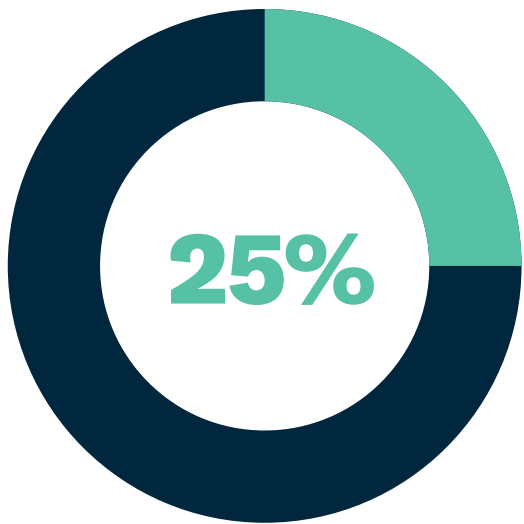
Workforce



Leadership Team

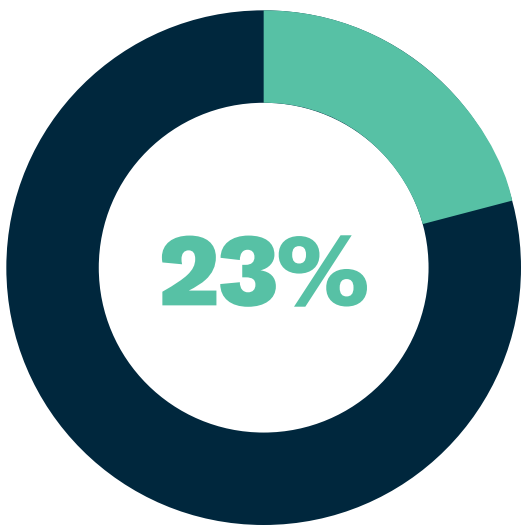


Executive Team

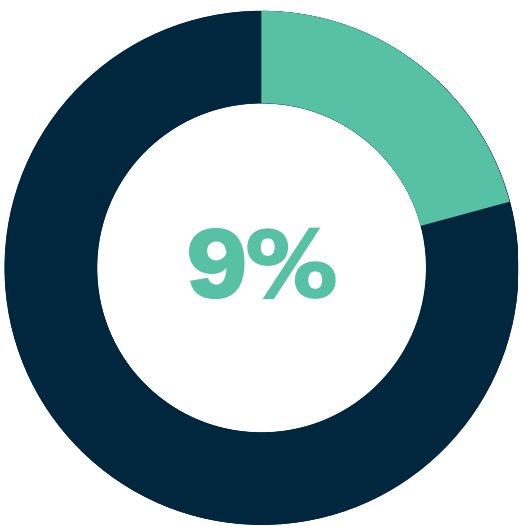


Board of Directors

MINORITY (RACE AND ETHNICITY)⁸ EMPLOYEES



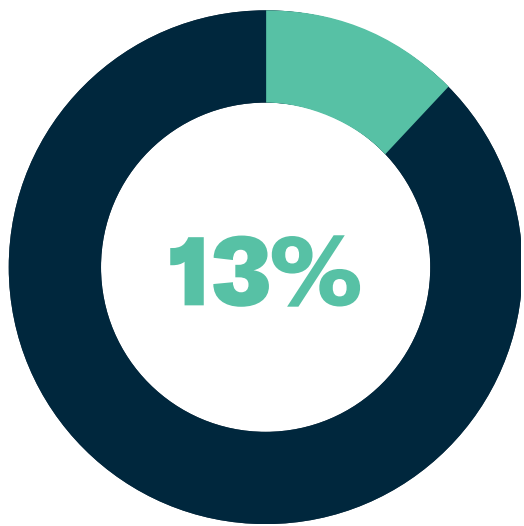
Workforce



Leadership Team



Executive Team



Board of Directors

AGE⁹

2021	
16-24	9%
25-40	40%
41-56	35%
57-66	15%
67-75	1%

⁶ As of June 30, 2022.
⁷ U.S. and Canada.
⁸ U.S.
⁹ This figure includes all U.S. and Canadian LP employees, except the Board of Directors.

DEI METRICS AND PERFORMANCE⁶

SUPPLIER DIVERSITY

We aim to foster diversity, equity and inclusion both within and beyond LP. Our [DEI Pledge for Action](#) outlines our commitment to strengthen the supply chain by expanding relationships and opportunities to purchase goods and services from minority- and women-owned businesses.

Introduced in 2022, our Supplier Diversity Program allows us to deliver on our commitment by identifying and encouraging the inclusion of qualified diverse suppliers in our competitive bidding opportunities and companywide purchasing processes.

LP defines a diverse supplier as a company that is 51% owned and operated by a minority, woman, veteran, member of the LGBTQ community or person with a disability. We partner with well-known third-party agencies to recognize diverse suppliers, including the [National Minority Supplier Development Council](#), the [Women’s Business Enterprise National Council](#) and the [Canadian Aboriginal and Minority Supply Council](#).

We believe that expanding the diversity of the suppliers we rely on is simply good business. Supplier diversity adds value by increasing competition, which cultivates innovation and empowers diverse suppliers to grow their business with us in the communities we serve.



EMPLOYEE HEALTH AND SAFETY



At LP, employee health and safety come first. We believe it is our responsibility to create a safe work environment for all employees and we take steps to prevent incidents before they occur.

LP has received awards, accolades and certifications over the years, recognizing us for our safety performance. Since 2010, we have won 81 safety awards, including the Occupational Safety and Health Administration’s Voluntary Protection Program Star Certification. Our sites have achieved one million recordable-free hours 15 times. We are proud to have had an annual Total Incident Rate (TIR) below 0.65 for 10 of the last 12 years.

81

Since 2010, LP has won 81 safety awards and achieved 1 million recordable-free hours at various LP sites 15 times.

EMPLOYEE HEALTH AND SAFETY


SERIOUS INJURY AND FATALITY (SIF) PREVENTION PROGRAM

While TIR provides a useful snapshot of safety performance, its limitations leave gaps in comprehensive risk assessment. We introduced the Serious Injury and Fatality (SIF) Prevention program in 2020 to close those gaps. Our SIF Prevention program uses predictive tools to identify the potential for serious injuries or fatalities and enables us to target safety training and performance improvements before those events occur.

The SIF Prevention program is housed underneath LP’s Environmental, Health and Safety (EHS) Protocol Standard, which applies to all employees and contractors and outlines our expectations for all LP locations.

Our employees understand their roles and responsibilities when it comes to safety. Every employee, no matter their role, is supported and empowered to speak up when they see something unsafe.

OUR HEALTH AND SAFETY GOALS

- 
- Improve access to health and wellness benefits by opening LP Health and Wellness Centers at 75% of our U.S.-based locations with more than 100 employees by 2024.
 - Decrease our weighted incident rate from 2021 baseline.
 - Improve maturity around SIF Prevention program through continued training and increased sharing of solutions and best practices.

EHS TRAINING

Every LP employee and contractor receives foundational safety training when they join the company. This training is then tailored to the specific roles and responsibilities of the employee.

Each location administers its own custom safety training program tailored to the unique risks of that facility. Facilities also have special emphasis training,

where training is provided on higher-risk topics based on time of year, needs or higher-risk activities. For example, in the summer months, our facilities have held 100 Days of Summer safety programs, which provide training and details on staying safe in hot conditions, as well as lessons to promote hydration and heat-related hazard identification.

SAFETY METRICS AND PERFORMANCE¹⁰

	2021	2020	2019
TIR (Total Incident Rate)	0.88	0.62	0.55
WIR (Weighted Incident Rate)	4.85	4.00	3.24
Total Fatalities	0	1	0
Days Away Restricted or Transferred (DART) Rate	0.51	0.39	0.34
Lost Workday Rate	0.39	0.30	0.27

CONTRACTOR SAFETY

Our commitment to Do the Right Thing Always requires us to look out for the safety of every individual across our operations—regardless of whether they are an LP employee or contractor. As such, we thoroughly vet all contractors before starting work through our third-party contractor management platform. If, during the vetting process, a contractor has safety metrics that are above a certain threshold, they are flagged and rigorously reviewed to determine whether we will proceed with work. All contractors complete mandatory training before working with LP and are reviewed on an ongoing basis to ensure they maintain our high standards of safety.

EMERGENCY RESPONSE AND CRISIS MANAGEMENT

At the corporate level, we maintain an emergency response plan, overseen and updated by Emergency Response Committee. This ensures that we have measures in place to inform our employees of emergencies and enables us to mitigate potential disruptions in the event of an emergency or an issue at one of our locations. At the facility level, each LP location maintains its own emergency action plan that details procedures and expectations in the event of a fire, natural disaster, active shooter or other emergency.

¹⁰ Please note that because the SIF Prevention Program is new, we are still in the process of determining baseline metrics.

ENVIRONMENT



A necessary part of our commitment to Do the Right Thing Always is protecting our planet.

Our Policy on Environmental Stewardship outlines our commitments and is supported by innovative programs and processes that help us minimize emissions, reduce waste and water use and conserve biodiversity in and around our operations.

CLIMATE CHANGE

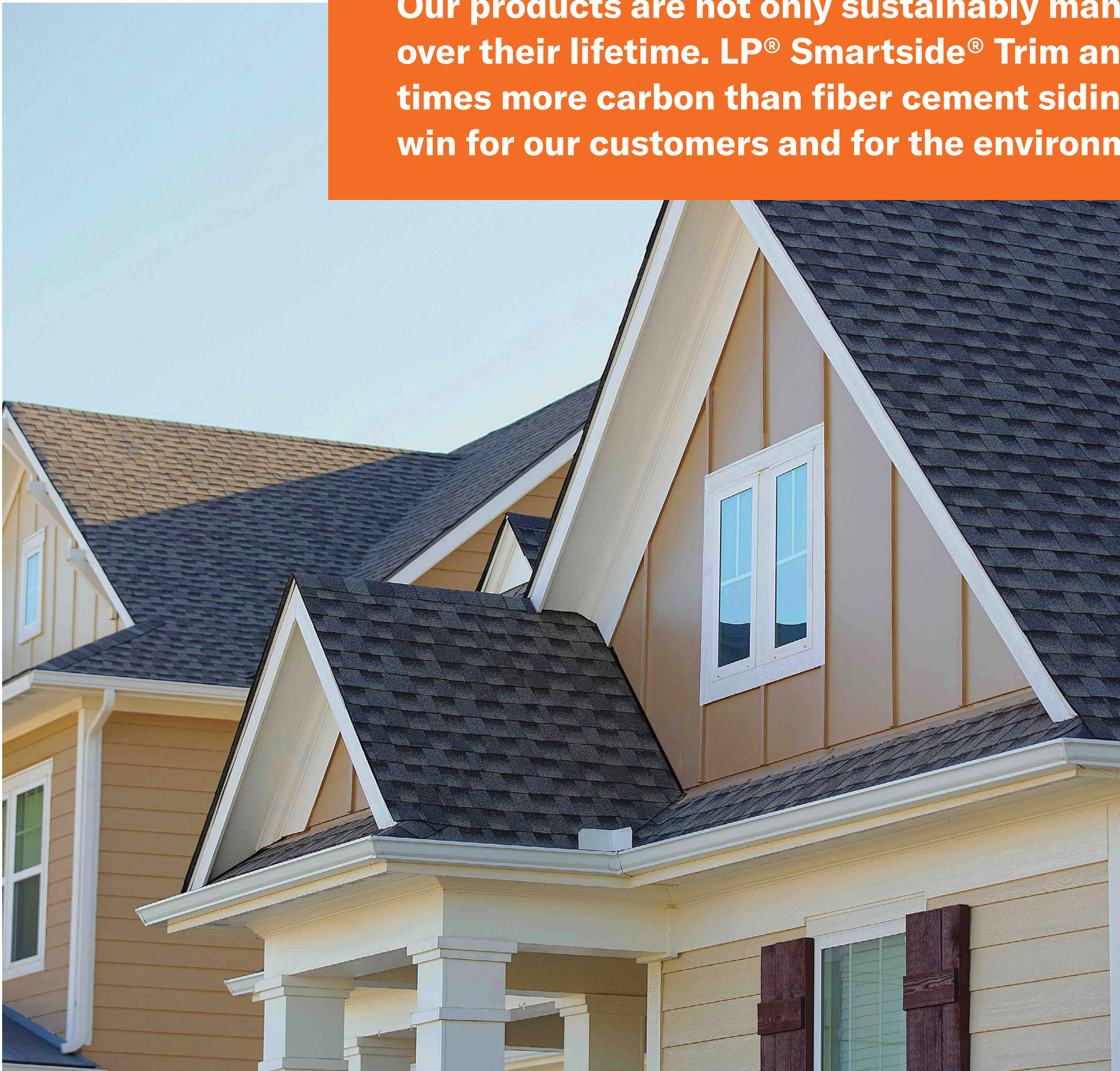
We believe we have a role to play in achieving the international goal of limiting global temperature increase to 1.5 degrees Celsius, as outlined in the Paris Climate Agreement. We aim to help reduce the impact that a changing climate has on our communities and the natural resources on which we all depend.

We believe both our products and our responsible management of forestlands can help increase carbon storage and facilitate the transition to a lower-carbon economy.

LP products themselves store carbon over their lifetime. In turn, by installing our products over more energy intensive alternatives, such as concrete and steel products, our customers are also helping to reduce emissions.

Our products are not only sustainably manufactured but also store carbon over their lifetime. LP® Smartside® Trim and Siding, for example, stores 10 times more carbon than fiber cement siding products over its lifetime—a win for our customers and for the environment.

Though our operations are not particularly energy intensive, we are committed to implementing a climate strategy focused on greenhouse gas (GHG) emissions reductions and risk mitigation and adaptation measures. Building upon the TCFD index, our climate strategy aligns with internationally recognized frameworks and incorporates all business operations in the United States, Canada, Brazil and Chile—enabling us to Build a Better World now and in the future.



CLIMATE CHANGE

CLIMATE OVERSIGHT

Oversight for climate change and climate-related risk begins at the highest level of LP with the GCRC. Three members of the GCRC concurrently serve on the Audit and Finance Committee, providing further assurance that climate-related risks and opportunities, metrics, analysis and disclosure are subject to rigorous control processes.

Along with LP’s ESG Executive Council (ESG Council), the GCRC is responsible for overseeing our ESG strategy. A critical part of the ESG strategy is climate change and the goals, actions, targets and metrics that are being established to monitor and manage the potential long-term financial effects of climate change on our business.

The cross-functional ESG Council is a diverse group of LP executives. The ESG Council plays a critical role in managing climate-related risks and opportunities and also oversees the ESG Task Force, a group that provides strategic and technical guidance to the ESG Council and, in turn, the GCRC and full board. The ESG Council and the ESG Task Force meet quarterly to discuss ESG strategies, including climate and emissions related initiatives and progress towards achieving set goals and targets.

OUR CLIMATE OVERSIGHT STRUCTURE



EVALUATING CLIMATE RISKS AND OPPORTUNITIES

In 2022, we published our first index aligned with Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The TCFD index discloses how we evaluate, manage and mitigate risks and opportunities and develop products and solutions that support a lower-carbon future.

In line with TCFD recommendations, the index covers four key pillars: Governance, Strategy, Risk Management and Metrics and Targets. It provides transparency into how regulatory, market, technology, reputation and physical risks may impact our operations and the measures we have in place to identify and assess these risks, including our robust governance structure and enterprise risk management framework. The full TCFD index is available [here](#).

CLIMATE CHANGE

LP'S CLIMATE STRATEGY

The challenges presented by climate change require immediate and sustained action over the coming decades. We recognize the role that sustainable building materials plays in long-term resilience for our customers, communities and other key stakeholders. Our 2022 strategic climate priorities include:

OUR CLIMATE GOALS

- Integrating the evaluation and management of climate risks and opportunities into our business processes.
- Evaluating targets and potential decarbonization pathways.
- Continuing evaluation of our GHG inventory.

BUILDING RESILIENCE

In 2022, we identified the potential climate risks and opportunities that may impact our business under different climate scenarios, including a well-below 2 degree Celsius and a net zero scenario. These risks were evaluated in ten-year time periods across our operations, supply chain and customer base.

We also began integrating climate considerations into our business processes to manage potential risks and realize new opportunities. As a part of this, we engaged different stakeholders across our business to identify actions needed to address potential risks and opportunities, including identifying the processes, data and actions required to support our strategic initiatives.

The risks and opportunities identified as a result of this process and subsequent actions we plan to take in response are detailed on the following pages.



LP’S CLIMATE STRATEGY

RISK/OPPORTUNITY

ACTION

Risk: Regulatory/Policy

Changes in existing carbon pricing mechanisms, as well as new carbon pricing mechanisms, may lead to increased costs for LP. In a scenario with strong climate policy aligned with limiting global warming to well-below two degrees, carbon pricing would be expected to increase in support of climate mitigation efforts. Within LP’s operational footprint, carbon pricing mechanisms exist in Canada and Chile.

Targets and Decarbonization Pathways

- Our participation in industry associations and the committees of those associations enables us to monitor and anticipate changes in climate policy and regulation to help manage potential regulatory risk, including risks related to carbon pricing policy initiatives.
- We are in the process of developing GHG targets and decarbonization pathways that enable our operations to reduce emissions and increase energy efficiency, in turn mitigating potential future impacts related to carbon pricing. We describe our efforts to set targets below in more detail.

Risk: Market-fiber Supply

Under increasingly ambitious climate change mitigation scenarios, LP may experience increasing costs when sourcing wood fiber supply in North and South America, as growing demand for modern solid biomass (e.g., wood pellets or chips) and carbon credits may lead to competition in LP’s key wood supply areas. Specifically, as demand increases, suppliers in either of these markets may begin to overlap with LP wood supply areas, thus leading to direct competition potentially increasing wood costs.

Engagement with Fiber Suppliers

- We aim to continue our history of strong supplier relationships to establish relationships with new suppliers and landowners focused on responsible land use. Given our deep experience in sustainable forestry, we aim to become the go-to partner for establishing relationships with suppliers who want to implement sustainable land management programs to generate carbon offsets while pursuing responsible forestry.

Risk: Physical Acute/Chronic

In climate scenarios with high-temperature outcomes, extreme weather events may have the potential to impact LP’s operations and value chain. These events may cause business interruptions and increase operational costs due to weather-related damage at LP manufacturing facilities and/or impacts to the infrastructure that supports the transportation of materials to LP’s facilities. LP’s product suppliers may also face similar effects due to weather event-driven impacts at their own manufacturing facilities, which could impact their ability to supply and/or deliver materials to LP.

Chronic risks, such as extended temperature increases in a high-temperature warming scenario, may lead to shorter logging seasons in the winter, potentially constraining access to wood fiber and increasing operational costs for LP.

Building Resiliency Within Our Operations and Value Chain

- To build resiliency related to the materials used in our operations, we continue to develop climate vulnerability assessments for our forestry operations to better understand and manage the impacts our business may face in the future as a result of climate change. We develop robust inventories of wood fiber to help manage potential risks from shorter winter seasons. Additionally, we continue to build out and update specific continuity plans that incorporate acute physical risks for all our facilities.
- To manage potential value chain impacts, we are diversifying our supplier base to allow for more flexibility and agility in sourcing materials in periods where severe weather events might limit or prevent the supply of manufacturing materials to be delivered to our facilities.
- We also seek to regularly engage critical suppliers to better understand their business continuity plans and risk management processes.

LP’S CLIMATE STRATEGY

RISK/OPPORTUNITY	ACTION
<p>Opportunity: Biomass</p> <p>In an ambitious climate scenario, demand for modern solid biomass (e.g., wood pellets and chips) is expected to increase significantly. LP’s operations may be able to generate an additional revenue stream by selling biomass by-product to the modern solid biomass market.</p>	<p>Biomass Conversion</p> <ul style="list-style-type: none">• While we currently sell biomass to other industries at some LP locations, we will continue to evaluate the biomass market and our operations to potentially adapt our processes and/or take advantage of new or expanded market opportunities.
<p>Opportunity: Market Access and Customer Preference/Repair and Remodel Market</p> <p>In a high-temperature climate scenario, increasingly common and severe acute weather events may affect a growing number of residential and commercial properties. This could potentially grow LP’s market as more value-add OSB Structural Solutions and LP® SmartSide® Trim & Siding products are utilized to provide improved structural resiliency and better weather proofing of homes, and/or are utilized during the rebuilding of communities following severe weather events.</p>	<p>LCAs and Carbon Footprints</p> <ul style="list-style-type: none">• We continue to assess and quantify the carbon footprints of some of our building solution products like SmartSide® and OSB. In 2021, LP released an Environmental Product Declaration (EPD) for our SmartSide® products that represents the cradle-to-gate energy, fuel and materials for producing SmartSide® Lap, Panel and Trim products in North America. The results helped show that SmartSide® products store more carbon than is released through manufacturing and product distribution. The EPD, along with a supplemental assessment, demonstrates that SmartSide® products are carbon negative. Product Life Cycle Assessments (LCAs) & EPDs allow our customers to understand the overall environmental impact of our products, including embodied carbon. More information on our sustainable products can be found in the Products section.• We are in the process of developing LCAs and EPDs for our remaining products. These will enable customers to make informed decisions based on product sustainability and allow us to potentially target additional product sustainability enhancements.

OUR CLIMATE RISK INTEGRATION ROADMAP

- Commenced
- Ongoing
- Complete

	2021	2022	2023
Strengthen board and management oversight of climate-related risks and opportunities			
Continue to hold informational sessions with Board to build on climate strategy and best practices			
Define climate related risks and opportunities across different scenarios			
Identify the impact of climate related risks and opportunities on the business			
Develop strategies and processes to build resiliency and manage climate-related risks and opportunities			
Develop specific indicators to support investment in climate strategy actions			
Integrate climate related risk into enterprise risk management framework and process			

	2021	2022	2023
Disclose Scope 1 and 2 GHG emissions			
Disclose Scope 3 GHG emissions¹¹			
Develop a GHG target and decarbonization plan			
Develop metrics and targets to manage climate related risks and opportunities			

¹¹ We disclosed our 2019 baseline Scope 3 GHG emissions in our 2021 report. In 2023 we will work to calculate Scope 3 GHG emissions for subsequent years.

CLIMATE CHANGE

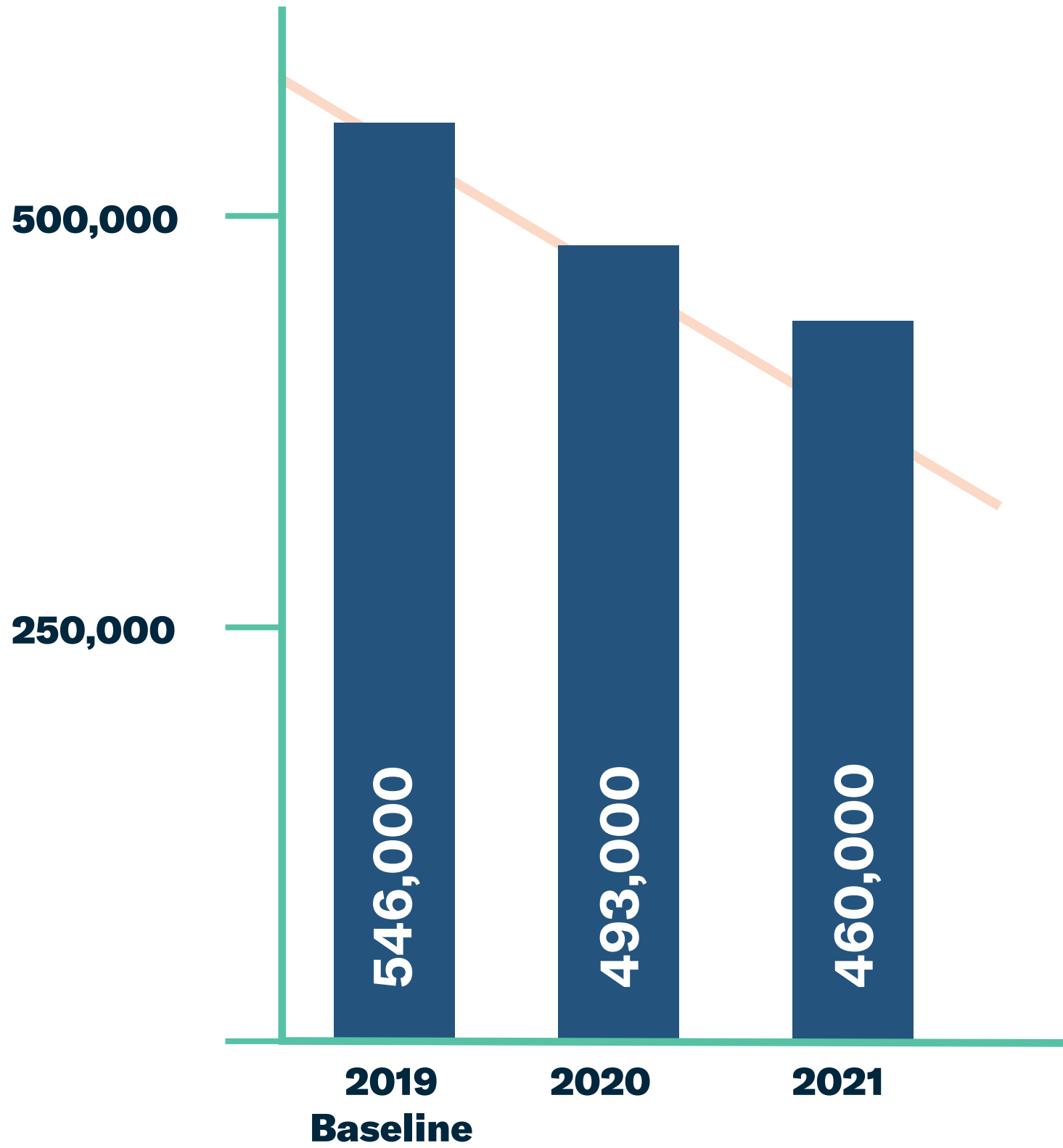
ENERGY AND EMISSIONS INVENTORY¹²

Understanding our emissions is critical for developing and guiding our decarbonization efforts. Our Scope 1 and 2 GHG emissions arise primarily from the natural gas and electricity used in our operations. However, a significant amount of our energy is derived from the use of residual biomass resulting from our manufacturing process, which accounts for approximately 82% of the energy consumed in our operations in 2021. Since 2019, our Scope 1 and 2 GHG emissions have decreased by almost 16% as a result of energy reductions and other factors related to facility divestitures, closures and conversions.

Scope 1 and Scope 2 GHG Emissions (Metric Tons (MT) CO₂e)

	BASELINE 2019	2020	2021
Scope 1	245,000 ¹³	201,000	208,000
Scope 2 (Location - Based)	301,000	292,000	252,000
Total	546,000	493,000	460,000

Total Scope 1 and Scope 2 GHG Emissions
(Metric Tons (MT) CO₂e)



¹² These figures were calculated using the GHG Protocol Corporate Accounting and Reporting Standard. These figures were rounded.

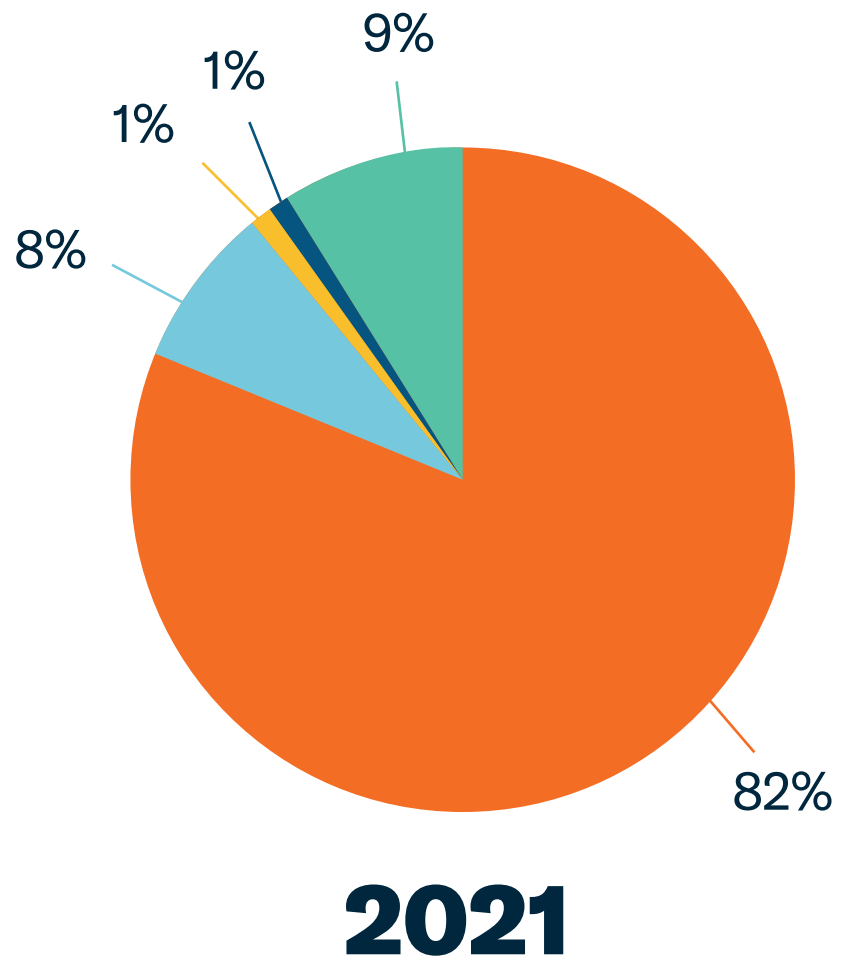
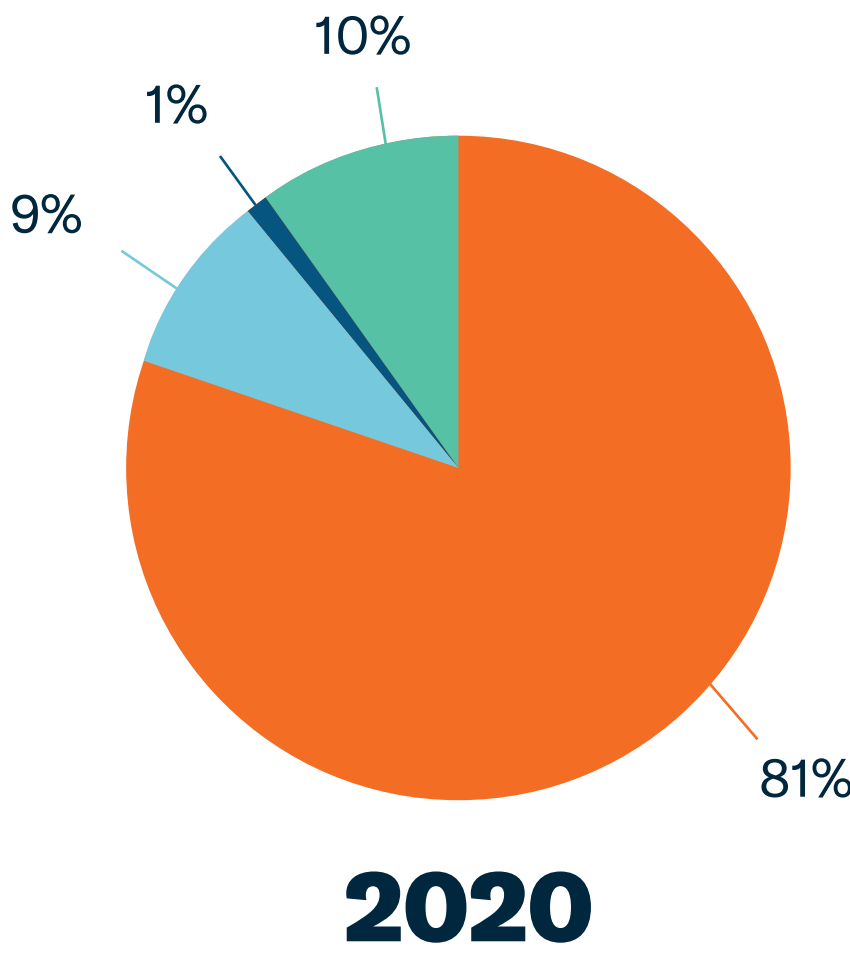
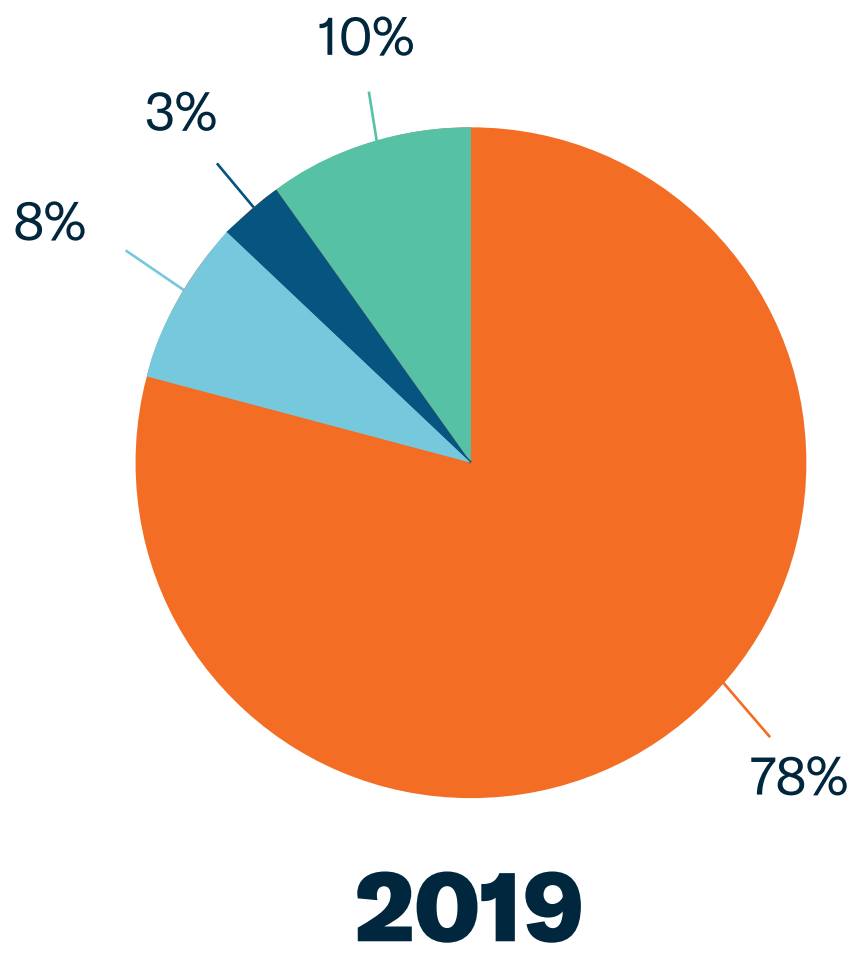
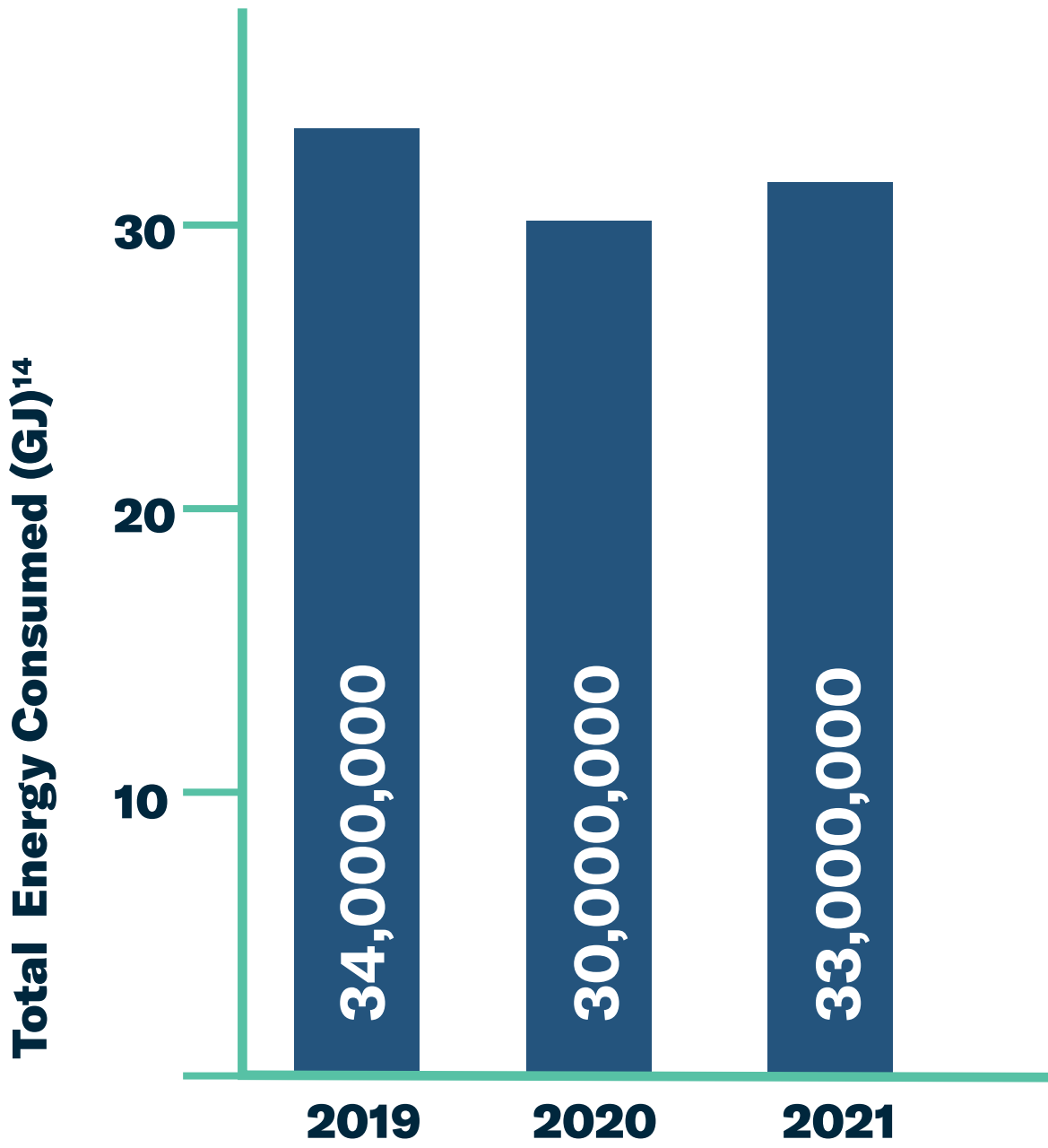
¹³ We have restated our 2019 Scope 1 GHG emissions as our underlying data and tracking systems continue to improve.

CLIMATE CHANGE

ENERGY USE

More than 80% of the energy consumed in our facilities is renewable and derived through the use of residual biomass produced during our manufacturing processes. This is accounted for under our Scope 1 GHG total emissions.

- Renewable Biomass
- Natural Gas
- Propane
- Petroleum Products (i.e., Diesel, Heavy Oil, Gasoline)
- Purchased Electricity



¹⁴ These figures were rounded.

CLIMATE CHANGE

In addition to evaluating our Scope 1 and 2 GHG emissions, in 2021 we measured and disclosed our 2019 Scope 3 GHG emissions inventory reflective of normal (pre-COVID-19) operations. This evaluation was an important step in understanding emissions across our supply chain.

Our Scope 3 GHG emissions account for over 60% of our total emissions, with purchased goods and services and transportation and distribution serving as the primary contributors of value chain emissions. We will continue to refine our data and methodologies to account for our value chain emissions. In the coming year, we plan to measure and report Scope 3 GHG emissions for 2020-2022.

We have more work ahead of us to set emissions targets that align with our business strategy and support international climate action initiatives. In the coming year, we plan to undertake a full assessment of the energy efficiency of our operations. This exercise will help us to target future energy reduction projects, which is where we can make the greatest impact on emissions resulting from our manufacturing operations.

SCOPE 3 GHG EMISSIONS CATEGORY	2019 GHG EMISSIONS (Metric Tons (MT) CO ₂ e) ¹⁵
1. Purchased Goods and Services	429,000
2. Capital Goods	35,000
3. Fuel- and Energy-Related Activities	86,000
4. Upstream Transportation and Distribution	288,000
5. Waste Generated in Operations	4,000
6. Business Travel	6,000
7. Employee Commuting	7,000
9. Downstream Transportation and Distribution	105,000
12. End-of-life-treatment of Sold Products	129,000
15. Investments	17,000
Total	1,106,000

¹⁵ These figures were calculated using the GHG Protocol Corporate Accounting and Reporting Standard. These figures were rounded.

SUSTAINABLE MANUFACTURING

As a part of reducing our impact, 99% of the fiber we harvest is used either in products or as an alternative thermal energy source to offset fossil fuel consumption. In 2021, 82% of the thermal energy we used was renewable—specifically the wood biomass residuals that are generated through our manufacturing process.

100%
sustainably
sourced fiber

99%
of fiber harvested is
used in products or as
an alternative thermal
energy source

82%
of thermal energy used in
product manufacturing is
from renewable sources

**Approximately four million
trees planted annually in the
forests LP manages**

Our manufacturing systems are designed to limit our environmental impact. All LP manufacturing facilities use site-specific environmental management programs to help reduce waste and promote clean air and water quality when producing engineered wood building products.

82% OF THE THERMAL ENERGY WE USED WAS RENEWABLE.

To further promote sustainability and limit non-GHG air emissions¹⁶ in our manufacturing processes, we source technology that helps save energy and reduce waste. One example of this technology in action is the emissions control systems we have in place across our operations. These systems capture 99.9% of the particulate matter produced from biomass combustion and pressing wood and resins under high heat before it leaves our emissions stacks. The particulate matter captured is then used in the manufacturing process or for energy recovery. In turn, this allows us to achieve or exceed air quality regulatory standards and mitigate our air emissions.

We maintain additional control systems at our facilities that allow us to track, capture and destroy non-GHG air emissions to prevent them from entering the atmosphere. While we already measure this information to comply with industry best practices and local regulations, we are in the process of collecting and aggregating this data for disclosure in 2023.

We aim to continue to evaluate our operations for opportunities to reduce emissions and maximize efficiency—whether by designing new systems, upgrading systems or identifying small changes that can have a big impact.

¹⁶ Relevant non-GHG air emissions for LP include particulate matter and volatile organic compounds (VOCs).

SUSTAINABLE MANUFACTURING



USING CAPITAL TO DRIVE INNOVATION

In our Jasper, Texas facility, we identified a need to replace a Regenerative Thermal Oxidizer (RTO), a device that limits air emissions by converting volatile organic compounds (VOCs) and other hazardous air pollutants into carbon dioxide and water to limit air emissions by approximately 95%. While initially the RTO replacement aimed to increase the facility’s production capacity, we recognized that we could also gain substantial environmental performance from a new RTO. The new RTO not only eliminated inefficiencies from the previous system, but innovations in heat retention and heat conservation allowed our Jasper facility to reduce its natural gas usage by 30%—a big win.

The project showed us that investments in maintaining equipment and monitoring efficiency and reliability can make a significant environmental impact. Moving forward, we plan to integrate a similar approach when assessing the potential for environmental enhancements within our capital investment plans, harnessing innovation and smart engineering to drive sustainability performance.

RESPONSIBLE FOREST MANAGEMENT AND REFORESTATION

We take action to hold ourselves and our suppliers accountable for responsible forest management. Responsible forest management requires rigorous planning, scientific research, use of third-party standards and public consultation—all things that LP undertakes to monitor our environmental impact and ensure we protect and promote responsible forestry across our operations.



Our commitment to responsible forestry is highlighted in our third-party Sustainable Forestry Initiative® (SFI®) and Programme for the Endorsement of Forest Certification (PEFC) certification. We were early adopters of forest certification standards, receiving SFI® certification in 2000. In 2021, we were the first company in Chile to be certified to the new PEFC Chain of Custody Standard, further demonstrating our commitment to sustainable forest management and responsible fiber sourcing.

We engage with local Indigenous communities across our operations in Canada to ensure our forest management plans align with their Constitutional Aboriginal and Treaty Rights. We incorporate Indigenous interests in the development of both our strategic and operational level forest management plans to ensure we respect and protect areas of cultural and spiritual importance.



LP won the SFI® President’s Award for 2022, recognizing our company for our longstanding leadership on sustainable forestry.

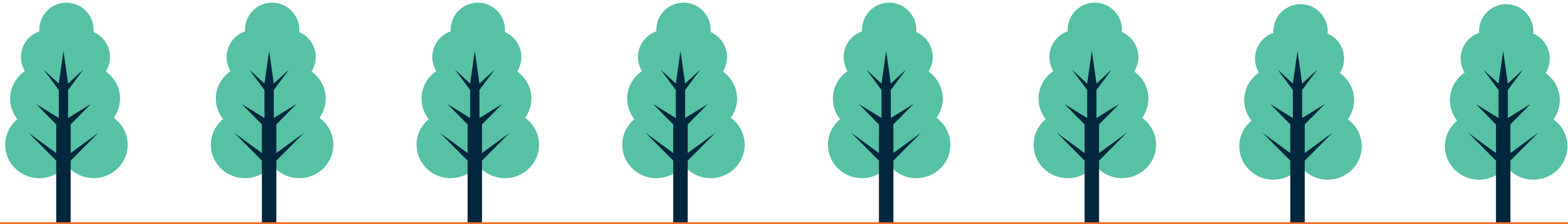
LEARN MORE

RESPONSIBLE FOREST MANAGEMENT AND REFORESTATION

The majority of our northern manufacturing operations use a deciduous hardwood tree called trembling aspen to produce our products. Trembling aspen is known for its natural ability to rapidly regenerate after tree stems are harvested. These trees can grow very tall but their average lifespan of 50 years is shorter than that of conifer species, due to their susceptibility to insects and disease.

In our Canadian and northern U.S. operations, trembling aspen is typically found in conjunction with conifer species. When we harvest these sites, trembling aspen rapidly regenerates itself, and conifer species are re-planted on the site using seedlings. In Canada, public land management obligations require us to ensure that any forestlands harvested under an existing provincial forest management license agreement are regenerated to the original forest stand composition soon after harvest unless otherwise authorized. On lands we manage, we promote prompt forest regeneration which often takes place within the first year after harvest but no more than two years post-harvest.

In the southern U.S., we source our timber from predominantly privately-owned southern yellow pine forestlands. Landowners re-establish their pine forestlands through artificial regeneration which involves planting, direct seeding or natural regeneration, which leaves dominant, more desirable seed trees on site.



On average, LP plants approximately four million conifer trees annually across our operations in British Columbia, Manitoba and Québec.

Sustainable forestry is a critical element of the fight against climate change. As these trees regrow, they sequester carbon—the responsible replanting and regeneration of these trees allows for continued absorption of carbon dioxide from the atmosphere.



RESPONSIBLE FOREST MANAGEMENT AND REFORESTATION

BOREAL FOREST MANAGEMENT

We are committed to rigorous sustainable forest management practices in Canada’s boreal forest. These practices include careful planning and management of harvest areas, the retention of patches and single trees to promote the conservation of biodiversity and the protection of riparian habitats and water resources, such as lakes, rivers, streams and wetlands to prevent disturbance to water quality and provide habitat and travel corridors for a variety of boreal wildlife species.

LP develops and implements sustainable forest management plans based on scientific data and research as well as updated forest inventories to help guide our responsible forestry activities in the boreal forest. Our forest management plans are approved by provincial governments and also reviewed by local Indigenous communities to

ensure future operations are aligned with cultural, traditional and rights-based interests of our Canadian Indigenous Peoples.

The role of responsible forestry in the boreal forest is critical. This area is a disturbance driven ecosystem and has historically thrived due to disturbance agents such as forest fire, wind and insect and disease outbreaks. Today, society depends on forest fire suppression to protect communities and the economic value our forest resources provide. Because of this, we believe that careful and responsible management of this forest allows the boreal ecosystem to remain healthy and productive while minimizing the area’s susceptibility to natural disturbances, in turn protecting our wildland urban interface communities and conserving wildlife.

SUPPORTING MANITOBA’S BOREAL FOREST IN PARTNERSHIP WITH DUCKS UNLIMITED CANADA (DUC)

We established a partnership with DUC in 2001, recognizing the organization’s expertise in conserving plants and wildlife in Canada’s boreal forest. The vast 1.3-billion-acre region is rich in biodiversity and is critical for the nesting, rearing, molting, staging and migration of waterfowl.

Recognizing the importance of the area, we deepened our partnership with DUC to proactively inventory more than 6.2 million acres of boreal wetlands. Together with DUC, we developed a new method of estimating carbon storage in boreal wetlands—a task critical for understanding the role these ecosystems play in mitigating global climate change.

LEARN MORE ABOUT OUR WETLAND AND WATERFOWL CONSERVATION EFFORTS IN PARTNERSHIP WITH DUC.



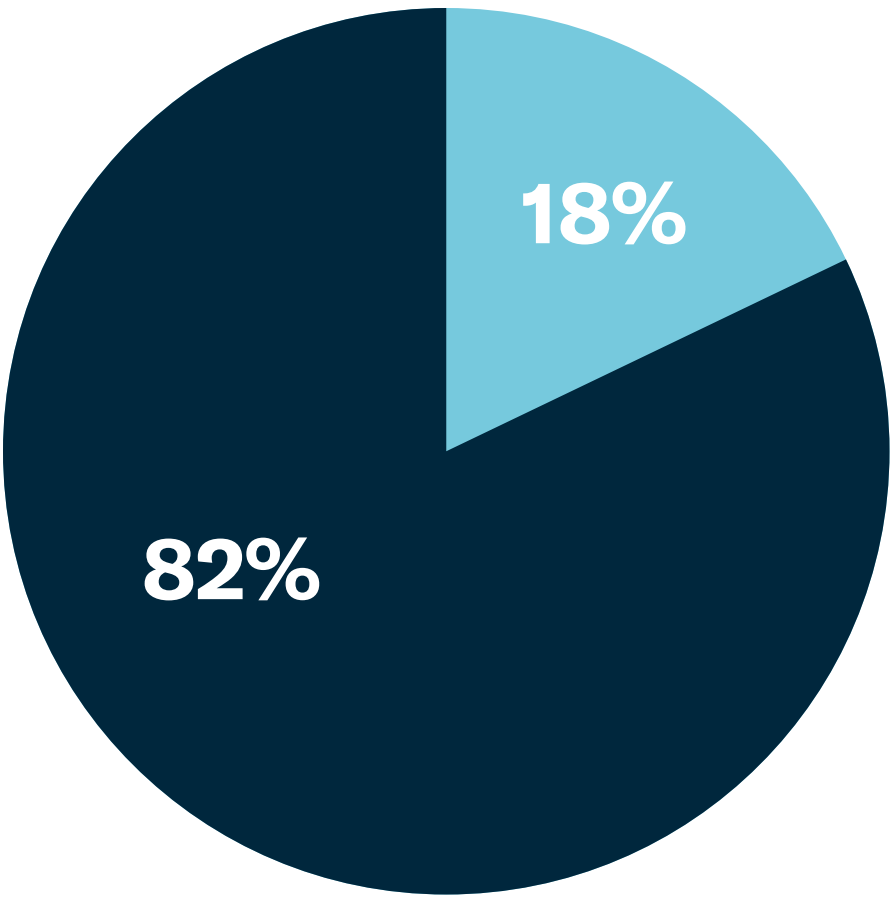
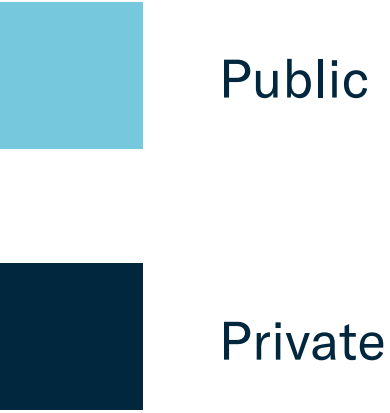
RESPONSIBLE FOREST MANAGEMENT AND REFORESTATION

2021 FIBER SUPPLY DISTRIBUTION

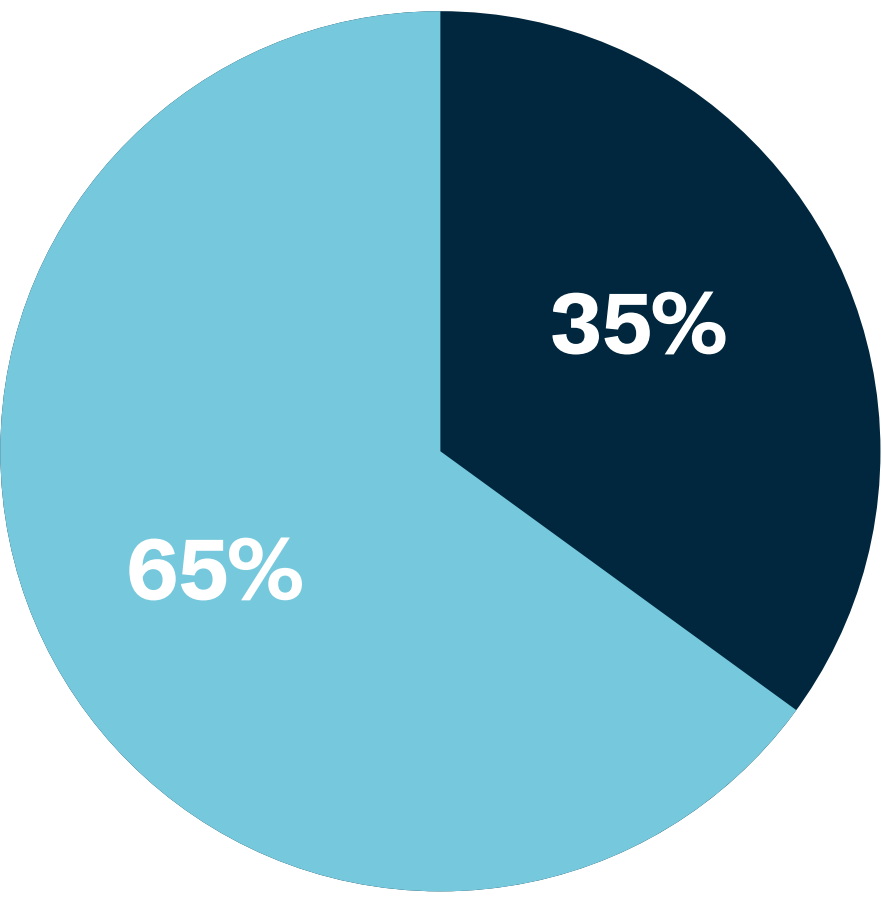
In 2021, the majority of our wood supply in the U.S and South America was sourced directly from private lands. In comparison, our Canadian operations primarily sourced their wood supply from publicly-owned forestlands. While these percentages may vary slightly from year to year, the overall distribution is consistent.



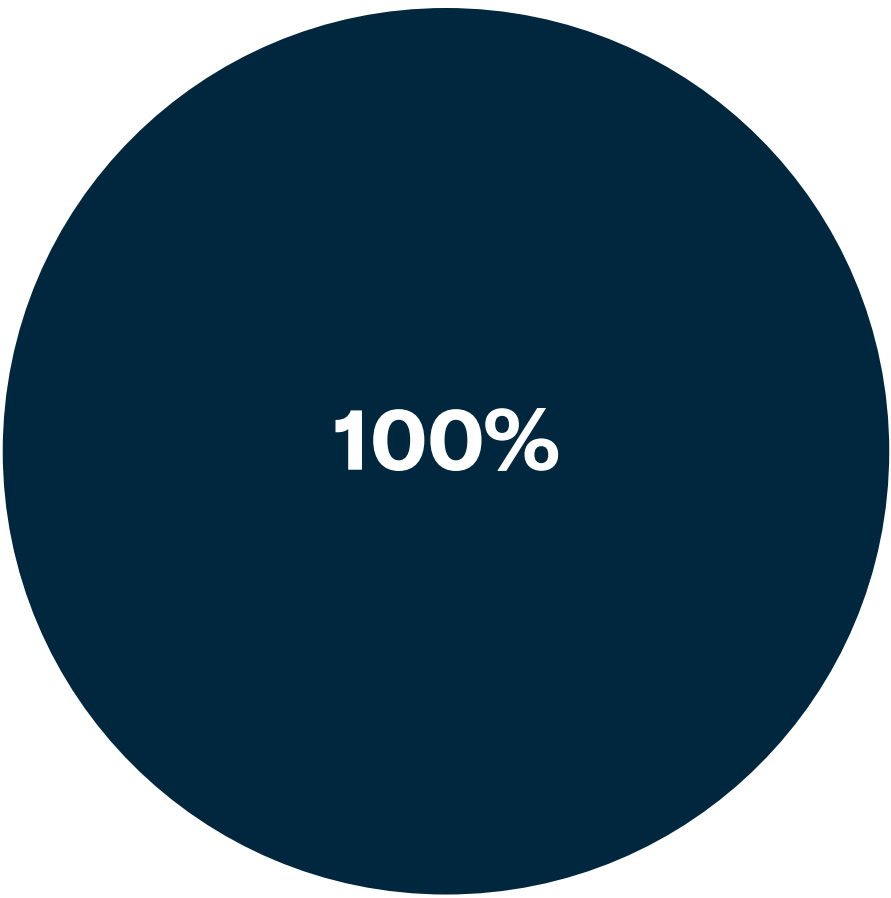
In 2022, we were named the **Forest Conservationist of the Year** by the Tennessee Wildlife Federation, recognizing us for our responsible forest management programs and practices.



LP United States



LP Canada



LP South America

BIODIVERSITY AND HABITAT CONSERVATION

We are committed to sustainable forest management and we utilize best practices to protect and conserve forest habitat and biodiversity. We conduct a variety of biodiversity assessments within our operations to understand and mitigate potential risks prior to the initiation of timber harvest activities.

Our biodiversity assessments allow us to evaluate and mitigate potential risks to plant and animal species before we work in an area. For example, in Canada, we focus on limiting forestry activities during the migratory bird nesting period from late spring to early August. If we determine that there is an at-risk or sensitive species active in an area planned for harvest, we will defer harvest until after the period has ended. In the U.S. we use NatureServe Explorer Pro database, a tool developed by NatureServe that allows our foresters to assess tracts of private forestland available for harvest for known or predicted occurrences of state or federally listed species at risk, also known as Forests With Exceptional Conservation Value (FECV) within the SFI® Standard. Our foresters will use this information to help guide the purchase of the tract or help educate private land-owners or wood suppliers about best practices that can be used to help protect and conserve biodiversity and species at risk on private timberlands.

In 2022, we achieved two goals related to biodiversity and responsible forest management.

OUR SUSTAINABLE FORESTRY GOALS

- Ensure 100% of wood fiber volume is sourced through certified sourcing program, including SFI® and PEFC.
- Implement a tool to identify biodiversity values and species at risk across our U.S. operations.

Across our Canadian operations where we are licensed to harvest on public lands, we manage forests to ensure we maintain a natural range of age classes and forest types across the landscape. This allows us to preserve a range of habitats for plant and animal species that require younger forests as well as those that require older forests. We take our conservation efforts a step further, conducting logging operations in a way that ensures single trees and patches of trees are maintained across harvest areas, which encourages wildlife to use the area during and after harvest. The forests



we rely on are promptly replanted or naturally regenerated to ensure their long-term sustainability.

LP uses qualified logging professionals who understand the importance of careful planning and decision making and make real-time decisions to minimize our environmental footprint in managed forests. These individuals are knowledgeable about best practices and implement on-the-ground strategies that protect ecologically and culturally sensitive sites, facilitate forest productivity, protect water quality and conserve wildlife habitat and biodiversity.

WATER AND WASTE



WATER

Though our manufacturing processes use very little water, we are committed to reducing water use and wastewater generation in our operations wherever possible. Most LP facilities are configured to fully recycle the water used in operations, meaning they do not discharge any water to wastewater treatment

plants. In 2023, we plan to undertake a full assessment of water use across our operations. This assessment will allow us to collect baseline data, understand whether our locations are in water stressed regions and target opportunities for further improvement and risk mitigation.

WASTE

We are committed to reducing waste—both our own waste and the waste generated by our customers. Our manufacturing processes are set up to use the whole tree, whether as an input for products or as biomass used for energy. When we do generate waste in the form of bark or leftover sawdust from our operations, we either use it to produce renewable energy within our manufacturing process or we sell it to other industries for alternative uses.

We also aim to reduce the waste we send to landfills. One example of our waste reduction efforts is our use of off-spec products that do not meet our rigorous quality standards. These products are either sold at a discount or recycled to be used back into our manufacturing process.

To reduce customer waste, we create multi-use products in a variety of sizes. This provides customers with customized options to help increase construction efficiency and reduce the amount of material needed for a residential and/or commercial build. In addition, it helps reduce the amount of on-site material processing required thus reducing the amount of waste produced at the construction site and sent to landfills.

Over the next year, we plan to introduce a waste management and recycling assessment across our manufacturing facilities to better track and report on our waste management programs. The assessment will allow us to identify best practices and determine additional opportunities to reduce waste, encourage recycling and decrease production costs.

PRODUCTS



Across our 50-year history, one thing that has remained consistent is our dedication to creating innovative, longer-lasting, more sustainable building products for our customers. We are committed to producing products that are both responsibly sourced and known for exceeding the performance expectations of our customers. We create high-quality and durable products by focusing on three areas: product quality and safety, responsible sourcing and product innovation.

PRODUCT QUALITY AND SAFETY

LP develops specialty engineered wood building products that are designed to last. We maintain rigorous product quality and safety standards and use high-quality raw materials to produce high performance building products that stand the test of time.

We use responsibly sourced raw materials, consistent and reliable state-of-the-art manufacturing processes and thoroughly tested product recipes for all LP products. Our products are monitored at every step of the manufacturing process to detect potential problems. On a regular basis, we evaluate the quality and performance of our products within internal testing labs at each of our facilities. As an added level of product quality testing, we utilize third-party labs and testing facilities to independently certify LP products.

The majority of our products are trademarked through the [APA–The Engineered Wood Association](#), a nonprofit trade organization that aims to create high-performing structural wood products. Products undergo a rigorous APA trademark application review process. APA audits our quality management systems, conducts quarterly spot tests and random product samples, and performs quarterly site visits and audits to verify training, documentation and quality processes.

To ensure that our products are safely handled and used, we offer training in English, Spanish and French for individuals who install our products. Technical documents, installation guidelines and safety data sheets that are available to customers to detail proper use, installation, handling and care for all LP products. Safety data sheets provide further detailed information about the safe handling of our products.



Our rolling 12-month average warranty claim rate is just .06% of sales—a strong indication of the quality and performance of our products.

PRODUCT LABELING AND MARKETING

We thoroughly vet all product-related marketing and communications to ensure that our product communications are truthful, align with applicable laws and regulations and are not misleading to the consumer. All product claims go through thorough technical and legal review to ensure that we can back up every claim with data.

RESPONSIBLE SOURCING

Our core value is to Do the Right Thing Always. This is reflected in our commitment to responsibly sourcing sustainable wood fiber for our products. This commitment is outlined in our [Sustainable Fiber Sourcing Policy](#) and demonstrated daily in our operations as well as through our partnerships with conservation groups, forest industry organizations, academia and environmental research organizations across the U.S. and Canada. LP works to communicate this commitment at all levels of the company and to landowners, wood producers, customers and other stakeholders who work with us.

EVALUATING PRODUCTS AND THE MANUFACTURING PROCESS THROUGH A SUSTAINABILITY LENS

We aim to use a sustainability lens to evaluate the myriad of raw materials and processes required to make our products. For example, our LP NovaCore™ Thermal Insulated Sheathing uses XPS foam insulation as a component laminated to OSB. While there are many options for the raw materials of the product, and many more options still for the process of laminating the insulation to OSB, we opted to use a zero-emissions blowing agent for the insulation. Why? This helps reduce our emissions and is simply the right thing to do.



LP won the SFI® President’s Award for 2022, recognizing our company for our longstanding leadership on sustainable forestry.

Across operations in North and South America, we source all wood fiber responsibly through our SFI® and PEFC forest certification programs. We also screen, inspect and evaluate our wood suppliers to ensure we are purchasing wood fiber from responsibly managed sources prior to the initiation of any contract or wood purchase agreement.

On public lands that LP directly manages, we regularly inspect and evaluate the performance of our trained, qualified logging professionals to ensure they are operating responsibly. This also ensures they adhere to all laws and regulations, best management practices and LP’s SFI® Sustainable Forestry Program that governs our forest management activities.

PRODUCT INNOVATION

Our 50-year history of innovation has resulted in products that are more sustainable, energy efficient and easier to install—a win for LP and for our customers. As we evaluate our product offering, we continuously seek opportunities to innovate new, more sustainable high performing products, improve existing products and maximize efficiency and minimize waste in both the manufacturing and installation processes. In 2022, we established a new company-wide goal to incorporate sustainability screening questions into our new product innovation process. To accomplish this goal, we will introduce a set of questions that evaluate the sustainability of products, the raw components of products and opportunities to introduce new products that provide solutions to environmental challenges like severe weather or wildfires that are likely to become more prevalent in the face of climate change.



INCREASING ENERGY EFFICIENCY IN HOMES WITH LP® TECHSHIELD® RADIANT BARRIER

Recognizing the need to increase energy efficiency in homes, especially considering higher global temperatures, LP pioneered the production of the first radiant barrier sheathing, LP® TechShield® Radiant Barrier. According to research conducted by the Florida Solar Energy Research Center and Oak Ridge National Laboratories, LP® TechShield® Radiant Barrier blocks up

to 97% of radiant heat in roof panels and can lower attic temperatures by up to 30° Fahrenheit, reducing the energy needed to cool homes. Installed in over 2 million U.S. homes, the product can help builders qualify for energy codes, including green building credits, energy rebates and lower Home Energy Rating System (HERS®) Index scores.

MAXIMIZING EFFICIENCY WITH LP® SMARTSIDE® LAP SIDING

Recognizing the importance of efficiency in building, we create products that minimize waste and save time. Our LP® SmartSide® lap siding is available in 16-foot lengths, requiring fewer cuts and less time at the jobsite. LP® SmartSide® is lightweight, 45% lighter than fiber cement, and durable enough to be carried by just one crew member, meaning increased mobility and faster installation. In a side-by-side installation study conducted by RSMeans, LP® SmartSide® lap and trim installed faster than fiber cement.

PRODUCT INNOVATION



DECREASING WASTE, INCREASING DURABILITY

We continuously evaluate ways to enhance the sustainability of our manufacturing process and the products themselves. This begins with raw materials. We use the whole log in our products—when we cannot use a portion of the tree for the product itself, we use it in other ways to reduce waste and increase efficiency. For example, instead of sending wood bark and processing wood residuals to landfills, we use this wood biomass as an internal energy source for thermal energy systems or deliver it to external energy producers to be used to generate electricity. In some regions, wood ash generated from our manufacturing process is given to local farmers to be used as a fertilizer.

We make every effort to reduce the number of products needed on a jobsite. For example, our LP® WeatherLogic® Air & Water Barrier serves as both sheathing and a water-resistant barrier, eliminating the need for additional products to protect homes against water and moisture-related issues. Similarly, LP® TechShield® Radiant Barrier and LP® FlameBlock® Fire-Rated Sheathing both feature OSB combined with additional protection, eliminating the need to install multiple products and helping our customers save valuable time, money and resources.

ENVIRONMENTAL PRODUCT DECLARATIONS

We work with third parties to develop lifecycle assessments and environmental product declarations (EPD) for LP products. The LCAs¹⁷ and EPDs allow us to assess and compare the environmental impact of our products’ lifecycle in line with internationally recognized standards, including ISO standards. EPDs are a valuable tool for comparing products and providing transparency into the environmental footprint of a product across its full manufacturing value chain, from raw materials to product end-of-life.

In 2021, we released an [Environmental Product Declaration](#) for our LP® SmartSide® products, which details the cradle-to-gate energy and materials required for producing LP® SmartSide® Lap, Panel and Trim in North America. The LP® SmartSide® EPD demonstrates that

the product stores more carbon than is released during its lifecycle, making it a carbon-negative exterior siding product.

An EPD for OSB products manufactured in North America was conducted by the American Wood Council, an industry organization that supports the responsible manufacturing of wood products. In addition to providing insight into the full value chain of these products, the EPD demonstrates that our OSB products manufactured in North America are carbon neutral—a win for LP and for our customers.

LP is in the process of completing lifecycle assessments and subsequent EPDs for our OSB Structural Solutions product line, which will be made available in 2023.

¹⁷ Our EPDs include a full Life Cycle Assessment (LCA) from cradle to gate. Through the LCA and supplemental analysis, we concluded that LP® SmartSide® was carbon negative.

PRODUCT INNOVATION



GREEN BUILDING PRODUCTS

Our efforts to responsibly source materials, embed sustainability into our manufacturing process and use third parties to show the environmental footprint of our products demonstrates our commitment to greener building. While we believe this is simply the right thing to do, our products can also be used to achieve higher ratings within green building certification programs, 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®.

These standards—and our products’ ability to help builders meet these standards—show how we continue to harness innovation to create products that will be integral for building a lower-carbon future.



In 2022, LP® SmartSide® Trim & Siding was recognized as the Green Builder Media’s Most Sustainable Supplier in its **2022 Brand Index**.

COMMUNITY



Do the Right Thing Always is our core value at LP. For more than 50 years, this value has guided the way we live, work and interact with our communities. We support our communities in a few ways: giving funds through LP and the LP Foundation, donating products, volunteering or engaging with local stakeholders and supporting Indigenous communities and specific community members.

INDIGENOUS ENGAGEMENT

LP is committed to collaborating with our Indigenous communities across the areas where we operate in North and South America. Our [Human Rights Policy](#), [Code of Business Conduct and Ethics](#) and [Policy for Respecting the Rights of Indigenous Peoples](#) outline our commitments, guide our interactions and hold us accountable for engaging responsibly and respectfully with Indigenous communities.

In our engagement, we aim to find ways to work together to accomplish common goals that foster economic growth, employment and training, youth education and capacity, community infrastructure projects, protection of cultural values and support for local cultural events.

HARVEST PLANNING AND OPERATIONS

In Canada, LP works closely with First Nations to understand Indigenous concerns and interests in the management of wildlife habitats and the protection of areas that carry spiritual and traditional land use value. The information provided during our engagement is often incorporated into our long-term and annual harvest plans to ensure the concerns and interests shared are being addressed. Information shared that relates to important

Indigenous spiritual and cultural sites are kept confidential, and not identified in our management plans that are accessible to the public.

For example, our LP Peace Valley OSB facility worked closely with Halfway River First Nations to jointly design and harvest a specific area of interest to the Indigenous community to maintain and protect the natural and cultural values most important to the Nation.



INDIGENOUS ENGAGEMENT

BUSINESS RELATIONS AND AGREEMENTS

LP aims to provide opportunities for Indigenous peoples to get involved with the forestry sector. We work together to find opportunities that support the growth and viability of Indigenous-owned businesses, for example logging and hauling contracts and sourcing mill or forestry supplies through Indigenous-owned supply companies. We have also established projects where LP provided financial backing to support emerging Indigenous logging and hauling business ventures, further encouraging participation and involvement in the industry.

EDUCATION AND CAPACITY

Given the interest of First Nations and Metis youth in forestry careers, we provide opportunities for young individuals to gain exposure to our industry, such as sponsoring training in the Outland Youth Employment Program—Canada’s largest forestry education and employment program. Our goal is to provide a positive experience and open new doors for Indigenous youth to pursue careers in the natural resources sector and beyond. We also work with First Nations to identify and fund additional educational programs and initiatives through established agreements.

To further support Indigenous students, in 2022 we committed to fund a \$10,000 annual scholarship for Indigenous students in Vancouver Island University’s Indigenous Peoples in Trades Training Program and Women in Trades Training Program. These two programs focus on construction and mechanical trades, helping to address labor shortages in manufacturing and construction while also supporting Indigenous peoples—particularly students facing personal hardships.



COMMUNITY SUPPORT

We believe that to Do the Right Thing Always, we need to partner with Indigenous communities and provide additional resources, support and funding. We provide funding for training, education and annual cultural events and have also provided LP engineered wood products for community infrastructure projects, including housing and community hall improvements.

We participate in many community and cultural events so that we can learn from our Indigenous Peoples and be more informed about their history, traditions and culture and, in turn, ensure we respect the customs and culture of our Indigenous Peoples.

PRODUCT AND MONETARY GIVING

We supply product donations for our communities to support housing for underserved communities and to help rebuild after natural disasters. We also provide monetary donations to help our communities when they need it most.

In 2021, we donated to disaster relief following historic flooding near our Nashville headquarters and to the Community Foundation of Middle Tennessee’s Neighbors Helping Neighbors Fund, established to support local residents impacted by the Christmas morning bombing in Nashville.

Last year, we donated products to communities devastated by tornadoes and hurricanes, including Bowling Green and Mayfield, Kentucky, as well as Grand Isle, Louisiana. These product donations help towns not only to rebuild, but to rebuild with products that are durable, high-quality and better able to withstand the elements.



We share Habitat for Humanity’s belief that affordable housing is critical for building strong and stable communities. Since 2005, we have donated nearly \$650,000 in both cash and building materials and provided hundreds of employee volunteers —a demonstration of how we continue to build on our 50-year history of being a strong community partner.

LP FOUNDATION

To deliver on our commitment to Building a Better World™, we established the LP Foundation shortly after our founding. A separate but entirely LP-funded 501c3 nonprofit, the LP Foundation has donated over \$20 million to nonprofits and schools in the areas where we live and work.

Through the grants and sponsorships program, the LP Foundation provides grants to nonprofits and public schools in four areas: housing, environment, public STEM education, and diversity, equity and inclusion.

The LP Foundation donates approximately \$500,000 annually across five key programs:

- **Disaster Relief**
- **Community Mill Grants**
- **Grants and Sponsorships**
- **Employee Giving Match Program**
- **Employee Nonprofit Board Sponsorships**

LP FOUNDATION TOTAL CHARITABLE GIVING



PRODUCT AND MONETARY GIVING

STEPPING IN TO SUPPORT COMMUNITY HEALTH

Located less than five miles from our Clarke County OSB mill in Alabama, the Thomasville Regional Medical Center opened in 2020 as a vital community resource. The 29-bed hospital provides care for a historically underserved area that was without a hospital for over 10 years and offers emergency care, advanced diagnostics and surgery capabilities that otherwise would not be available within 100 miles.

Knowing its importance to the community, when the hospital was on the verge of closing due to funding shortages and pandemic-related financial setbacks, the LP Foundation followed through on our commitment to Do the Right Thing Always. We donated \$150,000 to help the hospital continue to provide much-needed healthcare services for our Clarke County community.



PRODUCT AND MONETARY GIVING

EMPLOYEE VOLUNTEERING

We encourage LP employees to give back to their communities by volunteering their time, skills and expertise through LP-sponsored volunteer events or by pursuing volunteer opportunities in their own time. We’re proud of the way our employees step in to better their communities, whether raising awareness of environmental issues, building and repairing homes or working with children. LP employees also serve on the boards of local charities and nonprofits.



In 2022, the LP Foundation announced a new national partnership with the Gary Sinise Foundation’s R.I.S.E. (Restoring Independence Supporting Empowerment) Program, which builds mortgage-free specially adapted homes for America’s most severely wounded veterans. The program kicked off with a \$100,000 donation from the LP Foundation. While the organization is headquartered near LP’s Nashville, Tennessee headquarters, our partnership will help to employ local builders to build homes across the U.S. and will provide additional opportunities for us to get involved.

PRODUCT AND MONETARY GIVING

CHARITABLE GIVING EMPLOYEE MATCH PROGRAM

We support the causes our employees care about through our employee giving match program. Through the program, the LP Foundation matches up to \$1,000 per individual donation to eligible nonprofit organizations per year.

Since 2013, our employees have personally contributed over \$400,000—totaling more than \$800,000 when matched by the LP Foundation.

PROMOTING DIVERSITY IN OUR CHARITABLE GIVING

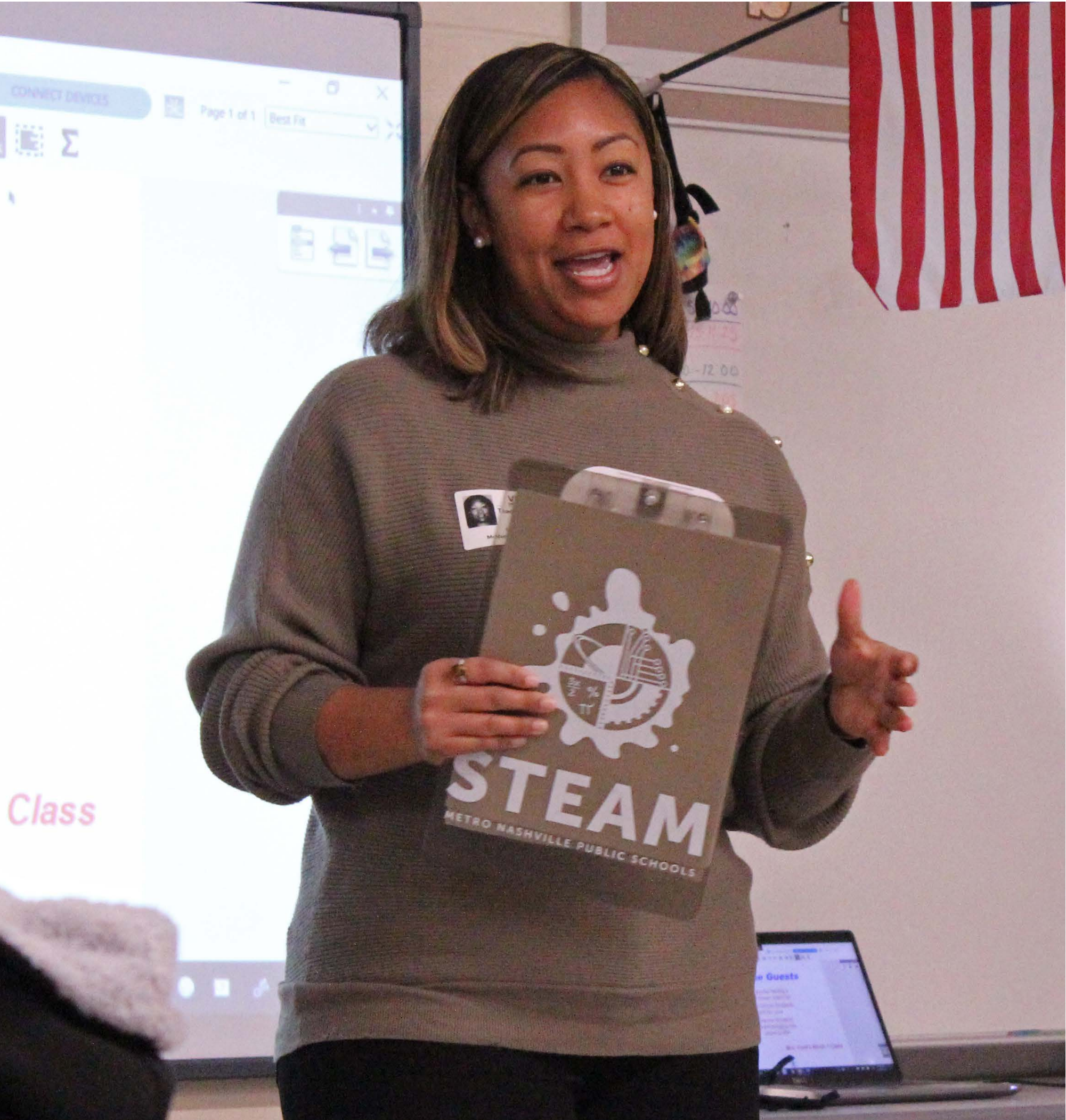
The LP Foundation’s philanthropic strategy closely aligns with LP’s vision, mission and brand—that includes our commitment to promoting diversity, equity and inclusion both within LP and in our communities.

In 2022, LP expanded our DEI giving by:

- Donating to Black Women Build and the National Society of Black Engineers, organizations that help advance Black colleagues in the construction and engineering fields
- Sponsoring the Nashville Pride Festival and Out & Equal Workplace Advocates, two organizations focused on celebrating and protecting LGBTQ+ rights
- Providing funds to Conexión Américas for Hispanic Heritage Month celebrations
- Serving as the Presenting Sponsor of the YWCA of Middle Tennessee’s 21-Day Anti-Racism Challenge
- Donating to the National Association of Women in Construction, an organization that supports women in construction



PRODUCT AND MONETARY GIVING



In 2022, the LP Foundation also provided grants to three nonprofits focused on DEI:



Adventure Science Center, a Nashville area science museum, is collaborating with local women in STEM to host a one-day TWISTER (Tennessee Women in Science, Technology, Engineering and Research) conference for 125 middle and high school aged girls. Slated for early 2023, the event partners with women in STEM to share details about their careers, answer questions, help steer girls along their educational pathway and provide a taste of daily life in the workplace. The LP Foundation’s grant will support hands-on, minds-on activities and experiments throughout the day.



Project Return provides employment opportunities, wraparound assistance and relationship-based support to individuals who are returning to the community after incarceration. People of color are disproportionately impacted by the criminal legal system; Project Return's work and mission seek to counteract that disparity. The LP Foundation’s grant will support the successful new beginnings of participants at Project Return.



Now in our second year of partnership, Serving Souls is a local organization that works to reduce the wage gap for women of color through education, mentorship, certification and training in traditionally male-dominated industries, including building and construction. The LP Foundation’s grant will support training and skills courses to help women secure jobs in the construction field.

APPENDIX

The IFRS Foundation's SASB Standards provide consistent, comparable standards for the disclosure of relevant and material sustainability information. LP is aligned with SASB's Building Products and Furnishings and Forestry Management standards. The following index describes our alignment with the material ESG topics and metrics relevant to our business and as identified by these two standards. More information is available on our website at lpcorp.com/sustainability.

APPENDIX — SASB INDEX

Building Products & Furnishings

TOPIC	METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<p>2021:</p> <p>(1) Total energy consumed: 33,000,000 gigajoules (GJ);</p> <p>(2) percentage from grid electricity: 9% (3,000,000 GJ);</p> <p>(3) percentage renewable: 82% (27,000,000 GJ).</p> <p>2020:</p> <p>(1) Total energy consumed: 30,000,000 gigajoules (GJ)¹;</p> <p>(2) percentage from grid electricity: 11% (3,000,000 GJ);</p> <p>(3) percentage renewable: 80% (24,000,000 GJ).</p> <p>2019:</p> <p>(1) Total energy consumed: 34,000,000 gigajoules (GJ);</p> <p>(2) percentage from grid electricity: 10% (3,000,000 GJ);</p> <p>(3) percentage renewable: 78% (26,000,000 GJ).</p>	CG-BF-130a.1	For more information, refer to the Climate Change section .
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>The majority of our products are trademarked through the APA–The Engineered Wood Association, a nonprofit trade organization that works to create high-performing structural wood products. In order for products to be APA trademarked, APA audits our quality management systems, conducts quarterly spot tests and random product samples and performs quarterly site visits and audits to verify training, documentation and quality processes.</p>	CG-BF-250a.1	<p>For more information, refer to the Product Quality and Safety section.</p> <p>APA’s Product Technical Note on Formaldehyde and Engineered Wood Products</p>

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX

Building Products & Furnishings

TOPIC	METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Management of Chemicals in Products	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	<p>For more information, refer to the Product Quality and Safety section.</p> <p>APA’s Product Technical Note on Formaldehyde and Engineered Wood Products</p>
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	<p>We work with third parties to create Environmental Product Declarations (EPDs) for select LP products. These EPDs allow us to assess and compare the environmental impact of our products’ lifecycle in line with internationally recognized standards, including ISO standards.</p> <p>In 2021, LP completed a product-specific LCA and EPD for SmartSide® Trim & Siding. This information combined with information from our list of industry standard EPDs will be used to help facilitate improvements to reduce our overall environmental footprint across our manufacturing operations while providing the construction industry with carbon-negative and/or neutral building solutions.</p> <p>We also have an EPD for OSB products manufactured in North America, developed through the American Wood Council, an industry organization responsible for the responsible manufacturing of wood products.</p> <p>LP is currently working on LCAs and EPDs for our OSB Structural Solutions product line. This is expected to be completed in 2023.</p>	CG-BF-410a.1	<p>For more information, refer to the Environmental Product Declaration section.</p>

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX

Building Products & Furnishings

TOPIC	METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Product Lifecycle Environmental Impacts	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	<p>While we do not currently disclose this data, we plan to collect information relative to ongoing recycling and material recovery activities and intend to disclose future initiatives that we undertake along with relevant data.</p> <p>We utilize 99% of all wood fiber that enters our manufacturing facilities either in our products or as an alternative renewable energy source to help offset fossil fuel consumption.</p>	CG-BF-410a.2	For more information, refer to the Sustainable Manufacturing section .
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard	<p>2021:</p> <p>(1) Total weight of wood fiber material purchased: 8,000,000 metric tons (mt) for North American operations.</p> <p>(2) Percentage from third-party certified forestlands: 57% by weight.</p> <p>(3) Percentage by standard: 57% certified to the SFI® Forest Management Standard (FM).</p> <p>(4) Percentage certified to other wood fiber standards: 43% by weight.</p> <p>(5) Percentage by standard: 100% of all fiber purchased in North American operations is certified to SFI® Fiber Sourcing Standard.</p> <p>2020:</p> <p>(1) Total weight of wood fiber material purchased: 8,000,000 metric tons (mt) for North American operations</p> <p>(2) Percentage from third-party certified forestlands: 59.6% by weight</p> <p>(3) Percentage by standard: 59% of wood fiber was sourced from forestlands certified to the SFI® Forest Management Standard (FM), and 1% was sourced from forestlands certified to the American Tree Farm System (ATFS)</p> <p>(4) Percentage certified to other wood fiber standards: 40.4% by weight</p> <p>(5) Percentage by standard: 100% of all fiber purchased in North American operations is certified to SFI® Fiber Sourcing Standard.</p> <p>2019:</p> <p>(1) Total weight of wood fiber material purchased: 8,000,000 metric tons (mt) for North American operations.</p> <p>(2) Percentage from third-party certified forestlands: 56.5% by weight.</p> <p>(3) Percentage by standard: 55% of wood fiber was sourced from forestlands certified to the SFI® FM Standard and 2% from forestlands certified to ATFS</p> <p>(4) Percentage certified to other wood fiber standards: 43.5% by weight</p> <p>(5) Percentage by standard: 100% of all fiber purchased in North American operations is certified to SFI® Fiber Sourcing Standard.</p>	CG-BF-430a.1	<p>For more information, refer to the Sustainable Forest Management and Fiber Sourcing section of this report and our website.</p> <p>Data reported for US and Canadian operations only.</p>

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX

Forestry Management

TOPIC	METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Ecosystem Services & Impacts	Area of forestland certified to a third-party forest management standard, percentage certified to each standard	<p>LP manages forestland under license by the provincial governments of Canada. LP does not manage forestland in the U.S. or in South America.</p> <p>In 2021, 11,000,000 acres were certified to the SFI® FM Standard, representing 23% of the gross area (all productive and non-productive forestlands including water features) under license to LP.</p> <p>In 2020, 11,000,000 acres were certified to the SFI® FM Standard, representing 23% of the gross area (all productive and non-productive forestlands including water features) under license to LP.</p> <p>In 2019, 12,000,000 acres were certified to the SFI® FM Standard, representing 27% of the gross area (all productive and non-productive forestlands including water features) under license to LP.</p> <p>This year-over-year difference is attributed to Provincial Government analysis and revision to annual allowable harvest volumes.</p>	RR-FM-160a.1	For more information, refer to the Responsible Forest Management and Reforestation section .
	Area of forestland with protected conservation status	Approximately 3,000,000 acres located within LP long-term forest management license areas in Canada have protected conservation status.	RR-FM-160a.2	Protected Planet

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX

Forestry Management

TOPIC	METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Ecosystem Services & Impacts	Area of forestland in endangered species habitat	Our forest management operations are conducted in a manner that monitors and mitigates 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, and 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 Responsible Forest Management and Reforestation 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 a number of 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 .
Rights of Indigenous Peoples	Area of forestland in indigenous land	LP is authorized to harvest through long-term license agreements established with Canadian provincial governments. Specific license areas overlap with Indigenous Treaty Lands. LP works closely with our Indigenous communities and provincial governments to ensure operations are being managed in a manner that protects the cultural and traditional interests of local Indigenous peoples.	RR-FM-210a.1	For more information, refer to the Indigenous Engagement section .

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX

Forestry Management

TOPIC	METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Rights of Indigenous Peoples	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community	LP is committed to collaborating with our Indigenous Nations across the areas where we operate in North and South America. Our Human Rights Policy, Code of Business Conduct and Ethics and Policy for the Recognition of the Rights of Indigenous Peoples outline our commitments, guide our interactions and hold us accountable for engaging with Indigenous communities responsibly and respectfully.	RR-FM-210a.2	For more information, refer to the Human Rights and Labor Standards and Indigenous Engagement sections and our Human Rights Policy .
Climate Change Adaptation	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	<p>Our TCFD index, published in May 2022, provides an overview of our climate-related risks and opportunities, including potential risks related to sourcing wood fiber and how our efforts to mitigate these potential risks.</p> <p>We maintain 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 be used to manage or mitigate the effects of our changing climate and in turn protect the long-term viability of timber production for our operations.</p>	RR-FM-450a.1	For more information, refer to our TCFD index .

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX ACTIVITY METRICS

Building Products & Furnishings

METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Annual Production	<div><div><div><div><div>LP North American Production</div><div>OSB and Siding production reported in 3/8 basis million square feet (MSF); I-joist reported in million linear square feet (MLF); EWP (LVL, LSL) production reported in million cubic feet (MCF).</div></div></div><div><div>2021¹</div><div>OSB: 3,724,000 MSF</div><div>Strand Siding: 1,650,000 MSF</div><div>EWP: 9,584,000 MCF</div><div>I-joist: 46,824,000 MLF</div></div><div><div>2020</div><div>OSB: 3,507,000 MSF</div><div>Strand Siding: 1,484,000 MSF²</div><div>Fiber Siding: 62,000 MSF</div><div>EWP: 10,100,000 MCF</div><div>I-joist: 42,877,000 MLF</div></div><div><div>2019</div><div>OSB: 3,852,000 MSF</div><div>Strand Siding: 1,256,000 MSF</div><div>Fiber Siding: 248,000 MSF</div><div>EWP: 10,232,000 MCF</div><div>I-joist: 37,212,000 MLF</div></div></div><div><div><div>¹ Fencing was originally added to our fiber siding production totals in 2020 and 2019, and for 2021 it has been incorporated into our strand siding production totals.</div><div>² This number has been revised.</div></div></div></div>	CG-BF-000.A	For more context, LP's Annual Report references total mill production capacity.

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX ACTIVITY METRICS

Building Products & Furnishings

METRIC	LP ASSESSMENT ¹			CODE	REFERENCE
Annual Production (cont.)	LP South America Production (production reported in m3/year)			CG-BF-000.A	For more context, LP's Annual Report references total mill production capacity.
	2021 Structural: 381,000 m3/yr Non-Structural: 186,000 m3/yr Siding: 40,000 m3/yr	2020 Structural: 237,000 m3/yr Non-Structural: 322,000 m3/yr Siding: 33,000 m3/yr	2019 Structural: 264,000 m3/yr Non-Structural: 265,000 m3/yr Siding: 26,000 m3/yr		
Area of Manufacturing Facilities	In 2021, the total area of manufacturing facilities was approximately 7,000,000 ft². In 2020 & 2019, the total area of manufacturing facilities was approximately 6,000,000 ft².			CG-BF-000.B	

¹ Figures in the SASB table were rounded.

APPENDIX — SASB INDEX ACTIVITY METRICS

Forest Management

METRIC	LP ASSESSMENT ¹	CODE	REFERENCE
Area of Forestland Owned, Leased, and/or Managed by the Entity	LP is authorized by provincial governments of BC, Manitoba and Québec to conduct forest management activities in areas licensed to the company. The total gross reportable area managed/ licensed by LP in 2021, 2020 and 2019 was 45,000,000 acres.	RR-FM-000.A	Reported for all LP Canadian assets owned in 2021.
Aggregate Standing Timber Inventory	LP does not currently report on aggregate standing inventory for our areas in Canada.	RR-FM-000.B	
Timber Harvest Volume	In 2021, total timber harvested was 12,000,000 m³. In 2020, total timber harvested was 12,000,000 m³. In 2019, total timber harvested was 13,000,000 m³.	RR-FM-000.C	Reported for all US and Canadian facilities.

¹ Figures in the SASB table were rounded.

FORWARD-LOOKING STATEMENTS

This document contains statements concerning Louisiana-Pacific Corporation (LP) that are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 including statements regarding our ESG targets, goals, commitments and programs and other business plans, initiatives and objectives. All such statements are intended to come under the protection of the safe harbor for forwarding looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. These statements, which express management’s current views concerning future events or results, are subject to inherent risks and uncertainties. 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 the forward-looking statements, please refer to LP’s filings with the Securities and Exchange Commission (SEC), including without limitation, under the “Risk Factors” section of our most recently filed annual report on Form 10K, quarterly reports on Form 10-Q, as well as other disclosures available on our corporate website.

If this report contains non-GAAP financial measures, these should be considered only as a supplement to, and not as superior to, financial measures prepared in accordance with GAAP. Please refer to the earnings release filed as an exhibit to LP’s Current Report on Form 8-K filed with the Securities and Exchange Commission on November 1, 2022, and the Appendix of this presentation for a reconciliation of non-GAAP financial measures. It should be noted that other companies may present similarly titled measures differently, and therefore, such measures as presented by LP may not be comparable to similarly titled measures reported by other companies.

A 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 US federal securities laws and regulations.

We use the definition of materiality established under 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 ESG 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 take into consideration a wider range of factors relevant to climate and ESG disclosures. For the purposes of discussing climate risks and opportunities in this report, we use an approach to materiality that is consistent with the TCFD recommendations. This approach means that this report and many of our other voluntary disclosures capture details on ESG issues, including climate-related risks and opportunities that may not be, and are not necessary to be, incorporated into our required disclosures with the SEC.

