

2022 - 2023
SUSTAINABILITY
HIGHLIGHTS





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A MESSAGE FROM OUR CEO

Driving Sustainability Progress



Sustainability has been fundamental to our company and culture since our founding in 1900. We've always taken the long view, often planning decades ahead to ensure the health and productivity of our forests and a reliable supply of fiber for all the forest products society depends on every day. We've continued to grow our understanding of sustainability to build on our leadership and meet the evolving needs of all our stakeholders, from our customers and employees to our neighbors, investors, partners, community leaders and everyone we serve. Today, we're more committed than ever to making sure the actions we take every day contribute to a stronger, brighter future for our people, our communities and the ecosystems we manage across North America.

Our current sustainability strategy, launched in 2020, is rooted in environmental stewardship, social responsibility and strong governance, building on strengths Weyerhaeuser has been developing for well over a century. We made important progress in each of these areas in 2022, including updating our award-winning *Carbon Record*, which transparently shares our carbon emissions, removals and storage; joining The Climate Pledge, a commitment to achieving net-zero emissions by 2040; revising the 10th edition of our Code of Ethics; completing a comprehensive review of our safety strategy to keep us progressing toward our goal of operating injury-free; providing inclusive leadership training to more than 500 leaders and continuing to expand our companywide employee resource groups; and making it easier for employees to engage in our company giving program and providing \$5.6 million in charitable grants, in-kind donations and sponsorships in our communities.

As always, these actions represent only a fraction of the sustainability work underway across our company every day. I'm proud of how our employees embrace sustainability as a core part of how we operate, and we look forward to advancing our goals and demonstrating the positive impacts of our work — today and long into the future.

Thank you,

DEVIN STOCKFISH
PRESIDENT AND CEO



A MESSAGE FROM OUR VP OF SUSTAINABILITY

Our Ongoing Commitment



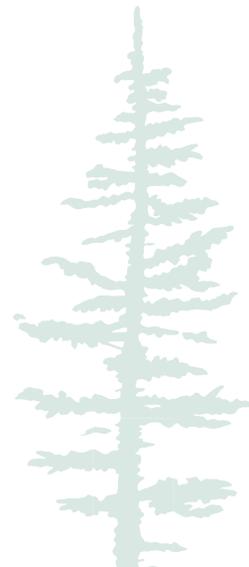
Weyerhaeuser's commitment to sustainability is deeper than ever. As we move into the fourth year of our current sustainability strategy, I continue to be inspired by the passion, ingenuity and commitment of our people. The strong partnerships we've built, both internal and external, will help us advance our sustainability goals and improve lives across our communities for years to come.

In 2022, we made great progress toward our goals, and I'm excited by the momentum we've carried into 2023. We're witnessing the power of our sustainability strategy to inspire action and positive change. Our employees are truly proud of the work we do to sustainably manage a renewable resource — our working forests — and to create essential, long-lived wood products.

Throughout 2023, we've continued to expand on these successes by identifying mechanisms to measure progress against each business's sustainability impact areas and integrating them into existing performance reviews. We'll seek feedback directly from customers to better understand how we can help them meet their sustainability needs, and we'll also start building out two exciting new programs to expand the positive impact we can make in our rural operating communities.

I'm heartened by our company's passion for thinking strategically and addressing large-scale challenges such as climate change and equitable access to housing and quality of life through our 3 by 30 Sustainability Ambitions. And I'm thankful for key partnerships, such as with American Forests and Habitat for Humanity International, that will enable us to make a real difference in our operating communities and advance the sustainability and longevity of our company as a whole.

ARA ERICKSON
VICE PRESIDENT, CORPORATE SUSTAINABILITY



1 | Our Sustainability Strategy

1.1 | Strategy Overview

For more than a century, we have been growing trees and manufacturing wood products that are essential to everyday life, and we understand that the decisions we make each day can impact the health of our forests and the strength of our communities for decades to come.

Our working forests don't simply provide a sustainable supply of wood for homes and the countless products we all depend on every day. They also provide wildlife habitat and support biodiversity, they clean our air and filter our water, they supply access to nature and outdoor recreation for our neighboring communities, and they offer opportunities for renewable energy development. In addition, our forests and mills provide great careers and support local economies in many rural areas across North America.

For us, every definition of success hinges on our ability to continue operating sustainably, now and long into the future. We must protect the environment and make sure our forests thrive on a continuous cycle of growing, harvesting and regrowing. We must generate strong financial returns from our assets through the ups and

downs of economic cycles. We must create a safe, inclusive, ethical and rewarding place to work for our current and future employees. And we must continue to earn the right to operate by investing in, listening to and communicating openly with our local communities.

In 2020, we launched our current sustainability strategy, which builds on our solid foundation in [environmental stewardship](#), [social responsibility](#) and [strong governance](#). A core component of this strategy involves fully integrating sustainability into our day-to-day work and intensifying our focus on three critical challenge areas where we believe we can have a positive impact on the world: [climate change solutions](#), [sustainable homes](#) and [thriving rural communities](#).



1.2 | How We Determine Significant Topics

To identify key focus areas for our sustainability strategy and sustainability-related reporting, we first consider the relevance and significance of the topics to our company’s environmental, social and economic impact. For example, where we operate, what products we make and whom we hire are topics relevant to our company, while how we practice sustainable forest management, attract investors and employees, and make and sell our products all affect our environmental, social and economic impacts.

Second, we assess the relative importance of these topics to our stakeholders, including shareholders, employees, customers and community members, by gathering feedback through a wide range of forums. Annually, we

review that assessment and ensure the identified topics are relevant, significant and aligned with our companywide enterprise risk assessment.

We categorize the topics into three groups:

- Those that are of high importance to our stakeholders and could have a high environmental, social or economic impact.
- Those that are of high importance to our stakeholders or could have a high environmental, social or economic impact.
- Those that are of low importance to our stakeholders and likely have a low environmental, social or economic impact.

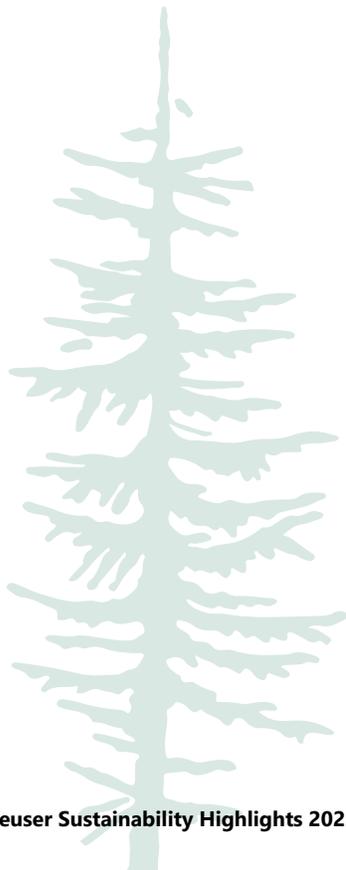
We focus most of our effort and attention on topics in the first category, followed by those in the second category. Topics that fall into the third category are lower priority but remain important and are regularly assessed through our management systems and reporting.



1.3 | Our Dedication To Transparency

We are strongly committed to continuous improvement in our performance related to environmental stewardship, social responsibility and strong governance, and we are equally committed to transparently sharing our successes and challenges along the way.

Our website serves as our primary method to communicate our sustainability strategy, progress and performance, and we update it annually in accordance with internationally recognized sustainability-reporting standards and practices. We also offer [printable resources](#), a [blog](#) of case studies illustrating our commitment to sustainability and an opportunity to [provide feedback](#) on our website. Annual updates to our sustainability reporting are reviewed and approved by our corporate law department.



ISS ESG

MSCI

S&P Global

Bloomberg

CDP

SUSTAINALYTICS

Key Rating Systems

While we focus our energy on disclosures to six key ratings to measure our performance, we remain responsive to other questionnaires and ad-hoc requests.

GRI

TCFD

SASB

SUSTAINABLE DEVELOPMENT GOALS



ESG Framework Alignment

We currently summarize our alignment with four prominent ESG frameworks and are closely monitoring development of new standards through the International Sustainability Standards Board (ISSB) and the Task Force on Climate-Related Financial Disclosures (TCFD).

2 | Maintaining Our ESG Foundation

Key Highlights

For decades, we have delivered solid results in [environmental stewardship](#), [social responsibility](#) and [strong governance](#). To drive continued excellence in these foundational areas, we follow a 10-year plan that ensures we review our ESG performance and implement improvement opportunities on a consistent schedule.



We released the 10th edition of our Code of Ethics in early 2023.



3.6 million acres of our timberlands were enrolled in formal conservation agreements in 2022.



We reduced our scope 1 & 2 greenhouse gas emissions by 5% in 2022 compared to our 2020 baseline.



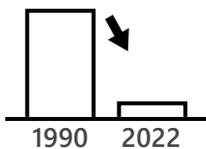
In 2023, Ethisphere named us one of the World's Most Ethical Companies for the 14th time.



In 2022, we gave \$5.6 million in charitable grants, sponsorships, matching gifts, in-kind donations and employee time and research support.



We set ambitious greenhouse gas reduction goals and aligned our energy strategy to meet these goals.



Our Recordable Incident Rate has dropped from 10 in 1990 to 1.68 in 2022, and we identified and corrected 248 hazards in 2022.



Our sustainability plan structures our work into two alternating phases — strategy reviews and ongoing improvements — which ensures we maintain continuous focus on our key ESG strategies and programs: Safety, community giving, talent management, company culture, and environmental impact and compliance.

The strategy reviews take place on a periodic basis and provide the time and direction for our teams to think holistically about larger process changes or other more substantial improvements necessary to continue delivering strong results. We assess ongoing improvements annually for each program area, and teams identify and implement any adjustments necessary to ensure our ESG foundation remains solid and continues to improve.

2.1 | Environmental Stewardship

Environmental stewardship is deeply rooted in our company and provides a strong foundation for our sustainability work. We take a long-term view in our decision making — for our company and for the ecosystems in our care. To ensure our forests remain healthy and productive for generations to come, we are dedicated to protecting and enhancing the many additional benefits they provide, such as clean water, clean air and wildlife habitat, while also leveraging ecosystem services to provide [climate solutions](#) — such as through mitigation banking and renewable energy development — that benefit society and our world as a whole.

We are also committed to minimizing the environmental footprint of our wood products manufacturing facilities, including reducing air emissions, limiting waste and maximizing wood recovery. These actions are smart for our business, good for the environment and essential to running our operations sustainably. We are proud of our excellent performance in environmental stewardship. We are also firmly committed to

finding innovative, meaningful ways to continually improve our practices through ongoing scientific research and cross-functional partnerships.

SUSTAINABLE FORESTRY

As one of the world's oldest and largest private timberland owners, we have been growing, harvesting and regrowing forests for more than a century. We have been proving forests can be managed sustainably for a very long time — ensuring our customers have access to a renewable supply of wood fiber while protecting the other important benefits forests provide.

Milestones throughout our history demonstrate not only that sustainability has been central to our business from the start, but also that our commitment has grown and deepened over time.

- **1922: Weyerhaeuser donated 5,000 acres of forest for Washington state reforestation experiments.**
- **1941: We established Clemons Tree Farm, the first certified tree farm in the United States, on 120,000 acres of harvested and fire-burned land in Washington state.**

- **1961:** We harvested our first crop of second-growth trees, establishing the pattern of harvest and restoration that has become the basis of our sustainable forestry practices.
- **2006:** We became one of the first companies to register our timberlands to be certified to the Sustainable Forestry Initiative® Forest Management Standard, a third-party sustainable forestry certification.
- **2020:** We launched our current sustainability strategy and 3 by 30 Sustainability Ambitions, which intensify our commitment to make meaningful progress helping solve three big challenges facing the world — the need to provide climate change solutions, provide more sustainable homes, and support thriving rural communities — by 2030.

Today, we continue to certify 100 percent of our forests to the SFI® Forest Management Standard. We plant around 130 to 150 million seedlings per year in our harvested sites, equivalent to almost four trees per second, and we are transparent about our [harvesting and planting metrics](#).

Biodiversity

Our forests are much more than timber: They are thriving, resilient ecosystems that we help steward. All the living things in a forest — from the mightiest trees to the tiniest microbes — interact with each other and with the soil, water and air to form complex ecosystems that support a wide range of plant and animal communities.

- The forests we manage host hundreds of native vertebrate species, including large mammals such as deer, elk, cougar, black

bear and bobcat, as well as a tremendous diversity of birds, reptiles, amphibians, insects, native fish and other aquatic species. Each of these species needs something different from their habitat, including different forest age classes and structures, and other important features such as healthy riparian areas. Since our millions of acres of timberlands contain a range of forest stand ages and structures, along with protected areas around streams and wetlands, our forests support a high level of native biodiversity.



How We Do It: Wildlife Habitat

A common misperception about managed forests is that they do not support diverse plant and animal communities — but the truth is, our forests are home to vibrant ecosystems throughout the United States and Canada. This “How We Do It” reference guide dives into the details of how we manage our forests for wildlife habitat.

To preserve and protect the ecosystem balance, we regularly conduct biodiversity assessments across our forests. These assessments, which include analyzing species occurrence data and monitoring for the presence of threatened or endangered species, guide and inform our implementation of habitat conservation and species management plans. These practices include leaving buffers along riparian areas, surveying sites for species occurrences prior to forest management activities, refraining from harvest during certain times and managing for specific habitats using prescribed burns or thinning harvests.

Conservation

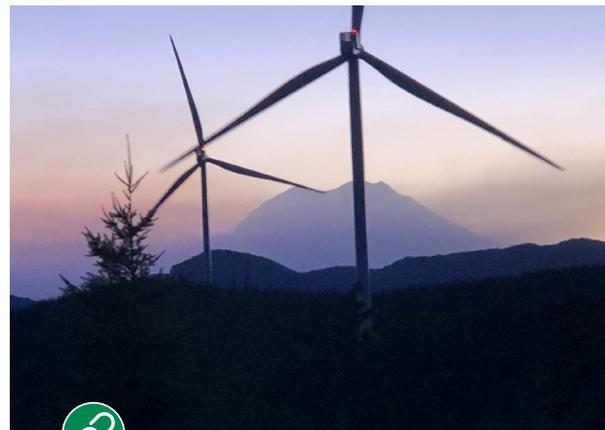
Ensuring our forests provide habitat features that help us manage for at-risk, sensitive or [threatened and endangered species](#) is a core component of our environmental stewardship. We create and preserve critical habitat through multiple programs, including conservation easements and agreements, [mitigation banking](#) and formal Habitat Conservation Plans (HCPs) and similar arrangements with the U.S. federal government.

Combined with our sustainable forest management practices, conservation easements and other local agreements can enhance the long-term stewardship and protection of wildlife habitat, biodiversity and recreational access.

These partnerships are made with a variety of groups and organizations, and they allow us to continue managing our forest resources, which helps protect the economic benefits of our working forests. Habitat Conservation Plans are administered under the U.S. Endangered Species Act and provide specific guidance on the protection and enhancement of habitats for threatened and endangered species. We currently

participate in HCPs and other conservation agreements in Alabama, Arkansas, Florida, Georgia, Louisiana, Maine, Mississippi, New Hampshire, North Carolina, Oklahoma, Oregon, South Carolina, Vermont and Washington state.

Authorized through the U.S. Clean Water Act, mitigation banking allows us to set aside certain areas of our timberlands to preserve, enhance or restore a wetland, stream or other habitat area to compensate for development by another entity in a similar nearby ecosystem. Mitigation banks are regulated and approved by the U.S. Army Corps of Engineers and a consortium of federal, state and local agencies. We currently operate 14 mitigation banks and projects, primarily in the U.S. South. Several other projects are in various stages of evaluation and development.



Natural Climate Solutions

Weyerhaeuser's scale, diversity of land base and in-house expertise put us in a unique position to provide environmental benefits and solutions that help address the impacts of climate change. Learn more about our renewable energy development, forest carbon, carbon capture and sequestration, mitigation banking and more.

In addition to managing our lands for conservation outcomes we may either sell or place a conservation easement on a special area, depending on the needs of the land or our conservation partner. We are proud to partner with government agencies and conservation groups to ensure positive conservation outcomes by identifying and preserving areas with exceptional historical, scenic, recreational, forestry or wildlife habitat attributes.

We have more than 3.6 million acres invested in these conservation programs across our [Northern](#), [Southern](#) and [Western Timberlands](#), and we are always looking for new opportunities and partnerships that have a beneficial impact on biodiversity and conservation.

Clean Water

Our forests are critical for providing clean water to communities in our watersheds. The trees, plants and soil absorb rain and snowmelt, filter it and then slowly release clean water into the many streams, rivers and groundwater systems



A Sustainable Cycle

We're always planning for the next generation — of our forests and our communities. Hear about how our people live out our sustainability strategy at Weyerhaeuser every day.

on our lands. From harvesting to road building, our sustainable forestry practices safeguard water quality by maintaining our forests' ability to capture and filter water — for people, fish and countless other organisms.

Our company's measurable impact on water use is limited to our wood products manufacturing sites and business offices because our forests rely on natural precipitation to grow. In our manufacturing sites, water is either recycled or treated on-site, evaporated while products are drying or delivered to a local, publicly owned treatment facility. Even with this [minor amount of water use](#) at our mills, we continue to stay focused on reducing water use wherever possible.

SUSTAINABLE MANUFACTURING

Wood is the ultimate green building material. It can be produced on an endlessly renewable cycle that both protects the environment and sustains rural communities. Its production consumes less energy, emits fewer greenhouse gases, releases fewer pollutants, stores more carbon and generates less water pollution compared with other building materials such as steel and concrete. It's also safe, durable and beautiful.

Making Better Energy Choices

We meet more than 70 percent of our manufacturing facilities' energy needs from [renewable biomass](#), using what would otherwise be wood waste, either from our forests or manufacturing operations, to create our own energy. This approach allows us to reduce our greenhouse gas emissions while also reducing our reliance on nonrenewable fossil fuels and purchased electricity.

In 2022, we continued our efforts to become a leader in energy independence and sustainable, cost-efficient operations. Each of our manufacturing sites now has a designated energy champion who is responsible for implementing tactical action plans to improve mill energy efficiency. We also integrated greenhouse gas considerations into our capital-planning processes to ensure all our capital projects are systematically considering their environmental impact and to strategically allocate capital toward reducing our carbon footprint.

These actions support our commitment to both the U.S. Department of Energy's [Better Plants program](#) to improve energy efficiency at our manufacturing facilities by 10 percent between 2020 and 2030, and our greenhouse gas reduction target to reduce our Scope 1 and 2 emissions by 42 percent within the same time period. We are well on our way to meeting these goals.

We also play a role in other renewable energy solutions. Our timberlands provide an important land base for renewable energy production, such as wind and solar power. And we supply other mills, companies and utilities with woody biomass used to produce renewable, carbon-neutral energy.

Decreasing Our Emissions

To address climate change, the business community must continue to reduce greenhouse gas emissions. As a company, we continually seek to decrease our contribution to greenhouse gas emissions and other pollutants, such as carbon monoxide and volatile organic compounds.

Between 2000 and 2020, we reduced our total greenhouse gas emissions by 57 percent — but we aren't stopping there. In 2021, we set new

greenhouse gas emission reduction targets that align with the need to limit global warming to 1.5 degrees Celsius. These ambitious targets include reducing our Scope 1 and 2 emissions by 42 percent and our Scope 3 emissions by 25 percent per unit of production by 2030.

To achieve these goals, we are laser-focused on realizing energy efficiency in our mills, increasing our use of renewable energy and working to decrease emissions associated with our timberlands operations. Additionally, we have made significant reductions in our emissions through targeted capital investments at several mills to implement cleaner-burning units, energy optimization and upgrades to emission control systems.



Supporting Our Customers' Sustainability Journeys

We provide tools for our customers to use as they improve the sustainability of their operations. Our software and site solutions help builders optimize material use, as well as reduce construction time, cost and waste.

Minimizing Waste

We strive to use as much of each log as possible and continually seek new outlets for our manufacturing byproducts and used equipment. On average, 95 percent of each log that enters our mills is turned into a useful product. The primary products we produce are solid lumber, wood panels and engineered wood products — our core product lines. Wood shavings, sawdust, chips and bark are sold or delivered to downstream customers who use them to make other useful and essential products. Toilet paper, diapers, paper, cartons, boxes, bags, landscaping mulch and wood pellets are just a few of the countless products made from our wood fiber and forest and mill byproducts.

We are always looking for ways to reduce the amount of overall waste we generate, including finding responsible methods for reuse and recycling. On average, we reuse, recycle or repurpose 99 percent of what could have been waste in our operations — the equivalent of more than 12 billion pounds of material each year that otherwise would have found its way to a landfill.

RESPONSIBLE PROCUREMENT

In 2022, we sourced 41 percent of the wood used to make our products from our own SFI-certified forests, about 15 percent from other certified landowners and the remaining amount from noncertified landowners — typically small, family-owned forests. Whether it comes from a certified forest or not, we ensure all the wood we use to make our products is from legal, noncontroversial and responsible sources.

Our approach to responsible sourcing is guided by our [Wood Procurement Policy](#) and our

certification to the SFI Fiber Sourcing Standard. Certification requires us to positively influence the forest practices of the landowners we buy logs from through actions such as requiring best management practices for protecting water quality and wildlife, requiring the use of trained loggers and sharing sustainable forestry information with landowners.

OUR CARBON STORY: REMOVALS & STORAGE

Sustainably managed forests are a critical part of climate change mitigation. As our millions of acres of forests grow, they absorb carbon dioxide from the atmosphere and store it in their trunks, limbs and roots, as well as in the soil. After our trees are harvested and made into long-lived wood products, much of that carbon remains



Weyerhaeuser's Carbon Record

In 2022, our carbon removals totaled 31 million mtCO₂e, our total emissions were 10.1 million mtCO₂e, and our forests stored between 2.3 billion and 3.6 billion mtCO₂e. Learn more and dig into our methodology by reading the full accounting on our website.

stored for the life of those products. After harvest, we regrow the forest by planting trees or letting young seedlings naturally grow, and these trees immediately begin absorbing more CO₂ from the atmosphere. When those trees are ready to be harvested, the next round of wood products will store more carbon yet again, and then we'll reforest the area — all part of an amazing renewable and sustainable cycle.

Our managed forests mature quickly and are often able to sequester more carbon than unmanaged forests through faster, continuous rotations, all while maintaining the vast pool of carbon in the forest soil.

When we turn logs into wood products and those wood products are used to create buildings, that carbon is locked into the product for the life of the building. And in addition to storing carbon, using wood for construction has the added benefit of requiring less energy to produce than other nonrenewable building materials, such as steel and concrete, ultimately resulting in fewer greenhouse gas emissions. Our *Carbon Record* provides a detailed accounting of the carbon that is sequestered by the forests we manage and stored in the wood products we make.

2.2 | Social Responsibility

Throughout our long history, social responsibility has been an integral part of how we do business. To thrive for another 100 years, we continue to focus on positively impacting our people and our communities.

For us, this commitment means doing everything we can to create a safe, inclusive work environment where employees are excited and proud to spend their whole careers. It also means investing time and money to support the communities where we operate so they are vibrant, prosperous places to live and work.

SAFETY

Our safety value is rooted in our conviction that all safety incidents are preventable and that operating injury-free is possible. Safety is a fundamental part of Weyerhaeuser culture and is truly at the core of everything we do.

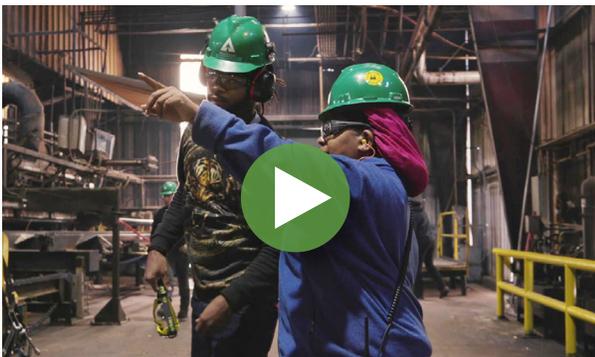


Deepening Our Impact Through Forest Carbon

We recently completed a third-party audit and are working on registering our first Improved Forest Management carbon project with the American Carbon Registry. Covering approximately 50,000 acres in Maine, the Kibby Skinner IFM Project demonstrates our commitment that all credits offered will adhere to the highest standards; generate real, additional carbon absorbed and stored in project areas; and provide measurable climate benefits as companies work to achieve their own net-zero commitments. Learn more on our website.

Because the work we do involves risk, all our facilities and operations use proven tools and systems to identify hazards, assess and control risk, learn from incidents when they do occur and inspire our people to make the safe choice — every task, every time.

We use a common set of simple, proven tools to manage safety effectively. We focus on eliminating our highest risks through preventive safety measures such as hazard identification and elimination, and proactively sharing key learnings and critical actions across our organization. Our Recordable Incident Rate (the number of Occupational Safety and Health Administration-defined recordable injuries and illnesses that occur in 100 workers working in one year) dropped from over 10 in 1990 to 1.68 in 2022, and we identified and corrected 248 hazards in 2022. Any injury is one too many, but we are encouraged by the progress we have made to mitigate our highest-risk areas and reduce the number and severity of injuries our people experience at work.



Safety Is The Most Important Thing We Do

Everyone at our company shares responsibility and accountability for safety. Listen to employees describe how they live our safety value every day.

CONTRACTOR SAFETY

The nature of our business often requires us to use contractors to complete various types of work, and we understand the importance of a safe partnership. We have long required the companies we work with to have effective safety programs in place, and we choose to work with contractors whose safety programs meet or exceed our contractual requirements.

We take a collaborative, values-based approach guided by our safety vision with an emphasis on encouraging preventive behaviors and managing high-risk areas and tasks. Our approach includes:

- **Contractor-developed risk-based safety plans that focus on recognizing and mitigating serious hazards.**
- **Paired leadership visits during which our leaders join contractors on job sites to observe their crews in action and talk about shared values, strengths and opportunities for improvement.**

DEVELOPING OUR PEOPLE

Our employees want to work for a company that cares about their professional growth, and we want people on our team who, when given equitable opportunities to do so, strive to continually learn and grow throughout their careers.

Our employee development program has a three-pronged approach: Formal training and education opportunities, relationship building, and growing on-the-job competencies. We recognize that professional growth is not one-size-fits-all and

therefore have a strong focus on individual development planning — in 2022, more than 90 percent of our salaried employees updated their career growth plans. These plans empower employees to identify the leadership and business skills they need to grow, whether that means excelling at their current role or moving into a new opportunity.

Employees work with their managers to identify the right mix of training, education, relationship building and on-the-job skill building that will help them meet their professional-growth goals. In 2022, we expanded our online career planning toolkit for both employees and managers to help drive more meaningful and constructive career-coaching conversations.

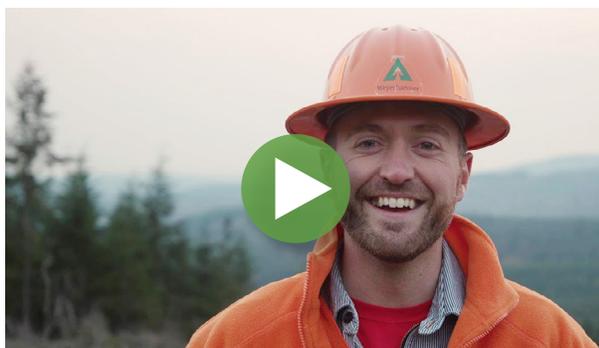
We have also been sharpening and expanding our formal training and education opportunities. We offer three leadership development programs, one for each level of leadership: Front-line, midlevel and executive. In 2022, about 275 leaders participated. We have increased our suite of on-demand virtual-online learning opportunities

as well, and in 2022 our employees collectively logged almost 38,000 hours of training in our online learning management system, which tracks online, virtual and classroom courses delivered.

BUILDING AN INCLUSIVE CULTURE

Inclusion is a core value at Weyerhaeuser, and we believe our diversity, equity and inclusion work is critical for our company and our society. We are taking action to increase diversity at all levels of our company, create a truly inclusive environment, and preserve and promote equity within our operations and in our communities.

To help guide this work, we have a dedicated DE&I director and an Inclusion Council of 25 diverse employees from all corners of our company who share their ideas about how we can accelerate our progress and help us implement our strategies. With their input, we set annual action targets to drive improvement in three key areas: Leadership, people and culture.



Developing Great People

Hear from employees about what it's like to work at Weyerhaeuser and the support we provide for their careers.



Creating A Stronger Company

Hear from employees about how diversity, equity and inclusion make us a better workplace and a stronger company.

We then monitor how well those actions drive improvement over time as we seek to achieve and maintain appropriate representation at all levels of our company, and to ensure our workplace is inclusive for all demographic groups.

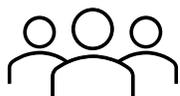
In 2022, we made significant progress against our annual targets, which included educating our top leaders about inclusive leadership, expanding our online DE&I training options for all employees, increasing diversity on our hiring teams, expanding our slate of employee resource groups, promoting awareness and education through regular companywide stories and employee testimonials, and donating more than \$250,000 to organizations supporting diversity, equity and inclusion in our operating communities.

In our 2022 feedback survey of all employees, 82 percent agreed that their work environment is inclusive, and our overall score for all inclusion questions was 81 percent. Both scores improved by 2 percent compared to our results in 2020, driven largely by increased scores from women and people of color.

SUPPORTING OUR COMMUNITIES

We operate in rural communities across Canada and the United States, and we are proud to give our time and money to help ensure they are thriving places to live and work. In 2022, we provided \$5.6 million in charitable grants, in-kind donations and sponsorships in our communities, and our employees completed 902 volunteer activities and volunteered more than 14,600 hours of their time to causes they care about.

Through our companywide employee giving portal, Tree-Mendous Matching Gifts, we provide an easy way for all employees to donate to their favorite charities using payroll deduction. Since 2022, we match up to \$1,500 per employee per year, and in 2022, we matched \$369,000 in employee donations to amplify support for nonprofit organizations in our communities.



32% of our top leadership team (SVPs and VPs) are women



44% of our board of directors are women



2 of our 4 board committees are chaired by women



500+ of our leaders completed inclusive leadership training in 2022



We offer 30+ diversity, equity and inclusion training courses to all employees



82% of our employees agree their work environment is inclusive

2.3 | Strong Governance

We manage one of the most sustainable, versatile resources on Earth, and we are experts at using trees to make products people need. That is why it is so important we carry out our work the right way — ethically and sustainably — so our forests last forever, our mills continue operating and supporting our local communities, and our company endures for another 100 years and beyond.

We follow sound corporate governance practices and adhere to robust compliance processes that are integrated into all our decision-making — ensuring we can operate sustainably and deliver shareholder value over the long term. By upholding integrity as a core value, reducing risk throughout our supply chain and maintaining proactive board oversight, we ensure our ability to deliver value for investors, customers, employees and the communities where we live and work.

BOARD OVERSIGHT & CORPORATE GOVERNANCE

Our sustainability strategy is set by our senior leadership team and supported by cross-functional staff and business leaders who identify opportunities, risks and external trends and provide recommendations to ensure optimal performance. Our board of directors — and specifically our governance and corporate responsibility committee — provides additional oversight and direction on our sustainability strategy, including matters relating to climate change, and annually reviews our performance and progress toward our many rigorous and measurable goals. The committee also provides

oversight on environmental and safety matters, ethics and business conduct, political activities and human resources practices. Based on guidance from this committee, our senior management team is accountable for the implementation of our sustainability strategy.

We also complete an annual sustainability significance assessment, performance review and trend analysis, which are reviewed by our board of directors and senior management team.

Our corporate governance practices and policies promote the long-term interests of our shareholders, strengthen the accountability of our board of directors and management, and help build public trust in our company. Our governance framework is built on a foundation of written policies and guidelines, which we review and update on a continual basis to reflect best practices and feedback from our shareholders and other stakeholders. Our corporate governance practices align with the principles set out in the corporate governance framework established by the Investor Stewardship Group for U.S.-listed companies.

Some highlights of our corporate governance practices:

- **Nine of the 10 directors on our board are independent, all directors are elected annually, and the board chair and CEO roles are separate.**
- **We have a robust shareholder engagement process and a shareholder proxy access bylaw provision, and our shareholders have the right to call special meetings under specified circumstances.**

- **We have clear requirements on executive and director stock ownership, as well as a prohibition on hedging or pledging company stock.**

LEADING WITH INTEGRITY

Integrity is a core value at Weyerhaeuser and a critical part of our company vision. We have a strong, long-standing culture of ethics, and over our history we have earned a reputation for conducting business honestly, fairly and with integrity. In 2023, we celebrated our 14th recognition as one of the World’s Most Ethical Companies® by Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices. This honor acknowledges our deeply rooted culture of integrity and compliance at every level.

Our Ethics and Business Conduct program includes our long-established Code of Ethics, consistent ethics training for employees, confidential resources to report ethics concerns or questions, and clear expectations for suppliers.

WE REGULARLY REVIEW AND REVISE OUR CODE OF ETHICS

First established in 1976, our Code of Ethics clearly outlines our expectations for ethical business conduct at Weyerhaeuser. Our Code of Ethics is a resource for all employees and board members on ethical decision-making and provides guidance on topics such as conflicts of interest, antitrust and competition laws, international business conduct, preventing harassment and discrimination, human rights, health and safety, and much more. We periodically update our code to reflect changes in laws, company policies or best practices.

On March 23, 2023, Weyerhaeuser adopted the 10th edition of its Code of Ethics (also available in Spanish and Japanese translations). This new edition amends some definitions in accordance with relevant laws, aligns with new regulations and best practices as well as updated internal policies, improves the structure and accessibility of the document, and reflects a general overall update to various code provisions.

WE CONDUCT RECURRING ETHICS TRAINING

We provide comprehensive ethics training to all employees on a regular basis, and we also ensure employees in key roles complete a certificate of compliance. We periodically update our ethics and compliance training modules and annually refresh our enterprise risk assessment. We always encourage our employees to ask before they act if the path forward is not clear.

WE ENCOURAGE PEOPLE TO REPORT ETHICAL CONCERNS

Employees, officers and directors share responsibility to ensure Weyerhaeuser acts ethically in everything we do. We maintain a speak-up culture and expect all employees to promptly report any conduct inconsistent with our Code of Ethics, company policies or the law, and voice concerns or ask questions about potential ethics violations. We maintain an ethics hotline and an online submission portal where anyone can submit anonymous questions or concerns.

In 2022, our ethics and compliance team and legal investigation program received 166 submissions. Of these, 24 percent were found substantiated or partially substantiated, and 8 percent were questions that did not require investigation. Most of the submissions (67 percent) were related

to employment, with the remainder related to business integrity, health and safety, and other general questions or concerns.

SUPPLY CHAIN EXPECTATIONS

We use a variety of processes to ensure both our company and our supply chain are managed ethically. We expect our suppliers to provide a safe work environment and follow all applicable environmental and health and safety laws, and our standard terms of purchase require legal compliance. Our Human Rights Policy, guided by the United Nations' Universal Declaration of Human Rights, includes our commitment to respecting human rights in both our company and

our supply chain. A supplier's failure to comply with these and other expectations could result in termination of the supplier relationship.

In addition, our Wood Procurement Policy outlines our expectations that we and our suppliers comply with the law and do not cause or encourage destruction of forest areas at risk of loss from unsustainable forest management practices. All our manufacturing facilities are certified to the Sustainable Forestry Initiative Fiber Sourcing or Certified Sourcing standards, which require us to conduct risk assessments to avoid controversial sources of wood fiber and implement an effective risk mitigation program if the potential use of controversial sources is identified.



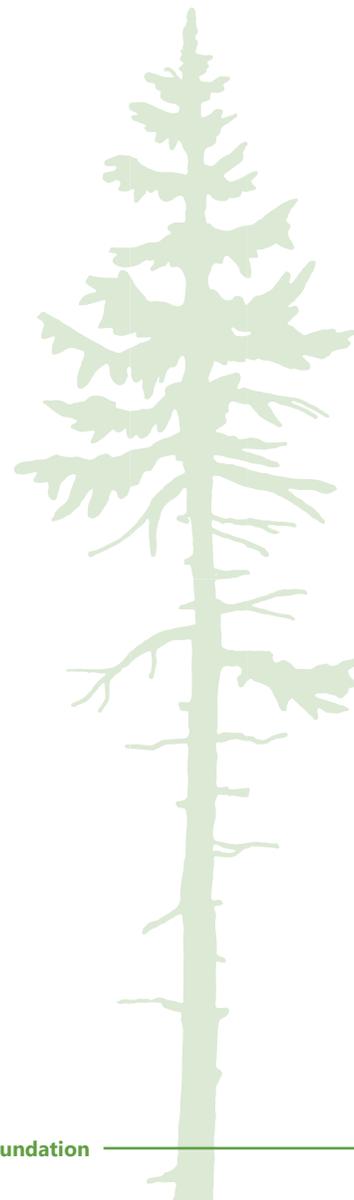
Sustainability In Action

 **Learn More About How We Uphold Our Safety Value**

 **Transforming 11 Acres in Oregon for Critical Fish Habitat**

 **Partnership with North Carolina Coastal Land Trust has Protected 6,700 Acres and Counting**

 **Forest Management Agreement Renewals Set the Stage for Decades of Sustainable Forestry in Alberta**

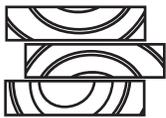


3 | Improving Business Alignment

Key Highlights

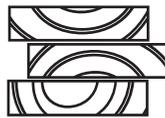
Further integrating sustainability into our business planning and everyday operations is a key portion of our strategy. This process increases visibility into how our business goals and commitments impact sustainability outcomes, and it allows teams across our company to see and celebrate their sustainability wins.

From more effectively considering sustainability outcomes during annual business planning to connecting sustainability performance to daily work, we have introduced several innovative approaches to embed sustainability deeply within our business processes. Our goal is to ensure that sustainability isn't considered in addition to business goals and metrics, but is instead fully integrated into how we plan for, execute and evaluate our overall company performance.



Wood Products

identified six environmental stewardship focus areas and five social responsibility focus areas.



Wood Products

integrated greenhouse gas considerations into its capital-planning process.



Timberlands

reviewed its annual business plans and integrated key sustainability themes.



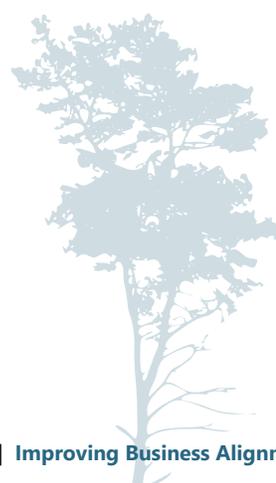
Corporate Development

implemented ESG screening criteria for new projects and partnerships.



Corporate Development

identified seven environmental stewardship focus areas, three social responsibility focus areas and three governance focus areas.



Screening New Projects For ESG Values

To ensure we are partnering with responsible companies and organizations, our Corporate Development business added ESG screening criteria to the evaluation process for new projects. Any new partner must have a proven history of environmental compliance and operate safely and ethically, among other things. The ESG criteria also make sure we evaluate the environmental and social needs of the communities impacted by a proposed project.

3.1 | Sustainability Integration Wins

In 2022, all our businesses integrated sustainability into their business plans and identified key sustainability impact areas. Our goal was to highlight alignment between our sustainability performance and existing business practices while also increasing awareness of the key sustainability performance levers for each business.

Our Wood Products business identified 11 focus areas related to our sustainability performance — including improving energy efficiency and reliability, employee growth and development, and safety and risk reduction — and will be implementing measurement and reporting processes over the next 12 months. As part of this work, the business joined the U.S. Department of Energy’s Better Plants program and committed to reducing our energy use by 10 percent by 2030. We also developed a brochure to show our customers how our products can help them reach their sustainability goals.

Our Timberlands teams identified their key sustainability impact areas, including safety, decreasing greenhouse gas emissions, ensuring efficient roadbuilding and log transportation,

supporting diversity, increasing volunteer engagement and maintaining SFI certification.

In 2023, Timberlands is crafting success metrics to drive action in each of these areas. In addition, they adjusted their operations to meet the requirements of the updated 2022 SFI Forest Management Standard, which includes new requirements around protecting water quantity, climate-smart forestry, promoting wildfire resiliency and engaging with Indigenous Peoples and communities.



Capital Planning & Greenhouse Gas Accounting

In 2022, our Wood Products business adjusted its capital-planning process to ensure sustainability measures, such as reducing greenhouse gas emissions and improving energy efficiency, are considered alongside other business considerations, such as cost and timeline. This integration ensures that sustainability is a key driver for decisions about capital funding allocation.

Our Corporate Development, Real Estate and Natural Resources organization identified ways in which different aspects of its business can improve sustainability outcomes. Focus areas include strengthening land conservation, integrating resource-protection design principles into real estate development, and incorporating climate risk into its business model. In addition, a key focus area for this business in 2023 will be developing forest carbon and renewable energy projects as well as other nature-based climate solutions. For example, we are working on registering our first carbon credit project in Maine with the American Carbon Registry, and in mid-2023 we formalized a partnership with Carbon Direct to provide scientific review of our carbon credits, helping to ensure that our credits offer real, additional carbon stored in project areas.

EMPOWERING EMPLOYEES TO TELL OUR SUSTAINABILITY STORY

Sustainability is not only a core value but also a source of pride for Weyerhaeuser employees. Many employees choose to work at Weyerhaeuser because of our deep connection to and practice of sustainability. Our newly launched communications tools are designed to reach employees across the company, educating them about the nuances and importance of sustainability while also connecting their daily work to our positive impact.

“SUSTAINABILITY LIVE!”

Our “Sustainability Live!” meeting series brings a diverse array of sustainability topics to all employees through live presentations and video recordings. Employees directly suggest rotating

topics, and each session features experts from across the company who share how their work intersects with our sustainability performance and answer questions from the audience. We launched the series in 2021, and at the close of 2022 we completed our 18th episode, with topics ranging from our sustainable harvest rate and how we plant trees, to our board governance and our internal leadership development programs.

SUSTAINABILITY STATEMENTS

In 2022, we produced sustainability impact statements for each line of business and site that succinctly shared key information, such as local charitable giving, employee volunteering, energy use, greenhouse gas emissions and critical safety information. Other stats that are specific to the business include carbon stored in our forests, carbon stored in wood products produced and water used. Managers share this information with their teams, and employees can then share it with their stakeholders and communities to reinforce and highlight the positive results of our efforts.



Sustainability In Action



How We Do It: Energy Efficiency in Our Wood Products Business



Our Focus on Business Alignment Ensures that Sustainability is Woven into Every Role at Weyerhaeuser



4 | Demonstrating Our Positive Impact

Key Highlights

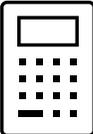
We know that individuals and communities expect companies to help solve some of the world’s toughest and most pressing challenges. We couldn’t agree more. Our 3 by 30 Sustainability Ambitions focus on three areas where we play an important role and have committed to making a meaningful difference by 2030: Contributing to climate change solutions, helping provide sustainable homes and supporting rural communities. We know we can’t solve these challenges alone, but we also know our vast forests, land and the essential products we make put us in a unique position to have a tangible and lasting positive impact.

The first phase of our 3 by 30 Ambitions launched in 2020 and concluded in 2022. During this phase, we focused on defining what success looks like, exploring and developing new relationships and key partnerships, and piloting and testing initial ideas and actions.

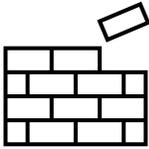
CLIMATE SOLUTIONS



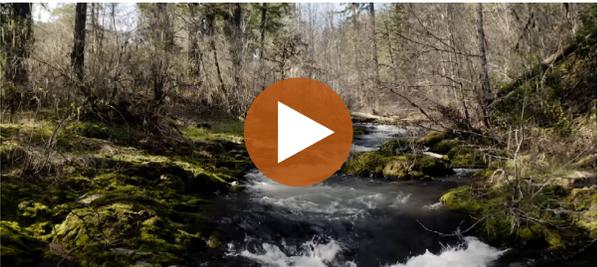
Implemented industry-leading carbon-accounting practices by publishing our award-winning *Carbon Record*.



Influenced key carbon-accounting standards to ensure proper recognition of working forests and wood products.



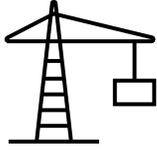
Ensured we are well prepared to adapt and respond to risks and opportunities posed by climate change.



Making A Positive Impact By 2030

Learn about the power of our 3 by 30 Sustainability Ambitions from our employees as they share the positive impacts of Weyerhaeuser’s work.

SUSTAINABLE HOMES



Supported mass timber and wood innovation projects.



Developed a partnership with Operation Tiny Home.



Leveraged relationships with global organizations such as the World Economic Forum to increase acceptance of wood-based solutions.

RURAL COMMUNITIES



Launched a Tree Equity analysis focused on rural and smaller urban communities through an expanded engagement with American Forests.



Expanded our partnership with Habitat for Humanity International.



Developed a comprehensive giving, advocacy and engagement strategy for rural communities.

4.1 | Climate Change Solutions

As the steward of millions of acres of sustainably managed forests in the United States and Canada, and one of the largest producers of wood products in the world, we believe we are uniquely positioned to be part of the solution to the global challenge of climate change — and to help address the risks this crisis poses to our people, our operations and the communities where we live and work.

Our role in addressing climate change is multifaceted, starting with drastically reducing our CO₂ emissions and producing low-carbon energy sources and materials. But our most significant contribution comes through providing immediate and long-term solutions to remove CO₂ from the atmosphere. As they grow, all the trees in our millions of acres of forests naturally sequester CO₂ and store it in their wood as solid carbon. Every wood product we produce, or that our customers make from our logs, then stores much of that carbon for the life of the homes and buildings those finished products are used to build.

After harvest, we replant new trees (or in some situations, we make sure the forest is regenerated naturally) to begin the cycle again. Every year, our growing landscape of trees absorbs more carbon than we harvest. It's part of a continuous and ever-increasing equation of carbon sequestration and storage on the landscape and in our products, and it makes working forests a [powerful, far-reaching and cost-effective tool](#) to help limit the concentration of CO₂ in the atmosphere.

As one of the world's largest private forest landowners, we recognize our added responsibility to manage our forests well in the face of climate change, and we work to ensure they stay healthy and productive and continue to act as a [natural climate solution](#). We also know that climate change is projected to [more severely affect communities that are already vulnerable](#), and we are committed to leveraging our sustainable working forests and our influence as a company to deliver equitable, climate-smart solutions that benefit everyone.

OUR PHASE 1 ACCOMPLISHMENTS: 2020 – 2022

The first phase of our work focused on laying the groundwork for meaningful progress toward our 10-year goals. We accomplished over 90 percent of the action items we set out to achieve in this phase and rolled the remaining actions into the second phase.

We are proud to have:

Implemented industry-leading carbon-accounting practices documented in our award-winning *Carbon Record*.

- We drove alignment within the forest sector by calculating and disclosing [the net change in carbon stored in our forests and sourcing regions and the carbon in our wood products](#). We demonstrated that our company is significantly carbon negative.
- We set an ambitious greenhouse gas reduction target that was approved by the Science Based Targets initiative as in line with limiting warming to 1.5 degrees C, and we expanded our greenhouse gas inventory to include Scope 3 (value chain) emissions.
- We completed the first external assurance of our Scope 1 and 2 greenhouse gas emissions inventory and data.



Climate Change Solutions: Working Forests And Wood Products

Learn about the climate benefits of sustainably managed working forests and wood products.

Participated in the development of key carbon-accounting standards to ensure proper recognition of working forests and wood products.

- We secured a key seat at the table in the technical working group responsible for drafting the Greenhouse Gas Protocol on Land Sector and Removals Guidance. We piloted the guidance and have collaborated closely with other sector leaders to identify opportunities to improve the guidance and confirm the role of forest-based solutions, including in both the forest and wood products.
- We participated in the World Business Council for Sustainable Development’s Forest Sector Net-Zero Roadmap, which received global recognition at [COP26](#).
- We helped launch the Forest to Frame Carbon Alliance, a sector-wide initiative to build transparency and credibility in forests and wood products.

Ensured Weyerhaeuser is well prepared to adapt and respond to the expected impacts from climate change.

- We identified climate-related risks and opportunities and prepared our first, now annual, disclosure about [our alignment with the Task Force on Climate-Related Financial Disclosures](#).
- We launched our Natural Climate Solutions business, a clear example of strong alignment with Weyerhaeuser’s business strategy. While the NCS business moves closer to registering our first carbon credit

project on our lands in Maine, we will work to maintain and build the credibility of forest carbon credits as a key part of achieving net-zero standards and climate goals.

- We developed a comprehensive climate science prospectus within our Timberlands Strategy and Technology organization and are integrating key activities to prepare for current and future climate-related business disruptors.
- We actively participated in the process to update SFI standards, which added climate considerations to the SFI Forest Management standard, ensuring the new standard is responding to the increasing threat posed by climate change.

LOOKING AHEAD TO PHASE 2: 2023 – 2025

During the second phase of work on our 3 by 30 climate solutions ambition, we are focusing on two key areas:

Improving the understanding of working forests and wood products as a climate solution.

For working forests and wood products to effectively contribute to climate change mitigation, we need broader public awareness and understanding of their unique benefits as a mechanism for carbon sequestration, carbon storage and climate resiliency.



We have three key objectives:

- **Prove that working forests and wood products are critical to fulfilling net-zero targets.**
Actions include: *annual progress toward achieving greenhouse gas reduction targets, continued engagement with the development of carbon accounting standards and co-leading the second phase of the World Business Council for Sustainable Development's Forest Sector Net-Zero Roadmap.*
- **Provide natural climate solutions.**
Actions include: *growing our Natural Climate Solutions business, including supporting the development of forest carbon projects, carbon capture and sequestration, renewable energy installations and mitigation banking.*
- **Position working forests and wood products as contributors to climate change solutions.**
Actions include: *representing the forest sector in global climate coalitions and advocating to incorporate working forests and wood products into policy and law as climate solutions.*

Demonstrating that working forests are climate resilient.

Forests are complex ecosystems, and the potential impacts of climate change on forest health and productivity are constantly evolving. Understanding climate-related risks and opportunities and incorporating them into our business decisions will be vital to ensuring our working forests remain a climate solution for generations to come.

Actions include: *ensuring the trees we grow are adapted to a changing climate, developing climate-smart decision tools, preparing our forest infrastructure for climate-related events and deploying climate-informed disaster response plans.*

4.2 | Sustainable Homes For Everyone

We believe that by working with partners and applying our deep industry and supply chain expertise, we can significantly increase the overall availability of quality, sustainable housing — faster, more efficiently and at a scale to make a real difference for communities of all sizes across North America. And we see two areas, in particular, where we can have an important role in accelerating the volume, sustainability and diversity of housing on the market.

The first involves supporting innovation in the wood products industry to greatly increase the capacity of wood-based buildings through improved construction methods and updated building codes that would allow wood construction in mid-rise buildings of five to 10-plus stories. The second involves supporting the development of off-site construction and nontraditional housing options — from accessory dwelling units to tiny homes and other detached structures — to provide flexible, efficient alternatives for creating new homes through wood-based construction.

To get there, we need to ensure enough options are available to meet various income levels and suit different geographies. We also need to improve the overall understanding and acceptance of wood as the most sustainable, versatile and cost-effective building material.



We see a double win in achieving these goals: More wood construction increases housing opportunities while simultaneously decreasing our planet's dependence on building materials such as concrete and steel that rely on large amounts of fossil fuels in their production and use, and [have much higher environmental impacts than wood](#).

OUR PHASE 1 ACCOMPLISHMENTS: 2020 – 2022

During the first phase of work on our 3 by 30 sustainable homes ambition, we accomplished more than 80 percent of the actions we set out to achieve. Any items not accomplished in the first phase were rolled into the second phase or set aside in favor of more effective tactics. For example, we learned that increasing construction efficiency and expanding options for unconventional housing are highly interconnected, and we have adjusted the action items in our second phase accordingly.

We are proud to have:

Partnered with and supported organizations to drive research and develop solutions for improved construction efficiency and increase available wood-based housing options.

- In 2018, the International Code Council developed code provisions for mass timber construction projects up to 18 stories; these provisions were added to the 2021 International Building Code. Part of our ongoing activity includes working to get the IBC's code adopted throughout the United States. Our team is working with partners and associations at the state level

to build acceptance of mass timber, position innovative wood building materials as a low-carbon option and encourage states to expand mass timber promotion and construction projects.

- In 2020, we awarded a grant to the University of Arkansas' Fay Jones School of Architecture and Design for a research project and design studio called "Wood City: Timberizing the City's Building Blocks." The project received a [2021 Green Good Design Award](#).
- Building on this success, in 2021 we funded a second design research project, "A Just Home for the Arkansas Timberlands." Together, these projects have helped amplify the school's emphasis on timber and wood products, as well as affordable housing. Both projects have since been expanded into additional work with new partners interested in using mass timber for affordable housing and also in rural, forest-centered communities.
- We supported mass timber and wood innovation projects conducted by Clemson University's Wood Utilization + Design Institute.
- In 2020, we became a founding partner of Ivory Innovations. To develop solutions for the housing affordability crisis, Ivory Innovations brings public and private organizations together to support and promote innovations in the fields of policy, regulatory, finance, construction and design. Weyerhaeuser's support funds research and an annual award that recognizes innovative methods of engaging university students to address the housing affordability crisis.

- In 2021, we were the lead sponsor for Operation Tiny Home’s Alpha House, a prototype for a small home built in part from our products, which was then donated to Mattersville, a community supporting veteran housing.

Leveraged our relationships with global organizations to increase acceptance of wood-based solutions to both the housing and climate crises.

- From 2021 to 2023, we sponsored the International Mass Timber Report, which informs the [International Mass Timber Conference](#), the world’s largest gathering of mass timber experts. We participated in panels and other discussions at the conference to both learn and share information.
- We leveraged our 2021 participation in the National Association of Home Builders’ International Builders’ Show to highlight our sustainability ambitions and engage our supply chain and customers in a discussion related to our 3 by 30 goals and the role of wood products in expanding housing options.
- In 2021, we joined the World Economic Forum’s Sustainable Mass Timber Action Committee, a group of civil society and business leaders focused on moving sustainable mass timber from a niche opportunity to a mainstream option and developing tools to expand the use of mass timber. As part of this committee, we participated in a virtual panel on the future of this green building material.

Identified legislative priorities that include advancing markets for wood products and mass timber.

- In 2021, our government relations team worked with our business leaders to identify innovative wood building materials and mass timber building-code adoption as top priorities in our legislative action plans.



Building Green With Wood

We put together a comprehensive resource to educate builders about the sustainability advantages gained by building with wood. Our products are eligible for credits under major green-building standards, such as LEED®, Green Globes® and the National Green Building Standard™. Our website contains information on sustainable standards and responsible fiber procurement, along with product stewardship and safety data sheets.



LOOKING AHEAD TO PHASE 2: 2023 – 2025

As we move into the second phase of our 3 by 30 sustainable homes ambition, we are focusing our work in two key areas:

Supporting innovation and development of wood-based construction methods to replace less sustainable, nonrenewable materials.

Through updated building codes, techniques and material innovation, we see an opportunity to create more housing units on the same land by expanding the use of wood in taller buildings.

Actions include: *policy work focused on advancing supportive legislation, sponsorship of wood-based design competitions, and support and sponsorship of wood-based and mass timber education events.*

Increasing available housing options by supporting innovations to improve building speed and efficiency, as well as high-quality alternative and unconventional home-building efforts.

By improving supply chain efficiency and reducing building cycle time and waste, we see opportunities to enable the development of more houses with the same labor, time and money. By lending our resources to key partners focused on nontraditional home-building initiatives, we also see an opportunity to create more homes — of all shapes and sizes, and for all income levels — in our operational areas and key markets. Some key partnerships established in Phase 1 will continue, but the nature of our work will evolve and we will continue to be open to new partnerships.

Actions include: *Supporting advocacy activities focused on affordable housing with Habitat for Humanity International, working with the Bipartisan Policy Center's Executive Council for Housing Affordability, supporting programs focused on developing or increasing access to high-quality alternative or unconventional housing, and supporting industry events to educate housing designers and contractors on improving construction speed and efficiency.*



4.3 | Thriving Rural Communities

As a company with operations in many rural areas, we already play a significant role by providing family-wage jobs with opportunity for growth, a stable tax base, recreational access to our land and [philanthropic support to local organizations](#). Our employees are also extremely active volunteers for causes they care about, and many are engaged in civic leadership or are otherwise part of the fabric of these communities.

At the same time, we are acutely aware of the challenges these communities face, and we are motivated to help ensure they remain great places to live, work and do business for decades to come.

We believe permanent and successful solutions will require a combination of national attention, resources and leadership, combined with grassroots organization and engagement. Nobody is better equipped to chart a future for a community than the people living and working there every day, and we intend to leverage our resources and experience to participate in initiatives that support their priorities.

OUR PHASE 1 ACCOMPLISHMENTS: 2020 – 2022

During the first phase of work on our 3 by 30 rural communities ambition, we accomplished 70 percent of the actions we set out to achieve. Any items not accomplished in the first phase were rolled into the second phase or set aside in favor of more effective tactics.

We are proud to have:

Completed an in-depth evaluation of our rural communities' landscape to determine strengths and opportunities.

- In 2022, we conducted an analysis by reviewing data, holding focus groups and benchmarking best practices to uncover common themes and distinct needs in our rural operating areas.

Developed a comprehensive giving, advocacy and engagement strategy for our rural communities.

- In 2021, we rolled out an annual education session with our regional, employee-led Giving Fund advisory committees to ensure they have the tools and resources they need to effectively make local giving decisions.
- We also established an internal taskforce to create key priorities for supporting our rural communities, with participation from all businesses, local leadership and corporate functions.

Launched our engagement with American Forests' Tree Equity program.

- In 2021, we built on our partnership with American Forests to develop tree planting and workforce development pilot programs in three of our rural or smaller urban communities. We held a planting event in Ruston, Louisiana, in conjunction with Louisiana Tech and a local urban forestry organization, and we supported the creation of a new curriculum focused on

green careers and urban forestry that has participation from 200 students at Ruston High School.

- We also worked with American Forests to bring its [Tree Equity Score Analyzer](#) to smaller urban and rural areas. American Forests is in the process of launching the beta Tree Equity Score Analyzer application in Ruston and will use it to calculate the impact from the planting event to demonstrate the tool's applicability in other rural and small urban areas.

Expanded our partnership with Habitat for Humanity International.

- We expanded our partnership with Habitat for Humanity International to support local housing builds in or near our communities. Eight builds were completed in 2022, and additional builds will take place in 2023.
- We participated in Habitat on the Hill advocacy for rural communities through our enhanced Habitat for Humanity partnership.

LOOKING AHEAD TO PHASE 2: 2023 – 2025

As we move into the second phase of our 3 by 30 rural communities ambition, we are focusing our work in two key areas:

Investing targeted resources to ensure our rural communities are healthy and resilient.

While we already have a robust corporate giving program that directly benefits our communities,

we know we can do more to funnel our resources to the highest-priority issues in the areas where we operate. Additional information on this focus area will be announced in late 2023.

Leveraging our scale, voice and influence to help solve critical rural challenges through advocacy efforts.

By partnering with government agencies, other companies, nonprofits and community leaders, we can amplify the needs of rural communities and ensure resources are directed toward the highest-impact areas.

Actions include: *building broad support for our partner organizations, continuing to advocate for investment in broadband expansion, supporting our partner organizations' state and federal funding requests, and aligning industry peers and trade associations on workforce development issues.*



Weyerhaeuser And American Forests Kick Off Tree Equity Partnership

Weyerhaeuser and American Forests celebrated our new partnership with tree-planting events in Ruston, Louisiana, and Tacoma, Washington.

There's So Much More

We have been reporting on sustainability for over 20 years, and this highlight report represents only a fraction of our disclosures. We invite you to explore the full story and suite of resources on our website:



[Data & GRI Index](#)



[Carbon Record](#)



[Sustainability Stories Blog](#)



[GRI Alignment Table Data](#)



[Taskforce for Climate-Related Financial Disclosure](#)



[Sustainable Development Goals](#)



[Sustainability Accounting Standards Board](#)



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