

A lush forest scene with a fast-flowing river and a mossy rock in the foreground. The river is turbulent, with white water rapids. The surrounding forest is dense with green foliage and trees. The overall atmosphere is natural and serene.

# 2024 Sustainability Highlights







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## A MESSAGE FROM OUR CEO

# Driving Sustainability Progress



Sustainability has been fundamental to our company and culture for more than 100 years. 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 we depend on every day. We're proud of the work we do to ensure our forests last forever, but we know sustainability is about much more than what we do in the woods. It's a deeply rooted value that touches every aspect of our business.

Since launching our current sustainability strategy in 2020, we've broadened our approach and grown our leadership to 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 contribute to a brighter future for our people, our communities and the ecosystems we manage across North America.

Our sustainability strategy is rooted in environmental stewardship, social responsibility and strong governance, building on strengths Weyerhaeuser has been developing for well over a century. We've made important progress in each of these areas and are proud to highlight that work in the pages that follow. But we're not resting on past accomplishments. What we've captured in this report represents only a fraction of the work happening every day across our company — and what we intend to accomplish in the years ahead. Our employees embrace sustainability as a core part of how we operate, and we're committed to growing our impact, strengthening partnerships with stakeholders and providing a transparent accounting of outcomes at every step of our journey.

A handwritten signature in black ink that reads "Devin W. Stockfish".

**DEVIN W. STOCKFISH**  
PRESIDENT AND CEO





## A MESSAGE FROM OUR VP OF SUSTAINABILITY

# Our Ongoing Commitment



Reflecting on the key moments and milestones that defined our sustainability performance in 2024, I'm truly inspired by the people and partners whose efforts contributed to our progress. When we launched our 10-year, companywide sustainability strategy in 2020, we purposefully aligned our sustainability goals and ambitions with our company's business objectives. That decision continues to pay off. Last year, all three pillars of our sustainability strategy delivered outcomes that supported both key business initiatives and Weyerhaeuser's social license to operate.

I'm pleased to share the highlights of that work in this report. The progress we made in each of our three main sustainability focus areas — maintaining a solid environmental, social and governance foundation; deepening the integration of our sustainability strategy with our business objectives; and demonstrating our positive impact through climate solutions, sustainable homes and thriving rural operating communities — moved us closer to our sustainability goals, supported our long-term business interests and reinforced how we, as a company, live our core values. These highlights also demonstrate why Weyerhaeuser continues to be the only company in our sector listed on the Dow Jones Best-in-Class North America Index (formerly the Dow Jones Sustainability Index) — and, more importantly, why our many stakeholders, including customers, employees, community leaders and investors, all give us high marks for our sustainability efforts and progress.

Nearing the midpoint of our strategy, I'm also reminded that corporate sustainability is still evolving, just as it has been for decades. What won't change, however, is the fact that working forests and the essential products and services they provide will remain central to everything we do at Weyerhaeuser. In 2025, we look forward to advancing our leadership in environmental stewardship, investing even more in our people and communities, and continuing to operate with integrity and good governance to grow our positive impact.

A handwritten signature in black ink, appearing to read 'Ara S.'.

**ARA ERICKSON**  
VICE PRESIDENT, CORPORATE SUSTAINABILITY





# Key 2024 Highlights

**Sustainability is a core value at Weyerhaeuser, deeply ingrained in our culture and performance.** In 2024, our employees again demonstrated their commitment to achieving our sustainability ambitions, and we made significant progress in several key areas. Highlights included:



## **Supporting Rural Operating Communities**

We selected Raymond, Washington, as the second community in our THRIVE program and began working with local stakeholders to identify priority projects for the \$1 million we're investing there over the next several years. Our THRIVE program is part of our commitment to ensuring our rural operating communities remain healthy, vibrant places to live, work and do business.



## **Delivering Natural Climate Solutions**

We added to the many ways our working forests provide important climate benefits by growing our Natural Climate Solutions portfolio. We registered our second forest carbon project and have seven more in progress. We also saw operations commence on our first solar site and seventh wind project, and worked with partners to ensure the ongoing conservation of 14,000 acres of coastal forestland in Mississippi.



## **Forming New Science-Based Partnerships**

We began a multiyear collaboration with The Nature Conservancy, one of the world's largest conservation organizations, to advance the understanding of natural climate solutions science, carbon methodologies and climate-smart forestry. We also expanded our longtime partnership with the American Forest Foundation to increase our focus on natural climate solutions standards and policies.





### Sharing Our Practices and Performance

We provided even greater transparency around our sustainability approach and performance through new position papers, including our [Nature Perspective](#), which offers a comprehensive assessment of our nature-related dependencies, impacts, risks and opportunities, and our [Greenhouse Gas Inventory Principles](#), which details our approach to forest carbon accounting. We also made available our first [Taskforce on Nature-related Financial Disclosures](#) (TNFD) framework alignment disclosure.



### Supporting Innovation in Wood-Based Construction

We expanded key partnerships with the University of Arkansas and Clemson University to engage students in research and design opportunities focused on sustainable wood-based construction. At Arkansas, we supported applied research projects and seminars, including one focused on engineering with mass timber. At Clemson, we helped establish a design studio and competition focused on addressing affordable housing through sustainable design.



### Giving to Local Causes

Our employees generously give their time and money to local causes they care about in our operating communities. In 2024, our employees logged more than 23,000 hours of volunteer time through our TREE-mendous Matching Gifts platform, a 21 percent increase from 2023.



# 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 our lives. 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 just provide a sustainable supply of wood for homes and countless products we all depend on every day. They provide wildlife habitat and support biodiversity, clean our air and filter our water, supply access to nature and outdoor recreation for neighboring communities, and offer opportunities for renewable energy development and other climate solutions. Our forests and mills also 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. 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.

We launched our current sustainability strategy to reorganize and intensify our focus on three core areas: maintaining our strong foundation of [environmental stewardship](#), [social responsibility](#) and [governance](#) (ESG) performance; integrating sustainability more deeply into key business processes and priorities; and demonstrating our positive impact in the three critical areas of [climate solutions](#), [sustainable homes](#) and [thriving rural communities](#).



## 1.2 | How We Determine Significant Topics

We conduct a materiality assessment to ensure our sustainability strategy and disclosures reflect the most important sustainability topics for our company and industry, while also being mindful of changes in the sustainability reporting landscape. To that end, we are guided by the Global Reporting Initiative (GRI) best practice standards for determining and disclosing material topics, defined as those that represent the most significant impacts on the economy, environment and people.

In 2024, we devoted significant effort to our sustainability materiality assessment process to ensure it continues to reflect our company's goals and values. We convened internal subject matter experts to assess our material topics and their underlying definitions, ensuring topic coverage and identification reflected our company and core values. In addition, we incorporated industry sector-specific guidance on material topics from the International Financial Reporting Standards' Sustainability Accounting Standards Board (IFRS SASB) standards and the World Business Council for Sustainable Development (WBCSD) Forest Sector Roadmap.

Our internal contributors include subject matter experts from across our corporate functions, business lines and geographical regions,

representing a range of voices on our company priorities. We also incorporate sustainability insights from our enterprise risk assessment and from external stakeholders, including customers, local communities, nongovernmental organizations, research partners, employees and investors. Our prioritization process considers the extent to which each of our material topics both impacts our business and is important to our stakeholders.

Our company leadership, including the CEO and board of directors, reviews and confirms the sustainability materiality assessment process and outcomes, and we validate our assessment annually as part of our sustainability reporting efforts.

## 1.3 | Our Dedication to Transparency

We are committed to transparent sustainability reporting and do this by publicly sharing our performance metrics and alignment with ESG frameworks, providing robust content across our website; creating this annual *Sustainability Highlights* report; and disclosing information to key ESG rating providers, assessments and questionnaires.

While our website serves as the main platform for sharing our sustainability efforts, we also offer a variety of [printable resources](#), a [blog](#) with case studies highlighting our commitment to sustainability and a [contact form](#) for providing feedback.



## Key Rating Systems

We prioritize several key ESG organizations as platforms to measure and disclose our performance. We also respond to other raters' questionnaires, assessments and ad hoc requests.



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## Framework Alignment

Our sustainability reporting aligns with key ESG and sustainability frameworks, each of which provides a distinct way of organizing and communicating our performance to different audiences. These documents offer a high-level overview of our alignment, along with guidance on where to find more detailed information.



[View GRI](#)



[View IFRS](#)



[View CDP](#)



[View TNFD](#)



[View SDG](#)



## 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 areas, we follow a 10-year plan that ensures we review our performance and consistently identify and implement improvement opportunities.

Our work is structured into two alternating phases: strategy reviews and ongoing improvements. Strategy reviews take place periodically and provide our teams with the time and direction they need to think holistically about significant process changes and other substantial improvements necessary to continue delivering strong results. Ongoing improvements are assessed annually for each program area to ensure that adjustments made by our teams continue to strengthen and improve our ESG foundation.



Each operational site develops an annual risk-based safety plan outlining actions to reduce its highest risks. In 2024, 91 percent of these risk-reduction activities were completed.



We removed the equivalent of 38 million metric tons of CO<sub>2</sub> in our forests and wood products in 2024. That's like taking 9 million cars off the road



We participate in more than 50 conservation agreements and collaborative efforts that address specific habitat needs of at-risk or sensitive species across our timberlands.



We reduced our Scope 1 and 2 greenhouse gas emissions by 7 percent since 2020.



In 2024, we provided \$6.5 million in charitable grants, partnerships, matching gifts, research support and in-kind giving to our communities.



Integrity is our longest-held value, and in 2024 Ethisphere named us one of the World's Most Ethical Companies® for the 15th time.



## 2.1 | Environmental Stewardship

Environmental stewardship is deeply rooted in our company and is an essential component of our sustainability work. Every decision we make and every action we take considers the long-term view — 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](#) that benefit society and our world.

We are also committed to minimizing the environmental footprint of our Wood Products manufacturing business, 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 North America's largest private timberland owner, we've been growing, harvesting and regrowing forests for a very long time — ensuring our customers have access to a renewable supply of wood while protecting the other important benefits forests provide. Today, we plan our sustainable forest management activities on at least a 100-year horizon, sometimes mapping as far out as 200 years to ensure our forests last forever.

**The history of our company underscores our commitment to sustainability and demonstrates how that commitment has strengthened over time.**

- **1922:** Weyerhaeuser donates 5,000 acres of forest for Washington state reforestation experiments.
- **1925:** We advocate for legislation to encourage reforestation after harvest, an uncommon practice at the time.
- **1937:** We begin researching sustainable-yield forestry, which ensures harvesting does not diminish the forest's ability to provide timber volume in the future.
- **1938:** We are one of the first companies to successfully grow and plant tree seedlings. From this effort, a new crop was born, and Weyerhaeuser's tree-planting era began.
- **1941:** We establish Clemons Tree Farm, the first certified tree farm in the United States, on 200,000 acres of harvested and fire-burned land in Washington state.
- **1961:** We harvest our first crop of second-growth trees, establishing the pattern of harvest and restoration that has become the basis of our sustainable forestry practices.
- **1986:** We plant our 2 billionth seedling in the blast zone of Mount St. Helens, marking the completion of a massive restoration effort in which we planted 18 million seedlings by hand following the 1980 eruption.
- **1994:** We hold town hall meetings in Washington and Oregon that are attended by more than 2,000 people. Feedback from these public meetings leads to the integration of more extensive environmental applications into our management practices.

- **2006:** We become one of the first companies to certify our timberlands to the [Sustainable Forestry Initiative® Forest Management Standard](#), a third-party sustainable forestry certification.
- **2013:** We achieve 100 percent certification of our timberlands to third-party sustainable forestry standards.
- **2020:** We launch our 3 by 30 Sustainability Ambitions, which intensify our commitment to make meaningful progress by 2030 in helping solve three big challenges facing the world: the need to provide climate solutions, provide more sustainable homes and support thriving rural communities.

Today, we continue to certify 100 percent of our forests to the SFI® Forest Management Standard. We plant more than 100 million seedlings per year in our harvested sites, equivalent to about 210 trees per minute, and we are [transparent about our harvesting and planting metrics](#). In addition, we have nearly 100 scientists, researchers and technicians across our company helping to study the forest ecosystems in our care, covering everything from water quality and wildlife habitat to forest health and climate resilience. Because we sustainably manage our forests, we can simultaneously deliver renewable fiber to the market and a myriad of other ecosystem services — such as clean water and recreation opportunities — to surrounding environments and communities.

## Biodiversity

Our forests are much more than stands of 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, wetlands and special habitat features, these forests support a high level of native biodiversity.

To preserve and protect the ecosystem balance in our forests, we regularly conduct biodiversity assessments across all the forests we own and manage in the United States, and in the public



### Blog: Tracking "Snoopy"

Scientists tracked the remarkable 730-mile journey of an American woodcock from an alder bog in Maine to a 3,000-acre stand of loblolly pines in North Carolina, capturing the importance of working forests to bird habitat and conservation.

[Read More About Snoopy's Journey>](#)



## 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” issue paper dives into the details of how we manage our forests for wildlife habitat.

[Learn More About How We Manage Habitat>](#)

forests we manage in Canada. These assessments, which include analyzing species occurrence data and monitoring for the presence of threatened or endangered species, guide and inform our implementation of forest management activities, habitat conservation and species management plans. Practices we implement to support biodiversity include leaving buffers along riparian areas; surveying sites for species occurrences prior to harvesting and thinning activities; refraining from harvest during certain times, such as breeding season; and managing for specific habitats using prescribed burns or by 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 performance.

We are proud to partner with government agencies and conservation groups to achieve positive outcomes by identifying and preserving areas with exceptional historical, scenic, recreational, forestry or wildlife habitat attributes.

We create and preserve critical habitat by implementing best management practices on the lands we own and manage in the United States and the public lands we manage in Canada. In the U.S., we participate in multiple conservation-focused programs, including conservation easements and agreements, [mitigation banking](#), formal Habitat Conservation Plans, recovery strategies and similar arrangements with the federal government. In Canada, we work with the federal and provincial governments to develop and deliver recovery strategies for species at risk as required by the Species at Risk Act.



### Blog: Dam Removal in Virginia



We worked with the Virginia Department of Wildlife Resources to remove a six-foot-tall dam on a tributary of the James River, opening 45 miles of upstream waterways to the endangered James spiny mussel and other native species.

[Read More About the Dam Removal Project>](#)

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 working forests create. Habitat Conservation Plans in the U.S. and Species-Specific Recovery Plans in Canada provide guidance on the protection and enhancement of habitats for threatened and endangered species. We currently participate in more than 50 conservation agreements and collaborative efforts that protect and support specific habitat characteristics and needs of at-risk or sensitive species across our timberlands.

In addition to conservation agreements and easements, we currently operate 16 mitigation banks and projects, primarily in the U.S. South. 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.

## Clean Water

Our forests are critical for providing clean water to communities in our watersheds. The trees, plants and soil absorb rain and snowmelt, then filter and slowly release clean water into the many streams, rivers and groundwater systems 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 (rainwater or snow) 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 focus on reducing water use wherever possible.



### Blog: Restoring Free Flow

Our removal of an old log dam from a branch of Houston Brook near Bingham, Maine, restored the free flow of water and cleared the way for local aquatic species like brook trout to again travel the stream. "If we want our forests to last forever, we have to care for the entire ecosystem, not just the trees — and that's exactly what we're doing," says New England area manager Ben Kamps, who discovered the dam, which was built decades before we acquired the land.

[Read More About Houston Brook>](#)



We recognize that water risks are a global challenge. Through internal analyses and tracking, we manage water risk at the site level. Based on the [World Resources Institute Aqueduct Water Risk Atlas](#), none of our Wood Products mill locations or U.S. timberlands overlap with areas of extremely high water risk. We conduct this analysis of water risk whenever new locations are brought into our portfolio, and we periodically revisit our companywide analysis to evaluate whether water risk has changed.

## SUSTAINABLE MANUFACTURING

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

### Making Better Energy Choices

We meet more than two-thirds of the energy needs in our manufacturing facilities from renewable biomass by using what would otherwise be wood waste from mill manufacturing residuals. This approach helps reduce our reliance on nonrenewable fossil fuels and our overall environmental impact. We also supply customers more than a million tons of wood fiber annually from our forests and mill residuals, which is converted into bioenergy for renewable power.

We strive to be a leader in energy efficiency, energy independence and sustainable, cost-efficient operations. Our Energy Strategy team leads the planning and implementation of our energy strategy

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



Learn about our proactive, in-depth approach to managing our energy usage within our manufacturing and distribution facilities, as well as our goals for reducing our greenhouse gas emissions across our supply chain.

[Learn About Energy Efficiency>](#)

in our Wood Products business, while at the site level we are working to reduce the amount of energy it takes to manufacture our products by focusing on energy efficiency improvements. In addition, we integrate greenhouse gas considerations into our capital-planning processes to ensure necessary resources are allocated to reducing our carbon footprint.

To strengthen this effort, we joined the U.S. Department of Energy's Better Plants Program and committed to improving energy efficiency at our manufacturing facilities by 10 percent between 2020 and 2030.

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

## Decreasing Our Emissions

To keep global temperatures from rising to catastrophic levels, the business community must continue to reduce greenhouse gas (GHG) emissions. We understand the scale and difficulty of this challenge, and as a company we continually seek to decrease our contribution to GHG emissions and other pollutants such as carbon monoxide and volatile organic compounds.

Between 2000 and 2020, we reduced our total GHG emissions by 57 percent, and in 2021 we set new GHG emission reduction targets that align with the goal of limiting 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, and they were approved by the Science Based Targets initiative.



### **Blog: Improving Dryer Efficiency Through AI**

Equipment operators running the dryers at our Sutton OSB plant in Heaters, West Virginia, employ artificial intelligence and machine learning systems to automatically adjust dryer settings to account for variables that can affect the final product.

[Learn More About the Dryer Project>](#)

To achieve these goals, we are 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 improvements in reducing other emissions, including capital investments at several mills to implement cleaner-burning units, energy optimization projects and upgrades to emission-control systems.

## 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. The primary products we produce are solid lumber, wood panels and engineered wood products. Wood shavings, sawdust, chips and bark — byproducts created during the production process — are sold or delivered to downstream customers who 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. On average, 99 percent of wood residuals created during the manufacturing process are used to create other products or to generate energy.

## RESPONSIBLE PROCUREMENT

On average, we source 40 percent of the wood used to make our products from our U.S. SFI-certified forests, about 22 percent from other certified landowners and our SFI-certified Canadian managed lands, and the remaining 38 percent from noncertified landowners — typically small, family-owned forests. Whether wood comes from a certified forest or not, we ensure all the fiber we use to make our products is from legal, noncontroversial and responsible sources.



## How We Do It: Forest Management & Wood Procurement Certification



We are proud of our long history of managing our forests sustainably and advancing responsible wood procurement throughout our supply chain. We verify this work through companywide certification to multiple independent, third-party standards, which provide customers and other stakeholders with assurances that all our products and operations meet rigorous sustainability standards. Learn more about the practices we implement to achieve this important certification.

[Learn About Our Certifications>](#)

Our approach to responsible sourcing is guided by our Wood Procurement Policy and our certification to the SFI Fiber Sourcing Standard. This process includes positively influencing 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, sharing sustainable forestry information with landowners and having a written policy demonstrating our commitment to comply with social laws, such as those covering civil rights, equal employment opportunities and gender.

## OUR CARBON STORY: REMOVALS & STORAGE

Sustainably managed forests are a critical part of climate mitigation. As our millions of acres of forests grow, they absorb carbon dioxide from the atmosphere and store it as carbon 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 their carbon remains stored for the life of those products. After harvest, we plant millions more trees, which immediately begin absorbing CO<sub>2</sub> from the atmosphere, and the next round of wood products stores more carbon yet again — all part of an amazing sustainable cycle.

### Weyerhaeuser's Carbon Record

In 2024, our forests and manufactured wood products removed a total of 38 million metric tons of carbon-dioxide equivalent (mtCO<sub>2</sub>e), our total emissions were 10 million mtCO<sub>2</sub>e, and our forests stored between 2.3 billion and 3.6 billion mtCO<sub>2</sub>e. Read [our full accounting and learn more about our methodology](#) in our award-winning and industry-leading *Carbon Record*, which provides a unique reference point and roadmap for how working forests play an essential role in net-zero strategies and climate solutions.

[Presentation: The Story of Our Climate Contribution >](#)



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

When we turn logs into wood products used to create buildings, the carbon in those wood products is locked in for the life of the building (often for many decades). In addition to storing carbon, wood products require less energy to produce than nonrenewable building materials such as steel and concrete, resulting in fewer greenhouse gas emissions. Our *Carbon Record* provides a detailed accounting of the carbon removed 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. We depend on our people to succeed, and we take seriously our responsibility to treat everybody with respect and care, both inside and outside our company. We need diverse, talented workers to grow, innovate and thrive with us for decades to come. And we need strong communities around us, filled with people who trust and appreciate our work and grant us license to continue operating.

Our commitment to social responsibility 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 in the communities where we operate so they remain vibrant, prosperous places to live and work.

## EMPLOYEE SAFETY

Safety is a fundamental part of the Weyerhaeuser culture and is at the core of everything we do. Our safety value is rooted in our conviction that all safety incidents are preventable and that operating injury-free is achievable. Through sustained effort over many decades, we have made significant progress toward reducing injuries in our workplace, and we are committed to ongoing improvements on our journey to operating injury-free.

We use a common set of simple, proven tools to manage safety effectively. We focus on eliminating our highest risks via preventative safety measures, such as hazard identification and elimination, and proactively share key learnings and critical actions across our organization. Each operational site develops an annual risk-based safety plan



### Blog: Safety That Comes From the HEART

The Hazard Evaluation and Review Team (HEART), a safety subcommittee at our engineered wood products facility in Buckhannon, West Virginia, guides the plant's people-oriented approach to safety.

[Read More About Buckhannon Safety>](#)





### **Video: 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.

[Watch Our Safety Video>](#)

outlining actions to reduce its highest risks. In 2024, 91 percent of these risk-reduction activities were completed. In addition, our Recordable Incident Rate — representing the number of Occupational Safety and Health Administration–defined recordable injuries and illnesses that occur in 100 workers working in one year — has dropped from over 10 in 1990 to 1.99 in 2024.

We understand that to prevent injuries and continuously improve our safety performance, we must learn from our safety incidents and near misses. We require that all incidents be reported, recorded and investigated according to defined processes based on incident type and severity. Root causes must be identified, and action must be taken to prevent recurrence. We collect and analyze information about work-related injuries and illness, environmental incidents, near misses, hazard observations, property damage, fires/explosions

and vehicle incidents. Most importantly, we regularly communicate with employees about what we have learned. Any injury is one too many, and we are continually working to mitigate our highest-risk areas and reduce the number and type of injuries our people experience at work.

## **CONTRACTOR SAFETY**

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

Guided by our safety vision, we take a collaborative, values-based approach with our contractors that prioritizes preventative behaviors and the management of 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

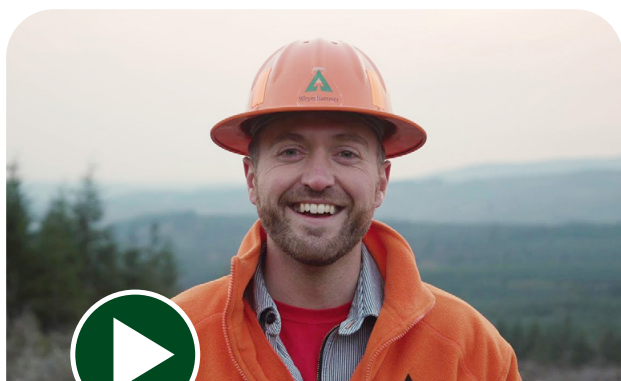
Our employees want to work for a company that cares about their professional growth, and we want people on our team who, when given fair opportunities to do so, strive to continually learn and grow throughout their careers.

Our employee development program has a three-pronged approach: formal education and training opportunities, exposure and relationship building, and on-the-job experience that grows skills and competencies.

To facilitate growth in these areas, employees work with their managers to identify the right mix of education, exposure and experience that will help them meet their professional-growth goals. In 2024, 92 percent of our salaried employees had an individual development plan. In these plans, employees identify the leadership, business and

technical skills they need to acquire to excel in their current role or move into a new opportunity. They also identify internal relationships they need to build to help them on their career journey, and we provide an online toolkit for both employees and managers to help facilitate meaningful and constructive career-coaching conversations while developing and discussing these plans.

We continually sharpen and expand our formal training and education opportunities. We offer three classroom-based leadership development programs, one for each level of leadership, including front-line, mid-level and future executive. In 2024, more than 350 leaders participated in these programs. In recent years, we have also expanded our suite of asynchronous online learning opportunities and increased our capacity to deliver on-demand, virtually facilitated training. In 2024, our employees collectively logged more than 65,000 hours of training in our online learning management system.



### **Video: Developing Great People**

Hear from employees about the opportunities available at Weyerhaeuser and what it's like to build a career at the company.

[Watch Our People Development Video>](#)



# WEYERHAEUSER People Spotlight

Generations of employees have built their careers at Weyerhaeuser. Many of our people have been with us for 20, 30, 40 — even 50 — years. We value their loyalty and strive to create a culture where all employees, from new hires to those nearing retirement, can grow, develop and find long-term professional fulfillment. Our people truly are the difference. These are just a few of their stories.





# Clifton Homan

**Machinist**  
**Alabama**

WEYERHAEUSER  
**People  
Spotlight**



Clifton “Clif” Homan has been fascinated with machines for as long as he can remember. So, when he turned 18, one of his uncles who worked at Weyerhaeuser suggested he take a machinist job at our sawmill in Millport, Alabama. Clif did — and last year, he celebrated 50 years on the job. “I blinked,” he says, “and five decades have gone by.” Now a team leader, he’s revered by his colleagues for his unparalleled precision and dedication to his work. But he’s not ready to call it quits. Clif says he has no plans to retire. He still loves his job and is too busy passing his knowledge on to the next generation.

**Read more about Clifton**  
at [wy.com](https://www.weyerhaeuser.com)



**//**  
*I love what I do, and I don't want to leave. In reality, I've never worked a day in my life."*



**[Watch the news story](#)**  
**about Clifton's career**



# Amanda LeBlanc

**Timberlands Administrator**  
**Saskatchewan**

WEYERHAEUSER  
**People  
Spotlight**



Whenever there's a need to fill a volunteer position in Hudson Bay, Saskatchewan, locals know Amanda LeBlanc will be there. In fact, she has such a long list of causes and organizations she's volunteered for that she can hardly remember them all — youth gymnastics, ice rink concessions, the annual Western Roundup, a local learning center and more. But Amanda wouldn't change a thing; she says her passion for volunteering is rooted in her love for her community.

Read more about Amanda at [wy.com](https://www.wy.com)



*If we want these activities and services to exist in our community, we have to show up and be generous with our time and energy. It's just as simple as that."*



# Alex Littlejohn

**Conservation Director**  
**Mississippi**

WEYERHAEUSER  
**People  
Spotlight**



Long before he joined Weyerhaeuser, Alex Littlejohn had a reputation as a conservationist and environmental advocate. His credentials include more than a decade at The Nature Conservancy (TNC), with nearly four years as director in his home state of Mississippi. In 2023, he decided it was time for a fresh challenge and applied for our newly created conservation director role. Today, he's responsible for developing and implementing a conservation strategy to support the growth of our Corporate Development organization and Natural Climate Solutions business — work that includes establishing and nurturing partnerships with conservation groups and staying informed about the conservation marketplace.

Read more about Alex at [wy.com](https://www.wy.com)

**“**My favorite part of the job at TNC was land acquisitions. At Weyerhaeuser, I get to keep working on those types of conservation transactions, but across a much different footprint and from a different perspective. To me, it's nothing short of an opportunity of a lifetime.”





# Wanika Doggett

Log Truck Driver  
Oregon

WEYERHAEUSER  
**People  
Spotlight**



Driving a fully loaded log truck on narrow, unpaved mountain roads isn't for everyone. But for Wanika Doggett, it's just about the most exhilarating — and scenic — career imaginable. Every morning, she heads out to the harvest units to pick up logs that will be processed into long-lived sustainable wood products at our mills in Cottage Grove or Santiam, Oregon. "We see so many animals," she says. "The canopy of trees can make the roads feel like green tunnels, and I often see birds of prey like hawks and eagles flying through. One day, a bear jumped out of the woods and onto the road, right next to the side of my truck."

Read more about Wanika at [wy.com](https://www.weyerhaeuser.com/wanika)

**“***If you're at all curious about log truck driving, ask to do a ride-along to learn more about it. My guess is the beauty and tranquility will far outweigh any anxieties you might have about driving. I'll be doing this for the rest of my working life — not just because I love the job itself, but because I love being part of this tradition.”*

# James Liston

**IT Technical Support Engineer**  
**North Carolina**

WEYERHAEUSER

## People Spotlight



James Liston's view of our manufacturing facilities is a little different than most. He's constantly examining tiny details of every automated process and seeking ways to drive improvements through technology. "Our mills are more like pinball machines than people realize," he says. "It's one big network of flippers, bumpers and scoring circuits moving product through each process. You have to understand how they interact and get your timing just right to hit the goal." That means integrating advanced technologies into the process. On any given day, James may be working with artificial intelligence, cameras that peer deep into machinery, lasers that measure boards in three dimensions or even drones that fly through ductwork inspecting for buildup.

Read more about James at [wy.com](https://www.wy.com)



**//** *It's really fun and satisfying to apply emerging technologies to boost safety and provide greater insight."*



# Laura Ramirez

**Biometrician**  
**Illinois**

WEYERHAEUSER  
**People  
Spotlight**



After earning a Ph.D. in forest biometrics from the University of Georgia, Laura Ramirez joined our Quantitative Systems & Inventory team in 2023. Working remotely in Chicago, she's a long way from where she grew up in Medellín, Colombia, but the opportunities available at Weyerhaeuser have her excited about a long career with the company. In her role, Laura focuses on how we can predict the growth of our trees with greater precision. Such information helps us estimate future harvests and make changes to maximize our production, protect our assets and manage our land more efficiently.

**Read more about  
Laura at [wy.com](https://www.weyerhaeuser.com)**



**//**  
*If we want to satisfy the increasing demand for wood in a sustainable manner, we have to manage our forests so they'll be healthy and productive for future generations."*



# WEYERHAEUSER People Spotlight

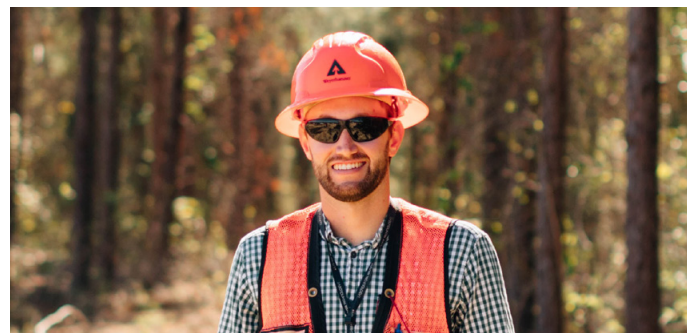
We know that our sustainability value is important to our current and future employees and often factors into the decision of whether to join our company. We also know that our success at Weyerhaeuser has always depended on having talented, engaged employees who believe in the work we do and how we do it, and we invite you to learn more about our vision and values, explore opportunities available across North America and apply for open roles through our online portal.

**Come grow with us at Weyerhaeuser**

[Browse Careers>](#)

**Meet even more of our people and learn about their career journeys at Weyerhaeuser**

[Discover More Stories>](#)





## BUILDING AN INCLUSIVE CULTURE

Inclusion is a core value at Weyerhaeuser, and we believe our work building an inclusive culture is critical for our company. Our goal is to create a truly welcoming environment where everyone has opportunities to contribute, learn and grow.

In a 2024 survey of our employees, 84 percent agreed that their work environment is inclusive. This is the same response we received from employees in our 2023 survey and up 2 percent from 2020, when we first began asking this question. That tells us we are on the right track but still have work to do. To help accomplish our goal, we established an Inclusion Council of 25 employees from all corners of our company, who regularly share their ideas about how we can accelerate progress and champion inclusion within their own teams.

Each year, we set goals to drive improvement in three key areas: leadership, people and culture. We then monitor how well those actions drive improvement



### Video: Creating a Stronger Company

Hear from employees how our inclusion value makes us stronger.

[Learn More About Our Inclusion Value>](#)

over time. In 2024, our work included educating top leaders about inclusive leadership, expanding our online inclusion training options for all employees and growing membership in our employee resource groups by 63 percent. We also regularly promoted awareness and education by sharing employee stories and testimonials.

## SUPPORTING OUR COMMUNITIES

We operate in communities of all sizes across the United States and Canada, and we are proud to give our time and money to help them remain vibrant places to live and work. In 2024, we provided \$6.5 million in charitable giving to our operating communities, and our employees completed 782 volunteer activities and volunteered more than 23,000 hours of their time to causes they care about.



### Blog: Cooking for Charity

Employees at our engineered wood products plant in Natchitoches, Louisiana, raise money for the American Cancer Society through their annual "Rouxin' for the Relay," a friendly competition between departments to see which team can cook the tastiest gumbo.

[Read More About the Fundraiser>](#)



### **Blog: Investing in Fun, Active Spaces**



Our Giving Fund Advisory Committees invested in recreational projects that supported active, healthy lifestyles and enhanced outdoor community spaces in Longview, Washington; Princeton, British Columbia; and Grande Prairie, Alberta.

[Learn More About These Community Projects>](#)

Most of our philanthropy is directed through the [Weyerhaeuser Giving Fund](#), which makes cash contributions to community organizations through grants and disaster-relief funding. Our employees serve on local advisory committees for our Giving Fund and help develop funding priorities within seven focus areas to support their communities: affordable housing, education and youth development, environmental stewardship, human services, civic and cultural growth, workforce development and inclusion. These focus areas provide a strong companywide framework for giving while allowing flexibility to meet specific needs in our different communities.

In addition, through our companywide employee-giving platform, we provide an easy way for all employees to log volunteer time and donate to their favorite community organizations. In 2022, we began matching employee donations and volunteer time up to \$1,500 per employee per year. In 2024, we committed more than \$570,000 to match eligible donations and volunteer hours logged by our employees to amplify support for eligible community organizations.

In 2023, we launched two new signature programs to enhance the level of support we provide to our rural communities. The first, THRIVE, involves a



### **Newsroom: Supporting Mental Health**



In 2024, we launched the third year of our Fighting Fires Together campaign, developed in partnership with the Firefighter Behavioral Health Alliance to raise awareness and provide specialized mental-health support and resources to wildland firefighters and their families. We kicked off the campaign in May to coincide with Mental Health Awareness Month and Wildfire Awareness Month, and our resource hub is available year-round.

[Read More About Our Mental Health Collaboration>](#)



commitment to invest a total of \$5 million across five of our operating communities that are most in need of extra support — starting with Zwolle, Louisiana, and the northwest Louisiana region. In 2024, we [selected Raymond, Washington, as our second THRIVE community](#). The second program, called Learn Local, Earn Local, focuses on youth education and workforce development. These are two of the most ambitious community programs we have launched in recent years, and we look forward to building on the positive impact we have in our communities and helping ensure they remain thriving places to live, work and do business.

## PROMOTING ENVIRONMENTAL EDUCATION

Drawing on more than a century of experience in sustainable forestry, our employees share our story and expertise by hosting tours of our forests and manufacturing facilities across North America. In addition, we operate two education centers that are open to the public and provide free access to a range of experiential learning opportunities about forestry, ecology and environmental issues. In Washington, our [Mount St. Helens Forest Learning Center](#) tells the story of the eruption of Mount St. Helens and the forest's return through interactive, hands-on activities and visual displays. In North Carolina, our [Cool Springs Environmental Education Center](#) offers a 1,700-acre working forest and outdoor classroom for visitors — including school groups — to showcase how sustainable forestry practices benefit wildlife habitat, air quality, water quality and recreational activities.

To support hands-on learning, we also [donate seedlings](#) to nonprofit organizations in the Puget Sound area of Washington state that share our high standards of environmental responsibility and our appreciation for trees as a renewable resource. We

prioritize groups serving youth and/or marginalized communities who plan to use our donated seedlings for either educational and/or tree-planting projects.

To improve students' understanding of the wood products industry, we assemble and share "Goods from the Woods" boxes to provide educational resources in local classrooms. These boxes are designed for elementary-school students and contain many examples of essential, everyday products derived at least in part from trees. In 2024, we distributed approximately 125 of these kits to local classrooms or teachers nominated by our employees. In all, more than 100 schools across the U.S. and Canada received a box and/or a visit from a Weyerhaeuser employee as part of the program.



### Blog: Signs Tell the Story

We partnered with the Crown Zellerbach Trail Advisory Committee to install educational signs along the Crown Z Trail northwest of Portland, Oregon. Part of the 23-mile trail winds through our Northwest Oregon tree farm in Columbia County, and the signs allow trail visitors to learn about working forests, sustainable forestry and log efficiency while enjoying the area's natural beauty.

[Read More About This Trail Project>](#)



## Blog: Opening Access in Arkansas



An agreement with the Arkansas Game and Fish Commission opened Dierks City Pond to public access, expanding fishing and recreation opportunities for the local community.

[Read More About Dierks City Pond>](#)

## PROVIDING RECREATIONAL ACCESS

Our U.S. timberlands are unmatched in their diversity and geographical spread. From spectacular lakes and hardwood forests in the Northeast to rugged mountains and scenic rivers in the Pacific Northwest and expansive pine forests in the South, our lands provide exceptional opportunities for outdoor adventure. We are proud to connect people with everything nature has to offer and have designed [our access programs](#) to appeal to a wide variety of interests, recreational needs and preferences that align with the social customs and cultural values of the communities where we operate. Among the activities people enjoy on our lands are hunting, fishing, camping, hiking, mountain biking, kayaking, cross-country skiing and berry picking. We also work to minimize unwanted and unsafe activities such as poaching, arson, vandalism and trash dumping.

While opportunities vary by state and region, we offer three primary options for accessing our land:

### Leases

Leases provide exclusive recreational access to a specific property — usually year-round — for a variety of benefits and are a preferred option for individuals, families or groups looking to manage their experience and get away from crowds.

### Permits

Permits allow simple access to much larger acreages and wider-scale opportunities than leases, while retaining much of the exclusivity benefit. We offer year-round vehicle or walk-in access to large block ownership for activities such as hunting or gathering firewood, that are limited to a certain number of users.

### Open Lands

Some of our properties have shared access roads, are closely intermingled with public land or are enrolled in government-sponsored access programs such as Wildlife Management Areas. Many of our open lands opportunities are zero cost or require only an additional wildlife agency stamp in conjunction with a hunting license purchase.



## 2.3 | Strong Governance

We manage one of the most sustainable, versatile resources on Earth, and we understand the importance of carrying out our work the right way — ethically and sustainably — so our forests last forever, our mills continue operating and supporting local communities, and our company endures for another 125 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 management 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 — 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 regularly to reflect best practices and feedback from our shareholders. Our corporate governance practices align with the governance principles set out in the corporate governance framework established by the Investor Stewardship Group for U.S.-listed companies.

#### Highlights of our corporate governance practices include:

- 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 for executive and director stock ownership, as well as a prohibition on hedging or pledging company stock.

## LEADING WITH INTEGRITY

Integrity is our longest-held core value at Weyerhaeuser and a critical part of our company vision. We have a strong, long-standing culture of ethics, and for more than 125 years we have earned a reputation for conducting business honestly, fairly and with integrity. In 2024, we celebrated our 15th year of being recognized as one of the World's Most Ethical Companies® by the 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 Compliance program drives our integrity practices and includes our long-established Code of Ethics, regular 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

Established in 1976, our [Code of Ethics](#) clearly outlines our expectations for ethical business conduct at Weyerhaeuser. It 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 more.

We periodically update our Code of Ethics to reflect changes in laws, company policies or best practices, and in 2023 we adopted the 10th edition (also available in [Spanish](#) and [Japanese](#)). The 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 code's organizational structure and accessibility, and reflects an overall update to various code provisions.

## WE CONDUCT RECURRING ETHICS TRAINING

We regularly provide comprehensive ethics training to all employees and ensure employees in key roles complete a certificate of compliance. We periodically update our ethics and compliance training modules and refresh our enterprise risk assessment annually. 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, senior management, officers and directors share responsibility to ensure Weyerhaeuser acts ethically in everything we do. We maintain a speak-up culture, and employees are expected to promptly report any conduct inconsistent with our Code of Ethics, company policies or the law.

We encourage everyone, whether internal or external, to report concerns or ask questions about potential violations of our Code of Ethics, company policies or the law. We maintain an EthicsLine and [an online submission portal](#) where anyone can submit anonymous questions or concerns. These resources are managed by an independent company and are available in multiple languages 24 hours a day, seven days a week. The resulting confidential case reports are quickly referred to our Ethics and Compliance team. Concerns about accounting, audit matters or internal controls can also be submitted to the chair of our board of directors' Audit Committee through an online form.

In 2024, the Ethics and Compliance team and legal investigation program received 197 submissions. Of these, 33 percent were found substantiated or partially substantiated, and 9 percent were questions that did not require investigation. Most of the submissions (82 percent) were related to



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

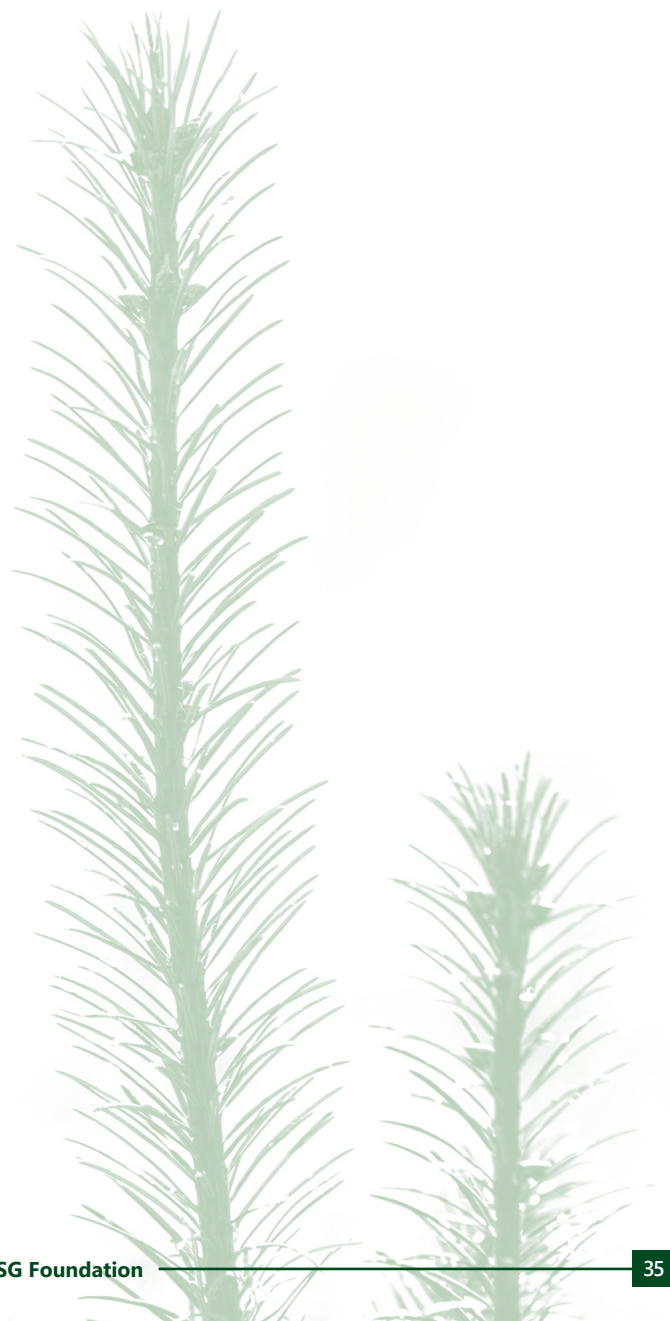
## SUPPLY CHAIN EXPECTATIONS

We use a variety of processes to ensure both our company and our supply chain are managed ethically. Our [standard terms of purchase](#) require suppliers to follow all applicable laws, including environmental, health and safety, labor, and employment, and adhere to our [Supplier Code of Ethics](#) in their own operations and supply chain when working for us.

Our [Human Rights Policy](#), guided by the United Nations' Universal Declaration of Human Rights, includes our commitment to respecting human rights across our operations and supply chain. We ensure these rights are protected and mitigate the risks of human rights violations, including forced and child labor, by maintaining policies and procedures, educating employees on our standards, monitoring higher-risk segments of our supply chain and operations, investigating any related allegations, and participating in regulatory reporting and transparency requirements. Our human rights program is periodically reviewed to identify any areas of improvement, and we report any major concerns to our board of directors.

We aim for responsible sourcing by maintaining policies to guide responsible sourcing decisions and are developing risk-based procedures to ensure that potential suppliers and contractors align with Weyerhaeuser's values. In Canada, our ongoing efforts to engage in responsible sourcing are documented in our report on [Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act](#) (also available in [French](#)).

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 a potential use of controversial sources is identified.



# 3. Improving Business Alignment

## Key Highlights

To be successful, our sustainability strategy must work in concert with our business goals and strategies. We understand the importance of this alignment and are focused on deepening the integration of sustainability into our business planning and everyday operations. This process ensures sustainability is considered during business planning, raises awareness of how our business goals and commitments affect sustainability outcomes, and enables teams across our operations to recognize and celebrate their sustainability performance.

From more effectively considering sustainability outcomes during annual business planning to linking sustainability performance with daily tasks, we have implemented several innovative strategies to deeply embed sustainability into our business processes. This level of integration and alignment ensures sustainability is fully considered in how we plan, execute and evaluate our overall company performance.



### Wood Products

Identified one to three key projects from each mill's business roadmap that advanced sustainability. Focus areas included employee growth and development, improved energy efficiency, and community engagement, among other initiatives.



### Timberlands

Identified success metrics for all sustainability focus areas. Metrics included setting a business-specific GHG reduction goal, building a new application for environmental incident reporting and deepening relationships with First Nations in the Canadian provinces where we operate.



### Corporate Development

Continued advancing opportunities for natural climate solutions, including forest carbon projects, renewable energy development, carbon capture and sequestration, and conservation.



## 3.1 | Sustainability Integration Wins

All our businesses have embedded sustainability considerations into their regular business planning processes and identified key actions and levers driving their sustainability performance. Last year, we also provided improved communications tools to site leaders and employees so they could better understand and share their local environmental and social responsibility performance. In 2025, we are working with each of our businesses to strengthen the execution of one or two of their key sustainability levers.

In 2024, our [Wood Products](#) business asked each mill to identify up to three key projects to advance our sustainability performance. The actions identified across our operations primarily fell into the following focus areas: employee growth and development, enhancing reliability and throughput, energy efficiency and reducing GHG emissions, growing our talent pipeline, or community engagement. In 2025, we will remain focused on helping our teams understand the impact of these projects on our overall sustainability progress, and we will look beyond operational sites to ensure sustainability is embedded in our sales, marketing and new product development processes.

In 2024, our [Timberlands](#) business identified and pursued goals and metrics for the focus areas deemed important to our sustainability performance. These targets varied by region but included setting a business-specific GHG reduction goal, developing a new application for environmental incident reporting, and establishing formal relationships with Indigenous communities in Alberta, British Columbia and Saskatchewan. In 2025, the business will focus on operationalizing GHG reduction actions and

integrating sustainability content into role-based training to help employees understand how their regular job responsibilities advance sustainability outcomes.

In 2024, our Corporate Development organization continued to expand its positive impact through our [Natural Climate Solutions](#) business. We registered our second forest carbon project, celebrated operations commencing on our first solar site, increased our active wind projects to seven and sold just over 14,000 acres of timberland near the Wolf River in southern Mississippi to support long-term conservation efforts. In 2025, we will continue to grow our ability to deliver climate solutions to the marketplace and communicate the impact of that work.

### 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 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.



### Video: Innovative to the Core



At Weyerhaeuser, we're always looking for ways to innovate and improve how we work, whether we're enhancing safety or transforming our operations through cutting-edge technologies such as robotics and automation, machine learning and artificial intelligence, drones, remote sensing and more. Learn how we draw on the ideas and creativity of our workforce and empower our people to bring an innovative mindset to every project.

[Watch Our Innovation Video>](#)

## "SUSTAINABILITY LIVE!"

Our internal "Sustainability Live!" series brings information about a diverse array of sustainability topics to all employees through live presentations and video recordings. Employees suggest episode 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 completed our 30th episode by the close of 2024. Topics range from our sustainable harvest rate to how we plant trees, manage and respond to wildfires, and support our rural communities.

## SUSTAINABILITY STATEMENTS

In 2024, we updated our local sustainability impact statements, which capture our regional and site-level sustainability performance, and added new metrics, including company-matched funds from volunteer hours logged by employees. These statements help employees understand the sustainability impacts and outcomes of their daily activities and decisions at the mills, distribution centers or timberlands regions where they work. The statements include information about environmental stewardship and social responsibility, such as local charitable giving, employee volunteering, energy use, GHG emissions and critical safety metrics, and they serve as storytelling aids to empower employees to share the impact of their local sustainability work.





## 4. Demonstrating Our Positive Impact

### Key Highlights

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

In 2023, we embarked on Phase 2 of our 3 by 30 Sustainability Ambitions. During this phase, which lasts through 2025, we are focused on critical strategic actions, partnerships and investments that accelerate our progress and support our goals of demonstrating real, measurable impact by 2030. In Phase 1 of our journey, which spanned 2020 to 2022, we defined success, explored and developed new relationships and key partnerships, and piloted our initial ideas and actions.

#### CLIMATE SOLUTIONS



Developed climate-focused partnerships with leading environmental nonprofits, including with The Nature Conservancy to advance natural climate solutions science.

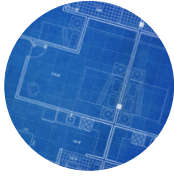


Published our Greenhouse Gas Inventory Principles to showcase our leadership in carbon integrity and advocate for our comprehensive approach to forest carbon accounting.



Grew opportunities for renewable energy, carbon capture and sequestration, mitigation and conservation, and forest carbon through our Natural Climate Solutions business.

## SUSTAINABLE HOMES



Expanded partnerships with the University of Arkansas and Clemson University to engage students in research and design opportunities related to sustainable, wood-based construction.



Supported the implementation of six winning ideas from our Innovation Challenge with Habitat for Humanity International, encouraging innovative uses of sustainable wood products to increase access to affordable homes.



Continued advocating for the use of wood products in creating more affordable housing in our second year as members of the Bipartisan Policy Center's Executive Council for Housing Affordability.

## RURAL COMMUNITIES



Identified four strategic focus areas to support our first THRIVE community in Zwolle and the northwest Louisiana region: water infrastructure, education, recreation and the economy.



Selected Raymond, Washington, as our second THRIVE community and began working with local stakeholders to identify key needs and priorities for our \$1 million investment.



Increased our support of national programs, including Be Pro Be Proud, which focuses on youth education and workforce development in rural communities.



### **Video: The Power of Our 3 by 30 Sustainability Ambitions**



Hear from our employees as they share the positive impacts of our work around climate, homes and rural communities.

[Watch Our Sustainability Ambitions Video>](#)



## 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 North America, 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 reducing our CO<sub>2</sub> emissions and producing low-carbon materials and energy sources. But our most significant contribution comes through providing immediate and long-term solutions to remove and store CO<sub>2</sub> from the atmosphere. All the trees in our millions of acres of forests naturally sequester CO<sub>2</sub> as they grow and store it as solid carbon. Every wood product we produce, or that our customers make from our logs, stores much of that carbon for the life of the homes and buildings those finished products are used to build. After harvest, we plant new trees (or in some situations make sure the forest is regenerated naturally) to begin the cycle again. Every year, our growing landscape of trees removes more carbon than is released through harvesting. It's part of a continuous cycle of carbon sequestration and storage on the landscape and in our products, and it makes working forests powerful, far-reaching and cost-effective tools for limiting the concentration of CO<sub>2</sub> in the atmosphere.

As one of the world's largest private forest landowners, we recognize our responsibility to manage our forests 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 climate-smart solutions that benefit everyone.

Two-thirds of the way through Phase 2 of 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 mitigation, we need broader public awareness and understanding of their unique benefits as a mechanism for carbon sequestration, carbon storage and climate resilience.

### **Our three key objectives and supporting actions of this focus area include:**

- 1. Prove that working forests and wood products are critical to fulfilling net-zero targets.**
  - Making annual progress toward achieving GHG reduction targets.
  - Continuing to engage with the development of carbon accounting standards.
  - Collaborating with partners to further the scientific understanding of how forests and forest products can contribute to climate mitigation.
- 2. Deliver natural climate solutions.**
  - Growing our Natural Climate Solutions business through the development of high-integrity forest carbon, renewable energy, mitigation banking and conservation projects, and leasing subsurface ownership for carbon capture and sequestration.



## Blog: Engaging at Bloomberg Green



With thousands of sustainability leaders, entrepreneurs and climate activists in Seattle for the inaugural Bloomberg Green Festival, we hosted a panel discussion at our corporate headquarters and invited attendees on a tour of our Vail tree farm in southwest Washington to discuss — and show — how sustainably managed working forests provide a positive climate impact.

[Read More About Our Engagement at Bloomberg Green>](#)

### 3. Position working forests and wood products as contributors to climate solutions.

- Representing the forest sector in global climate coalitions.
- Advocating to incorporate working forests and wood products into policy and law as critical 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 and incorporating climate-related risks and

opportunities into our business decisions — and modeling that success — is vital to ensuring our working forests remain an effective climate solution for generations to come.

#### Our supporting actions of this focus area include:

- Ensuring the trees we grow are adapted to a changing climate.
- Developing climate-smart decision tools to use in forest management.
- Preparing our forest infrastructure for climate-related events.
- Deploying climate-informed disaster response plans across our forest operations.



## OUR PHASE 2 ACCOMPLISHMENTS: 2023 – 2024

During Phase 2 of our 3 by 30 climate solutions ambition, we are intentionally making fewer, but more strategic, investments of our time and resources. While much of this work is ongoing, through 2024 we are proud to have:

- Registered two forest carbon projects in Maine and Mississippi, with several more under development, and laid out our [Carbon Credit Principles](#) describing the foundational beliefs and approaches that guide our participation in the carbon market.
- Expanded other areas of our Natural Climate Solutions business as our seventh wind project and first solar project both came online, and continued development of mitigation banks and conservation projects as well as new exploratory agreements for carbon capture and sequestration.
- Published our [Greenhouse Gas Inventory Principles](#) demonstrating our leadership in carbon integrity and advocating for our comprehensive approach to forest carbon accounting, which draws on years spent building our own GHG inventory, implementing best practices and incorporating input from nonprofits and scientific advisors.
- Developed climate-focused partnerships with leading environmental nonprofits, including a multiyear collaboration with The Nature Conservancy focused on advancing natural climate solutions science, carbon methodologies and climate-smart forestry.
- Supported academic research into climate-resilient forestry by partnering with North Carolina State University to study the impacts of climate change and sea-level rise on coastal forests, and with the University of Georgia's Southern Pine Health Research Cooperative to explore real-time monitoring of insects using automated sensors

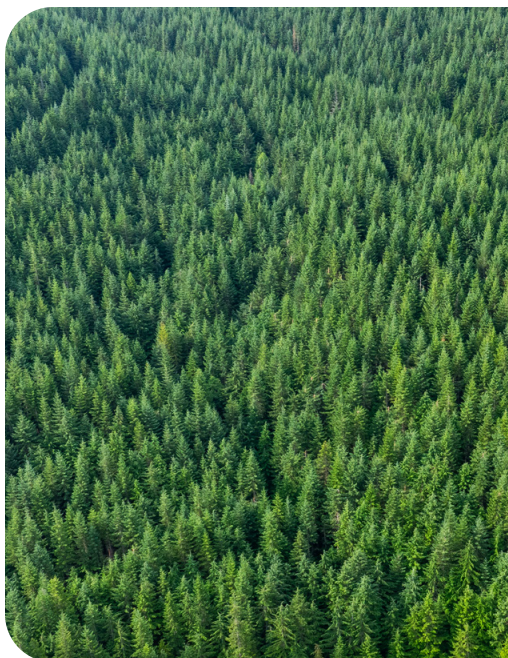
- Catalyzed the development of a new forest and wood carbon data platform from the U.S. Forest Service and U.S. Endowment for Forestry and Communities to help the entire sector share more credible and coherent data about the carbon impact of forests and wood products.
- Developed our Scope 1 and 2 net-zero transition plan, refreshed our Scope 3 GHG emissions inventory and continued to make progress toward our 2030 emissions-reduction targets.
- Engaged climate and sustainability stakeholders at the national and international levels through our participation in Climate Week NYC, COP28 and other key industry events to build trust in the voluntary carbon market.



### **Blog: Supporting Renewable Energy in North Carolina**

Members of our land asset management and public affairs teams gathered in North Carolina in July 2024 for a blade-signing event to celebrate progress on our seventh wind project, a 189-megawatt, utility-scale installation that will harness the steady coastal winds from Albemarle Sound. Sixteen of the project's 45 turbines are on Weyerhaeuser timberlands.

[Learn More About the Wind Project>](#)



## Blog: Sharing Our Approach to Forest Carbon Accounting



In 2024, we released our Greenhouse Gas Inventory Principles advocating for our comprehensive approach to forest carbon accounting. These principles provide a clear, science-based approach to accounting for the carbon impact of forests and forest products, and they draw on years spent building our GHG inventory, implementing best practices and incorporating input from nonprofit and scientific advisors.

[Read More About Carbon Accounting>](#)

## OUR PHASE 1 FOUNDATIONAL SUCCESS: 2020 – 2022

In Phase 1 of our 3 by 30 climate solutions ambition, we laid the foundation for meaningful progress. We accomplished more than 90 percent of the actions we set out to achieve. Remaining actions were rolled into Phase 2. Through collective effort, we:

### 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, demonstrating that our company removes significantly more carbon than we emit through our operations.
- 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 GHG emissions inventory and data.

### Implemented industry-leading target-setting practices for our company.

- We set an ambitious, short-term greenhouse gas reduction goal that was approved by the Science Based Targets initiative as in line with limiting warming to 1.5 degrees Celsius. Our goal includes a commitment to reduce Scope 1 and 2 GHG emissions by 42 percent by 2030, measured against a 2020 baseline.
- We joined The Climate Pledge and committed to achieving net-zero emissions by 2040 — 10 years ahead of the goals of the Paris Agreement. This commitment means we intend to measure and report greenhouse gas emissions on a regular basis; implement decarbonization strategies in line with the Paris Agreement through real business changes and innovations; and neutralize any remaining emissions with additional quantifiable, real, permanent and socially beneficial offsets (or removals) to achieve net-zero annual carbon emissions by 2040.







## Newsroom: Developing Climate-Focused Partnerships



In 2024, we began a multiyear collaboration with The Nature Conservancy to further the scientific understanding of how forests and forest products can contribute to climate mitigation. Together, we're focused on advancing natural climate solutions science, carbon methodologies and climate-smart forestry.

[Read More About The Collaboration>](#)

### 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 drafting the GHG Protocol on Land Sector and Removals Guidance. We piloted the guidance and continue to work closely with other sector leaders to improve the guidance and confirm the role of forest-based solutions.
- 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 sectorwide initiative to build transparency and credibility in forests and wood products.

### Ensured Weyerhaeuser is prepared to adapt and respond to the expected impacts of 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, demonstrating strong alignment between business and sustainability. We enabled the development of renewable energy projects on our land base, laid the groundwork for our first forest carbon project and worked to maintain and build the credibility of the voluntary carbon market as a key part of achieving net-zero standards and climate goals.
- Our Timberlands Strategy and Technology team developed a comprehensive climate science prospectus and began integrating key activities to prepare for current and future climate-related business disruptors.
- We participated in the process to update the Sustainable Forestry Initiative standards, which added climate considerations to the Forest Management standard, ensuring the new standard responds to the increasing threat posed by climate change.



## 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 housing — faster, more efficiently and at a scale that makes a real difference for communities of all sizes across North America. We see two main areas where we can play an important role in accelerating the volume, sustainability and diversity of available housing.

The first involves supporting innovation in the wood products industry to increase the prevalence of wood-based buildings through improved construction methods and updated building codes that allow wood construction in midrise buildings. The second involves supporting the development of offsite construction and non-traditional housing options, including accessory dwelling units, tiny homes and other detached structures, aimed at providing flexible, efficient alternatives and new housing solutions. Recognizing wood as the most renewable, versatile and cost-effective building material is essential for developing sustainable options that meet various income levels and geographies.

Two-thirds of the way through Phase 2 of our 3 by 30 sustainable homes ambition, we are focusing on two key areas:

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

Through updated building codes, advanced techniques and material innovation, we see an opportunity to create more housing units on the same land by expanding the use of wood-based construction methods.

### **Our supporting actions for this focus area include:**

- Policy work focused on advancing supportive legislation.
- Sponsoring wood-based design and innovation competitions.
- Supporting and sponsoring wood-based and mass timber education events.

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

By improving supply chain efficiency and reducing building cycle time and waste, we see opportunities to develop more housing with the same labor, time and money.

### **Our supporting actions for this focus area include:**

- Advocacy activities focused on affordable housing with a diverse range of partners.
- Partnering with the Bipartisan Policy Center's Executive Council for Housing Affordability.
- Supporting programs focused on developing or increasing access to high-quality alternative or diverse housing.
- Supporting industry events to educate designers and contractors on improving construction speed and efficiency.





## OUR PHASE 2 ACCOMPLISHMENTS: 2023 – 2024

During Phase 2 of our 3 by 30 sustainable homes ambition, we are intentionally making fewer, but more strategic, investments of our time and resources. While much of this work is ongoing, through 2024 we are proud to have:

- Joined the [Executive Council for Housing Affordability](#), part of the J. Ronald Terwilliger Center for Housing Policy. By serving on the council, we are engaging stakeholders in important conversations about the role of wood products in affordable housing.
- Partnered in 2024 with Habitat for Humanity International to [launch the Weyerhaeuser Innovation Challenge](#). Participating Habitat affiliates developed and implemented ideas to use wood products to increase fair access to affordable homes, demonstrating sustainability and resilience. The winning ideas focused on workforce development, disaster resilience and construction-waste reduction, with most having the potential to be scaled across Habitat's 1,100 affiliate locations.
- Expanded our partnerships with the [University of Arkansas' Fay Jones School of Architecture and Design](#) and Clemson University's Wood Utilization + Design Institute, engaging students and academic and professional communities on both campuses about building sustainably with wood through applied research, projects and seminars. At the University of Arkansas, we supported two applied research and design projects: prototyping a 3D-printed, wood-composite house and engineering mass timber for three common housing typologies important to rural communities. At Clemson, we supported the creation of a design studio and competition to address affordable housing through sustainable design.

## OUR PHASE 1 FOUNDATIONAL SUCCESS: 2020 – 2022

In Phase 1 of our 3 by 30 sustainable homes ambition, we laid the foundation for meaningful progress. We accomplished more than 80 percent of the actions we set out to achieve. Remaining actions were rolled into Phase 2 or set aside in favor of more effective tactics. Through collective effort, we:

**Partnered with and supported organizations to drive research and develop solutions for improved construction efficiency and to 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 codes adopted in states throughout the U.S. Our team continues to work with partners and associations at the state level to build acceptance of mass timber, position innovative wood building materials as low-carbon options 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 amplified the school's emphasis on timber and wood products, as well as affordable housing. Both projects grew into additional work with new partners interested in using mass timber for affordable housing and in rural, forest-centered communities.

- We supported mass timber and wood innovation projects conducted by Clemson University's Wood Utilization + Design Institute.
- We became a founding partner of Ivory Innovations in 2020. To develop solutions for affordable housing, Ivory Innovations brings public and private organizations together to support and promote innovations in policy, regulation, finance, construction and design. We provide financial resources for research and support an annual award to recognize innovative solutions and initiatives that engage university students in addressing housing affordability.
- In 2021, we were the lead sponsor for Operation Tiny Home's Alpha House, a prototype for a small home, built partly with our products, that was later 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.**

- Since 2021, we've 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 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 discussions about 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.



**Blog: Implementing Winning Ideas**

We awarded \$15,000 to each of the six winners of our Innovation Challenge with Habitat for Humanity International to help implement their creative ideas for using sustainable wood products to increase access to affordable, high-quality homes.

[Read About the Innovation Challenge>](#)



## 4.3 | Thriving Rural Communities

We play a significant role in the rural areas where we operate by providing family-wage jobs with growth opportunities, a stable tax base, recreational access to our land and philanthropic support for 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 many rural 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 successful solutions can be found through the right combination of focus, resources and leadership, supported by public and private partnerships as well as grassroots organization and engagement. Nobody is better equipped to chart a future for a community than the people living and working there, so we aim to leverage our resources and experience to participate in initiatives that support those local priorities.

Two-thirds of the way through Phase 2 of our 3 by 30 rural communities ambition, we are focusing on 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 direct our resources to the highest-priority issues in the areas where we operate.

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

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

### **Our supporting actions for this focus area include:**

- Expanding support for our partner organizations.
- Continuing to advocate for investment in broadband expansion.
- Supporting our partner organizations' state and federal funding requests.
- Aligning industry peers and trade associations on workforce development issues.



### **Blog: Raymond Rising**

We selected Raymond, Washington, to receive a \$1 million investment over the next several years as the second community in our THRIVE program. We immediately began working with local elected officials and community leaders to identify key priorities and projects. We have owned timberland around Raymond for more than 100 years and have operated a lumber mill in the town since the early 1930s.

[Read More About Our THRIVE Program>](#)

## OUR PHASE 2 ACCOMPLISHMENTS: 2023 – 2024

During Phase 2 of our 3 by 30 rural communities ambition, we are intentionally making fewer, but more strategic, investments of our time and resources. While much of this work is ongoing, through 2024 we are proud to have:

- Announced our THRIVE program, which provides targeted support to five of our rural operating communities. Each community will receive an investment of \$1 million from Weyerhaeuser over the next several years.
- Selected Zwolle, Louisiana, and the northwest Louisiana region as our first THRIVE community and, working with local elected officials and community leaders, determined four strategic project areas to receive greater focus:
  - **Water infrastructure:** We completed a water system analysis in Zwolle, supported grant applications for improving water infrastructure and secured support from elected leaders to promote grant requests.
  - **Education:** We launched partnerships with the local school district and United Way of NW Louisiana to improve literacy rankings in Sabine Parish, participated in two targeted outreach events for Dolly Parton's Imagination Library and established a new partnership with the Oklahoma State University Institute of Technology to expand a workforce development scholarship training program to graduating seniors.
  - **Recreation:** We partnered with Zwolle Dixie Youth to improve community recreation infrastructure.
  - **Economic development:** We partnered with the Center on Rural Innovation to aid Natchitoches, Louisiana, in the creation of a five-year, technology-based economic development plan.

- Selected [Raymond, Washington](#), as our second [THRIVE community](#) and began working with elected officials and community leaders to identify key needs and priorities.
- Launched and grew our Learn Local, Earn Local program to support workforce development and youth education in our rural operating communities. We awarded additional funds to each of our local Giving Fund Advisory Committees to support efforts in their areas; expanded national partnerships with organizations such as Project Learning Tree, [Be Pro Be Proud](#) and Jobs for America's Graduates; participated in Pathways 2 Possibilities in Mississippi and South Carolina; launched a new partnership with Skills Canada; and engaged employees in youth education activities.



### Blog: Empowering Employees to Teach

Through our partnership with Project Learning Tree, we brought forest literacy framework trainings to select operating communities in Alabama, Oregon, Washington and Kenora, Ontario. These trainings equip educators and employees with the skills they need to teach pre-K-to-12 students about sustainable forest management and the forest products industry.

[Read More About Our Teaching Partnership>](#)



- Grew our [Fighting Fires Together campaign](#), developed in partnership with the [Firefighter Behavioral Health Alliance](#), to provide specialized mental-health support and resources to wildland firefighters.
- Launched a fall giving campaign in 2024 focused on a “Tools for Schools” supply drive supporting six organizations in our operating areas and delivered 125 “Goods from the Woods” boxes to schools in our operating communities.
- Continued our partnership with Habitat for Humanity International, building two local housing units in Monroe, Louisiana, and Hot Springs, Arkansas, last year, in addition to the three built in 2023 in Monroe, Hot Springs, and Moncks Corner, South Carolina.

## OUR PHASE 1 FOUNDATIONAL SUCCESS: 2020 – 2022

In Phase 1 of our 3 by 30 rural communities ambition, we laid the groundwork for meaningful progress. We accomplished 70 percent of the actions we set out to achieve. Remaining actions were rolled into Phase 2 or set aside in favor of more effective tactics. Through collective effort, we:

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

- In 2022, we analyzed the common themes and distinct needs of our rural operating communities by reviewing publicly available data, engaging focus groups and benchmarking peers to identify the most successful strategies for maximizing our impact in these communities.

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

- In 2021, we held our first annual education session with our regional, employee-led Giving Fund Advisory Committees to ensure they had the tools and resources to effectively make local giving decisions.
- We also established an internal taskforce to ensure perspectives from all businesses, local leadership and corporate functions were included in the planning and establishment of key priorities for supporting our rural communities.

### **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 later held a planting event in Ruston, Louisiana, with Louisiana Tech University and a local urban forestry organization, and we supported the development of a new curriculum focused on green careers and urban forestry for 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.

### **Expanded our partnership with Habitat for Humanity International.**

- We expanded our partnership with Habitat for Humanity International to support more than 10 local housing builds in or near our communities. Eight builds were completed in 2022 across Arkansas, Louisiana, Montana, North Carolina, Oregon and Washington.
- We participated in “Habitat on the Hill” advocacy for rural communities through our enhanced Habitat for Humanity partnership.

# There's So Much More

We have been reporting on sustainability for more than 20 years, and this report represents only a fraction of our disclosures. Explore the full story and suite of resources on our website: [wy.com](https://www.weyerhaeuser.com)

