



For over 120 years, we've been growing, harvesting and re-growing forests on a continuous cycle.

Our timberlands provide clean air and water, wildlife habitat, recreational opportunities, renewable energy, and a sustainable supply of wood for homes and countless products we all depend on every day. Our forests and mills provide great jobs and support local economies in rural areas across North America. And with every decision we make, we aim to preserve our ability to continue operating responsibly for another century and more.

To achieve enduring success for our company and the stakeholders we serve, we're always innovating and improving our sustainability practices and leadership, in the woods and across our businesses.

Our sustainability strategy organizes and intensifies our focus around three core areas:



For decades, we've set strategies and achieved targets to drive improvement for the environment, our workplace, our communities, and the way we govern our company. Today, we follow an established roadmap, with regular reviews and renewal of these activities to ensure we continuously drive improvement in all three areas by 2030.



To help our employees, from someone on their first day to seasoned leaders, understand how their day-to-day work contributes directly to our sustainability goals, we are integrating sustainability considerations into our critical business processes, including roadmaps, key goals, performance plans and capital allocation.



We recognize that people expect businesses to help solve some of the world's most pressing and toughest challenges. We agree, and we've identified three areas where we believe we can make a positive impact by 2030.



NOTABLE SUSTAINABILITY RESULTS ACHIEVED IN THE LAST YEAR

WE WERE NAMED one of the **WORLD'S MOST ETHICAL COMPANIES®** BY ETHISPHERE for the 12th time

WE CONTINUED TO IMPROVE OUR OVERALL **BOARD DIVERSITY** in 2020

■ Women ■ Men
■ Racially Diverse

WE REDUCED **SERIOUS INJURIES BY 60%** in 2020

WE REMOVE THE EQUIVALENT OF **32 MILLION METRIC TONS OF CO₂** IN OUR FORESTS AND WOOD PRODUCTS ANNUALLY

IN 2020 WE CONTRIBUTED **\$5.3 MILLION** in charitable grants, in-kind donations and sponsorships in our communities

WE DELIVER FACILITATOR-LED **UNCONSCIOUS BIAS TRAINING** TO ALL SALARIED EMPLOYEES

ALL EMPLOYEES HAVE ACCESS TO **PAID PARENTAL LEAVE, AND FLEXIBLE WORK OPTIONS** are available for many roles

WE'VE MAINTAINED **100% CERTIFICATION OF OUR TIMBERLANDS** and **WOOD FIBER PROCUREMENT**

SUSTAINABLE FORESTRY INITIATIVE SFI-00008

WEYERHAEUSER 2021 SUSTAINABILITY SNAPSHOT

Our Positive Impact in the World



We operate all over North America, mostly in the woods and in small rural towns. We manage nearly 25 million acres of timberlands and operate dozens of wood products manufacturing facilities and distribution centers across the continent.

We take our responsibility as an employer and land steward seriously.

We run our businesses safely and with integrity. We are committed to diversity, equity and inclusion. We have a decades-long track record of strong environmental stewardship, and we're deeply connected and committed to the communities where we live and work.

We also have a unique and important role in helping make a difference.

By 2030, we commit to taking tangible action — by deploying our resources and expertise in a focused way — to help tackle some of the most critical challenges we all face in society today.



Our Working Forests Contribute to Climate Change Solutions

By 2030, we envision a world where the value of working forests and the products that come from these forests are fully recognized as one of the key solutions for slowing and reducing the impacts of climate change. Through our research, stewardship and industry leadership, we will be a model for how working forests can and should be part of a sustainable, biodiverse and climate-resilient solution — today and long into the future.

OUR CURRENT FOCUS AREAS:

- Improve the understanding of working forests as a climate solution
- Ensure working forests are climate-resilient



Our Sustainable Products Help Provide Homes for Everyone

By 2030, we envision a world where sustainable wood products are providing abundant, creative opportunities for ensuring everyone has access to quality, affordable, sustainably built housing. We want to be part of a paradigm shift where there are more housing options — of all shapes and sizes — anchored in natural, renewable and efficient materials.

OUR CURRENT FOCUS AREAS:

- Innovate in the wood products industry to improve building speed and efficiency
- Support innovation and development of wood-based construction methods to replace other materials and enable more housing
- Increase available housing options by supporting alternative & unconventional home-building efforts



We Help Our Rural Communities Be Thriving Places to Work & Live

By 2030, we envision measurable improvements in how we, and those we partner with, approach rural community investment and engagement; how we create resilient, diverse talent pools for rural workforce development opportunities; and how we encourage civic engagement that fosters support for the natural resources that are critical to quality of life for everyone.

OUR CURRENT FOCUS AREAS:

- Direct our time, talent & money toward causes that help our rural operating communities
- Leverage our scale, voice, influence and resources by partnering with organizations that focus on rural issues

Since we launched our 3 by 30 Sustainability Ambitions in 2020, we formed an internal team to help us enhance how we direct our resources and investments to support rural communities; we've leveraged our expertise and relationships with key stakeholders to improve the understanding of working forests and wood products in emerging climate change-related accounting and mitigation strategies; and we're positioning our company to take advantage of a range of new markets, including emerging opportunities with our forests and wood products related to carbon, natural climate solutions and innovative building materials.



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