

2023 - 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 nearly 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 stronger, 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 have embraced 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". The signature is fluid and cursive, written in a professional style.

DEVIN W. STOCKFISH
PRESIDENT AND CEO



A MESSAGE FROM OUR VP OF SUSTAINABILITY

Our Ongoing Commitment



Our collective efforts are taking root as we head into the fifth year of our companywide sustainability strategy. Signs of progress are evident across our program, and I am inspired daily by the passion and commitment of our people and partners.

Among our 2023-24 highlights:

- We strengthened our DE&I roadmap, expanded our Employee Resource Groups and piloted a companywide mentoring program.
- Our Timberlands and Wood Products businesses integrated sustainability performance metrics into bi-annual and monthly business review meetings.
- We created new Sustainability Statements for all Wood Products sites and Timberlands regions to give local leaders and employees site-level awareness of their sustainability performance and contributions to our overall company goals.
- Our Corporate Development organization announced approval of our first forest carbon project in Maine and outlined our foundational [Carbon Principles](#).
- We announced two new signature programs to support rural communities, including a \$5 million investment across five of our rural operating communities over the next several years.
- We continued to expand national partnerships, drive important conversations around greenhouse gas (GHG) inventory accounting, support innovative uses of wood products through academic research and challenges, and show up in larger ways to high-profile sustainability events such as Climate Week NYC and COP28.

Behind all these achievements are our sustainably managed working forests, which provide essential long-lived wood products, habitat for wildlife, recreational opportunities, natural solutions for mitigating the impacts of climate change, and so much more. Our stewardship of these renewable resources matters more than ever and remains fundamental to our long-term sustainability performance. We look forward to sharing our progress.

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

ARA ERICKSON

VICE PRESIDENT, CORPORATE SUSTAINABILITY

KEY 2023-2024 HIGHLIGHTS

Sustainability is at the core of Weyerhaeuser's culture and performance. In the last year, our employees again demonstrated their commitment to achieving our sustainability ambitions, and we made significant progress in several key areas. Highlights included:



Growing Natural Climate Solutions

We received approval for and monetized our first forest carbon project in Maine, demonstrating our ability to develop high-quality credits and bring trust and integrity to the voluntary carbon market. We outlined our approach in the Carbon Principles we published in 2023.

Video: [Weyerhaeuser's Forest Carbon Principles](#)



Supporting Thriving Rural Communities

We announced [our new THRIVE program](#) and selected Zwolle, Louisiana, and the northwest Louisiana region as the first of five communities to receive a \$1 million investment from Weyerhaeuser over the next several years — all part of our commitment to make sure our rural operating communities remain healthy, vibrant places to live, work and do business.



Increasing Access to Sustainable Homes

We launched the [Weyerhaeuser Innovation Challenge](#) with Habitat for Humanity International and selected six local Habitat affiliates from across the United States to receive a cash prize to implement their winning ideas for using sustainable wood products to increase equitable access to affordable homes.

KEY 2023-2024 HIGHLIGHTS



Contributing to Local Causes

We live and work in the communities where we operate, and our employees give generously of their time and money to local causes they care about. In 2023, our employees logged more than 19,000 hours of volunteer time through our TREE-mendous Matching Gifts platform, a 33 percent increase over 2022.



Supporting Sustainable Supply Chains

We surveyed our top 20 Wood Products customers on a range of sustainability-related questions to gain insights into how our sustainability goals and performance resonate with and impact our value chain. Overwhelmingly, customers told us they were “very satisfied” with our approach to sustainability and that our sustainability practices were “positively impactful” to their businesses and their customers.



Managing Our Forests and Manufacturing Facilities Sustainably

In 2023, we planted 121 million seedlings in recently harvested sites across our operations and continued working with more than 20 different conservation partners across the U.S. to develop programs that expand public access, protect critical habitat and preserve sites of environmental, cultural and historical significance. Also, in our mills, 98 percent of our wood residuals from manufacturing continue to be used to create other products or to generate energy.

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 simply 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 our 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.

In 2020, we launched our current sustainability strategy, reorganizing and intensifying our focus on three core areas: maintaining our strong foundation of [environmental stewardship](#), [social responsibility](#) and [governance](#) (ESG) performance; integrating sustainability more deeply into our business processes and priorities; and demonstrating our positive impact in the three critical areas of [climate change solutions](#), [sustainable homes](#) and [thriving rural communities](#).



1.2 | How We Determine Significant Topics

To identify key focus areas for our sustainability strategy and sustainability-related reporting, we first consider the relevance and significance of the topics to our company’s environmental, social and economic impact. For example, where we operate, what products we make and who we hire are topics relevant to our company, while how we practice sustainable forest management, attract investors and employees, and make and sell our products affect our environmental, social and economic impacts. Second, we assess the relative importance of these topics to our stakeholders, including shareholders, employees, customers and community members, by gathering feedback through a wide range of forums. Annually, we review our assessment and ensure the identified topics are relevant, significant and aligned with our companywide enterprise risk assessment.

We categorize Weyerhaeuser’s material sustainability topics into three groups:

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

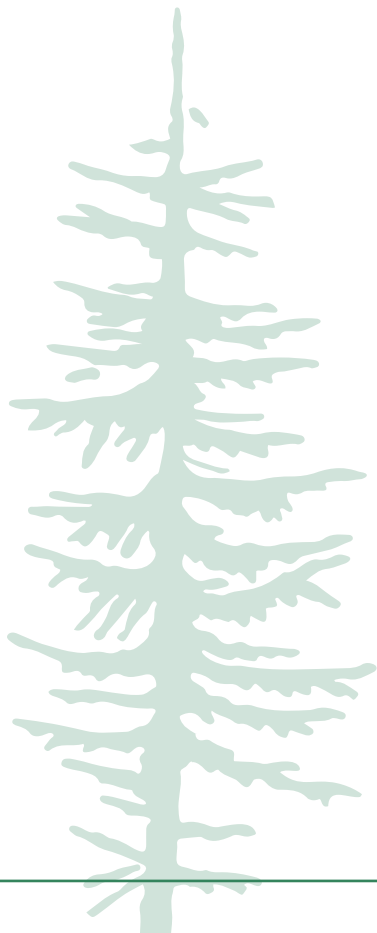
We focus most of our effort and attention on topics that fall into the first category, followed by those in the second category. Topics that fall into the third category have lower priority but remain important and are regularly assessed through our management systems and reporting.



1.3 | Our Dedication to Transparency

We are committed to transparent reporting of our ESG performance and do this by sharing our performance metrics and alignment with ESG frameworks publicly, providing robust content across our website, creating an annual sustainability highlights report and disclosing information to key ESG rating providers, assessments and questionnaires. We also closely monitor and provide feedback on the development of new ESG standards, such as the International Sustainability Standards Board (ISSB) and the Taskforce on Nature-related Financial Disclosures (TNFD).

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.



ISS ESG

MSCI

S&P Global

Bloomberg

CDP

Morningstar
Sustainalytics

Key Rating Systems

We focus on disclosures to six key ratings that measure our performance. We also respond to other raters' questionnaires, assessments and ad hoc requests.

GRI

TCFD

SASB
STANDARDS
Now part of IFRS Foundation

SUSTAINABLE
DEVELOPMENT
GOALS

TNFD

IFRS
Sustainability



ESG Framework Alignment

Every year, we align our annual sustainability disclosure with six prominent ESG frameworks. As ESG disclosure standards consolidate, we are adapting our approach with plans for alignment with the Taskforce on Nature-related Financial Disclosures (TNFD) and International Financial Reporting Standards (IFRS) S1 and S2 standards.

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 ESG performance and implement improvement opportunities on a consistent schedule.

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 larger process changes or 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.



100% of our timberland and mill sites have risk-based safety plans, and our employees proactively identify and address hazards, including 281 found and fixed in 2023.



We removed the equivalent of 38 million metric tons of CO₂ in our forests and wood products in 2023. 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 have an ambitious target to reduce our greenhouse gas emissions 42% by 2030.



In 2023, we gave \$6.2 million in charitable grants, sponsorships, matching gifts, in-kind donations, and employee time and research support.



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

2.1 | Environmental Stewardship

Environmental stewardship is deeply rooted in our company and 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 more than a century — 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 confirms our long-standing commitment to sustainability and 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 120,000 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 register our timberlands to be certified 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 change 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.



Seeding the Next Generation

Millions of our trees [start their lives as seeds in our seed plant in Rochester, Washington](#). Viviana Olivares, seed plant manager, is responsible for making sure the seeds received at the facility are processed to our high standards for quality and proper inventory levels are maintained for our Western Timberlands. “This is our only seed processing facility on the West Coast. It’s a lot of responsibility,” Viviana says. “All of our products, from seedlings to trees to wood products, start with the highest-quality seeds we can provide.”

The forests we manage host hundreds of native vertebrate species, including large mammals such as deer, elk, cougar, black bear and bobcat, as well as a tremendous diversity of birds, reptiles, amphibians, insects, native fish and other aquatic species. Each of these species needs something different from their habitat, including different forest age classes and structures, and other important features such as healthy riparian areas. Since our millions of acres of timberlands contain a range of forest stand ages and structures, along with protected areas around streams and wetlands, 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 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 forest management activities and implementation of habitat conservation and species management plans. Practices resulting from these assessments may include leaving buffers along riparian areas, surveying sites for species occurrences prior to harvesting and thinning activities, refraining from harvest during certain times and managing for specific habitats using prescribed burns or by thinning harvests.



How We Do It: Wildlife Habitat

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

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 create and preserve critical habitat by implementing best management practices on the lands we own and manage in the United States and the lands we manage in Canada. In the U.S., we also participate in multiple conservation-focused programs, including conservation easements and agreements, [mitigation banking](#), formal Habitat Conservation Plans, recovery strategies and similar arrangements with the U.S. 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.

Combined with our sustainable forest management practices, conservation easements and other local agreements can enhance the long-term stewardship and protection of wildlife habitat, biodiversity and recreational access. These partnerships are made with a variety of groups and organizations, and they allow us to continue managing our forest resources, which helps protect the economic benefits of our working forests. Habitat Conservation Plans 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 HCPs and other conservation agreements in nearly every state where we manage or own lands, including Alabama, Arkansas, Florida, Georgia, Louisiana, Maine, Mississippi, New Hampshire, North Carolina, Oklahoma, Oregon, South Carolina, Vermont and Washington. In Canada, we have Species-Specific Recovery Plans in Alberta, British Columbia, Ontario and Saskatchewan and have



Nurturing Nature

In North Carolina, we [voluntarily added 1,600 acres of our working forests](#) to the state’s prestigious Registry of Natural Heritage Areas, ensuring long-term protection for various rare and endangered species.

additional provincially regulated mechanisms for enhancing biodiversity, such as wildlife habitat areas and old-growth management areas.

Authorized through the U.S. Clean Water Act, mitigation banking allows us to set aside certain areas of our timberlands to preserve, enhance or restore a wetland, stream or other habitat area to compensate for development by another entity in a similar nearby ecosystem. Mitigation banks are regulated and approved by the U.S. Army Corps of Engineers and a consortium of federal, state and local agencies. We currently operate 16 mitigation banks and projects, primarily in the U.S. South. Several other projects are in various stages of evaluation and development.

We have more than 3.3 million acres invested in various conservation programs across our [Northern](#), [Southern](#) and [Western Timberlands](#), and we are always looking for new opportunities and partnerships that have a beneficial impact on biodiversity and conservation.

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

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,



Restoring Free Flow

Our removal of an old log dam from a branch of Houston Brook near Bingham, Maine, in late 2023 [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.

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.

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 high water risk. We conduct this analysis of water risk when 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.

Decreasing Our Emissions

To keep global temperatures from rising to catastrophic levels, the business community must continue to reduce greenhouse gas (GHG) emissions. 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 — but we didn't stop there. In 2021, we set new GHG emission reduction targets that align with the need to limit global warming to 1.5 degrees Celsius. These ambitious targets include reducing our Scope 1 and 2 emissions by 42 percent and our Scope 3 emissions by 25 percent per unit of production by 2030, and they were approved by the Science Based Targets initiative.

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 and upgrades to emission-control systems.

Making Better Energy Choices

We meet more than two-thirds of our manufacturing facilities' energy needs from renewable biomass, using what would otherwise be wood waste, either from our forest or manufacturing operations, to create our own energy. We also supply more than a million tons of wood fiber annually from our forests and mill residuals that are converted into bioenergy for

renewable power. This approach helps reduce the reliance on fossil fuels of our own company and others.

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 companywide, while at the site level we have designated energy champions who are responsible for leading local actions that improve energy efficiency. In addition, we integrate greenhouse gas considerations into our capital-planning processes to ensure teams have clear visibility into how each project impacts our carbon footprint

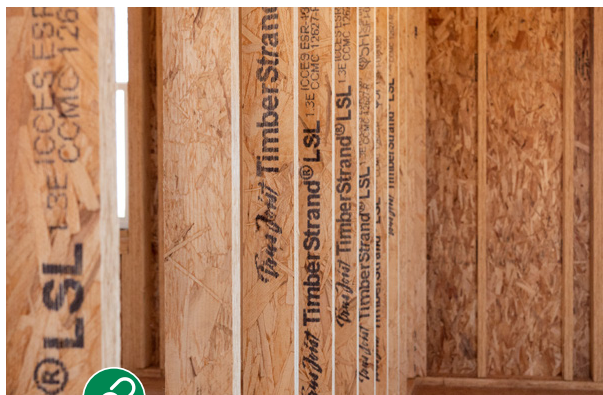
To strengthen this effort, we joined the U.S. Department of Energy's Better Plants Program and committed to improving energy efficiency at our

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.

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 that 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, 98 percent of our wood residuals are used to create other products or to generate energy.



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 significantly reducing our greenhouse gas emissions across our supply chain.

RESPONSIBLE PROCUREMENT

On average, we source 39 percent of the wood used to make our products from our U.S. SFI-certified forests, about 11 percent from other certified landowners and our SFI-certified Canadian managed lands, and the remaining 49 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 certification.

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 change 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



Weyerhaeuser's Carbon Record

In 2023, our forests and manufactured wood products removed a total of 38 million metric tons of carbon-dioxide equivalent, our total emissions were 10.2 million mtCO₂e, and our forests stored between 2.3 billion and 3.6 billion mtCO₂e. Read our full accounting and learn more about our methodology in our award-winning and industry-leading *Carbon Record* (carbonrecord.weyerhaeuser.com), which provides a unique reference point and roadmap for how working forests play an essential role in net-zero strategies and climate solutions.

begin absorbing CO₂ from the atmosphere, and the next round of wood products store more carbon yet again — all part of an amazing sustainable cycle.

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. 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 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.

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 possible. 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. In 2023, we proactively identified and corrected 281 hazards. 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 1.89 in 2023. Still, despite our overall progress, two employees were fatally injured on the job in 2023, marking the first work fatalities we have experienced in nearly 10 years. These losses are a tragic reminder that our safety work is never done, and why we remain relentlessly focused on achieving our goal of creating an injury-free workplace.

To that end, 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.

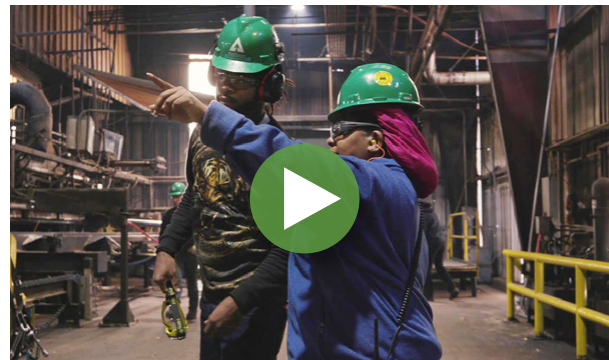
CONTRACTOR SAFETY

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.



Transforming Electrical Safety

Justin Scott, lead electrician at our mill in Columbia Falls, Montana, [found a safer and more efficient way to conduct routine inspections](#) of the site's medium-voltage transformers. His improvements led to a significant reduction in safety risk, enhanced inspection efficiency and earned a top industry safety award.



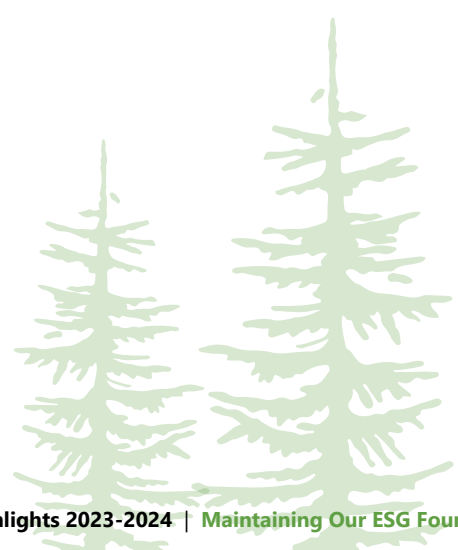
Safety Is the Most Important Thing We Do

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

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 equitable 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 2023, 93 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 and/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 2023, more than 300 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 2023, our employees collectively logged more than 50,000 hours of training in our online learning management system.



Developing Great People

Hear from employees about the [opportunities available at Weyerhaeuser](#) and what it's like to build a career at our company.



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 that 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 in service of our collective success. Our people truly are the difference. These are just a few of their stories.



Madeline Kennedy

Operations Forester

Ontario



Madeline “Maddie” Kennedy grew up in Toronto, but in the summer she’d escape the big city and head out to Camp Can-Aqua in Cardiff, Ontario, where as a staff member she got involved in producing maple syrup and began dreaming about a career that would help her understand the natural world. Today she’s doing just that as an operations forester, purchasing poplar and white birch from local forests and from Manitoba to supply our Kenora TimberStrand plant, and managing relationships with multiple local First Nations communities.

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

“ Indigenous people have long-standing rights on this land, and we work hard to respect those rights. Our relationship with First Nations communities gives us the opportunity to understand their culture and create bonds that extend beyond just business.”



Suzy Reese

Finance & Planning Manager

Georgia



Nursing and finance may seem like two totally different worlds. But for Suzy Reese, there's a common thread that led her from one path to the other: her sense of empathy. Suzy has always loved numbers as well, so when she later got an opportunity to offer hands-on care and attention through finance — not exactly as she would have as a nurse, but still drawing on personal connections to support her colleagues — it was a natural fit.

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

“ We root for each other to succeed. Our team probably spends more time together than we do with our families, so we get to know each other really well and try to build personal relationships. We encourage each other to be the best we can be at our jobs.”

Deano Orr

Gulf Region Manager for Advocacy & Philanthropy

Mississippi



When you hear the term “influencer,” you may immediately think of social media celebrities. But Deano Orr has been an influencer all his life. He grew up in the small community of Courtland, Alabama, watching logging trucks roll through town on their way to the local paper mill, where his father worked. Today, he lobbies for our industry at all levels of government as our Gulf Region manager for Advocacy and Philanthropy.

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

“I’m proud to bring my authentic self to work every day because it aligns with Weyerhaeuser’s culture. I don’t have to change who I am to represent this company.”



Mary Sweitzer

Real Estate Development Analyst

Florida



I've been able to prove that my initial feelings about Weyerhaeuser were correct. I believe that what we do is ethical, valuable and important."



Mary Sweitzer went to college thinking she wanted to be a dentist — until a summer internship making crowns in a dental lab made her realize it wasn't the career path for her. She decided to pursue her MBA from Florida State University. There, while taking a class in real estate principles, she discovered real estate was her true calling, and today she's a real estate development analyst in our Gainesville, Florida, office.

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

Larry Mooney

Heavy Equipment Technician Apprentice

Alberta



Larry Mooney is working hard to grow his career with the company. And he's doing so, in part, by following in his family's footsteps. Larry is halfway through a four-year apprenticeship program at Lakeland College in Vermilion, studying to become a certified heavy equipment technician. It's the same apprenticeship program his father, Chris Mooney, graduated from in 2015. Larry currently works side by side with his dad, a tradesman mechanic, and his brother Johnathan, a forklift operator, at our lumber mill in Drayton Valley.

Read more about Larry at wy.com



"I'm literally following in my father's footsteps at school and at work. We share everything; I even have a key to his toolbox. How many people can say they get this kind of opportunity?"

Travis Perry

Territory Manager

Mississippi



Travis Perry is a competitor. In high school he was a wrestler, competing in an individual sport where strategy counts as much as strength, and he's always up for a challenge — including when he decided to shift to sales after starting his career as a forester. "I love forestry; I have a true passion for it," he says. "But I'm also a competitive person, so I wanted to test myself in a high-performing sales environment. Shifting careers from forestry to sales gave me an opportunity to broaden my horizons and compete while still staying with the company."

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

I like being a part of projects that grow our communities. It's nice to go back to the place where I grew up, seeing neighborhoods and businesses being built using our products and knowing that I had a hand in supplying those products to our community."

BUILDING AN INCLUSIVE CULTURE

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

In a 2023 survey of all employees, 84 percent agreed that their work environment is inclusive, an improvement of 2 percent from the last companywide survey. That tells us we are on the right track but still have work to do. To guide our efforts, we have a dedicated DE&I director and an Inclusion Council of 25 diverse employees from all corners of our company. This council convenes regularly to discuss DE&I opportunities at Weyerhaeuser and share insights and ideas about how we can accelerate progress. They are champions of inclusion within their own teams and support the implementation of many of our DE&I strategies.

In 2023, we made significant progress toward our annual targets, including educating our top leaders about inclusive leadership, creating a companywide DE&I roadmap, and developing action plans for each business and functional organization. We expanded our online DE&I training options for all employees, grew our employee resource groups from four to seven, launched a 21-day DE&I challenge, monitored the diversity of our hiring teams and strengthened our engagement with Historically Black Colleges and Universities. We also regularly promoted awareness and education by sharing employee stories and testimonials companywide, and donated more than \$200,000 to organizations supporting diversity, equity and inclusion in our operating communities



Inclusion Matters

In February 2020, we [launched an internal blog, *Inclusion Matters*](#), to explore topics related to diversity, equity and inclusion with our employees. Led by Denise Merle, senior vice president and chief administration officer, the blog was initially only available to internal audiences. We are now making most of the posts public, starting with the first one, which lays out our vision for the blog and the importance of building a truly inclusive work environment.



Creating A Stronger Company

Hear from employees how [diversity, equity and inclusion improve our workplace](#) and how our inclusion value makes us stronger.

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 these communities remain vibrant places to live and work. In 2023, we provided \$6.2 million in charitable giving to the communities where we operate, and our employees completed 676 volunteer activities and volunteered more than 19,300 hours of their time to causes they care about.

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 diversity, equity 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. Since 2022, we have matched employee donations and volunteer time up to \$1,500 per employee per year. In 2023, we committed more than \$530,000 to match eligible donations and volunteer hours logged by our employees to amplify support for eligible community organizations.

In 2023, we also launched two new signature programs to enhance the level of support we

provide to our communities. The first, THRIVE, involves a commitment to invest \$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. Second is a program called Learn Local, Earn Local, which focuses on youth education and workforce development. These are two of the most ambitious community programs we have launched in 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.



Protecting Cultural Heritage

Our Alberta Timberlands team [supported the Aseniwuche Winewak Nation in a multiyear project](#) to verify and document the locations of culturally significant sites — helping AWN preserve its history, stories, traditions and customs for future generations.



Helping Hands Bring Relief

When a devastating tornado ripped through Rolling Fork, Mississippi, [employees from our Mississippi-Louisiana Timberlands team leaped into action](#) and provided much-needed meals and relief to members of the community.



Supporting Mental Health

In 2023, we [launched the second 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 launched the campaign in May to coincide with Mental Health Awareness Month and Wildfire Awareness Month, and our resource hub is available year-round.

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 that 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 with 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 2023, we distributed nearly 250 of these kits to local classrooms or teachers nominated by our employees. In all, nearly 200 schools across 21 U.S. states and four Canadian provinces received a box and/or visit from a Weyerhaeuser employee as part of the program.



Lights, Camera, Forestry

Blair Owen and Seth Plank, both planning and roads foresters in our Vanceboro, North Carolina, Timberlands office, [introduced middle school students to important sustainable forestry concepts](#) through a segment on [STEM Explorers, a television program](#) that airs across several southern states.

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.



Opening Access in Arkansas

A new agreement with the Arkansas Game and Fish Commission [opened Dierks City Pond to public access](#), expanding fishing and recreation opportunities for the local community.

2.3 | Strong Governance

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

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

BOARD OVERSIGHT & CORPORATE GOVERNANCE

Our sustainability strategy is set by our senior 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 — and specifically our [Governance and Corporate Responsibility Committee](#) — provides additional oversight and direction on our sustainability strategy, including matters relating to climate change, and annually reviews our performance and progress toward our many rigorous and measurable goals. The committee also provides oversight on environmental and safety matters,

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

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

Our corporate governance practices and policies promote the long-term interests of our shareholders, strengthen the accountability of our board of directors and management, and help build public trust in our company. Our governance framework is built on a foundation of written policies and guidelines, which we review and update 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 on 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 over more than 120 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 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, consistent ethics training for employees, confidential resources to report ethics concerns or questions, and clear expectations for suppliers.

WE REGULARLY REVIEW AND REVISE OUR CODE OF ETHICS

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 March 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 [ethics hotline](#) 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 2023, the ethics and compliance team and legal investigation program received 155 submissions. Of these, 36 percent were found substantiated or partially substantiated, and 3 percent were questions that did not require investigation. Most of the submissions (84 percent) were related to employment, with the remainder related to business integrity, health and safety, and other general questions or concerns.

SUPPLY CHAIN EXPECTATIONS

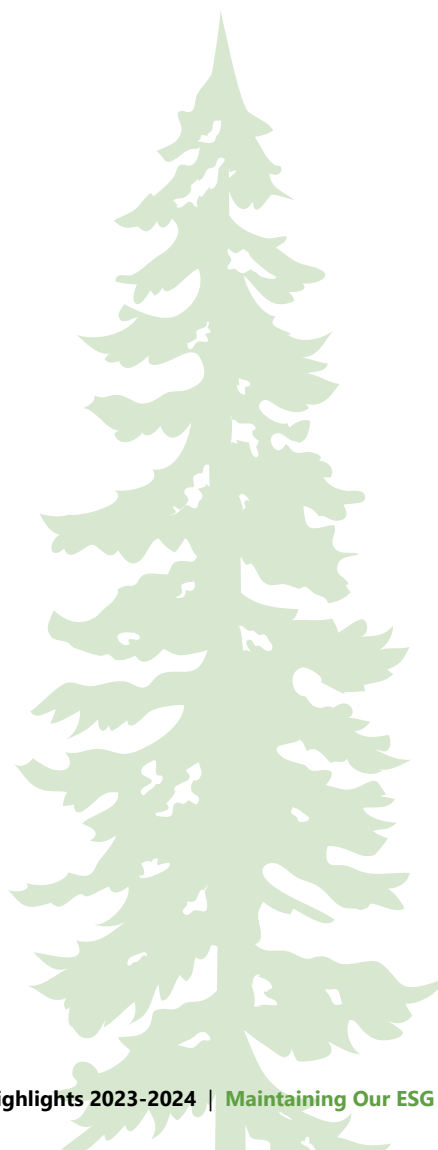
We use a variety of processes to ensure both our company and our supply chain are managed ethically. Our [standard terms of purchase](#) require suppliers to follow all applicable laws, including environmental, health and safety, labor, and employment, and adhere to our [Supplier Code of Ethics](#) in 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 [Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act report](#) (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 harmony 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 always considered, increases awareness for how our business goals and commitments impact sustainability outcomes, and allows teams across our operations to see and celebrate their sustainability wins.

From more effectively considering sustainability outcomes during annual business planning to connecting sustainability performance to daily work, we have introduced several innovative approaches to embed sustainability deeply within our business processes. This level of integration and alignment ensures sustainability is fully considered in how we plan, execute and evaluate our overall company performance.



Wood Products

- Pursued improvements in 11 key focus areas impacting our sustainability performance, including reliability and employee growth and development.
- Provided regular progress updates for sustainability focus areas, giving leadership more visibility into the connection between business and sustainability performance.



Timberlands

- Identified 12 focus areas for improving sustainability performance and integrated them into its business roadmap with supporting goals and metrics.
- Used its new sustainability statements to drive awareness of local sustainability performance and improve engagement at the site level in employee volunteering and giving programs.



Corporate Development

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



3.1 | Sustainability Integration Wins

In 2023, all our businesses integrated sustainability more deeply into their plans and roadmaps, giving our teams a better understanding of the key actions impacting their sustainability performance. We also gathered feedback directly from customers to learn how we could better meet their sustainability needs and expectations through improved communications and engagement. Finally, we provided new communications tools to site leaders and employees to monitor and assess their local sustainability outcomes. In 2024, we are continuing to deepen the integration of sustainability into our business planning so all our teams understand how their actions influence sustainability performance and are equipped to share the outcomes of their local sustainability efforts.

In 2023, our [Wood Products](#) business pursued improvements in 11 key areas impacting our sustainability performance, including reliability, employee growth and development, and safety and risk reduction. Teams provided regular progress updates to give leadership a clear view of the connection between business and sustainability performance. Through a survey of our key Wood Products customers, we gained additional insights into how our sustainability goals and performance resonate with and impact our supply chain; we are building that feedback into future programs. In 2024, we remain focused on helping our teams understand and tell our sustainability story and will continue measuring and reporting our progress.

In 2023, our [Timberlands](#) business identified 12 focus areas for improving sustainability performance and integrated them into the business roadmap along with supporting goals and metrics.

Our team also maintained certification to the Sustainable Forestry Initiative Forest Management Standard and optimized our operations for the latest SFI standard requirements. In 2024, our teams are leveraging our local sustainability statements to increase awareness of and drive improvements in our sustainability performance and help our employees better communicate their local sustainability impact.

In 2023, our [Corporate Development](#) organization achieved several notable milestones, including securing approval and selling credits for our first forest carbon project in Maine. Our team also continued advancing opportunities for renewable energy development and carbon capture and sequestration on our land. In 2024, we are focused on delivering climate solutions to the marketplace and communicating the impact of that work to internal and external audiences.

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 new and existing 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.



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 more about how we draw on the ideas and creativity of our workforce and empower our people to bring an innovative mindset to every project.

"SUSTAINABILITY LIVE!"

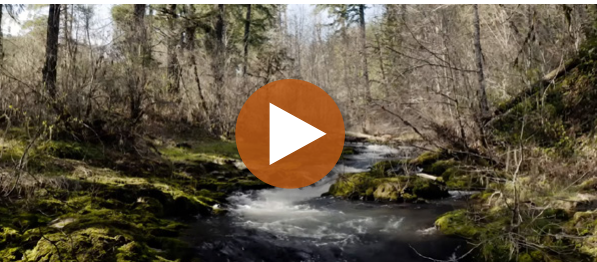
Our "Sustainability Live!" meeting series brings a diverse array of sustainability topics to all employees through live presentations and video recordings. Employees directly suggest rotating topics, and each session features experts from across the company who share how their work intersects with our sustainability performance and answer questions from the audience. We launched the series in 2021, and at the close of 2023 we completed our 23rd episode, with topics ranging from our sustainable harvest rate and how we plant trees, to our board governance and our new rural communities programs, THRIVE and Learn Local, Earn Local.

SUSTAINABILITY STATEMENTS

In 2023, we improved our local sustainability impact statements that capture our regional and site-level sustainability performance. Employees use these statements to better understand the direct local impact of their sustainability efforts related to environmental stewardship and social responsibility. The statements include key information, such as local charitable giving, employee volunteering, energy use, greenhouse gas emissions and critical safety metrics, and can also be used as storytelling aids to empower employees to share the impact of their local sustainability work.



4 | Demonstrating Our Positive Impact



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.

Key Highlights

We know individuals and communities expect companies to help solve some of the world's toughest and most pressing challenges. We agree and 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 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 three years, 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



Expanded other areas of our Natural Climate Solutions business, including renewable energy, mitigation banking, and carbon capture and sequestration.



Secured approval for and sold credits to our first forest carbon project, spanning approximately 50,000 acres in Maine.



Engaged global sustainability leaders at Climate Week NYC and COP28 about the importance of working forests and wood products as natural climate solutions.

SUSTAINABLE HOMES



Advocated for wood products as part of the solution to affordable housing as a new member of the Executive Council for Housing Affordability.



Launched the Weyerhaeuser Innovation Challenge with Habitat for Humanity International to encourage innovative uses of sustainable wood products to increase access to affordable homes.



Expanded partnerships with the University of Arkansas and Clemson University to support wood-based construction research and design projects.

RURAL COMMUNITIES



Announced new THRIVE program to provide \$1 million in targeted support to each of five different rural operating communities over the next several years.



Selected Zwolle, Louisiana, and the northwest Louisiana region as our first THRIVE community and began planning for improvements with local elected officials and leaders.



Increased support for local workforce development and youth education in rural operating communities.

4.1 | Climate Change Solutions

As the steward of millions of acres of sustainably managed forests in the United States and Canada, and one of the largest producers of wood products in the world, we 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 CO₂ emissions and producing low-carbon energy sources and materials. But our most significant contribution comes through providing immediate and long-term solutions to remove CO₂ from the atmosphere. All the trees in our millions of acres of forests naturally sequester CO₂ 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, we 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 and ever-increasing equation 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 CO₂ in the atmosphere](#).

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

Midway 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 change 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 greenhouse gas reduction targets.
 - Continuing to engage with the development of GHG protocol standards.
 - Supporting the Biogenic Carbon Project, part of the UN Environmental Programme's Life Cycle Initiative.
- 2. Provide natural climate solutions.**
 - Growing our Natural Climate Solutions business through the development of high-integrity forest carbon projects, renewable energy, mitigation banking and conservation outcomes, and leasing subsurface ownership for carbon capture and sequestration.
- 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 a 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 early 2024, we are proud to have:

- Monetized our first forest carbon project in Maine and laid out our [Carbon Principles](#), describing the foundational beliefs and approaches that guide our participation in the carbon market.
- Expanded other areas of our Natural Climate Solutions business through the development of renewable energy projects and mitigation banks, and new exploratory agreements for carbon capture and sequestration.
- 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 emission-reduction targets.
- Engaged climate and sustainability stakeholders at the national and international levels through our participation at Climate Week NYC and

COP28 to build trust in the voluntary carbon market.

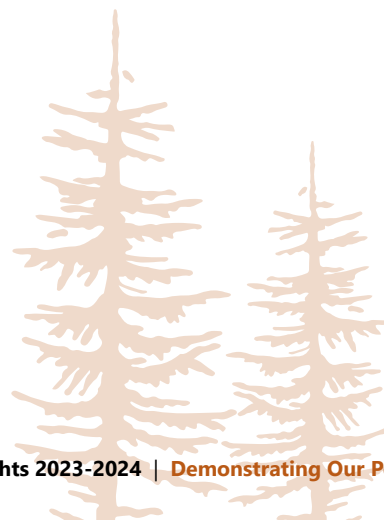
- Supported the U.S. Endowment for Forestry and Communities in developing a suite of tools that will enable full supply chain carbon transparency, from forests to wood products.

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 is significantly carbon negative.
- 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 target that was approved by the Science Based Targets initiative as in line with limiting warming to 1.5 degrees Celsius. Our target 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, including efficiency improvements, renewable energy, materials reductions and other carbon-emission elimination strategies; 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.

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

- We secured a key seat at the table in the technical working group responsible for drafting the 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, including in both the forest and wood products.
- We participated in the World Business Council for Sustainable Development's Forest Sector

Net-Zero Roadmap, which received global recognition at [COP26](#).

- We helped launch the Forest to Frame Carbon Alliance, a sector-wide initiative to build transparency and credibility in forests and wood products.

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

- We identified climate-related risks and opportunities and prepared our first (now annual) disclosure about our alignment with the [Task Force on Climate-Related Financial Disclosures](#).
- Our Natural Climate Solutions business emerged as a clear example of strong alignment with our overall business strategy. 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 SFI standards, which added climate considerations to the SFI Forest Management standard, ensuring the new standard responds to the increasing threat posed by climate change.





Trust, Transparency & Trees

In 2023, we [elevated our presence and strategic engagement](#) at important gatherings of global sustainability leaders, including Climate Week NYC and COP28 in Dubai, where we shared our vision and advocated for the essential role of working forests and wood products in addressing the climate crisis.



Growing Trust in the Carbon Market

We view the voluntary carbon market (VCM) as an important mechanism for companies navigating the clean-energy transition, but to work, it must be trusted and transparent. In 2023, we [continued our call for greater integrity in the VCM and published the core principles that guide our approach to carbon credits](#).



First Forest Carbon Project

We received approval for and [monetized our first forest carbon project in 2023](#). Covering approximately 50,000 acres in Maine, our Kibby Skinner Improved Forest Management Project — pictured on the cover of this report — generated nearly 32,000 high-quality forest carbon credits in its first year and marked a significant milestone in the growth of our Natural Climate Solutions business. The project demonstrated the three foundational principles of our carbon credit approach: it represented real, measurable change to our operations; it will provide a durable climate benefit; and it followed a transparent, scientific methodology. We have two more forest carbon projects under development in the U.S. South and look forward to growing our impact in this area in the years ahead.

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 scale to make 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 housing availability.

The first involves supporting innovation in the wood products industry to greatly increase the capacity of wood-based buildings through improved construction methods and updated building codes that will allow wood construction in mid-rise buildings of 5 to 10-plus stories. The second involves supporting the development of off-site construction and nontraditional housing options — from accessory dwelling units to tiny homes and other detached structures — to provide flexible, efficient alternatives for creating new homes through wood-based construction.

To ensure enough options are available to meet different income levels and geographies, we must also improve understanding and recognition of wood as the most sustainable, versatile, renewable and cost-effective building material — especially when compared with concrete and steel, which require large amounts of fossil fuels in their production and have a much higher environmental impact than wood.

Midway 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, 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 of 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 enable the development of more houses with the same labor, time and money. Some key partnerships established in Phase 1 will continue, but the nature of our work is evolving, and we continue to be open to new partnerships.



Our supporting actions for this focus area include:

- Advocacy activities focused on affordable housing with Habitat for Humanity International.
- 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 housing 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 early 2024, we are proud to have:

- Joined the [Executive Council for Housing Affordability](#), part of the J. Ronald Terwilliger Center for Housing Policy. Through our participation 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 first Weyerhaeuser Innovation Challenge. Participating Habitat affiliates developed and implemented ideas for using wood products to increase equitable access to affordable homes, while also demonstrating sustainability and resilience.
- 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 research, projects and seminars.

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 the housing affordability crisis, Ivory Innovations brings public and private organizations together to support and promote innovations in the fields of policy, regulation, finance, construction and design. Weyerhaeuser provides financial resources for research and supports 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 in part with our products, which was later donated to Mattersville, a community supporting veteran housing.
- 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.

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 Mass Timber Conference to learn and share information.



4.3 | Thriving Rural Communities

We play a significant role in the rural areas where we operate by providing family-wage jobs with opportunities for growth, a stable tax base, recreational access to our land and philanthropic support to local organizations. Our employees are also extremely active volunteers for causes they care about, and many are engaged in civic leadership or are otherwise part of the fabric of these communities.

At the same time, we are acutely aware of the challenges 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 and successful solutions require a combination of national attention, resources and leadership combined with grassroots organization and engagement. Nobody is better equipped to chart a future for a community than the people living and working there every day, so we aim to leverage our resources and experience to participate in initiatives that support those local priorities.

Midway 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:

- Building broad 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.

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 early 2024 we are proud to have:

- Announced our new THRIVE program, designed to provide 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 began working with local elected officials and community leaders to determine critical needs and best uses of the investment.

- Launched our “Learn Local, Earn Local” program to support workforce development and youth education in our rural operating communities. We awarded each of our local Giving Fund Advisory Committees additional funds to support such efforts in their areas; expanded national partnerships with organizations such as Project Learning Tree, [Be Pro Be Proud](#) and Jobs for America’s Graduates; and engaged employees in youth education activities.
- 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.
- Continued our partnership with Habitat for Humanity International, completing three additional local housing builds in 2023 in Monroe, Louisiana; Moncks Corner, South Carolina; and Hot Springs, Arkansas.

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 and a local urban forestry organization, and we supported 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.



Thriving in Zwolle

We chose Zwolle, Louisiana, and the northwest Louisiana region as the first community in our newly formed THRIVE program, which we developed to amplify the support we provide our rural operating communities. Through THRIVE, Zwolle will receive a \$1 million investment from Weyerhaeuser over the next several years for community improvements. We are currently working with local leaders and elected officials to determine the best and most effective ways to invest the money. We will be selecting four more communities to receive a similar investment as we look to grow our positive impact through the program.

Our Zwolle announcement attracted interest from local and regional media outlets, including [broadcast coverage from television stations](#) in nearby Shreveport, Louisiana.

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: www.wy.com.



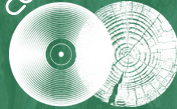
ESG Data Table



GRI Index



Sustainability Accounting
Standards Board



Carbon Record



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