WEYERHAEUSER PROVIDES THIS GRI INDEX AS A GUIDE TO ITS ANNUAL SUSTAINABILITY REPORTING

Weyerhaeuser has prepared its sustainability disclosures for 2023 with reference to the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards). Our website is our primary sustainability reporting platform, and is used to communicate our sustainability strategy, progress and performance. We prepare our annual update of sustainability information on our website annually in reference to the GRI Standards along with other internationally recognized sustainability reporting standards and practices.

Our index is prepared with reference to Foundation 2021 (GRI 1), General Disclosures 2021 (GRI 2) and Material Topics 2021 (GRI 3). It further includes reference to all Topic-specific Standards that are determined to be material to Weyerhaeuser under the criteria of the company's materiality assessment conducted in accordance with GRI 3. For topics which are determined to be material to our company but are not found to align with any GRI disclosure indicators, Weyerhaeuser employs company-selected indicators to measure impact, communicate performance and track progress towards goals. Where those company-selected indicators are publicly disclosed, they are included in this table below the GRI-selected metrics.

GRI 2: General Disclosures		
The Organization and its Reporting Practices		
2-1	Organizational details	Weyerhaeuser Company is a publicly held corporation headquartered in Seattle, Washington. Weyerhaeuser 2023 Annual Report, p. 7, 9.
2-2	Entities included in the organization's sustainability reporting	2023 Annual Report, p. 71.
2-3	Reporting period, frequency and contact point	We report on an annual basis, with the current report covering January 1, 2023 to December 31, 2023. April 30, 2024. Sustainability Feedback
2-4	Restatements of information	Restatements of data due to changes and improvements in data collection methodologies over prior reporting periods are indicated in footnotes to impacted metrics in our ESG Data Table.
2-5	External assurance	Carbon Record Methodology, p. 3 Independent Limited Assurance Report to Weyerhaeuser Company and its Stakeholders
Activities and Workers		
2-6	Activities, value chain and other business relationships	2023 Annual Report, p. 9-19, 42-43, 65. Stakeholder Engagement Environmental Stewardship: Responsible Wood Procurement
2-7	Employees	ESG Data Table: Employees
Governance		
2-9	Governance structure and composition	Weyerhaeuser Notice of the 2024 Annual Meeting & Proxy Statement, 15-25. Governance Guidelines Committee Charters and Composition Maintaining Board Oversight of Sustainability

Governance, continued

2-10	Nomination and selection of the highest governance body	Amended and Restated Bylaws of Weyerhaeuser Company, p. 9-11. Governance and Corporate Responsibility Committee Charter 2024 Proxy Statement, p. 15, 62-63.
2-11	Chair of the highest governance body	2024 Proxy Statement, p. 2, 10.
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement, p. 13-14. Strong Governance: Determining What Is Significant
2-13	Delegation of responsibility for managing impacts	Our Strategy Governance and Corporate Responsibility Committee Charter Bylaws, p. 12-14. 2023 Annual Report, p. 10-17, 28.
2-14	Role of the highest governance body in sustainability reporting	2024 Proxy Statement, p. 2-3, 5-8.
2-15	Conflicts of interest	Bylaws, p. 10-11. Governance Guidelines Code of Ethics, p. 4, 18-24, 26-27. Related Party Transactions Policy & Procedures
2-16	Communication of critical concerns	Values: Integrity 2024 Proxy Statement, p. 17.
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement, p. 8-9, 15-18, 24-29. Governance Guidelines Governance and Corporate Responsibility Committee Charter
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, 22-23. Governance Guidelines
2-19	Remuneration policies	2024 Proxy Statement, p. 30-31, 33-58.
2-20	Process to determine remuneration	2024 Proxy Statement, p. 35, 36, 59-62.
2-21	Annual total compensation ratio	2024 Proxy Statement, p. 58-59.

Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Sustainability: A Message from Our CEO
2-23	Policy commitments	Printable Resources: Being Transparent Sustainable Forestry Policy Environmental Policy Human Rights Policy Code of Ethics Supplier Code of Ethics Health and Safety Policy Anti-Discrimination, Anti-Harassment and Equal Employment Opportunity Policy Business Ethics Policy A Framework for Building Relationships: Canada's Indigenous Peoples and Weyerhaeuser
2-24	Embedding policy commitments	Our Strategy Vision and Values Values: Inclusion Values: Integrity Strong Governance
2-25	Processes to remediate negative impacts	Values: Integrity Code of Ethics, p. 5-8.
2-26	Mechanisms for seeking advice and raising concerns	Values: Integrity How We Do It: Forest Management & Wood Products Certification Supplier Code of Ethics, p. 4. Code of Ethics, p. 8. 2024 Proxy Statement, p. 17.
2-27	Compliance with laws and regulations	ESG Data Table: Environmental Compliance 2023 Annual Report, 88-89, 94.
2-28	Membership associations	Stakeholder Engagement
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement How We Do It: Forest Management & Wood Procurement Certification
2-30	Collective bargaining agreements	ESG Data Table: Employees

GRI 3: Material Topics		
3-1	Process to determine material topics	Ensuring Disciplined Risk Management Determining What Is Significant
3-2	List of material topics	Determining What Is Significant

Economic Performance		
GRI 3: Material Topics		
3-3	Management of Material Topics	2023 Annual Report, p. 1-6, 9-33.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2023 Annual Report, p. 65-67. ESG Data Table: Economic Value
201-3	Defined benefit plan obligations and other retirement plans	2023 Annual Report, p. 81-86.

Ethical Behavior		
GRI 3: Material Topics		
3-3	Management of Material Topics	Values: Integrity
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	2023 Annual Report, p. 16, 43. 2024 Proxy Statement, p. 19-20.
205-2	Communication and training about anti-corruption policies and procedures	ESG Data Table: Training & Education Code of Ethics Supplier Code of Ethics Strong Governance: Being Ethical and Transparent Values: Integrity
205-3	Confirmed incidents of corruption and actions taken	2023 Annual Report, p. 88-89.
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023 Annual Report, p. 88-89.

Tax Policy		
GRI 3: Material Topics		
3-3	Management of Material Topics	Strong Governance Participating in Public Policy
GRI 207: Tax		
207-1	Approach to tax	2023 Annual Report, p. 9, 56.
207-2	Tax governance, control, and risk management	2024 Proxy Statement, p. 19, 24-29, 63-64. Strong Governance
207-3	Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement Strong Governance: Participating in Public Policy
207-4	Country-by-country reporting	2023 Annual Report, p. 94-96.

Sustainable Forestry, Environmental Management, & Land Use Management		
GRI 3: Material Topics		
3-3	Management of Material Topics	Sustainable Forestry
GRI 301: Materials		
301-1	Materials used by weight or volume	ESG Data Table: Wood and Fiber Supply Chain Sustainability
Additional Metrics		
	Sustainable Forest Management Metrics	ESG Data Table: Sustainable Forest Management
	Sustainable Supply Chains Metrics	ESG Data Table: Wood and Fiber Supply Chain Sustainability

Energy Efficiency		
GRI 3: Material Topics		
3-3	Management of Material Topics	Environmental Stewardship: Making Better Energy Choices How We Do It: Energy Efficiency in Our Wood Products Business
GRI 302: Energy		
302-1	Energy consumption within the organization	ESG Data Table: Energy
302-3	Energy intensity	ESG Data Table: Energy

Water Availability and Water Quality		
GRI 3: Material Topics		
3-3	Management of Material Topics	Environmental Stewardship: Contributing to Clean Water Chemical Management Policy

GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	Environmental Stewardship: Contributing to Clean Water Climate Solutions: Mitigation Banking How We Do It: Riparian Buffers
303-3	Water withdrawal	ESG Data Table: Water Use

Biodiversity & Conservation		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Environmental Stewardship: Biodiversity Timberlands: Sustainable Forestry Wood Procurement Policy

GRI 101: Biodiversity 2024

101-1	Policies to halt and reverse biodiversity loss	Threatened and Endangered Species Policy Environmental Policy Sustainable Forestry Policy
101-2	Management of biodiversity impacts	How We Do It: Wildlife Habitat How We Do It: Riparian Buffers How We Do It: Forest Management & Wood Procurement Certification
101-3	Access and benefit-sharing	A Policy and Framework for Building Relationships: Canada's Aboriginal Peoples and Weyerhaeuser ESG Data Table: Ecosystem Services
101-4	Identification of biodiversity impacts	How We Do It: Forest Management & Wood Procurement Certification Building Sustainably with Wood: Sourcing Responsibly from Forests
101-5	Locations with biodiversity impacts	Environmental Stewardship: • Forests in the Western U.S. • Forests in the Southern U.S. • Forests in the Northeastern U.S. • Forests in Canada 2023 Annual Report, p. 11-12.
101-6	Direct drivers of biodiversity loss	We replant 100% of our timberlands after harvest. How We Do It: Clearcutting
101-7	Changes to the state of biodiversity	ESG Data Table: Ecosystem Services ESG Data Table: Environmental Remediation
101-8	Ecosystem services	ESG Data Table: Ecosystem Services

GRI 304: Biodiversity 2016

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Stewardship: • Forests in the Western U.S. • Forests in the Southern U.S. • Forests in the Northeastern U.S. • Forests in Canada 2023 Annual Report, p. 11-12.
304-2	Significant impacts of activities, products and services on biodiversity	How We Do It: Wildlife Habitat How We Do It: Riparian Buffers

GRI 304: Biodiversity 2016, continued		
304-3	Habitats protected or restored	Environmental Stewardship: Biodiversity ESG Data Table: Ecosystem Services ESG Data Table: Environmental Remediation
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2023 Annual Report, p. 11-12.

Climate Change		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Environmental Stewardship: Decreasing Our Emissions 3 by 30: Climate Change Solutions Our Carbon Record TCFD Report
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	2023 Annual Report, p.4, 23-24. TCFD Report Weyerhaeuser's CDP Climate Response
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	ESG Data Table: Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	ESG Data Table: Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	ESG Data Table: Greenhouse Gas Emissions
305-4	GHG emissions intensity	ESG Data Table: Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	ESG Data Table: Greenhouse Gas Emissions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	ESG Data Table: Air Emissions

Natural Climate Solutions		
GRI 3: Material Topics		
3-3	Management of Material Topics	Climate Solutions 3 by 30: Climate Change Solutions Weyerhaeuser Carbon Principles Our Carbon Record

Wildfires

GRI 3: Material Topics

3-3	Management of Material Topics	How We Do It: Managing Forest Fires Timberlands: Fighting Fires Together

Additional Metrics

	Ecosystem Services Metrics	ESG Data Table: Ecosystem Services

Waste

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Environmental Stewardship: Minimizing Waste 3 by 30: Sustainable Homes for Everyone Chemical Management Policy

GRI 306: Effluents and Waste

306-1	Waste generation and significant waste-related impacts	Wood Products: Building Sustainably with Wood
306-2	Management of significant waste-related impacts	How We Do It: Energy Efficiency in Our Wood Products Business Engineered Lumber: TimberStrand® LSL Building Sustainably with Wood: Helping Builders Reduce Waste
306-3	Waste generated	ESG Data Table: Residuals and Waste
306-4	Waste diverted from disposal	ESG Data Table: Residuals and Waste
306-5	Waste directed to disposal	ESG Data Table: Residuals and Waste

Labor Availability

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Social Responsibility: Competitive People Practices

GRI 401: Employment

401-1	New employee hires and employee turnover	ESG Data Table: Employees
401-3	Parental leave	Social Responsibility: Competitive People Practices

Labor Rights

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Careers: Who We Are

GRI 402: Labor/ Management Relations

402-1	Minimum notice periods regarding operational changes	Stakeholder Engagement: Employees

GRI 407: Freedom of Association and Collective Bargaining

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Policy Stakeholder Engagement: Employees

Health & Safety

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Values: Safety Health and Safety Policy Social Responsibility: Operating Safely

GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Appendix to GRI index
403-2	Hazard identification, risk assessment, and incident investigation	Code of Ethics, p. 5-8, 10-11. Appendix to GRI index
403-3	Occupational health services	Code of Ethics, p. 15-16, 17. Appendix to GRI index Privacy Guidelines for Safety Reporting
403-4	Worker participation, consultation, and communication on occupational health and safety	Appendix to GRI index
403-5	Worker training on occupational health and safety	Appendix to GRI index
403-6	Promotion of worker health	Benefits Appendix to GRI index Social Responsibility: Competitive People Practices
403-6	Promotion of worker health	Benefits Appendix to GRI index Social Responsibility: Competitive People Practices
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supplier Code of Ethics Product Stewardship Policy Product Stewardship & Safety Data
403-8	Workers covered by an occupational health and safety management system	Appendix to GRI index
403-9	Work-related injuries	Appendix to GRI index ESG Data Table: Health & Safety
403-10	Work-related ill health	Appendix to GRI index

People Development

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Social Responsibility: Developing Our People

GRI 404: Training and Education		
404-1	Average hours of training per year per employee	ESG Data Table: Training & Education
404-2	Programs for upgrading employee skills and transition assistance programs	Growth and Development

GRI 404: Training and Education, continued	
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Data Table: Training & Education

Diversity, Equity & Inclusion

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Values: Inclusion Social Responsibility: Building an Inclusive Culture

GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	2024 Proxy Statement, p. 3. Weyerhaeuser Employer Information Report (EEO-1)

GRI 406: Nondiscrimination		
406-1	Incidents of discrimination and corrective actions taken	2023 Annual Report, p. 88-89.

Human Rights

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Human Rights Policy A Policy and Framework for Building Relationships: Canada's Aboriginal Peoples and Weyerhaeuser How We Do It: Forest Management and Wood Products Certification Canadian Forests: Indigenous Communities Stakeholder Engagement: Indigenous Peoples Code of Ethics Supplier Code of Ethics

GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	No significant risks identified. How We Do It: Forest Management and Wood Products Certification Stakeholder Engagement: Suppliers

GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risks identified. How We Do It: Forest Management and Wood Products Certification Stakeholder Engagement: Suppliers

GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of Indigenous peoples	2023 Annual Report, p. 29-31.

Community Investment

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Social Responsibility: Supporting Our Communities Values: Citizenship 3 by 30: Thriving Rural Communities Social Responsibility: Providing Recreational Access

GRI 203: Indirect economic impacts

203-1	Infrastructure investments and services supported	Social Responsibility: Supporting Our Communities Citizenship: Seedling Donations THRIVE Program ESG Data Table: Community Investment
203-2	Significant indirect economic impacts	Citizenship: Giving Fund 3 by 30: Thriving Rural Communities

GRI 204: Procurement Practices

204-1	Proportion of spending on local suppliers	ESG Data Table: Wood and Fiber Supply Chain Sustainability

GRI 413: Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	3 by 30: Thriving Rural Communities Social Responsibility: Promoting Environmental Education
413-2	Operations with significant actual and potential negative impacts on local communities	None identified.

Additional Metrics

	Employee volunteerism metrics	ESG Data Table: Employee Involvement
	Employee charitable donation metrics	ESG Data Table: Employee Involvement

Supplier Performance & Supply Chain Management

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Wood Procurement Policy Supplier Code of Ethics

GRI 308: Supplier Environmental Assessment

308-1	New suppliers that were screened using environmental criteria	ESG Data Table: Wood and Fiber Supply Chain Sustainability ESG Data Table: Environmental Compliance
308-2	Negative environmental impacts in the supply chain and actions taken	2023 Annual Report, p. 88-89.

GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	ESG Data Table: Wood and Fiber Supply Chain Sustainability ESG Data Table: Environmental Compliance
414-2	Negative social impacts in the supply chain and actions taken	2023 Annual Report, p. 88-89.

Public Policy & Regulations		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Strong Governance: Participating in Public Policy
GRI 415: Public Policy		
415-1	Political contributions	ESG Data Table: Political Engagement

Green Building & Product Stewardship		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Building Sustainably with Wood: Product Stewardship
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Building Sustainably with Wood: Product Stewardship
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	2023 Annual Report, p. 86.

Marketing & Labeling		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Product Stewardship Policy Building Sustainably with Wood
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Building Sustainably with Wood: Product Stewardship
417-2	Incidents of noncompliance concerning product and service information and labeling	2023 Annual Report, p. 88-89.
417-3	Incidents of noncompliance concerning marketing communications	2023 Annual Report, p. 88-89.

Cybersecurity		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Managing Cybersecurity Risk Privacy Policy
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023 Annual Report, p. 40.

APPENDIX: Occupational Health & Safety at Weyerhaeuser

The most fundamental characteristic of our culture at Weyerhaeuser is our deep commitment to the safety of our people. For us, safety is a core value and comes first in everything we do.

In accordance with our commitment to sharing our material sustainability data through the GRI (Global Reporting Initiative) framework, we are pleased to provide this supplemental appendix of occupational health and safety-related policies, practices and performance for the 2023 reporting period in addition to disclosure on our website and data table. Cross-references to relevant GRI indicators are placed at the beginning of each statement below.

Additional Weyerhaeuser safety policies and statements can be found at the following links:

https://www.weyerhaeuser.com/company/values/safety/ https://www.weyerhaeuser.com/sustainability/strong-governance/health-and-safety-policy/ https://www.weyerhaeuser.com/application/files/8616/8020/7829/Weyerhaeuser-Code-Of-Ethics-External.pdf https://www.weyerhaeuser.com/application/files/1015/7066/1243/Sustainability-Supplier-Code-of-Ethics-2017.pdf

GRI 403: Occupational Health and Safety

(GRI 403-1 a. ii., 403-1 b., 403-8 a.) Safety is one of our company's core values. All our employees, activities and workplaces must comply with our Health and Safety Policy and our safety-related standards and procedures. Our approach to implementing worker safety is based on our company occupational health and safety management system, which focuses on managing risk and complying with regulations. Weyerhaeuser has developed an extensive set of Safety Standards that apply to the full range of Weyerhaeuser operations and occupations, with the goal of establishing and maintaining a consistently healthy and safe work environment for all employees.

(GRI 403-1 b., 403-8 a.) The safety of our contractors and other suppliers is important to us and reflected in our Supplier Code of Ethics. All our contractors are expected to have and maintain acceptable safety records, demonstrate safe practices, promptly report all safety incidents, and cooperate with incident investigations. All contractor personnel must learn site safety rules and guidelines, use adequate PPE and safety equipment, and receive health and safety training before entering any Weyerhaeuser site.

Contractors must comply with regulations and contractual safety requirements. Failure to comply can be cause for contract termination. Contractors are assessed against safety criteria prior to hiring, and Weyerhaeuser leaders and managers regularly monitor performance against contract requirements.

(GRI 403-2 a.) To identify work-related hazards and assess routine and non-routine risks, we use hazard identification and risk-assessment tools based on recognized standards suitable for each type of operational environment. The goal of our hazard identification and risk-assessment process is to prevent the occurrence of any incidents. As a part of this process, every work site has an annual risk-based safety plan in which hazard-prevention activities are aligned to higher-level risks.

We maintain a companywide incident database to report, monitor and analyze safety-related performance. We also conduct regular internal safety audits of our sites to ensure compliance with company and regulatory standards, share companywide best practices and identify improvement opportunities. Workers are expected to report all observed work-related hazards and hazardous situations immediately.

APPENDIX (continued): Occupational Health & Safety at Weyerhaeuser

(GRI 403-2 d.) Weyerhaeuser's Incident Investigation Process governs our objective investigation and proper response to any employee-related or contractor-related incident. This seven-step process provides response teams with a set of robust procedures for first response and secondary actions, prioritizing employee safety while also providing controls for gathering and evaluating all information related to the incident. Our objectives in the incident investigation process are to ensure worker safety, prevent re-occurrence and meet all compliance expectations. Site leadership is responsible for developing a corrective action plan to prevent any incident from re-occurring. All employees conducting safety-related incident investigations are required to receive specific training to ensure objective evaluations and outcomes. Our internal outputs of any serious incident include a comprehensive, businesswide review and key learnings/takeaways.

(GRI 403-3, 403-10 c.iii) We provide comprehensive programs for chemical and noise exposure based on regular industrial hygiene surveys. Program elements include exposure assessments, training, health assessments and controls, including hazard elimination, substitution, engineering, administrative, communication/training and PPE. Through our Fighting Fires Together campaign, we partner with Firefighter Behavioral Health Alliance to provide specialized support and mental health resources for wildland firefighters.

(GRI 403-4) Each of our operations sites maintain an active occupational health and safety committee that consists of a cross-section of employees representing different departments, functions and shifts, chaired by an individual without other site leadership duties. Its monthly meetings are conducted according to written guidelines outlining objectives, authority and responsibilities. External auditors regularly confirm the continued integrity of these committees. These worker safety committees support each work site's risk-based safety plan, support regulatory compliance, participate in regular safety audits and incident investigations and convey teams' action items or concerns to leadership for resolution.

(GRI 403-5) All employees receive baseline safety training at hire and refresh job-specific training modules at regular intervals. Team leaders, managers and company safety experts develop targeted safety training programs and identify mandatory safety training curricula on a team and individual basis based on risk exposures and job duties. Our learning management system delivers nearly 100 different safety training modules to employees in different job categories and managerial levels. Along with virtual training, we emphasize in-person safety training sessions during onboarding and task/job-based training, along with specialized off-site safety training as needed.

(GRI 403-6 a, 403-6 b) Part of our strong safety culture is understanding the importance of preventative action. We encourage all our employees to apply the same preventative vigilance that we do for safety to our personal health. Employee medical/vision benefit plans provide access to a range of preventative care exams and screenings. Our additional offerings include mental health and addiction treatment, diabetes management and prevention, tobacco cessation, telemedicine and an Employee Assistance Program.