

Weyerhaeuser Company

2008 Sustainability Performance

Weyerhaeuser Company
33663 Weyerhaeuser Way S
PO Box 9777
Federal Way, WA 98063
www.wy.com/sustainability

For any company, the drive for sustainability begins with a strong, profitable business. For Weyerhaeuser, our focus on financial performance has never been more critical as we face a prolonged crisis in our markets amid worldwide economic turmoil. And yet, we have not lost sight of our important sustainability goals.

Employee Safety

In 2008, our employees achieved our long-held safety milestone of a recordable incident rate of less than one. With a year-end RIR of 0.98, we proved that dramatic reduction in workplace injury is possible. At the end of July 2009, our year-to-date RIR was 0.53, demonstrating that more than just achievable, this kind of safety performance is sustainable, too.

Renewable, Biomass-Based Products and Energy

We know it's important to anticipate future markets, so we continue to research energy products, new applications for cellulose, and sustainable forest management techniques. Through our joint venture with Chevron, Catchlight Energy LLC, we are developing technology for converting cellulose-based biomass into economical, low-carbon biofuels. We believe biomass is an essential source of renewable fuel and will satisfy a significant portion of the demand for fossil fuel replacement. Using biomass as an energy source is nothing new to Weyerhaeuser. We use bark, wood residuals, and wood extractives from pulping, to fuel about 75% of our manufacturing energy needs. It's our view that biomass should be a key element of renewable energy strategies in the U.S. and elsewhere in the world.

Other Highlights of Weyerhaeuser's 2008 Sustainability Performance

- Our cellulose fibers mills reduced water use by 10%, making major progress toward the company's long-term goal of a 20% reduction from 2007 levels by 2012.
- We planted more than 100 million tree seedlings across the 21.9 million acres we manage worldwide.
- Ninety-nine percent of the products Weyerhaeuser manufactures worldwide are certified to sustainable forestry standards.
- We are committed to reducing the greenhouse gas emissions, and have reduced our greenhouse gas emissions by 10 percent from 2000 levels.
- We signed a Memorandum of Understanding with Lenzing, the world market leader in cellulose staple fibers, to work together in the development of wood-based nonwoven fabrics.
- Weyerhaeuser and the Weyerhaeuser Company Foundation donated \$11.2 million in charitable-giving grants, and 2,335 employees contributed 17,668 hours to volunteer projects through the company's Making WAVES program.
- Weyerhaeuser was included on the Dow Jones Sustainability Index North America, named "Best in Class" by Storebrand, and named one of the "World's 99 Most Ethical Companies" by Ethisphere Institute.

Weyerhaeuser uses an online reporting method that provides comprehensive, searchable access to its sustainability performance annually. For more information, please visit www.wy.com/sustainability.

Weyerhaeuser Company

Progress Towards Sustainability Goals

Using a three-point scale (exceeds, achieves or below), we use dashboards to rate our performance in key areas, such as safety and shareholder return. This chart provides a snapshot of our sustainability performance across the company. Information within each section of our sustainability website (www.wy.com/sustainability) provides more context to explain the rating.



Goal	Indicator	2007 Results	2008 Results	Rating
SHAREHOLDER VALUE				
We continually improve our total shareholder return	Total Shareholder Return outperforms the Standard & Poor's 500 Index in at least 1 of 2 timeframes	10.96% TSR (1-yr) 12.40% TSR (5-yr)	-56.57% TSR (1-yr) -10.28% TSR (5-yr)	Below
SUSTAINABLE SYSTEMS				
All timberlands are certified to sustainable forestry standards	≥95% of timberlands worldwide are certified to sustainable standards	100% (North America) certified since March 2005	98% worldwide	Achieves
Our operations have certification-ready environmental management systems	≥90% of facilities have environmental management systems which are ISO 14001-ready	89% conformed to ISO 14001 standards	92% have certification-ready EMS	Achieves
Our business strategies incorporate sustainability considerations	Businesses demonstrate that sustainability considerations are integrated into business planning and decision making	Not tracked	Included on CEO goals to track for 2009 operating year	N/A: New Goal
EMPLOYEE WELL-BEING				
We work in an injury-free environment	Recordable incident rate is less than one	1.2 RIR	0.98 RIR	Achieves
	65-85% of manufacturing facilities operate with zero lost-time injuries	74% facilities with zero lost-time injuries	75% facilities with zero lost-time injuries	Achieves
Our workplace is diverse and inclusive	Maintain or improve overall workforce representation	3.6% improvement	3.2% improvement	Achieves
	Make progress in placements-against-opportunities	101.2% placement rate	92.7% placement rate	Below
ENVIRONMENTAL FOOTPRINT				
We continually reduce our impact on the environment	40% reduction in GHG emissions from 2000 levels by 2020	15% less than 2000	10% less than 2000	Below
	20% reduction in water use at our cellulose fibers mills from 2007 levels by 2012	Analyzed performance of primary mills; set goal	10% reduction	Achieves
PRODUCT RESPONSIBILITY				
Our products are made with sustainable resources	Continue certifying all the forest products we manufacture to sustainable forestry standards	94% certified (North American-made only)	99% (worldwide)	Achieves
	Develop strategy that reflects our commitment to product stewardship	New Goal	Set goal for 2009	N/A: New Goal
CITIZENSHIP				
We support the communities where we operate	Progress made toward long-term goal of 25% foundation funding directed to grants that advance renewable natural resources.	Not tracked	30%	Exceeds
GOVERNANCE				
Our corporation is governed responsibly	Comply with NYSE independent board membership requirements	84.6% independent	92.3% independent	Achieves
	All employees complete ethics training	98.5% completed	Next training will be delivered in 2010	N/A for 2008
	All salaried employees complete our annual ethics Certificate of Compliance questionnaire	100%	100%	Achieves