

GRI INDEX

The Global Reporting Initiative standards provide a globally recognized model for us to measure and share our performance. Our GRI Index includes general disclosures, as well as topic-specific disclosures such as our company profile, economic and environmental performance, impacts on society and other disclosures relevant to our company.

We prepare our annual update to our sustainability website (<https://www.weyerhaeuser.com/sustainability/>) in accordance with the GRI Standards: Core option.

| Disclosure | Title | Location | Additional Information |
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| GRI 101: FOUNDATION (does not include any disclosures) | | | |
| GRI 102: GENERAL DISCLOSURES | | | |
| Organizational Profile | | | |
| 102-1 | Name of the organization | Weyerhaeuser Company | |
| 102-2 | Activities, brands, products, and services | Sustainability (/sustainability/) | |
| 102-3 | Location of headquarters | Seattle, Washington, USA | |
| 102-4 | Location of operations | Our major operations are in the United States and Canada. Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 5-8, 11-12 | |
| 102-5 | Ownership and legal form | Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) Form 10-K | |
| 102-6 | Markets served | Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 1-14 | |
| 102-7 | Scale of the organization | Data: Employees (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#employees) Operations Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 5-8, 11-12 Net sales Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 38 Sales and revenues by geographic area Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 9-13 Total capitalization Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 53 Quantity of products provided Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 8, 12-13 | |
| 102-8 | Information on employees and other workers | Data: Employees (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#employees) | Part-time and temporary employees make up less than 1 percent of our workforce, thus we do not provide employee data by these categories. |
| 102-9 | Supply chain | Western U.S. Forests (/timberlands/forestry/us-west/) Southern U.S. Forests (/timberlands/forestry/us-south/) Northern U.S. Forests (/timberlands/forestry/us-northeastern/) Canadian Forests (/timberlands/forestry/canada/) Responsible Wood Fiber (https://www.weyerhaeuser.com/woodproducts/building-green-with-wood/responsible-wood-fiber/) | |
| 102-10 | Significant changes to the organization and its supply chain | In 2020, we sold 630,000 acres of timberlands in Montana and 149,000 acres of timberlands in Oregon. | |
| 102-11 | Precautinary principle or approach | Building Green with Wood: Product Stewardship & Safety Data Sheets (https://www.weyerhaeuser.com/woodproducts/building-green-with-wood/product-stewardship-safety-data-sheets/) Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 16-20 | |
| 102-12 | External initiatives | ISO 14001 Environmental Management System Standard, 2015, United States & Canada, Yes; Sustainable Forestry Initiative Principles, 2001, United States & Canada, Yes; World Business Council for Development Sustainable Forestry Principles, 2005, Global, Yes; Forest-Climate Working Group, 2017, United States, Yes | |
| 102-13 | Membership of associations | Alberta Forest Products Association, American Forest Foundation, American Wood Council, Canadian Wood Council, Council of Forest Industries, Financial Accounting Standards Board, Forest Landowners Association, Inc., Forest Products Association of Canada, Forest Resources Association, Inc., Green Blue Institute, International Women's Forum, National Alliance of Forest Owners, National Association of Real Estate Investment Trusts, National Council for Air & Stream Improvement, Inc., National Lumber & Building Material Dealers Association, Softwood Lumber Board, Sustainable Forestry Initiative, Inc., U.S. Industrial Pellet Association, U.S. Lumber Coalition | |
| Strategy | | | |
| 102-14 | Statement from senior decision-maker | CEO Message (/sustainability/#ceo-message) | |
| 102-15 | Key impacts, risks, and opportunities | Our Strategy (/sustainability/our-strategy/) 3 by 30 Positive Impact (/sustainability/3by30/) Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 1-14, 16-32 | |
| Ethics and integrity | | | |
| 102-16 | Values, principles, standards, and norms of behavior | Code of Ethics (https://www.weyerhaeuser.com/download_file/view/2188/) | |
| 102-17 | Mechanisms for advice and concerns about ethics | Integrity (/company/values/integrity/) | |
| Governance | | | |
| 102-18 | Governance structure | Our Strategy (/sustainability/our-strategy/) Strong Governance (/sustainability/strong-governance/) Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 14-23 | |
| 102-19 | Delegating authority | Board Oversight (/sustainability/strong-governance/#board-oversight) | |

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| 102-20 | Executive-level responsibility for economic, environmental, and social topics | Our CEO has oversight of our company-wide sustainability strategy and our SVP and Chief Administration Officer has accountability for the implementation of the strategy. Each of our senior officers have responsibility for one or more sustainability topics, such as environmental responsibilities at manufacturing sites or in our timberlands, financial performance, ensuring integrity, people development and safety. | |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | Any shareholder can communicate directly with our board, the independent directors, and any individual director or the chair of any committee via our corporate secretary. The processes for communicating with the board, recommending nominees for the board or submitting shareholder proposals are outlined in our Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 23. | |
| 102-22 | Composition of highest governance body and its committees | Committee Charters and Composition (https://investor.weyerhaeuser.com/committee-charters-and-composition) | |
| 102-23 | Chair of the highest governance body | Board of Directors (https://www.weyerhaeuser.com/company/leaders/board-directors/) | |
| 102-24 | Nominating and selecting the highest governance body | Board of Directors - Governance Guidelines (https://investor.weyerhaeuser.com/governance-guidelines) Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 24-31 | |
| 102-25 | Conflicts of interest | Board of Directors - Governance Guidelines (https://investor.weyerhaeuser.com/governance-guidelines) | |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | Our board, through its company direction-setting process, establishes companywide strategic direction for capital spending and business and financial matters, as well as social and environmental issues. As part of the process, we analyze global trends that have the potential to affect our businesses over the long term, analyze the capabilities and challenges of our businesses, and integrate this information into our planning and decision-making regarding company direction. | |
| 102-27 | Collective knowledge of highest governance body | Governance and Corporate Responsibility Committee (https://investor.weyerhaeuser.com/committee-charters-and-composition?item=9) Corporate Governance Guidelines (https://investor.weyerhaeuser.com/governance-guidelines) | |
| 102-28 | Evaluating the highest governance body's performance | Governance Highlights (https://investor.weyerhaeuser.com/governance-highlights) | |
| 102-29 | Identifying and managing economic, environmental, and social impacts | Board Oversight (/sustainability/strong-governance/#board-oversight) Determining What's Significant (/sustainability/strong-governance/#whats-significant) | |
| 102-30 | Effectiveness of risk management processes | Board Oversight (/sustainability/strong-governance/#board-oversight) | |
| 102-31 | Review of economic, environmental, and social topics | Our board has overall responsibility for sustainability issues and for ensuring all aspects of sustainability are addressed on an ongoing basis. Annually, our board, with the assistance of the Governance and Corporate Responsibility Committee, reviews its overall performance and reviews the performance of board committees. | |
| 102-32 | Highest governance body's role in sustainability reporting | The Governance and Corporate Responsibility Committee reviews progress against sustainability goals. Our law department reviews and approves the annual update to our sustainability report. | |
| 102-33 | Communicating critical concerns | Integrity (/company/values/integrity/) | |
| 102-34 | Nature and total number of critical concerns | Integrity (/company/values/integrity/) Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 23 Governance and Corporate Responsibility Charter (https://investor.weyerhaeuser.com/committee-charters-and-composition?item=9) | See our Code of Ethics (https://www.weyerhaeuser.com/download_file/view/2188/) for more information on reporting. |
| 102-35 | Remuneration policies | Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 33-62 | |
| 102-36 | Process for determining remuneration | Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 33-62 | |
| 102-37 | Stakeholders' involvement in remuneration | Proxy Statement (https://investor.weyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf): 33 | |
| 102-38 | Annual total compensation ratio | Data: Compensation (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#compensation) | |
| 102-39 | Percentage increase in annual total compensation ratio | Data: Compensation (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#compensation) | |
| Stakeholder Engagement | | | |
| 102-40 | List of stakeholder groups | Stakeholder Engagement (/company/values/citizenship/stakeholder-engagement/) | |
| 102-41 | Collective bargaining agreements | Data: Employee Representation (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#employee_representation) | |

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| 102-42 | Identifying and selecting stakeholders | Stakeholder Engagement (/company/values/citizenship/stakeholder-engagement/) |
| 102-43 | Approach to stakeholder engagement | Stakeholder Engagement (/company/values/citizenship/stakeholder-engagement/) |
| 102-44 | Key topics and concerns raised | Stakeholder Engagement (/company/values/citizenship/stakeholder-engagement/) |

Reporting Practice

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| 102-45 | Entities included in consolidated financial statements | Annual Report (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf): 57 |
| 102-46 | Defining report content and topic boundaries | Determining What's Significant (/sustainability/strong-governance/#whats-significant) |
| 102-47 | List of material topics | Determining What's Significant (/sustainability/strong-governance/#whats-significant) |
| 102-48 | Restatements of information | Total environmental data values no longer include WRECO (sold in 2014), Cellulose Fibers (sold in 2016), Uruguay timberlands and manufacturing (sold in 2017), a veneer plant in Sweet Home, OR (sold in 2017), Michigan timberlands (sold in 2019), Montana timberlands and 149,000 acres of Oregon timberlands (sold in 2020). We also do not include our Distribution Centers in our environmental data, given the minimal (less than 2 percent) contribution of these facilities compared to our manufacturing facilities. |
| 102-49 | Changes in reporting | See above comment. |
| 102-50 | Reporting period | Jan. 1–Dec. 31, 2020 Financial results are for Weyerhaeuser fiscal year 2020. |
| 102-51 | Date of most recent report | June 2021 |
| 102-52 | Reporting cycle | Annual |
| 102-53 | Contact point for questions regarding the report | Feedback (https://www.weyerhaeuser.com/sustainability-feedback-and-downloads/) |
| 102-54 | Claims of reporting in accordance with the GRI Standards | This report has been prepared in accordance with the GRI Standards: Core option. |
| 102-55 | GRI content index | This table |
| 102-56 | External assurance | We continue to monitor stakeholder interest and trends in external verification. Currently, we do not externally verify the environmental data included in this report, but we continue to evaluate options. |

GRI:103 MANAGEMENT APPROACH

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| 103-1 | Explanation of the material topic and its boundary | Being Ethical & Transparent (https://www.weyerhaeuser.com/sustainability/strong-governance/#ethics) Except where noted, this report covers all Weyerhaeuser operations for the calendar year 2020. Our environmental data is specific to our operations owned in 2020. We do not include operations sold during 2020; our distribution centers, which have an insignificant environmental footprint compared to our manufacturing facilities; or our offices. |
| 103-2 | The management approach and its components | Our Company Vision (/company/values/), Code of Ethics (https://www.weyerhaeuser.com/application/files/4615/8214/0821/WY_2019_9th_Edition_Code_of_Ethics_English_INTERNET_FINAL-Jan_16_2020.pdf) and Supplier Code of Ethics (https://www.weyerhaeuser.com/application/files/1015/7066/1243/Sustainability-Supplier-Code-of-Ethics-2017.pdf) create the foundation for the way we operate. Should any of our stakeholders have concerns about the way we do business, we encourage them to contact our EthicsLine at 800-716-3488 or use Weyerhaeuser EthicsOnline (https://secure.ethicspoint.com/domain/media/en/gui/48098/index.html). We set clear goals and report on our progress. We use a variety of mechanisms to establish and monitor goals, including: <ul style="list-style-type: none"> Established internal databases used regularly by our operations. Environmental data reported to the EPA and other regulatory agencies. Annual companywide internal surveys. Physical measurements and representative and other sampling at our facilities. Standard government factors and recognized industry factors. Calculations are performed using measured data as well as commonly recognized engineering standards. All equations and estimations used in calculating environmental data are accepted industrywide and by all pertinent regulatory authorities. Each section of this website is drafted and/or reviewed by internal subject-matter experts to ensure accuracy. The final draft of the website is reviewed by key senior leaders and subject-matter experts to ensure the information is accurately communicated, appropriate for public disclosure and significant to us and our shareholders. |
| 103-3 | Evaluation of the management approach | Risk Management (/sustainability/strong-governance/#risk-management) Governance and Corporate Responsibility Committee (https://investor.weyerhaeuser.com/committee-charters-and-composition?item=9) |

| Disclosure | Title | Location | Additional Information |
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200 ECONOMIC

GRI 201: ECONOMIC PERFORMANCE

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| 201-1 | Direct economic value generated and distributed | Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 51-55 | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 3 by 30: Climate Change (/sustainability/3by30/climate-change-solutions) TCFD Alignment (https://www.weyerhaeuser.com/download_file/view/4554/) | Costs associated with these risks are not separated since they are integrated into all aspects of our business. |

| 207-4 | Country-by-country reporting | As a U.S. multinational enterprise, we are required to report certain financial information on a country-by-country basis annually with our U.S. federal income tax return. Time period covered: Jan. 1–Dec. 31, 2020. Data: Employees (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#employees) Tax information is available in our Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 77, 83-85. | |
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| Disclosure | Title | Location | Additional Information |
| 300 ENVIRONMENTAL | | | |
| GRI 301: MATERIALS | | | |
| 301-1 | Materials used by weight or volume | Data: Raw Material Use (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#raw_material_use) Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 13 | |
| 301-2 | Recycled input materials used | We do not consider this metric to be significant to our company. Our engineered wood products and OSB use byproducts from other manufacturing processes, which we see as a more relevant measure of reducing society's demand for raw materials. | |
| 301-3 | Reclaimed products and their packaging materials | We do not consider this metric to be significant to our company, given our focus is on growing and managing forests and producing wood products made from this renewable resource. Our products are used primarily in home construction and are packaged primarily for protection during transport to distribution centers and building sites. | |
| GRI 302: ENERGY | | | |
| 302-1 | Energy consumption within the organization | Energy Choices (/sustainability/environmental-stewardship#energy) Data: Energy (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#energy) | |
| 302-2 | Energy consumption outside the organization | Building Green With Wood: Green Building (/woodproducts/building-green-with-wood/green-building/) | |
| 302-3 | Energy intensity | Data: Energy (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#energy) | |
| 302-4 | Reduction of energy consumption | Energy Choices (/sustainability/environmental-stewardship#energy) | |
| 302-5 | Reductions in energy requirements of products and services | Energy Choices (/sustainability/environmental-stewardship#energy) Building Green With Wood: Green Building (/woodproducts/building-green-with-wood/green-building/) | |
| GRI 303: WATER AND EFFLUENTS | | | |
| 303-1 | Interactions with water as a shared resource | Clean Water (/sustainability/environmental-stewardship#clean-water) | We manage water risk at the site level. In 2018, we used the World Resources Institute Aqueduct Model (https://www.weyerhaeuser.com/download_file/view/5016/) to assess water risk associated with our manufacturing facilities. None of our sites showed a high-water risk, congruent with our internal analysis and tracking of our sites. We will perform a review of this analysis when new locations are brought into our portfolio or every five years, whichever is sooner. |
| 303-3 | Water withdrawal | Data: Water Use (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#water_use) | |
| GRI 304: BIODIVERSITY | | | |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Timberlands: Sustainable Forestry (/timberlands/forestry/sustainable-forestry/) Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 16-17 | Review the information about our forests in the western U.S. (https://www.weyerhaeuser.com/timberlands/forestry/us-west/), southern U.S. (https://www.weyerhaeuser.com/timberlands/forestry/us-south/), northern U.S. (https://www.weyerhaeuser.com/timberlands/forestry/us-northeastern/) and in Canada (https://www.weyerhaeuser.com/timberlands/forestry/canada/). |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | Biodiversity (https://www.weyerhaeuser.com/sustainability/environmental-stewardship/#biodiversity) | |
| 304-3 | Habitats protected or restored | Timberlands: Sustainable Forestry (/timberlands/forestry/sustainable-forestry/) Data: Ecosystem Services Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 16-17 | |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Timberlands: Sustainable Forestry (/timberlands/forestry/sustainable-forestry/) Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 15-16 | Review the information about our forests in the western U.S. (https://www.weyerhaeuser.com/timberlands/forestry/us-west/), southern U.S. (https://www.weyerhaeuser.com/timberlands/forestry/us-south/), northern U.S. (https://www.weyerhaeuser.com/timberlands/forestry/us-northeastern/) and in Canada (https://www.weyerhaeuser.com/timberlands/forestry/canada/). |
| GRI 305: EMISSIONS | | | |
| 305-1 | Direct (Scope 1) | Improving Air Quality (/sustainability/environmental-stewardship/#air) | We utilize World Resources Institute (WRI) standards and the |

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| 1) GHG emissions | <p>Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 18-19</p> <p>Data: Greenhouse Gases (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#greenhouse_gases)</p> | <p>World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Corporate Accounting and Reporting Standard to calculate our annual greenhouse gas emission inventory.</p> <p>Gases included in the calculations include carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).</p> <p>We use National Council for Air and Stream Improvement, Inc. (NCASI) calculation tools for estimating greenhouse gas emissions from wood products facilities and a NCASI tool to calculate carbon stored in forest products.</p> |
| 305-2 Energy indirect (Scope 2) GHG emissions | <p>Data: Greenhouse Gases (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#greenhouse_gases)</p> | <p>Our estimates of greenhouse gas emissions and carbon sequestration represent our corporate carbon scope 1 (direct) and scope 2 (purchased electricity) inventory. They do not include emissions not owned or controlled by Weyerhaeuser.</p> <p>Our Scope 1 and Scope 2 GHG-generating emissions include stationary sources, mobile sources and process emissions, including all Weyerhaeuser-owned industrial stationary sources that combust fossil fuels and burn biomass in the U.S. and Canada; all Weyerhaeuser-owned landfills; mobile sources, including Weyerhaeuser aviation, logging trucks and company-owned and -leased vehicles; fertilizer application (e.g., N₂O emissions) on Weyerhaeuser Timberlands; purchased electricity; and purchased steam.</p> <p>Weyerhaeuser utilizes a threshold of significance and assumes that any source of emissions that represents less than 2 percent of total annual emissions is de minimis and will not be included in the inventory.</p> <p>Our greenhouse gas inventory process adheres to the guidelines published by the Greenhouse Gas Protocol Initiative's Greenhouse Gas Protocol Corporate Standard, Revised Edition, and its associated calculation tools that are relevant to our operations. Following the protocol, adjustments to the baseline year and subsequent years' data have been made on a whole-year basis for divestments and acquisitions affecting our greenhouse gas inventory. In 2017, we also adjusted our baseline and all subsequent years to correctly account for the appropriate eGRID emission factors for the closest respective year; previously, we had incorrectly recalculated all years with the most recent eGRID emission factors. The absolute value of our entire greenhouse gas emission inventory can change because of these adjustments.</p> <p>We know forests sequester and release carbon in variable amounts over time. The rate of forest carbon sequestration is subject to seasonal variation, annual variation due to climate and disturbance impacts, age-related variation due to the natural cycle of tree growth, and effects from forest management practices such as fertilization and harvesting. The U.S. Department of Energy 1605(b) guidelines affirm that sustainably managed forests balance harvest and growth cycles over time and landscape and can be considered carbon neutral, meaning the carbon that is released from harvesting is offset by the growth of the remaining trees. To quantify the amount of long-term forest products carbon stored in our products – which we call Product Sequestration – we use the U.S. Forest Service 100-year average carbon storage estimates approach and a tool produced by a research organization supporting our industry.</p> |
| 305-3 Other indirect (Scope 3) GHG emissions | <p>By far, Scope 1 and 2 GHG emissions are most relevant to our company. In 2013, we evaluated including Scope 3 categories into our GHG inventory, based on WRI's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Eight of the fifteen Scope 3 categories were considered related to our company, but we have chosen not to initiate this work until customer requests increase to a significant level and industry-specific guidelines are developed to ensure comparability with other forest product companies. We are a large, vertically integrated company, with most of our value chain embedded in our company. Most of our suppliers are small forest landowners, who are already helping reduce the risk of climate change by managing forestlands – nature's best carbon-capturing systems.</p> | |
| 305-4 GHG emissions intensity | <p>Data: Greenhouse Gases (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#greenhouse_gases)</p> | |
| 305-5 Reduction of GHG emissions | <p>3 by 30: Climate Change (/sustainability/3by30/climate-change-solutions)</p> <p>Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 18-19</p> | |
| 305-7 NO _x , SO _x , and other significant air emissions | <p>Improving Air Quality (/sustainability/environmental-stewardship/#air)</p> <p>Data: Air Emissions (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#air_emissions)</p> <p>Annual Report: (https://investor.weyerhaeuser.com/download/WY+2020+Annual+Report+and+10-K.pdf) 18-19</p> | |
| GRI 306: EFFLUENTS AND WASTE | | |
| 306-1 Waste generation and significant waste-related impacts | <p>Minimizing Waste (/sustainability/environmental-stewardship#waste)</p> | <p>On average, we use 95 percent of each log that enters our facilities. Our largest input is logs used to create our wood products.</p> |
| 306-3 Waste generated | <p>Data: Residuals and Waste (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#residuals_and_waste)</p> | <p>Our residuals and solid waste values are determined by the following factors: disposed of and confirmed directly by us, information provided by our waste disposal contractors, and the organizational defaults of our waste disposal contractors.</p> |
| 306-4 Waste diverted from disposal | <p>Data: Residuals and Waste (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#residuals_and_waste)</p> | |
| 306-5 Waste directed to disposal | <p>Data: Residuals and Waste (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#residuals_and_waste)</p> | |
| GRI 307: ENVIRONMENTAL COMPLIANCE | | |
| 307-1 Non-compliance with environmental | <p>Data: Environmental Compliance (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#environmental_compliance)</p> | |

laws and regulations

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

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| 308-1 | New suppliers that were screened using environmental criteria | Supplier Code of Ethics (https://www.weyerhaeuser.com/application/files/6815/1019/3877/Sustainability-Supplier-Code-of-Ethics-2017.pdf) Disciplined Risk Management (https://www.weyerhaeuser.com/sustainability/strong-governance/#risk-management) |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | Building Green with Wood: Responsible Fiber Sourcing (https://www.weyerhaeuser.com/woodproducts/building-green-with-wood/responsible-wood-fiber/) |

| Disclosure | Title | Location | Additional Information |
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400 SOCIAL

GRI 401: EMPLOYMENT

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| 401-1 | New employee hires and employee turnover | Developing Our People (/sustainability/social-responsibility/#people-development) Careers: Growth and Development (/careers/what-we-offer/growth-and-development) Data: Employees (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#employees) | We do not disclose new hires or turnovers by gender or age group. |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Less than 1 percent of our employees are part-time or temporary. Thus, we do not consider this metric to be significant to our company. | |
| 401-3 | Parental leave | As of Jan. 1, 2020, Weyerhaeuser offers paid parental leave: All U.S. nonunion employees can take up to four weeks of fully paid leave upon the arrival of a new child or children in their family. (Canadian employees receive parental leave in accordance with provincial employment standards.) This is in addition to our current six-week disability leave for birth mothers, our adoption assistance program and other family-related benefits. | |

GRI 402: LABOR/MANAGEMENT RELATIONS

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| 402-1 | Minimum notice periods regarding significant operational changes | Our labor contracts generally require 5- to 10-day advance notice to change employees' scheduled hours of work. In addition, the U.S. WARN Act requires 60-day notice of covered plant closings and covered mass layoffs. If the company needs to curtail operations sooner, we pay employees for the notice period. | |
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY

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| 403-1 | Occupational health and safety management system | Safety (/company/values/safety/) Health and Safety Policy (https://www.weyerhaeuser.com/sustainability/strong-governance/health-and-safety-policy/) | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Safety (/company/values/safety/) Data: Health and Safety (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#health_and_safety) | |
| 403-3 | Occupational health services | Weyerhaeuser protects employee health and medical information using a variety of systems and processes. Disability Management, Benefits, Workers Compensation and Occupational Health all operate under their appropriate confidentiality processes with information firewalls. Employee occupational medical records required by OSHA regulations are maintained by designated company medical records custodians. Employee medical information and human resources files are maintained separately. US employees are informed of their right to access medical records in accordance with OSHA regulations. Consulting occupational health nurse(s) and in-house health professionals, such as industrial hygienists, practice under their respective ethics codes and professional practice requirements to maintain confidentiality. The company has a guidance document, Privacy Guidelines for Safety Reporting (https://www.weyerhaeuser.com/download_file/view/5459/), that provides guidance on privacy issues in preparing reports and alerts. | |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | It is an expectation that each manufacturing site has an active health and safety committee perform planned activities in support of their site's risk-based safety plans, including regular workplace audits, as well as fulfilling any auditing requirements in accordance with OSHA or provincial requirements. Auditors verify through meeting minutes, action plans and interviews that: the safety committee meets monthly; the committee consists of a cross-section of employees, representing different departments, functions and shifts; the chair is someone other than a member of the site leadership team; and there are written guidelines outlining the committee's objectives, authority and responsibilities. Employees and leadership must consider the committee to be effective in addressing site issues and a group whose decisions are acted upon. The results of a 2020 safety goal for employee involvement showed 82 percent of sites meeting the criteria of 90 percent + employee involvement. | |
| 403-5 | Worker training on occupational health and safety | Data: Training & Education We use a Safety Training Matrix to identify mandatory training for all employees, and safety training programs are updated annually. There were 23,149 online safety trainings completed in 2020. These trainings include topics such as aerial work platforms, chain saw safety, chemical management, hazard communication, hearing conservation, electrical safety, fall protection, heat stress and lock/out-tag/out, to name a few. | |
| 403-6 | Promotion of worker health | Pay and Benefits (https://www.weyerhaeuser.com/careers/what-we-offer/pay-and-benefits/) | |
| 403-9 | Work-related injuries | Data: Health & Safety | |
| 403-10 | Work-related ill health | We do not have any occupations that have a high incidence or high risk of diseases associated with them. | |

GRI 404: TRAINING AND EDUCATION

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| 404-1 | Average hours of training per year per employee | Developing Our People (/sustainability/social-responsibility/#people-development) Data: Training and Education (https://www.veyerhaeuser.com/sustainability/data-and-gri-index/#training_and_education) | Weyerhaeuser does not track training by gender. Employee category training is tracked by site and not companywide. |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Developing Our People (/sustainability/social-responsibility/#people-development) | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Developing Our People (/sustainability/social-responsibility/#people-development) Our salaried employees receive regular career development and performance reviews, including performance management plans and individual development plans. Our hourly employees receive regular performance feedback as part of their ongoing work and follow a career progression process to achieve the necessary skills to develop professionally. | |

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

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| 405-1 | Diversity of governance bodies and employees | Inclusion (/company/values/inclusion/) Data: Diversity (https://www.veyerhaeuser.com/sustainability/data-and-gri-index/#diversity) Board of Directors (https://www.veyerhaeuser.com/company/leaders/board-directors/) Proxy Statement: (https://investor.veyerhaeuser.com/download/WY+2021+Proxy+Statement+for+posting.pdf) 4, 25-29 EEO-1 Consolidated Report (https://www.veyerhaeuser.com/download_file/view/5516/) | |
| 405-2 | Ratio of basic salary and remuneration of women to men | We have procedures and policies in place to ensure equal compensation regardless of gender, race, religion, sexual orientation and other characteristics protected under law. Our salary structure prescribes a salary band for every job and further supports equal compensation. | |

GRI 406: NON-DISCRIMINATION

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| 406-1 | Incidents of discrimination and corrective actions taken | We disclose all material litigation and legal proceedings in our periodic filings to the SEC. | |
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GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

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| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Our labor relations continue to be guided by principles jointly developed with the union that represents most of the employees in our U.S.-based businesses. The principles are designed to foster cooperative relationships and employee empowerment. Our company's labor principles allow North American employees the right to free association, including the right to freely choose to organize and bargain collectively. We believe these rights are not at risk at any Weyerhaeuser operation. Human Rights Policy (https://www.veyerhaeuser.com/sustainability/strong-governance/human-rights-policy/) | |
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GRI 409: FORCED OR COMPULSORY LABOR

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| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Our certification to the SFI Forest Management standard specifically addresses the need to recognize and respect Indigenous peoples' rights (Objective 8). Our entire wood supply is certified to the SFI Fiber Sourcing Standard, which specifically requires an avoidance of controversial sources, including fiber sourced without effective social laws (Objective 13). Human Rights Policy (https://www.veyerhaeuser.com/sustainability/strong-governance/human-rights-policy/) | |
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GRI 411: RIGHTS OF INDIGENOUS PEOPLES

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| 411-1 | Incidents of violations involving rights of Indigenous peoples | We disclose all material litigation and legal proceedings in our periodic filings to the SEC. | |
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GRI 412: HUMAN RIGHTS ASSESSMENT

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| 412-2 | Employee training on human rights policies or procedures | Human Rights Policy (https://www.veyerhaeuser.com/sustainability/strong-governance/human-rights-policy/) | Our operations are in North America. Although we do not have major operations in countries or locations where we believe human rights are at risk, we have implemented policies and programs to ensure these rights are protected. |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | Canadian Forests (/timberlands/forestry/canada/) | We manage millions of acres of forestland in Canada. Most forests in Canada are owned by the provincial governments. These forests, also called Crown lands, are managed on behalf of the people of the provinces. The provincial governments grant many entities, including Weyerhaeuser, the rights to operate in these forests. The laws applied to land management are strict and are reflected in agreements and contracts with the provincial government. |

GRI 413: LOCAL COMMUNITIES

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| 413-1 | Operations with local community engagement, impact assessments, and development programs | Citizenship (/company/values/citizenship/) Stakeholder Engagement (/company/values/citizenship/stakeholder-engagement/) 3 by 30: Rural Communities (/sustainability/3by30/thriving-rural-communities/) | |
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GRI 414: SUPPLIER SOCIAL ASSESSMENT

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| 414-1 | New suppliers that were screened using social criteria | Integrity (/company/values/integrity/) Supplier Code of Ethics (https://www.veyerhaeuser.com/application/files/6815/1019/3877/Sustainability-Supplier-Code-of-Ethics-2017.pdf) | |
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| 414-2 | Negative social impacts in the supply chain and actions taken | Grassy Narrows (https://www.weyerhaeuser.com/download_file/view/2192/) |
| GRI 415: PUBLIC POLICY | | |
| 415-1 | Political contributions | <p>In 2020 Weyerhaeuser Company and our subsidiaries based in the U.S. donated \$371,000 in the following states (search "Weyerhaeuser" on the following government websites): Alabama (http://ethics.alabama.gov/lobbyists.aspx), Arkansas, (https://www.sos.arkansas.gov/elections/financial-disclosure/) Florida, (https://public.ethics.state.fl.us/search.cfm?CFID=1761041%26CFTOKEN=13152e8e42f8130d-574E7EB9-0A92-5E2A-279227A6863BF5C5) Georgia (http://media.ethics.ga.gov/search/Campaign/Campaign_ByContributions.aspx), Louisiana (http://ethics.la.gov/LobbyingHome.aspx), Mississippi, (http://sos.ms.gov/elec/portal/mselez/page/search/portal.aspx) Oregon (http://sos.oregon.gov/elections/Pages/campaignfinance.aspx), South Carolina (https://apps.sc.gov/LobbyingActivity/LAIndex.aspx) and Washington (https://www.pdc.wa.gov/browse/more-ways-to-follow-the-money/lobbying/lobbyist-employer?election_year=2017%26category=Lobbying).</p> <p>Our WPAC donated \$224,000 to federal candidates, committees and some state candidates.</p> <p>In 2020 Weyerhaeuser Company Limited, our Canadian subsidiary, donated \$13,000 to political parties or candidates in Canada.</p> <p>Data: Political Contributions (https://www.weyerhaeuser.com/sustainability/data-and-gri-index/#political_contributions)</p> |
| GRI 416: CUSTOMER HEALTH AND SAFETY | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | <p>Building Green with Wood: Green Building (https://www.weyerhaeuser.com/woodproducts/building-green-with-wood/green-building/)</p> <p>Building Green with Wood: Product Stewardship & Safety Data Sheets (https://www.weyerhaeuser.com/woodproducts/building-green-with-wood/product-stewardship-safety-data-sheets/)</p> |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services. |
| GRI 417: MARKETING AND LABELING | | |
| 417-1 | Requirements for product and service information and labeling | Building Green with Wood: Product Stewardship & Safety Data Sheets (https://www.weyerhaeuser.com/woodproducts/building-green-with-wood/product-stewardship-safety-data-sheets/) |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services. |
| 417-3 | Incidents of non-compliance concerning marketing communications | We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services. |
| GRI 419: SOCIOECONOMIC COMPLIANCE | | |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | <p>Integrity (/company/values/integrity/)</p> <p>We disclose all material litigation and legal proceedings in our periodic filings to the SEC.</p> |