

# WEYERHAEUSER 2020 SUSTAINABILITY SNAPSHOT

## Foundation • Alignment • Impact



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

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

To achieve enduring success for our company and the stakeholders we serve, we're always looking to innovate and improve our sustainability practices and leadership, in the woods and across our business. As we look ahead to the next decade and beyond, we've launched a new sustainability strategy focused on three core areas:



For decades, we've set strategies and achieved targets to drive improvement for the environment, our workplace, our communities, and the way we govern our company. We've established a roadmap for regular review and renewal of these activities to ensure we continuously drive improvement in all three areas over time.



Sustainability is so much more than what we do in our forests. To help our employees see how their work contributes to our sustainability goals, we are strengthening its visibility in all our critical business processes, including roadmaps, performance plans and capital plans.



We recognize that citizens expect businesses to help solve some of the world's toughest challenges. We agree, and to demonstrate our commitment we've identified three positive impact areas where we believe we can make a difference over the next 10 years.



## NOTABLE SUSTAINABILITY RESULTS ACHIEVED IN THE LAST YEAR

WE WERE NAMED one of the **WORLD'S MOST ETHICAL COMPANIES®** BY ETHISPHERE for the 11<sup>th</sup> time

IN 2019 WE LAUNCHED AN **INCLUSION COUNCIL** and added **INCLUSION TO OUR CORE VALUES**

**66%** OF OUR SITES OPERATED WITH **ZERO INJURIES** in 2019

WE ANNUALLY STORE THE EQUIVALENT OF **9 MILLION METRIC TONS OF CO<sub>2</sub>** IN OUR WOOD PRODUCTS

IN 2019 WE LAUNCHED A **MATCHING GIFTS PROGRAM** for all EMPLOYEES

WE'VE IMPROVED OUR **INDIVIDUAL DEVELOPMENT PLANNING** process for SALARIED EMPLOYEES

IN 2019 WE INTRODUCED **PAID PARENTAL LEAVE** for all U.S. EMPLOYEES

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

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## Our Positive Impact in the World



WEYERHAEUSER  
SUSTAINABILITY AMBITIONS

**3B3**

Working to Solve  
**3 BIG CHALLENGES**  
By 2030

  

Climate • Homes • Communities

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

### **We take this responsibility as an employer and land steward seriously.**

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

### **We also have an important role to play in the world beyond our operations.**

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



## **Our Working Forests Contribute to Climate Change Solutions**

Our millions of acres of forests have an important role to play in mitigating climate change by absorbing CO<sub>2</sub> from the atmosphere and storing carbon in the wood products we make.

### **Early Action Areas:**

- Accelerate development of forest carbon markets and accounting
- Engage with key forest and natural climate solution leaders
- Strengthen forest-climate risk assessments.



## **Our Sustainable Products Help Provide Homes for Everyone**

Our wood products can help meet the growing need for affordable and sustainable housing in communities all over the world.

### **Early Action Areas:**

- Promote innovative wood building materials
- Help write a new chapter for sustainable building standards and tools
- Support affordable homebuilding efforts



## **We Help Our Rural Communities Be Thriving Places to Work and Live**

Because of where we operate, we have a powerful opportunity to help rural communities across North America remain thriving places to live and work.

### **Early Action Areas:**

- Assess community needs and resources in our operating areas
- Expand career opportunities in our communities
- Nurture an appreciation of nature and natural resources

