Sustainability has been a guiding principle at Weyerhaeuser for well over 100 years. Put simply, we’re driven by the belief that forests are the most sustainable and versatile resource on Earth, and we have a tremendous responsibility to manage them well — today and long into the future.

We’re proud of the work we do to ensure our forests last forever, yet 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. For us, sustainability is about constantly innovating and evolving — and taking proactive steps every day to ensure our company will add meaningful value to the world around us for generations to come.

Our shareholders invest in us based on the belief we will run our operations responsibly and effectively. Our customers depend on having a reliable partner and a sustainable supply chain. Our current and future employees want to work in a safe, ethical and inclusive environment where they can feel proud of the impact we have on the world. And communities where we operate want to know we are good neighbors who do our part to help them thrive.

We have a long track record of great work in all these areas, but we can’t afford to rest on our past accomplishments. I’m excited to see this next chapter of our sustainability strategy come to life as we implement our ambitious vision over the next decade and beyond.

Devin W. Stockfish
President and CEO
In the two years since we launched our current sustainability strategy, it’s never been clearer to me that Weyerhaeuser’s commitment to sustainability is both steadfast and evolving. We’ve already made big strides in all three of our core focus areas, and we continue to learn and develop new ways to advance our sustainability performance and leadership.

We met our 2021 ESG goals and are on track to meet our 2022 goals. We successfully integrated sustainability into our business roadmaps, enabling employees across business lines to identify key sustainability levers and clearly see how their day-to-day work impacts our overall performance. And we’ve demonstrated Weyerhaeuser’s positive impact on climate solutions, sustainable homes and thriving rural communities through the progress we’ve made — and the partnerships we’ve built — through our 3 by 30 Sustainability Ambitions.

We are fortunate to have a sustainability strategy fully supported and embraced by our company leadership and our employees. Not only are we positioned to meet the changing demands of society and our stakeholders, but we’re also fulfilling our century-old promise to build a company that improves lives today and for generations to come.

**Ara Erickson**

Vice President of Corporate Sustainability
In 2020, we launched our current strategy, reorganizing and intensifying our focus around three core areas:

**Maintain ESG Foundation**
- Maintaining our strong foundation of environmental stewardship, social responsibility and governance (ESG)

**Improve Business Alignment**
- Strengthening the integration of sustainability into our key business processes and priorities

**Demonstrate Positive Impact**
- Demonstrating the positive impacts of our work
Maintain ESG Foundation

We follow a 10-year roadmap to drive continued excellence in ESG. We set annual goals in areas that directly affect our sustainability performance, including forest certification, workplace safety, people development, diversity, equity and inclusion, environmental compliance, community engagement, risk management and more.

2021 ESG Highlights

• We continued to improve and adapt our COVID-related safety protocols and performance based on evolving science.
• We set a clear inclusion strategy with 23 goals.
• We hired a director with a sole focus on diversity, equity and inclusion.
• We exceeded our original greenhouse gas reduction target by reducing our emissions by 57 percent compared to 2000 levels. We also set a new reduction target in line with the latest climate science (learn more on page 10).
• We maintained our industry-leading performance in key ESG ratings and indices.
• We integrated key ESG metrics including carbon targets, sustainable forestry and workforce development into executive compensation.
Improve Business Alignment

This piece of our strategy is focused on further integrating sustainability into our existing operations by making it more visible in business plans, individual performance plans and capital plans.

2021 Key Alignment Results

**Wood Products**
We identified key sustainability-related focus areas at the product line level, including decreasing greenhouse gas emissions and improving energy efficiency at our mills.

**Timberlands**
We identified more than 100 currently planned activities in our regions that have a direct impact on our overall sustainability performance.

**Corporate Development**
We developed an ESG screening tool to improve how we evaluate our potential partners and increase understanding of top sustainability concerns in new operating areas.
Demonstrate Positive Impact

We believe we have an important role in solving some of the world’s toughest and most pressing challenges. That is what inspired us to identify three critical areas where we can make a significant positive impact between now and 2030.

Climate
Our working forests and wood products contribute to climate change solutions

Homes
Our sustainable products help provide homes for everyone

Communities
We help make our rural communities thriving places to work and live

These are our 3 by 30 Sustainability Ambitions. We know we cannot solve these challenges alone, but we also know our vast forests and the essential products we manufacture put us in a unique position to make a real difference.
We are proud of what we have accomplished so far with our 3 by 30 Sustainability Ambitions, and we are excited to build on our successes in the coming years.
Climate Change Solutions

By 2030, we envision a world where the value of working forests and wood products is fully recognized as a key solution for slowing and reducing the impacts of climate change.

2021 Highlights

Pursuing net-zero emissions
We set big goals — and we are working with a large network of partners to achieve them. We co-founded the Bipartisan Policy Center’s Net Zero Business Alliance, served on the Forest and Farm Carbon Solutions Task Force and represented the World Business Council for Sustainable Development’s Net-Zero Roadmap for the Forest Sector at the 2021 UN Climate Change Conference. We also joined The Climate Pledge, committing to achieve net-zero carbon emissions across our value chain by 2040.

Coordinating across the supply chain
We want to make the whole wood products supply chain sustainable and transparent. We helped launch the Forest to Frame Carbon Alliance so we can work with other supply chain partners to build credibility and drive improvements in sharing data and performance with interested stakeholders.

Improving our tactical approach
Our Timberlands Strategy and Technology team identified new ways for us to better manage our forests in a changing climate and mitigate the effects of climate change.

Next step: Putting these new strategies into action.

Next step: Work with our partners to identify funding sources to drive improved transparency.

Next step: Integrating greenhouse gas considerations into our capital planning.

LEARN MORE ABOUT OUR 3 BY 30 CLIMATE AMBITION →
First Release of Our Carbon Record

We are developing a proactive, industry-leading approach to carbon accounting, and in 2021 we took a major step forward by publishing our inaugural *Carbon Record*, which shares our carbon emissions and removals across the entire value chain.

Our net impact is significantly carbon negative: We remove far more carbon from the atmosphere than we emit across our operations.

Our forests removed a net 14 million metric tons of carbon dioxide equivalent in 2021, and our wood products removed an additional 11 million metric tons.

We also set a science-based reduction target for 2030 in line with a net-zero future that avoids the worst impacts of climate change.*

- Reduce our absolute Scope 1 and 2 greenhouse gas emissions by 42%
- Reduce Scope 3 emissions by 25% per metric ton of production

*Approved by the Science-Based Targets Initiative as in line with limiting global warming to 1.5° C. Reductions are measured against a 2020 baseline.
Sustainable Homes for Everyone

By 2030, we envision a world where sustainable wood products are providing abundant, creative opportunities for ensuring everyone has access to quality, sustainably built housing.

2021 Highlights

Pursuing strong policies
We believe in the benefits of wood as a low-carbon building option. We expanded our legislative action plans to advocate for states to adopt important mass timber building code updates.

Next step: Work with our trade groups to advance innovative wood building materials.

Innovating with mass timber
We funded award-winning research exploring the use of mass timber for urban and rural affordable housing, and we also contributed to the creation of “Wood City,” a design studio and project through the Wood Design and Innovation Center at the University of Arkansas Fay Jones School of Architecture and Design.

Next step: Continue to partner with the school on its new mass timber building that will house a wood design and innovation center.

Finding better ways to build
As part of the entrepreneurship competition Hacking for Homebuilding, we challenged teams of students and experts to develop solutions for real-world problems in the homebuilding industry. We also helped address veteran homelessness by sponsoring the design of a tiny home specifically built for veterans with service animals — doggie door included.

Next step: Evaluate current and additional partnerships that are positioned to develop innovative homebuilding solutions.

LEARN MORE ABOUT OUR 3 BY 30 HOMES AMBITION
Thriving Rural Communities

By 2030, we envision real, measurable improvements in how we, and those we partner with, ensure rural communities are great places to live, work and do business.

2021 Highlights

Understanding our communities
To give our communities the support they deserve, we must understand what they need. We launched a new qualitative and quantitative data analysis project to identify common themes and distinct needs of our rural operating areas.

Next step: Complete assessment and make targeted, influential investments focused on the critical needs of rural communities.

Improving how we give
Our local employee-led Giving Fund Advisory Committees make important choices about giving in their communities. We provided tools and resources to help them make the most effective decisions possible — and also to help our grant recipients promote their good work.

Next step: Update these tools with relevant information from the community needs assessment.

Partnering to build homes
We expanded our long-term partnership with Habitat for Humanity International to support more than 10 local housing builds in or near our communities.

Next step: Complete these projects and replicate in more of our operating areas.

LEARN MORE ABOUT OUR 3 BY 30 RURAL COMMUNITIES AMBITION
Our company has deep roots in environmental stewardship. It all starts with what we do in the forest — taking good care of our timberlands and the complex ecosystems they support — and extends across our operations. We are always looking for opportunities to improve efficiency and minimize our impact on the environment, ensuring our forests remain productive and resilient in the face of a changing climate.
We Practice Sustainable Forestry

As one of the world’s oldest and largest private timberland owners, we have been growing, harvesting and regrowing forests for more than a century. By continuing to build on our legacy of sustainable forestry, we provide a renewable supply of wood to our customers while protecting all the other resources and values our forests provide: clean water, clean air, wildlife habitat, space for renewable energy development, opportunities for recreation and spending time outdoors.

We plant millions of trees each year, including 137 million in 2021.

100% of our timberlands are certified to the Sustainable Forestry Initiative’s® Forest Management Standard.

100% of our timberlands are reforested after harvesting.

RESTORING OREGON’S FORESTS

After the devastating fires of 2020, we launched an ambitious effort to replant 125,000 acres of our fire-damaged Oregon timberlands. Through careful coordination with our tree nurseries, we are well on our way to replanting a total of 35 million seedlings on these lands alone — prioritizing areas along sensitive waterways — and we expect to complete our replanting efforts within the next two years.

Read the full story ➤
We Protect Biodiversity and Support Conservation

There is more to our forests than just trees. Our timberlands are thriving ecosystems that host a tremendous diversity of native species — and we intend to keep them that way. Through thoughtful stewardship, we protect the biodiversity of our forests and create habitats that support **at-risk, threatened or endangered species**.

### REACHING A LANDMARK FOREST AGREEMENT

Through more than a year of intense negotiations between 13 conservation groups and 13 private forest landowners, we helped craft the Private Forest Accord, a new agreement that updates the state’s Forest Practices Act and supports sustainable forestry in Oregon. All sides had to compromise, and the end result demonstrates the value of working together in good faith to find solutions that benefit forests, wildlife, communities and local economies.

[Read the full story ▶](#)

### BANKING ON THE FUTURE

The Army Corps of Engineers came to us for help with a plan to prevent destructive floods in a vulnerable area of southern Louisiana. Because the plan would create an unavoidable loss of wetlands habitat in the affected area, the Corps needed to offset this loss with a mitigation bank that would restore or preserve a different area within the same watershed. We were able to rapidly secure more than 7,000 acres — our largest mitigation banking project to date — which enabled the Corps to start critical flood-prevention work in 2021.

[Read the full story ▶](#)
Stewardship Beyond Our Forests

We Contribute to Clean Water and Air

We work hard to ensure our forests can effectively capture, filter and provide clean water to communities within our watersheds. We are also committed to reducing our own water use wherever possible. Since our forests already rely completely on natural precipitation to grow, our biggest opportunity to reduce water use is to make our manufacturing sites and offices run as efficiently as we can.

Every year, we also look for ways to further decrease our greenhouse gas (GHG) emissions. Between 2000 and 2020, we reduced our Scope 1 and 2 GHG emissions by 57 percent, and we are building on this progress by installing more efficient equipment and investing in projects that decrease our need for fossil fuels and other GHG-emitting sources.

We Minimize Waste

On average, we turn 95 percent of each log that enters one of our mills into a useful product, whether that is solid lumber, wood chips, paper, landscaping mulch, wood pellets or countless other products. We also continue to develop new outlets for our manufacturing byproducts and used equipment.

On average, we reuse, recycle or repurpose 99 percent of potential waste in our operations — resulting in more than 12 billion pounds of material kept out of landfills each year. But we know there is still room for improvement.

Building Green With Wood

To build toward our goal of helping provide sustainable homes for everyone, we develop new low-waste products that make the most of the resources in our forests.

One of our many green building solutions is TimberStrand® LSL, a high-performing engineered lumber product that is manufactured using small-diameter trees that are not individually strong or straight enough to be of structural value.

LEARN ABOUT BUILDING GREEN WITH WOOD
Supporting Climate Solutions

We Choose Renewable Energy

We take potential wood waste from our forests and mill residuals and use it to create our own energy. In 2021, this renewable biomass covered 74 percent of our manufacturing facilities’ energy needs. That means we are removing potential wood waste from landfills and minimizing our reliance on nonrenewable fossil fuels. In 2021, we also launched an energy strategy team whose goal is to make Weyerhaeuser a leader in energy independence and sustainable, and cost-efficient operations.

Beyond choosing renewable energy to power our own operations, our timberlands also provide an important land base for wind and solar power facilities to help produce renewable energy on a larger scale.

OUR FIRST WIND FARM IN THE WEST

When the 38 massive turbines of the Skookumchuck wind farm in Washington began spinning, it became the sixth active wind farm on our property. The site is capable of producing 136 megawatts of electricity, and it is part of a growing portfolio of renewable energy projects within our Natural Climate Solutions business.

Read the full story ►

ADVANCING SOLAR IN THE SOUTHEAST

At the end of 2021, we announced an agreement with Apex Clean Energy to pursue 1GW of utility-scale solar and solar-plus-storage projects on our lands in the U.S. Southeast. Apex will lead development of the portfolio, which includes projects that could reach commercial operations as early as 2023.

Read the full release ►
We Store Massive Amounts of Carbon in Our Forests and Wood Products

As our millions of acres of forest grow, the trees absorb carbon dioxide from the atmosphere and store it in their trunks, limbs and roots, as well as in the soil. Our forests store between 2.3 billion and 3.6 billion metric tons of CO$_2$ equivalent. When trees are harvested, much of their carbon remains stored in wood products for the long term. As we harvest, we plant millions of new trees, which absorb and store even more CO$_2$. This incredible cycle continually removes CO$_2$ from the atmosphere and serves as a powerful solution to help reduce the impacts of climate change.

As one part of our inaugural Carbon Record, we shared our data on carbon storage to demonstrate the positive environmental impact of our forests. The Carbon Record also reported our 2020 carbon emissions, removals and future emissions reduction target. The Science-Based Targets initiative approved this target at the highest level of ambition, formally recognizing our role in helping address the impacts of climate change.

Our forests absorb and store CO$_2$ from the atmosphere

We plant more trees that absorb even more CO$_2$ as they grow

Our wood products store carbon for the life of the product and beyond

EXPLORE OUR FULL CARBON RECORD
SOCIAL RESPONSIBILITY

Just as our approach to environmental stewardship extends far beyond our forests, our approach to social responsibility extends deep into our operating communities. We need diverse, talented people to join our team, grow, innovate and thrive with us for decades to come. We also need strong communities around us, filled with people who trust and support our work. It is our responsibility to treat all our stakeholders with care and respect — creating a safe, inclusive work environment where employees are excited and proud to spend their whole careers, and investing time and money to support the communities where we operate so they are vibrant, prosperous places to live and work.
We Are an Industry Leader in Safety

Safety is one of our core values. It comes first in everything we do, and it guides every choice we make. Our ultimate goal is to operate injury-free, and we have made significant progress eliminating injuries over many decades — including a major drop in our Recordable Incident Rate (the number of OSHA-defined recordable injuries and illnesses that occur in 100 workers working in one year). To take our safety performance to the next level, we set annual prevention-focused safety goals, such as finding and fixing hazards, and have intensified our focus on eliminating the most serious injuries from our workplace.

Our Recordable Incident Rate

Last year we found and fixed 574 safety hazards in our workplace.

INNOVATING A NEW FALL-PREVENTION SYSTEM

After a routine safety check revealed a possible fall hazard, the crew at our MDF plant in Columbia Falls, Montana, started working on a solution to make the process of loading rail cars safer. Their creative thinking produced a stable, caged gangway that replaced the previous ladder system and earned the team a Wood Products Award for Most Impactful Innovation. Now, we are planning to expand the use of the new platform to other sites and applications.

Read the full story

EXPLORE OUR CORE VALUE OF SAFETY
We Are Building an Inclusive Culture

Inclusion is one of our five core values. We know that pursuing diversity, equity and inclusion makes our company stronger — and it is the right thing to do for our people and our communities. That is why we are focused on creating a truly inclusive work environment across our operations where all our people can grow, contribute fully and feel they belong with us.

82% of our employees feel their work environment is inclusive and that we are committed to making progress on diversity and inclusion

2021 Highlights

• We now provide facilitator-led unconscious bias training to all salaried employees and new hires, and we expanded our online DE&I training options for all employees.

• We launched three revamped employee resource groups — Empowering Women of Weyerhaeuser, Reflections of Color (for Black employees and allies), and COLORS (for LGBTQ+ employees and allies) — and have more in development.

• We donated more than $250,000 to organizations directly supporting diversity, equity and inclusion.

• We hired a dedicated DE&I director to help us drive progress on this work.

EXPLORE OUR CORE VALUE OF INCLUSION
We Develop Our People

Our employees want to work for a company where they can reach their full potential, and we want people on our team who strive to keep learning and growing throughout their careers. This year, we built on our commitment to developing our people at all levels of the company and at all stages of their careers.

2021 Highlights

- We launched a new toolkit to improve career coaching between managers and employees
- Our employees logged almost 31,000 hours of online training
- 91% of our salaried employees updated their individual career plans

We Support Our People

When it comes to pay and benefits for our staff, we have a competitive streak. Not only do we want to attract and retain the best people we can, but we also want to listen and respond to their changing needs. That is why we updated our work policy in 2021 to promote flexibility for our employees whenever possible.

To connect with our people and learn how they feel about our culture and programs, we also conduct regular employee surveys.

Most Recent Employee Survey Results*

- 86% agree they receive the training they need to do their jobs well
- 88% believe their work has meaning and purpose
- 92% are proud of the work they do

* Completed in early 2022
Citizenship in the Community

We Engage Community Stakeholders

Being a good corporate citizen begins with listening to our neighbors and partners to understand their needs and priorities. Our stakeholders include everyone from customers and suppliers to investors, employees, Indigenous communities, policymakers, regulators, nonprofits, universities and many others. By developing relationships and seeking honest feedback, we ensure the interests of our communities are central to our business.

We Support Our Communities

Our operations form an integral part of rural communities across North America, and we are proud of the contributions we make to help ensure they are thriving places to live and work.

2021 Highlights

- We gave $5.9M in charitable grants, in-kind donations and community sponsorships
- Our employees led 179 community projects
- Our employees volunteered more than 13,000 hours in their communities
TREE-mendous Matching Gifts

In addition to company donations, we support our employees and the causes they are passionate about through our TREE-mendous Matching Gifts program. This flexible giving program opens a larger pot of potential cash — up to $1,500 in company match per person — for our employees’ causes through any combination of monetary donations and volunteer time. There is no minimum volunteer time, and employees can distribute the rewards to any eligible nonprofit organizations in the system.

ADDRESSING VETERAN HOMELESSNESS

Operation Tiny Home, a nonprofit dedicated to helping people struggling with severe housing instability, reached out to us with a donation request in 2021. When we learned about their mission, we decided to partner with them and Mattersville, another nonprofit that empowers veterans to reintegrate into civilian life, to help create a prototype for a brand-new type of tiny home specifically for veterans with service animals. Now, we are looking forward to partnering with Operation Tiny Home to help address housing needs for other vulnerable communities in the future.

Read the full story ▶

SHARING SEED(LING)S OF HOPE AFTER WILDFIRES

In 2020, the small town of Detroit, Oregon, lost 80 percent of its structures to devastating wildfires. We donated 10,000 Douglas fir seedlings to residents in Detroit and surrounding areas to help with the long-term process of replanting and recovery.

Read the full story ▶
We Provide Recreational Access

Our millions of acres of forests in the U.S. offer spectacular lakes, rugged mountains, scenic rivers and countless opportunities for outdoor adventure. Through our recreational lease and permit programs, as well as our open access areas, we help people connect with nature through hiking, camping, hunting, fishing and more.

EXPANDING OUTDOOR OPPORTUNITIES

After opening 92,000 acres of our Oregon timberlands for free recreational access in 2020, we added an additional 89,000 acres in 2021 through the Oregon Department of Fish and Wildlife’s Access & Habitat Program. It is a great partnership that helps us make these working forests available for everyone to enjoy — safely and free of charge.

Read the full story ▶
A FIELD EDUCATION DAY IN SUSTAINABLE FORESTRY

This year, more than 50 ninth graders from Beaver Brae Secondary School visited one of our harvest sites near Kenora, Ontario, for some hands-on learning about the whole cycle of forestry from harvesting to replanting. They planted seedlings, toured the area and asked a lot of questions — especially about how harvesting affects animals such as deer, moose and caribou. Guided by our foresters, the students learned how good forest management can help reduce the risk of fire, disease and pests, and they also got to learn about job opportunities in forestry.

Read the full story ▶
STRONG GOVERNANCE

We manage one of the most sustainable, versatile resources on Earth, and we are determined to do it the right way — ethically and sustainably. Disciplined governance practices ensure we continue to deliver value for investors, customers, employees and the communities where we live and work, and our core value of integrity guides our approach to proactive board oversight, transparent participation in public policy and how we manage risk throughout our supply chain.

In 2022, ETHISPHHERE named us one of the WORLD’S MOST ETHICAL COMPANIES® for the 13th time

Strengthening Board Oversight

Our board of directors — and specifically our Governance and Corporate Responsibility Committee — provides oversight on our sustainability strategy and annually reviews our performance and progress toward goals.

The committee provides oversight on environmental and safety matters, climate change, ethics and business conduct, political activities and human resources practices.

In 2021, we increased engagement with the full Board of Directors through more frequent updates and reporting

Maintaining Transparency

For 120 years, we have earned a reputation for conducting business honestly, fairly and with integrity. Our Code of Ethics drives us to be transparent about our involvement in public policy, which includes coalition building, advocacy, grassroots activities and political contributions.

We publicly disclose all the contributions we make to reinforce our goal of shaping policy and legislation affecting our company, industry and communities without regard to the private political preferences of executives.

VIEW OUR 2021 POLITICAL CONTRIBUTIONS
CERTIFYING A SUSTAINABLE SUPPLY CHAIN

We have been choosing sustainable practices since long before independent certifications were a standard practice in forestry. As we pursue our own ambitious sustainability goals, we want to help our customers meet theirs as well — because everyone has a role in contributing to a more sustainable future.

To make it easy for customers and stakeholders to see the high standards we uphold for ourselves, we certify our timberlands and operations to the strong, science-based standards of the Sustainable Forestry Initiative® (SFI®).

100% of our timberlands are certified to the SFI Forest Management Standard

In 2021, we participated in the standards revisions process, including major enhancements to the Forest Management Standard focused on climate change mitigation and adaptation.

Promoting Wood-based Construction Materials

From forest to mill to construction site, our certified supply chain supports our focus on sustainability.

- Starting in the forest, we harvest and replant on a continuous cycle so our forests will continue to thrive — forever.
- By certifying all our wood product manufacturing sites to the SFI® Fiber Sourcing Standard, we ensure all the wood in our products comes from responsible and non-controversial sources.
- We invest in ensuring our mills run efficiently, we reuse our waste and we meet more than 70 percent of our energy needs through renewable biomass.
- Our software, such as Javelin® and ForteWEB™, helps make construction more efficient, enabling developers to reduce cost and build homes more quickly.

READ OUR SUSTAINABLE WOOD PRODUCTS BROCHURE ➤

Our Certificates

Forest Management
  - U.S. SFI Forest Management Certificate
  - Canada SFI Forest Management Certificate

Fiber Sourcing
  - U.S. SFI Fiber Sourcing Certificate
  - Canada SFI Fiber Sourcing Certificate

Chain of Custody
  - SFI Chain of Custody Certificate
  - PEFC™ Chain of Custody Certificate

Certified Sourcing
  - SFI Certified Sourcing Certificate (Secondary Producers)
We are proud of our sustainability wins in 2021, and after more than a century as a leader in sustainability, we are always looking for new, innovative ways to deepen our impact.

We have been reporting on sustainability for over 20 years, and this snapshot represents only a fraction of our disclosures. We invite you to explore the full story and suite of resources on our website, including our GRI Index, loads of data, printable materials and tons of other reading and stories!