

## WEYERHAEUSER 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, our impacts on society and other disclosures relevant to our company.

We prepare our [annual update to our sustainability website](#) in accordance with the GRI Standards: Core option.

Disclosure	Title
<b>GRI 101: FOUNDATION (does not include any disclosures)</b>	
<b>GRI 102: GENERAL DISCLOSURES</b>	
<b>Organizational Profile</b>	
102-1	Name of the organization
102-2	Activities, brands, products, and services
102-3	Location of headquarters
102-4	Location of operations
102-5	Ownership and legal form
102-6	Markets served
102-7	Scale of the organization
102-8	Information on employees and other workers
102-9	Supply chain

102-10 Significant changes to the organization and its supply chain

102-11 Precautionary principle or approach

102-12 External initiatives

102-13 Membership of associations

## Strategy

102-14 Statement from senior decision-maker

102-15 Key impacts, risks, and opportunities

## Ethics and integrity

102-16 Values, principles, standards, and norms of behavior

102-17 Mechanisms for advice and concerns about ethics

## Governance

102-18 Governance structure

102-19 Delegating authority

102-20 Executive-level responsibility for economic, environmental, and social topics

102-21 Consulting stakeholders on economic, environmental, and social topics

102-22 Composition of highest governance body and its committees

102-23	Chair of the highest governance body
102-24	Nominating and selecting the highest governance body
102-25	Conflicts of interest
102-26	Role of highest governance body in setting purpose, values, and strategy
102-27	Collective knowledge of highest governance body
102-28	Evaluating the highest governance body's performance
102-29	Identifying and managing economic, environmental, and social impacts
102-30	Effectiveness of risk management processes
102-31	Review of economic, environmental, and social topics
102-32	Highest governance body's role in sustainability reporting
102-33	Communicating critical concerns
102-34	Nature and total number of critical concerns
102-35	Remuneration policies
102-36	Process for determining remuneration
102-37	Stakeholders' involvement in remuneration
102-38	Annual total compensation ratio
102-39	Percentage increase in annual total compensation ratio

## Stakeholder Engagement

102-40	List of stakeholder groups
102-41	Collective bargaining agreements

102-42 Identifying and selecting stakeholders

102-43 Approach to stakeholder engagement

102-44 Key topics and concerns raised

## Reporting Practice

102-45 Entities included in consolidated financial statements

102-46 Defining report content and topic boundaries

102-47 List of material topics

102-48 Restatements of information

102-49 Changes in reporting

102-50 Reporting period

102-51 Date of most recent report

102-52 Reporting cycle

102-53 Contact point for questions regarding the report

102-54 Claims of reporting in accordance with the GRI Standards

102-55 GRI content index

102-56 External assurance

## GRI:103 MANAGEMENT APPROACH

103-1 Explanation of the material topic and its boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

## 200 ECONOMIC

### GRI 201: ECONOMIC PERFORMANCE

201-1 Direct economic value generated and distributed

201-2 Financial implications and other risks and opportunities due to climate change

201-3 Defined benefit plan obligations and other retirement plans

### GRI 203: INDIRECT ECONOMIC IMPACTS

203-2 Significant indirect economic impacts

### GRI 204: PROCUREMENT PRACTICES

204-1 Proportion of spending on local suppliers

### GRI 205: ANTI-CORRUPTION

205-1 Operations assessed for risks related to corruption

205-2 Communication and training about anti-corruption policies and procedures

205-3 Confirmed incidents of corruption and actions taken

## **GRI 206: ANTI-COMPETITIVE BEHAVIOR**

206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices

## **300 ENVIRONMENTAL**

### **GRI 301: MATERIALS**

301-1 Materials used by weight or volume

301-2 Recycled input materials used

301-3 Reclaimed products and their packaging materials

### **GRI 302: ENERGY**

302-1 Energy consumption within the organization

302-2 Energy consumption outside the organization

302-3 Energy intensity

302-4 Reduction of energy consumption

302-5 Reductions in energy requirements of products and services

### **GRI 303: WATER**

303-1 Water withdrawal by source

303-2 Water sources significantly affected by withdrawal of water

### **GRI 304: BIODIVERSITY**

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas a
304-2	Significant impacts of activities, products, and services on biodiversity
304-3	Habitats protected or restored
304-4	IUCN Red List species and national conservation list species with habitats in ar

## GRI 305: EMISSIONS

305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions
305-7	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions

## GRI 306: EFFLUENTS AND WASTE

306-2	Waste by type and disposal method
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306-3 Significant spills

## GRI 307: ENVIRONMENTAL COMPLIANCE

307-1 Non-compliance with environmental laws and regulations

## GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1 New suppliers that were screened using environmental criteria

308-2 Negative environmental impacts in the supply chain and actions taken

## 400 SOCIAL

### GRI 401: EMPLOYMENT

401-1 New employee hires and employee turnover

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

401-3 Parental leave

### GRI 402: LABOR/MANAGEMENT RELATIONS

402-1 Minimum notice periods regarding significant operational changes

### GRI 403: OCCUPATIONAL HEALTH AND SAFETY

403-1 Workers' representation in formal joint management–worker health and safety committees

403-2 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism

403-3 Workers with high incidence or high risk of diseases related to their occupation

403-4 Health and safety topics covered in formal agreements with trade unions

### GRI 404: TRAINING AND EDUCATION



404-1 Average hours of training per year per employee

404-2 Programs for upgrading employee skills and transition assistance programs

404-3 Percentage of employees receiving regular performance and career development

## **GRI 405: DIVERSITY AND EQUAL OPPORTUNITY**

405-1 Diversity of governance bodies and employees

405-2 Ratio of basic salary and remuneration of women to men

## **GRI 406: NON-DISCRIMINATION**

406-1 Incidents of discrimination and corrective actions taken

## **GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining is exercised

## **GRI 409: FORCED OR COMPULSORY LABOR**

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

## **GRI 411: RIGHTS OF INDIGENOUS PEOPLES**

411-1 Incidents of violations involving rights of Indigenous peoples

## **GRI 412: HUMAN RIGHTS ASSESSMENT**

412-2 Employee training on human rights policies or procedures

412-3 Significant investment agreements and contracts that include human rights clauses

## **GRI 413: LOCAL COMMUNITIES**

413-1 Operations with local community engagement, impact assessments, and devel

## GRI 414: SUPPLIER SOCIAL ASSESSMENT

414-1 New suppliers that were screened using social criteria

414-2 Negative social impacts in the supply chain and actions taken

## GRI 415: PUBLIC POLICY

415-1 Political contributions

## GRI 416: CUSTOMER HEALTH AND SAFETY

416-1 Assessment of the health and safety impacts of product and service categories

416-2 Incidents of non-compliance concerning the health and safety impacts of produ

## GRI 417: MARKETING AND LABELING

417-1 Requirements for product and service information and labeling

417-2 Incidents of non-compliance concerning product and service information and la

417-3 Incidents of non-compliance concerning marketing communications

## GRI 419: SOCIOECONOMIC COMPLIANCE

419-1 Non-compliance with laws and regulations in the social and economic area

