

WEYERHAEUSER SHAREHOLDER ENGAGEMENT

ESG Update

KRISTY HARLAN | Senior VP, General Counsel & Corporate Secretary

ARA ERICKSON | VP, Corporate Sustainability

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December 2021



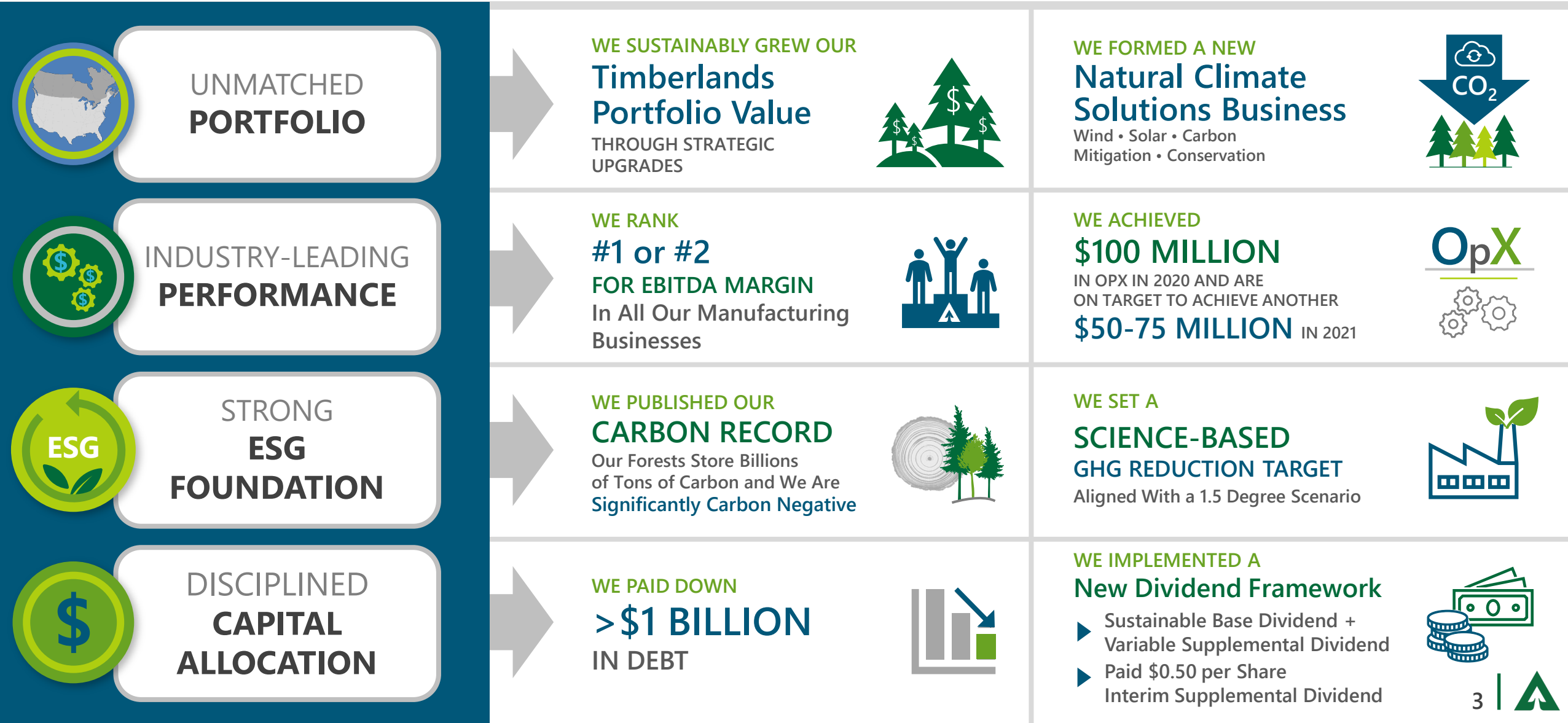
WEYERHAEUSER INVESTMENT THESIS



Superior Shareholder Value

PROVEN PERFORMANCE

Our Progress Since 2020



HOW WE DO IT

Our Sustainability Strategy



WEYERHAEUSER SUSTAINABILITY AMBITIONS



Working to Solve
3 BIG CHALLENGES BY 2030

CLIMATE



HOMES



COMMUNITIES



Sustainability Is a Core Value



ENVIRONMENTAL STEWARDSHIP

Key Highlights

WEYERHAEUSER PERFORMANCE

Environmental Stewardship

WE PLANT
ABOUT

140-150
MILLION
TREES
EVERY YEAR



100%

OF OUR
TIMBERLANDS &
WOOD FIBER
PROCUREMENT
IS CERTIFIED
TO THE



SUSTAINABLE
FORESTRY
INITIATIVE

SFI-00008

WE HARVEST

ONLY 2%
of our forests each year



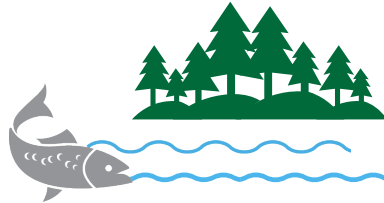
100%

OF OUR
TIMBERLANDS
ARE
REFORESTED
AFTER HARVEST



WE LEAVE

TREE BUFFERS
ALONG WATERWAYS TO
PROTECT AQUATIC
HABITAT

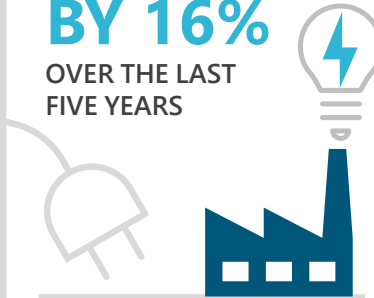


WE HAVE MORE THAN
3.2 MILLION
ACRES OF LAND
ENROLLED IN
CONSERVATION
EASEMENTS,
HABITAT
CONSERVATION
PLANS, and
MITIGATION
BANKS



OUR MILLS HAVE

IMPROVED
ENERGY
EFFICIENCY
BY 16%
OVER THE LAST
FIVE YEARS



ON AVERAGE WE USE

95%
OF EVERY
LOG



WE REMOVE

the equivalent of
32 MILLION
METRIC TONS
of CO₂
IN OUR FORESTS &
WOOD PRODUCTS
ANNUALLY

That's like taking
7 MILLION CARS
OFF THE ROAD
every year!



99%
OF OUR WASTE IS
REUSED OR
RECYCLED



WE REDUCED OUR
GREENHOUSE
GAS
EMISSIONS
BY MORE THAN



WE MEET
MORE THAN
70%
OF OUR OWN
ENERGY NEEDS
USING
RENEWABLE
BIOMASS



OUR CARBON RECORD

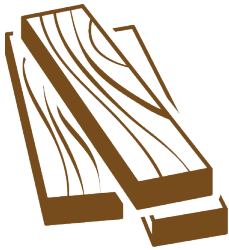
Our Net Impact Is Significantly Carbon Negative

OUR CARBON REMOVALS

32 MILLION

mtCO₂e in 2020

*The world needs
MORE OF THIS*



OUR CARBON EMISSIONS

7 MILLION

mtCO₂e in 2020

*The world needs
LESS OF THIS*



Our Carbon Removals Were Equivalent to Removing 7 Million Cars From the Road for One Year


OUR CARBON RECORD

Leading Our Sector in Disclosure and Methodology

CARBON REMOVALS




CARBON EMISSIONS


Direct and Indirect – Scope 1 & 2

	Net change in our forests⁽¹⁾ <i>Net increase in aboveground forest carbon, including sequestration, harvest and mortality</i>	10 million
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	Company owned and controlled sources <i>Primarily natural gas used in our mills and fertilizer used in our forests</i>	0.4 million
	Purchased electricity <i>Used to power our mills</i>	0.6 million

Value Chain – Scope 3

	Net change in other forests from which we source⁽²⁾ <i>Our share of the net increase in aboveground carbon</i>	4 million
	Stored in our wood products⁽³⁾ <i>Climate benefit of the products we produced</i>	11 million
	Stored in downstream wood products⁽³⁾ <i>Climate benefit of products customers made from our logs</i>	7 million

	Upstream and downstream products & services <i>Emissions related to customers' use of our wood fiber</i> <i>Fuel used in forestry operations & product transportation</i> <i>Emissions related to our purchased goods and services</i>	6 million
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32 MILLION
mtCO₂e in 2020

7 MILLION
mtCO₂e in 2020

For more information on our carbon record methodology, please visit the [3 by 30: Climate Change](#) section of our website.

(1) Using a consistent spatial boundary to assess year-over-year change.
(2) Allocation of overall net change based on public data from our fiber sourcing regions.
(3) Wood products store carbon for the life of the product. Represents average annual climate benefit over 100 years.

OUR CARBON RECORD

Carbon Stored in Our U.S. Timberlands



IN TOTAL, OUR FORESTS STORE BETWEEN 2.3 BILLION AND 3.6 BILLION mtCO₂e

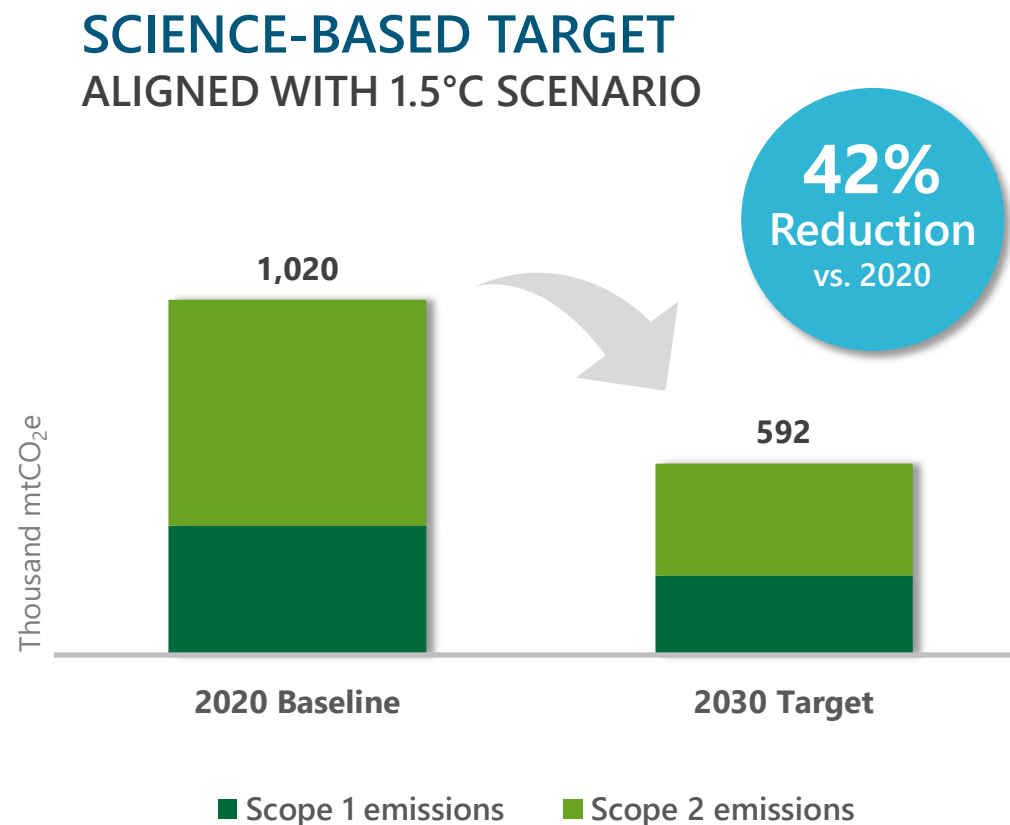
That is the same number of emissions generated by providing every home in the United States with electricity for 3 to 5 years

For more information on our carbon record methodology, please visit the [3 by 30: Climate Change](#) section of our website.

WE HAVE SET A SCIENCE-BASED GHG REDUCTION TARGET

Aligned With Paris Agreement Goal of Limiting Global Warming to 1.5°C

- ✓ Submitted to Science Based Targets initiative (SBTi) for approval
- ✓ Reduce Scope 1 and 2 emissions 42% by 2030
primarily through energy efficiency projects and renewable energy
- ✓ Reduce Scope 3 emissions 25% by 2030 per ton of production
primarily through downstream energy reductions and supplier engagement
- ✓ Report progress annually



We Are on the Pathway to Net Zero Emissions by 2050





SOCIAL RESPONSIBILITY & CORPORATE GOVERNANCE

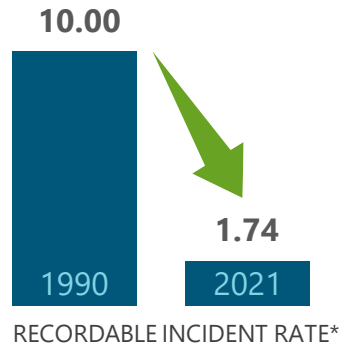
Key Highlights

SOCIAL RESPONSIBILITY

Growing Our People & Supporting Our Communities

HUMAN CAPITAL MANAGEMENT

WE ARE AN
**INDUSTRY
LEADER IN
WORKPLACE
SAFETY**



WE HAVE
**ROBUST
DEVELOPMENT
& SUCCESSION
Plans & Programs**



94%
OF JOB OFFERS WE
EXTENDED WERE
ACCEPTED
IN 2021*



43%
OF OUR
Senior
Management
Team Members
ARE WOMEN



32%
OF ALL OUR SALARIED
STAFF & PROFESSIONAL
ROLES* ARE FILLED BY
WOMEN



46%
OF OUR NEW HIRES
IN THE U.S. IN 2021*
met at least one criteria of
DIVERSITY
► Female, Person of Color, Veteran



89%
of salaried employees say*
**“On my team,
the work
environment is
inclusive”**

COMMUNITY ENGAGEMENT

**WE GIVE
ABOUT
\$5 MILLION**
in Charitable Grants
Sponsorships
In-kind Donations
Employee Time &
Research Support
EACH YEAR



**OUR PEOPLE
VOLUNTEER
20,000+
HOURS IN OUR
COMMUNITIES
EACH YEAR**



WE ARE COMMITTED TO
**STAKEHOLDER ENGAGEMENT
AND TRIBAL OUTREACH**



WE PROVIDE
9,000+ FAMILY WAGE JOBS
IN MOSTLY RURAL COMMUNITIES
ACROSS NORTH AMERICA

SOCIAL RESPONSIBILITY

Our Diversity, Equity & Inclusion Approach

Leadership Structure

- Our senior management and board regularly review diversity strategy, [data](#) and goal progress
- Our Inclusion Council, chaired by our chief administration officer, meets at least quarterly and helps us set annual goals
- Our vice president, Talent, Communications & Culture oversees our DE&I program

WE HAVE A DEDICATED
**DIRECTOR OF
DIVERSITY, EQUITY
& INCLUSION**



Our Key Focus Areas

1. Leadership & Accountability
2. Equitable Practices & Policies
3. Recruiting & Hiring
4. Training & Development
5. Communication & Culture
6. Affinity & Connection
7. Community Outreach

EACH YEAR WE
**SET MULTIPLE TARGETS
IN EACH CATEGORY**
AND SHARE PROGRESS
INTERNALLY AND EXTERNALLY



Notable Best Practices

- “No tolerance” anti-discrimination/harassment policy
- Recurrent pay-equity reviews
- Paid parental leave for all employees
- Unconscious bias training for all employees
- Masked names on resumes & diverse hiring teams
- Employee-led resource groups
- Companywide inclusion blog & awareness stories
- Regular employee surveys to gauge inclusive culture

FOR TRANSPARENCY WE
**PUBLISH OUR EEO-1
SUMMARY DATA**
ON WY.COM



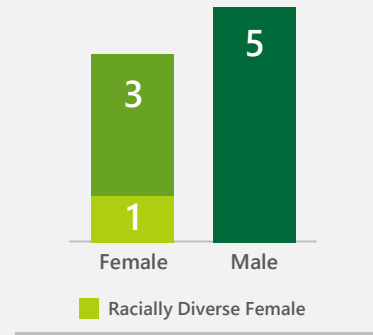
CORPORATE GOVERNANCE

Board Priorities & Composition

Current Priorities

- ✓ Continued focus on board refreshment with new directors who strengthen overall board skillset
- ✓ Director recruitment process targets diverse candidate pools
- ✓ 2022 Proxy Statement will separately disclose board racial diversity

BOARD DIVERSITY



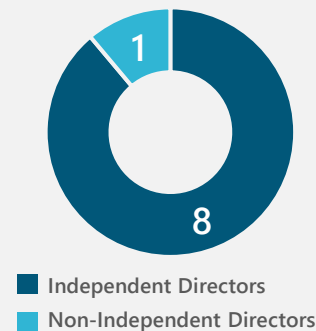
WE'VE APPOINTED
7 NEW
DIRECTORS
TO OUR BOARD
SINCE 2015



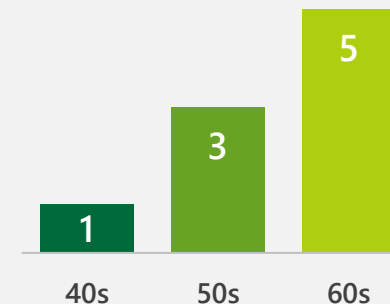
2 OF **3**
COMMITTEES
ARE
CHAIRD BY
WOMEN



BOARD INDEPENDENCE



AGE DISTRIBUTION



AVERAGE
DIRECTOR
TENURE
7.9 YEARS



Board Focuses on Gender, Racial and Ethnic Diversity in Recruitment and Nomination Process

CORPORATE GOVERNANCE

Executive Compensation

Compensation Highlights

- ✓ Compensation program that emphasizes pay for performance, drives superior financial results and value creation, and aligns with interests of our shareholders
- ✓ Continuing to expand disclosure about our compensation programs in our proxy materials
- ✓ New long-term incentive plan will be included in 2022 Proxy Statement to replace expiring plan (supported by ISS and GL modeling)

OUR CEO COMPENSATION IS:

72%

EQUITY BASED



60%

PERFORMANCE BASED



OUR RIGOROUS,
PRE-SET GOALS

FOR THE ANNUAL
INCENTIVE PLAN

INCLUDE
ESG-RELATED
METRICS

WE RECEIVED
OVER

94%

SAY ON PAY
SUPPORT
IN 2021

We Regularly Review and Benchmark Our Executive Compensation Program and Solicit Shareholder Feedback





APPENDIX

We invite you to learn more about
sustainability at Weyerhaeuser

[WY.COM/SUSTAINABILITY](https://www.weyerhaeuser.com/sustainability)

POSITIVE IMPACT

Three Big Challenges That We Can Help Solve



1

CLIMATE

Our Working Forests
Contribute to
Climate Change
Solutions



2

HOMES

Our Sustainable
Products Help
Provide Homes
for Everyone



3

COMMUNITIES

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



1



OUR WORKING FORESTS Contribute to Climate Solutions

THE CHALLENGE

Climate change has the potential to cause enormous disruptions in our world.

WHY WE ARE INVOLVED

We own millions of acres of timberlands that absorb CO₂ as they grow, and we make wood products that store carbon for decades.

OUR CURRENT FOCUS AREAS

- Improve the understanding of working forests as a climate solution
- Ensure working forests are climate-resilient





OUR SUSTAINABLE PRODUCTS

Help Provide Homes for Everyone

THE CHALLENGE

In communities across North America, quality, affordable homes are in short supply.

WHY WE ARE INVOLVED

We operate 35 wood products manufacturing facilities and 18 building materials distribution centers across North America.

OUR CURRENT FOCUS AREAS

- Innovate in the wood products industry to improve building speed and efficiency
- Support innovation and development of wood-based construction methods to replace other materials and enable more housing
- Increase available housing options by supporting alternative & unconventional home-building efforts

WOOD IS THE ULTIMATE HOME BUILDING MATERIAL

It's endlessly renewable



It stores carbon for decades



It's versatile and beautiful



3



WE HELP OUR RURAL COMMUNITIES Be Thriving Places to Work and Live

THE CHALLENGE

Barriers to economic and social prosperity are high, particularly in rural communities.

WHY WE ARE INVOLVED

We operate in rural areas across North America. We depend on the success of these communities, and they depend on us.

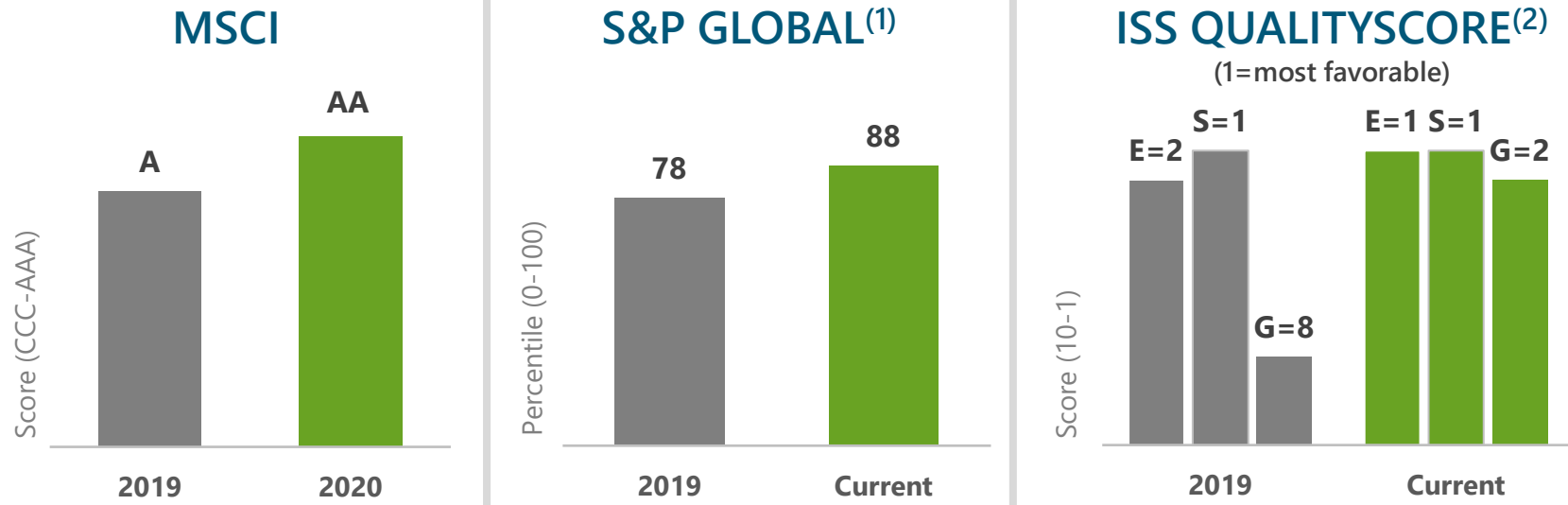
OUR CURRENT FOCUS AREAS

- Direct our time, talent & money toward causes that help our rural operating communities
- Leverage our scale, voice, influence and resources by partnering with organizations that focus on rural issues



ESG RATINGS AND INDICES

Leading and Improving Performance



- ✓ Best-in-class performance among North American companies and peers
- ✓ Continuing to benchmark and enhance our performance
- ✓ Committed to achieving full recognition for our strong practices

OTHER EXTERNAL RECOGNITION



(1) Rating as of December 1, 2021. The S&P Global Corporate Sustainability Assessment (CSA) was formerly known as the Dow Jones Sustainability Index (DJSI).
(2) Rating as of December 1, 2021. ISS QualityScore ratings are reported monthly.

CORPORATE GOVERNANCE

Aligned with Best Practices

Board Practices



- ✓ CEO/Chair Separation
- ✓ Annual Elections for all Directors
- ✓ Mandatory Retirement Age
- ✓ Limits on Outside Board Service
- ✓ Annual Board and Committee Evaluations

Shareholder Matters



- ✓ Robust Shareholder Engagement
- ✓ Proxy Access for Shareholders
- ✓ Majority Voting for Director Elections
- ✓ Annual Say-on-Pay Voting
- ✓ Shareholder Right to Call Special Meetings

Other Practices



- ✓ Rigorous Share Ownership Requirements
- ✓ Clawback & Hedging Policies
- ✓ Comprehensive Risk Oversight
- ✓ Sound Executive Compensation Practices
- ✓ Commitment to Full and Transparent Disclosure



EXECUTIVE COMPENSATION

Aligned With Best Practices

Attract & Retain Talent



- ✓ Benchmark against peers
- ✓ Target compensation in median range of market pay

Shareholder Alignment



- ✓ CEO compensation is 72% equity based
- ✓ Performance Share Units tied to 3-year TSR
- ✓ Stock ownership guidelines for CEO and SVPs

Pay for Performance



- ✓ CEO compensation is 60% performance based
- ✓ Rigorous goals align with business strategy & include ESG metrics
- ✓ Proven willingness to exercise negative discretion

Mitigate Undue Risk



- ✓ Clawback & hedging policies
- ✓ No tax gross-ups
- ✓ No executive perquisites (other than limited relocation)



ALIGNMENT WITH INVESTOR STEWARDSHIP GROUP PRINCIPLES

ISG Principle	WY Governance Practices
Principle 1: Boards are accountable to shareholders.	<ul style="list-style-type: none"> • All directors stand for election annually • Proxy access with market terms • Majority voting standard in uncontested director elections • Directors not receiving majority support must tender resignation for consideration • No poison pill; Board-adopted policy requires shareholder approval prior to adoption unless approved by majority of independent directors • Robust disclosure of our corporate governance practices
Principle 2: Shareholders should be entitled to voting rights in proportion to their economic interest.	<ul style="list-style-type: none"> • Single class of voting shares • One share, one vote standard
Principle 3: Boards should be responsive to shareholders and be proactive in order to understand their perspectives.	<ul style="list-style-type: none"> • Directors attend our annual meeting, providing an opportunity for shareholder engagement • Board considers annual voting results and ongoing investor engagement feedback in setting company policies and strategy • Directors engage with major shareholders as appropriate as a part of our ongoing outreach programs
Principle 4: Boards should have a strong, independent leadership structure.	<ul style="list-style-type: none"> • Independent Chair of the Board, with clearly defined responsibilities • Board considers appropriateness of its leadership structure at least annually • Proxy statement discloses why Board believes current leadership structure is appropriate
Principle 5: Boards should adopt structures and practices that enhance their effectiveness.	<ul style="list-style-type: none"> • Board composition reflects broad range of relevant perspectives, skills and knowledge • 89% of Board members are independent; each key committee is fully independent • Active director refreshment with 7 new board members since 2015 • Mandatory retirement age (72) • Directors have attended 100% of Board and committee meetings in 2021 • All directors attended our 2021 virtual annual shareholder meeting • Limits on outside board service • Policy provides Board may retain independent outside advisors in its discretion • Annual Board and committee evaluation process
Principle 6: Boards should develop management incentive structures that are aligned with the long-term strategy of the company.	<ul style="list-style-type: none"> • Compensation Committee annually reviews and approves incentive program design for alignment with business strategies • Compensation program structure includes combination of short- and long-term performance goals • Clear and robust disclosure regarding compensation program philosophy, objectives and design





WEYERHAEUSER SUPPORTS THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS.

The framework put forward by the UN is an admirable and ambitious call to action. In 2020, Weyerhaeuser's Board of Directors confirmed the SDGs most strategic to our business. The SDGs guide much of our [3 by 30 Positive Impact](#) ambitions.

We sustainably manage more than 10 million acres of timberlands in the United States and manage millions of acres of publicly owned land under provincial licenses in Canada. We recognize we have a critical role to play in creating a more just, equitable and sustainable world — and we are committed to demonstrating our positive impact.

SUSTAINABLE DEVELOPMENT GOALS	WEYERHAEUSER'S CONTRIBUTION	SUSTAINABLE DEVELOPMENT GOALS	WEYERHAEUSER'S CONTRIBUTION
7 AFFORDABLE AND CLEAN ENERGY 	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p> <p>40% of renewable energy is generated using wood, according to the UN Food and Agriculture Association. That's as much as is generated from wind and solar combined.</p> <p>We fulfill more than 70% of our own energy needs using renewable, carbon-neutral biomass from our manufacturing residuals. We also support wind and solar power by leasing our land for renewable energy production.</p>	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<p>Ensure sustainable consumption and production patterns</p> <p>Wood is a renewable and recyclable material. We actively support the goal of enabling a more circular economy.</p> <p>On average, we use 95% of every log that enters our mills. We also actively seek partners to help us maximize the utilization of our raw material and minimize waste. For example, by-products from our mills are used to make essential hygiene products.</p>
8 DECENT WORK AND ECONOMIC GROWTH 	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>Safety and Inclusion are core values at Weyerhaeuser. Our core values guide everything we do.</p> <p>We provide living wage jobs in rural communities and prioritize leadership and development opportunities for our employees. As a part of our 3 by 30 Positive Impact work, we are expanding our efforts to ensure our rural communities are thriving places to work and live.</p>	13 CLIMATE ACTION 	<p>Take urgent action to combat climate change and its impacts</p> <p>Forests and wood products are natural climate solutions. Wood products also have lower embodied energy than other building materials. The carbon stored in our wood products vastly outweighs our greenhouse emissions.</p> <p>As a part of our 3 by 30 Positive Impact work, we are collaborating with others to ensure forests serve as one of many solutions to mitigate the impacts of climate change.</p>
11 SUSTAINABLE CITIES AND COMMUNITIES 	<p>Make cities and human settlements inclusive, safe, resilient and sustainable</p> <p>Wood is the ultimate green building material. Independent life-cycle assessment reports substantiate the low energy intensity of wood products.</p> <p>Cities of the future will be more sustainable when they are built with wood. As a part of our 3 by 30 Positive Impact efforts, we are working towards a future where sustainable wood products from well-managed forests help provide sustainable homes for everyone.</p>	15 LIFE ON LAND 	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p> <p>We have practiced sustainable forestry for more than a century. Today, all our forests are certified to the Sustainable Forestry Initiative's Forest Management Standard.</p> <p>Our forests support countless co-benefits and we measure and report on more than 15 of the ecosystem services that our forests provide.</p>



WEYERHAEUSER IS ALIGNED WITH THE RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES. We support the TCFD's goal of making the implications of climate change on financial performance clear.

This handout provides an overview of our assessment of each of the recommended disclosures of the TCFD.

More details and contextualized information can be found on our website at wy.com/sustainability and in our CDP Climate Response.

CATEGORY	RECOMMENDED DISCLOSURE	WEYERHAEUSER'S ASSESSMENT	MORE INFORMATION
Governance	Describe the Board's oversight of climate-related risks and opportunities.	The Governance and Corporate Responsibility Committee of the Board of Directors maintains proactive oversight of our sustainability strategy, including matters related to climate change. This includes an annual review of our performance and progress toward our sustainability goals.	Strong Governance – Board Oversight CDP Climate Response – C1.1
	Describe management's role in assessing and managing climate-related risks and opportunities.	The Chief Administration Officer has accountability for the implementation of our sustainability strategy. The VP of Corporate and Government Affairs, who reports to the CAO, has responsibility over the Corporate Sustainability Team, which is led by the VP of Corporate Sustainability. This team has responsibility over the sustainability strategy, which includes the management of climate-related risks and opportunities.	Strong Governance – Board Oversight CDP Climate Response – C1.2
Strategy	Describe the climate-related risks and opportunities identified over the short, medium, and long term.	We believe climate change will result in the disruption of normal business patterns and that there are opportunities and risks to each of our businesses and our company. Some selected risks we are currently assessing and managing include physical risks, such as temperature and precipitation changes and the variability of disturbance events, which could affect the forests we own and manage, as well as proposals for carbon legislation, and public policy choices concerning renewable energy and biomass. Opportunities that we are assessing include changes to our tree growing conditions in certain areas, increased demand or interest in our forest lands for climate mitigation, and continued development of forest carbon offset markets. For further discussion of timelines, risks and opportunities, see our CDP Climate Response.	3 by 30 Climate Change CDP Climate Response – C2.1, C2.2, C2.3
	Describe the impact of climate-related risks and opportunities on businesses, strategy, and financial planning.	Our sustainability strategy places a large focus on the integration of sustainability considerations, including climate change, into our businesses. Two primary climate-related considerations include our potential participation in carbon markets and a focus on sound science and innovation in our timberlands. In 2020, we spent \$8.6 million on forestry research, the results of which will enable us to continually improve our forest management practice while also improving the resiliency of our forests.	Our Strategy – Business Alignment CDP Climate Response – C2.4, C2.5, C2.6
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including 2C.	We conduct climate risk assessments which include studying the effects of changing temperature, precipitation, and other climate-related factors on tree growth and harvest ability. Currently, we do not publish the results of these analyses and have not yet conducted a full two-degree warming scenario analysis.	CDP Climate Response – C3.1



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CATEGORY	RECOMMENDED DISCLOSURE	WEYERHAEUSER'S ASSESSMENT	MORE INFORMATION
Risk Management	Describe the processes for identifying and assessing climate-related risks.	In 2018, a team of experts was convened from across different business lines, including strategy and technology, environmental compliance, government affairs, acquisitions and divestitures, and sustainability. This team was responsible for identifying the risks and opportunities from climate change and presented these findings to senior management. We reevaluate these impacts annually.	3 by 30 Climate Change CDP Climate Response – C2.2b
	Describe the processes for managing climate-related risk.	Based upon the risks and opportunities identified, the team was also responsible for recommending actions and for integrating these into normal business practices. Broadly, these actions were grouped into portfolio decisions, operational support and product marketing. These recommendations are currently being implemented in the relevant business and as a part of our sustainability strategy.	3 by 30 Climate Change CDP Climate Response – C2.2d
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into overall risk management.	As a company with more than 100 years of experience in growing forests, climate and weather factors have always been integrated into overall risk management. As the evidence and impact of climate change have increased, our company-wide enterprise risk assessment has consistently identified climate change as significant topic. The risk assessment team gathers input from our internal experts and teams for a more in-depth understanding of the identified climate-related risks.	Strong Governance CDP Climate Response – C2.2b
Metrics and Targets	Disclose the metrics used to assess climate-related risks and opportunities in line with strategy and risk management process.	We disclose the previous three years of data on a wide variety of climate-related metrics including sustainable forest management, ecosystem services, raw material use, volume of wood fiber, energy use, air emissions, water use, residuals and waste, greenhouse gases, carbon sequestration, environmental compliance, and environmental remediation.	Data & GRI Index CDP Climate Response – C4
	Disclose Scope 1, 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	<p>2020 emissions in million metric tons of CO₂ equivalents:</p> <ul style="list-style-type: none"> • Scope 1: 0.38 • Scope 2: 0.64 <ul style="list-style-type: none"> - Total Direct and Indirect: 1.02 - Percent change compared to 2000 baseline: -57% • Scope 3: 6.1 <p>We are actively participating in the WRI/WBCSD development of the GHG Protocol guidance on carbon removals and land use, which will provide direction on how to accurately account for the carbon dioxide removals associated with our forests and wood products.</p>	Our Data - GHG Emissions 3 by 30 Climate Change CDP Climate Response – C6
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>In 2010, we set a goal to reduce our greenhouse gas emissions by 40% by 2020 (compared to a 2020 baseline). We exceeded that goal, and in 2020 we achieved a 57% reduction in emissions.</p> <p>Our new target is to reduce absolute Scope 1 and 2 emissions by 42% by 2030 against a 2020 baseline, and to reduce Scope 3 emissions by 25% per ton of product in the same timeframe. We have submitted our target to the Science Based Target initiative for approval and expect to hear back by year-end.</p>	3 by 30 Climate Change CDP Climate Response – C4.1



WEYERHAEUSER IS ALIGNED WITH THE SUSTAINABILITY ACCOUNTING STANDARDS BOARD'S Forestry Management & Building Products and Furnishings standards.

This document provides an overview of our assessment of each of the recommended SASB disclosure topics and metrics. More details and context is available on our website at wy.com/sustainability, including a detailed GRI Index.

FORESTRY MANAGEMENT STANDARD

TOPIC	ACCOUNTING METRIC	WEYERHAEUSER'S ASSESSMENT	REFERENCE
Ecosystem Services & Impact	Area of forestland certified to a third-party forest management standard	We certify 100% of our owned, leased, and managed forestland in the United States and Canada to the Sustainable Forestry Initiative (SFI) Forest Management Standard.	Environmental Stewardship – Certification
	Area of forestland with protected conservation status	We have formal habitat management agreements on 14.7 million acres of our land, which means we commit to managing these lands to maintain species in their suitable habitat and natural geographic distributions.	Sustainable Forestry – regional forests sub-pages Our Data – Ecosystem Services
	Area of forestland in endangered species habitat	We measure and report the combined acreage of threatened and endangered species habitat on our land. In 2020, this area was 33,900 acres across the U.S. and Canada. Read about how we manage our land for these species on the regional forestry pages of our website.	Sustainable Forestry – regional forests sub-pages
	Description of approach to optimizing opportunities from ecosystem services provided by forestlands	We measure and report on the ecosystem services provided by our forests.	Sustainable Forestry Our Data – Ecosystem Services
Rights of Indigenous Peoples	Area of forestland in indigenous land	Our owned and managed timberlands in the United States are private land, not considered to be indigenous peoples' land. We have long-term license agreements with the Canadian provincial governments which grant us the timber rights and management responsibility for a defined area on which we may operate to support one or more wood product manufacturing facilities.	Canadian Forests
	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community	We work proactively to build long term, successful and mutually beneficial relationships with Indigenous peoples and describe this framework in detail on our website. As a part of our SFI Forest Management and Fiber Sourcing certificates, we recognize and respect indigenous peoples' rights, avoid fiber sourced without effective social laws and meet the intentions of the ILO convention on human rights.	Canadian Forests Environmental Stewardship – Certification
Climate Change Adaptation	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	Our climate-related impacts are identified by an internal cross-functional team of experts who are responsible for assessing and managing climate-related risks and opportunities. We share details of these risks and opportunities on our website, in our TCFD Alignment and in our annual response to CDP Climate.	3 by 30 Climate Change CDP Climate Response TCFD Alignment
Activity Metrics	Area of forestland owned, leased, and/or managed by the entity	In the United States, as of 12/31/2020, we own or have long-term leases on 10.7 million acres. In Canada, we sustainably manage 14.1 million acres of publicly owned land under long-term licenses.	Annual Report and 10-K 2020 : Page 5
	Aggregate standing timber inventory	We report our standing inventory in units of short tons. At 12/31/2020, our total inventory in the United States was 593 million tons.	Annual Report and 10-K 2020 : Page 5
	Timber harvest volume	We report our timber harvest in units of short tons. In 2020, our fee harvest volume in the United States was 32.9 million tons.	Annual Report and 10-K 2020 : Page 8





WEYERHAEUSER IS ALIGNED WITH THE SUSTAINABILITY ACCOUNTING STANDARDS BOARD'S Forestry Management & Building Products and Furnishings standards.

This document provides an overview of our assessment of each of the recommended SASB disclosure topics and metrics. More details and context is available on our website at wy.com/sustainability, including a detailed GRI Index.

BUILDING PRODUCTS AND FURNISHINGS STANDARD

TOPIC	ACCOUNTING METRIC	WEYERHAEUSER'S ASSESSMENT	REFERENCE
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid energy, (3) percentage renewable	2020 Energy Use: 1) Total energy consumed: 33,771 BBTUs 2) Percentage purchased energy: 15% 3) Percent renewable energy: 73%	Environmental Stewardship – Energy Choices Our Data – Energy
Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	We focus company-wide on reducing chemical risk by using a comprehensive local chemical-approval process, reducing the overall number of chemicals used in our operations, seeking less-hazardous substitutes for chemicals, and by use of a company-wide safety database.	Wood Products – Product Stewardship & Safety Data Sheets Product Stewardship Policy
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	We are committed to providing online access to safety data sheets and corresponding labels for all our manufactured wood products. 100% percent of our eligible wood products meet VOC emissions and content standards.	Product Environmental Report : Page 10
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Wood is a renewable and sustainable building material which consumes less energy, emits fewer greenhouse gases, releases fewer pollutants and stores more carbon compared with other building materials like steel and concrete. Read about our efforts to manage the lifecycle impacts and meet demand for sustainable wood products on our website.	Wood Products – Green Building 3 by 30 Sustainable Homes
	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	We do not consider either of these metrics to be material. We reuse, recycle or repurpose 99% of what could have been waste in our operations. Excluding material that is burned for energy, 66% of our mill residuals and waste are recycled or reused.	Environmental Stewardship – Waste Our Data – Residuals and Waste
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard	1) Wood fiber purchased in 2020: 9 million cubic units (<i>1 cubic unit = 100 cubic feet</i>) 2) Percentage of wood fiber purchased from third-party certified forestlands: 66% 3) As a percent of total wood fiber supply, 62.5% is sourced from forests certified to the SFI Forest Management standard and less than 0.5% is sourced from forests certified to either the American Tree Farm System (ATFS) or Forest Stewardship Council (FSC). 4) Percentage of wood fiber purchased that is certified to wood fiber standards: 100% 5) 100% of our wood fiber supply chain is certified to the SFI Fiber Sourcing standard.	Wood Products – Responsible Wood Fiber Our Data – Raw Material Use
Activity Metrics	Annual production	1) Structural lumber: 4,666 million board feet 2) Oriented strand board: 3,013 million square feet (3/8") 3) Engineering solid section: 23.0 million cubic feet 4) Engineered I-joists: 175 million lineal feet 5) Softwood plywood: 347 million square feet (3/8") 6) Medium density fiberboard: 200 million square feet (3/4")	Annual Report and 10-K : Page 12
	Area of manufacturing facilities	We operate 35 manufacturing facilities and own or lease 18 distribution centers.	Annual Report and 10-K : Page 11

