



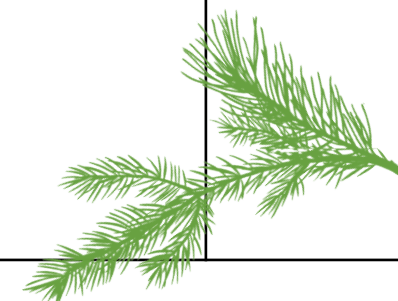
Taskforce on Nature-related
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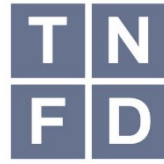
WEYERHAEUSER IS ALIGNED WITH THE RECOMMENDATIONS OF THE TASK FORCE ON NATURE-RELATED FINANCIAL DISCLOSURES.

We strongly believe in the importance of managing nature-related risks, capturing nature-related opportunities and working to halt nature loss. Core to our company's long-term success, sustainable forest management results in the critical maintenance of forests, the protection of biodiversity and the ongoing supply of wood products to meet societal needs. We have further strengthened our commitment to nature by developing our companywide *Nature Perspective*, introduced in 2024.

We support the TNFD's goal of making clear the interconnections between financial performance and nature-related dependencies, impacts, risks and opportunities. This document provides an overview of our response to each of TNFD's recommended disclosures and its correspondence with our GRI index and 2024 CDP response. Further context and additional framework alignment can be found in our [Nature Perspective discussion paper](#), [GRI Index](#) and [sustainability website](#).

CATEGORY	DISCLOSURE RECOMMENDATION	WEYERHAEUSER'S RESPONSE	CORRESPONDENCE	
			GRI	CDP
Governance	Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	The Governance and Corporate Responsibility Committee of the board of directors maintains proactive oversight of our companywide sustainability strategy, performance and progress toward our sustainability goals, and nature-related risks and opportunities. The Governance and Corporate Responsibility Committee reports on its meeting to the full board of directors. Additionally, the full board of directors receives an annual review of the companywide enterprise risk management program, which includes many nature-related risks, and receives updates on additional nature-related topics on a regular basis.	2-9, 2-12 through 2-14, 2-19	4.1.1, 4.1.2, 4.2, 4.5, 4.5.1
	Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	The Chief Administration Officer (CAO) 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 our companywide sustainability strategy, which includes the management of nature-related risks and opportunities. Our <i>Nature Perspective</i> , released in late 2024, received approval from the senior management team and support from the board of directors.	2-13, 2-24	4.3, 4.3.1
	Describe human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	As referenced in our Code of Ethics , we respect Indigenous cultures and their legally recognized rights and status, and we proactively engage with Indigenous communities to ensure mutually beneficial outcomes when our activities overlap with Indigenous land. Additionally, as stated in our Human Rights Policy , we work cooperatively with governments, including those of Indigenous communities. We recognize Indigenous peoples' skills and knowledge and make employment opportunities known to them in areas where we operate. We recognize a duty to consult in good faith with Indigenous peoples. We strive for proactive collaboration, mutual understanding, and a reasonable balance of Indigenous peoples' concerns with other social interests when evaluating the effect of certain decisions. We support systems that address imbalances of power and capacity and provide for the fair, transparent resolution of disputes. Our forest management operations implement programs that identify and respect Indigenous peoples' rights and educate and train employees and contractors to carry out their responsibilities relevant to communicating and responding to Indigenous communities who may be affected by forest management activities. Similar to all company policies, oversight and accountability to our Code of Ethics and our Human Rights Policy are held at the senior management team level and the board of directors receives regular updates from our compliance program.	2-12, 2-23 through 2-26, 2-29, 3-1, 101-3	2.2.2, 4.6.1, 5.3.1, 5.11.9, 8.15.2





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CATEGORY	DISCLOSURE RECOMMENDATION	WEYERHAEUSER'S RESPONSE	CORRESPONDENCE	
			GRI	CDP
Strategy	Describe the nature-related dependencies, impacts, risks and opportunities identified over the short, medium, and long term.	<p>Understanding our nature-related dependencies and impacts has long been a core element of our commitment to environmental sustainability, sustainable forestry and responsible wood fiber procurement. Nature-related risks and opportunities identified over the short, medium, and long term are disclosed in our 2023 10K & Annual Report, Nature Perspective discussion paper, and in our Assessment of Material Sustainability Issues.</p> <p>Our process to identify our nature-related dependencies, impacts, risks and opportunities is described in our Nature Perspective discussion paper.</p>	101-5, 101-6, 101-7, 101-8	1.22, 2.1, 2.2.7, 3.1.1, 3.6.1, 5.3.1, 5.11.1 through 5.11.7, 5.11.9, 8.9.2, 8.15.2, 8.17.1
	Describe the effect of nature-related dependencies, impacts, risks and opportunities have had on business model, value chain, strategy, and financial planning, as well as any transition plans or analysis that may be in place.	Understanding nature-related dependencies and impacts and managing nature-related risks and opportunities has long been at the core of our business model. These nature-related factors directly impact our strategy, operations and company direction through multiple pathways, such as the calculation of our sustainable harvest rates, evaluation of fiber supply and whether mills can expand production, distribution of recreational offerings across our managed forests, integration of climate change considerations into valuation of our portfolio, and more. Additional examples of nature factors considered in our business strategy and direction are shared in our 10-K & Annual Report in the following sections: Environmental, Social and Governance (ESG) Practices – Environmental Stewardship, What We Do, Natural Resources and Environmental Matters and Risks Related to Our Business and Industry (2023 Annual Report).	101-1, 101-2	3.1.1, 3.6.1, 5.3.1
	Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	As part of our company's internal Enterprise Risk Management process, we regularly consider the impacts of various nature-related risks and opportunities on our business, and work to ensure our company remains resilient under different possible scenarios. Mitigations for each nature-related risk are identified and incorporated into annual business strategic plans. The majority of the nature-related risks identified during the LEAP process are already included as part of our enterprise risk management (ERM) process and newly identified nature-related risks will be added to and managed through the ERM system in future cycles.	Topic not covered by GRI	3.1.1
	Disclose the locations of assets and/or activities in direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	We utilized the ownership approach to determine which operations and supply chain activities are in scope for our nature assessment. For the operational areas in scope, we evaluated the status and sensitivity of nature at a macro level and found that risk and sensitivity are homogenous. Therefore, we are applying an equal focus to nature across all operations evaluated as in scope. Our approach to determining priority locations is further described in our Nature Perspective discussion paper .	101-4, 101-5	2.3, 8.3, 8.4.1



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CATEGORY	DISCLOSURE RECOMMENDATION	WEYERHAEUSER'S ASSESSMENT	CORRESPONDENCE	
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Risk Management	Describe the processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations.	We convened a team of internal experts from across different business lines and functions, including field operations, strategy and technology, environmental compliance, legal, government affairs, acquisitions & divestitures and sustainability. This team was responsible for identifying nature-related dependencies, impacts, risks and opportunities by using TNFD's LEAP framework. Identified nature factors were reviewed with key business leaders and presented to senior management and the board of directors; a process discussed further in our Nature Perspective discussion paper .	2-4, 3-1, 101-4	2.1, 2.2.2
	Describe the processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	The process – described above – for identifying and assessing direct operations' nature-related factors was also used for identifying and assessing upstream and downstream supply chain activities. This process is further described in Nature Perspective discussion paper .	2-6, 101-4	1.5, 1.24, 2.1, 2.2.1, 2.2.2, 2.2.7, 5.11.1, 5.11.2, 6.1
	Describe the processes for monitoring nature-related dependencies, impacts, risks and opportunities.	Monitoring nature-related factors is deeply embedded in our business model and corporate governance structure. We rely on our strong enterprise risk management process to monitor changes to nature-related risks and leverage our business strategies and sustainability focus areas to monitor opportunities. Our LEAP assessment identified actions and recommendations for our businesses and these actions will be integrated into our companywide sustainability strategy Solid ESG Foundation focus area, which will facilitate periodic review of progress with senior management and the board of directors. More detail is described in our Nature Perspective Whitepaper.	101-1, 101-2	2.2.2, 2.2.7
	Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform overall risk management processes.	<p>Annually, we carry out an enterprise-wide risk assessment to gather information, including nature-related factors, from across the organization to ensure we understand where our greatest exposures reside and what is material to our company. Through this process, mitigations for each risk are identified and reviewed annually with the business teams as they develop their strategic plans each year. The analysis is conducted under the guidance of our chief compliance officer, with assistance from other members of the management team, and reviewed by our board of directors.</p> <p>The majority of the nature-related risks identified during the LEAP process are already included as part of our ERM process. Additional nature-related risks will be added to and managed through the ERM system, as appropriate. Our approach to overall risk management is further described in our 10-K & Annual Report (page 8, 2023 Annual Report) and our annual meeting proxy statement (Page 8, 2024 Proxy Statement).</p>	Topic not covered by GRI	2.2.2



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CATEGORY	DISCLOSURE RECOMMENDATION	WEYERHAEUSER'S ASSESSMENT	CORRESPONDENCE	
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Metrics and Targets	Disclose the metrics used to assess and manage material nature-related risks and opportunities in line with the strategy and risk management process.	We disclose three years of data on a wide variety of nature-related metrics including sustainable forest management, ecosystem services, raw material use, volume of wood fiber, water use, residuals and waste, carbon sequestration, environmental compliance and environmental remediation. See ESG Data Table .	Topic not covered by GRI	3.1.1, 3.6.1
	Disclose the metrics used to assess and manage dependencies and impacts on nature.	When assessing and managing our nature-related dependencies and impacts, we relied on a mix of internal and external data. Many of the internal data metrics are disclosed in our ESG Data Table . Our How We Do It: Wildlife issue brief describes many of the metrics and data sources we use to ensure we are managing our forests to provide healthy habitat for flora and fauna. Additional external metrics utilized include, but are not limited to, WRI Aqueduct Tool- Water Risk , WWF - biodiversity risk , and ENCORE's nature dependencies and impacts . Additional details are described in our Nature Perspective discussion paper .	101-1, 101-2, 101-6 through 101-8	1.22, 3.1.1, 3.6.1, 4.6.1, 5.11, 8.3, 8.4.1, 8.9, 8.9.2
	Describe the targets and goals used to manage nature-related dependencies, impacts, risks and opportunities and performance against these.	In 2010, we set a companywide goal to reach 100% certification to third-party audited sustainable forestry standards on our timberlands and in our wood fiber procurement operations. We achieved that goal in 2014 and have consistently maintained 100% certification every year since, no small feat considering the level of rigorous internal and external auditing and the scope of our operations. As part of our Nature Perspective, we plan to assess the feasibility of adding additional nature-related targets and goals for our company. We are actively participating in conversations, led by WBCSD and other groups, to identify appropriate nature-related metrics for the forest sector.	101-1	

