Our Environmental Stewardship

- **We reduced our Scope 1 & 2 greenhouse gas emissions by 5% in 2022 compared to our 2020 baseline.**

- **We certify 100% of our timberlands & wood products facilities to Sustainable Forestry Initiative standards.**

- **We leave tree buffers along waterways to protect aquatic habitat.**

- **We take strong measures to protect rare, threatened and endangered species.**

- **3.6 million acres of our timberlands were enrolled in formal conservation agreements in 2022.**

- **Our GHG emission reduction target is verified by the Science Based Target Initiative at the highest level of ambition.**

- **On average, we plant around 130-150 million trees each year.**

- **We harvest only 2% of our forests each year.**

- **We remove the equivalent of 31 million metric tons of CO₂ in our forests & wood products annually.**

- **That’s like taking 7 million cars off the road every year!**

- **We harvest only 2% of our forests each year.**

- **We use 99% of our waste is reused or recycled.**

- **We use 95% of every log on average.**

- **We meet more than 70% of our own energy needs using renewable biomass.**

- **Our environmental stewardship data reflects 2022 performance unless otherwise noted.**

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Our Social Responsibility

MORE THAN 90% OF ALL SALARIED EMPLOYEES HAD AN INDIVIDUAL DEVELOPMENT PLAN in 2022

ALL EMPLOYEES HAVE ACCESS TO PAID PARENTAL LEAVE, AND FLEXIBLE WORK OPTIONS are available for many roles

82% OF OUR EMPLOYEES COMPLETED at least one TRAINING COURSE in 2022

WE OFFER 30+ DIVERSITY, EQUITY AND INCLUSION TRAINING COURSES TO ALL EMPLOYEES

WE ARE AN INDUSTRY LEADER IN SAFETY IN 2022 we found and fixed 248 workplace safety hazards

IN 2022, WE GAVE $5.6 MILLION in charitable grants, sponsorships, matching gifts, in-kind donations, and employee time and research support

OUR PEOPLE VOLUNTEERED 14,000+ HOURS IN OUR COMMUNITIES in 2020

500+ of our leaders completed inclusive leadership training in 2022

94% OF JOB OFFERS extended were ACCEPTED in 2022

82% OF ALL EMPLOYEES AGREE THEIR WORK ENVIRONMENT IS INCLUSIVE

Our Strong Governance

ETHISPHERE named WY one of the WORLD’S MOST ETHICAL COMPANIES® for the 14th time!

DIVERSITY ON OUR BOARD OF DIRECTORS

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>5</td>
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<tr>
<td>1</td>
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OUR GOVERNANCE PRACTICES align with INVESTOR STEWARDSHIP GROUP PRINCIPLES