ESG Framework Alignment

Our sustainability reporting is aligned with several ESG Frameworks to guide stakeholders wishing to access our sustainability-related data and metrics. This document compiles our 2024 information in alignment with the following frameworks:

WEYERHAEUSER PROVIDES THIS GRI INDEX AS A GUIDE TO ITS ANNUAL SUSTAINABILITY REPORTING

Weyerhaeuser has prepared its sustainability disclosures for the reporting year 2024 with reference to the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards). Our website is our primary sustainability reporting platform, and is used to communicate our sustainability strategy, progress and performance. We prepare our annual update of sustainability information on our website annually in reference to the GRI Standards along with other internationally recognized sustainability reporting standards and practices.

Our index is prepared with reference to Foundation 2021 (GRI 1), General Disclosures 2021 (GRI 2) and Material Topics 2021 (GRI 3). It further includes reference to all Topic-specific Standards that are determined to be material to Weyerhaeuser under the criteria of the company's materiality assessment conducted in accordance with GRI 3. For topics which are determined to be material to our company but are not found to align with any GRI disclosure indicators, Weyerhaeuser employs company-selected indicators to measure impact, communicate performance and track progress towards goals. Where those company-selected indicators are publicly disclosed, they are included in this table below the GRI-selected metrics.

GRI 2: General Disclosures		
The Organization and its Reporting Practices		
2-1	Organizational details	Weyerhaeuser Company is a publicly held corporation headquartered in Seattle, Washington. Weyerhaeuser 2024 Annual Report and Form 10-K, p. 7, 9.
2-2	Entities included in the organization's sustainability reporting	2024 Annual Report, p. 71.
2-3	Reporting period, frequency and contact point	We report on an annual basis, with the current report covering January 1, 2024 to December 31, 2024. May 1, 2025 Sustainability Feedback
2-4	Restatements of information	Restatement of one component of metrics provided for GRI 415-1, Political Contributions for fiscal years 2022 and 2023 due to implementation of a revised definition of underlying categories.
2-5	External assurance	Printable Resources: Carbon Record Methodology, p. 3 2024 Independent Limited Assurance Report to Weyerhaeuser Company and its Stakeholders
Activities and Workers		
2-6	Activities, value chain and other business relationships	2024 Annual Report, p. 9-27, 50-51, 65. Stakeholder Engagement Environmental Stewardship: Responsible Wood Procurement
2-7	Employees	ESG Data Table
Governance		
2-9	Governance structure and composition	Weyerhaeuser Notice of the 2025 Annual Meeting & Proxy Statement, 12-19. Governance Guidelines Committee Charters and Composition Maintaining Board Oversight of Sustainability
2-10	Nomination and selection of the highest governance body	Amended and Restated Bylaws of Weyerhaeuser Company, p. 9-11 Governance and Corporate Responsibility Committee Charter 2025 Proxy Statement, p. 15, 64-66.
2-11	Chair of the highest governance body	2025 Proxy Statement, p. 6, 12.
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement, p. 14. Strong Governance: Determining What Is Significant

	GRI 2: General Disclosures, continued	
Governance, continued		
2-13	Delegation of responsibility for managing impacts	Our Strategy Governance and Corporate Responsibility Committee Charter Bylaws, p. 12-14. 2024 Annual Report, p. 10-17, 28.
2-14	Role of the highest governance body in sustainability reporting	2025 Proxy Statement, p. 6, 11.
2-15	Conflicts of interest	Bylaws, p. 10-11. Governance Guidelines Code of Ethics, p.4, 18-24, 26-27. Related Party Transactions Policy & Procedures
2-16	Communication of critical concerns	Integrity 2025 Proxy Statement, p. 19, 65.
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement, p. 6, 16-17, 20-24. Governance Guidelines Governance and Corporate Responsibility Committee Charter
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement, 16-18. Governance Guidelines
2-19	Remuneration policies	2025 Proxy Statement, p. 28-35.
2-20	Process to determine remuneration	2025 Proxy Statement, p. 35-58.
2-21	Annual total compensation ratio	2025 Proxy Statement, p. 54.
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Sustainability: A Message from Our CEO
2-23	Policy commitments	Printable Resources: Being Transparent Sustainable Forestry Policy Environmental Policy Human Rights Policy Code of Ethics Supplier Code of Ethics Health and Safety Policy Anti-Discrimination, Anti-Harassment and Equal Employment Opportunity Policy A Policy and Framework for Building Relationships: Canada's Aboriginal Peoples and Weyerhaeuser
2-24	Embedding policy commitments	Our Strategy Vision and Values Inclusion Integrity Strong Governance
2-25	Processes to remediate negative impacts	Integrity Code of Ethics, p. 5-8.

GRI 2: General Disclosures, continued

Strategy, Policies and Practices, continued

2-26	Mechanisms for seeking advice and raising concerns	Integrity How We Do It: Forest Management & Wood Products Certification Supplier Code of Ethics, p. 4. Code of Ethics, p. 8. 2025 Proxy Statement, p. 19, 65.
2-27	Compliance with laws and regulations	ESG Data Table 2024 Annual Report, 87-89, 94.
2-28	Membership associations	Stakeholder Engagement

Stakeholder Engagement

2-29	Approach to stakeholder engagement	Determining What Is Significant Stakeholder Engagement How We Do It: Forest Management & Wood Procurement Certification
2-30	Collective bargaining agreements	ESG Data Table

GRI 3: Material Topics

3-1	Process to determine material topics	Ensuring Disciplined Risk Management Determining What Is Significant
3-2	List of material topics	*(see table below)*

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Very high	**Very high**	**Very high**
Climate change & natural climate solutions	Safety & health	Integrity, ethics & governance
Sustainable forestry	**High**	**High**
High	Citizenship & communities	Byproducts & waste
Air quality	Inclusion	Certification
Biodiversity	Labor	Product stewardship
Conservation	People development	Public policy
Environmental management	**Moderate**	Supply chains
Land use	Human rights	**Moderate**
Water quality		Green building
Wildfires		Marketing & labeling
Moderate		
Energy efficiency		
Water availability		

Note: Material topics are grouped by thematic category (Environmental, Social, and Governance) and level of potential impact to our business and importance to our stakeholders (Very high, High, and Moderate). Within each of those groupings, topics are listed alphabetically.

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Biodiversity Environmental Management		
GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	[Biodiversity](#) [Wood Procurement Policy](#)
GRI 101: Biodiversity 2024		
101-1	Policies to halt and reverse biodiversity loss	[Threatened and Endangered Species Policy](#) [Environmental Policy](#) [Sustainable Forestry Policy](#)
101-2	Management of biodiversity impacts	[How We Do It: Wildlife Habitat](#) [How We Do It: Riparian Buffers](#) [How We Do It: Forest Management & Wood Procurement Certification](#)
101-5	Locations with biodiversity impacts	Environmental Stewardship: • [Forests in the Western U.S.](#) • [Forests in the Southern U.S.](#) • [Forests in the Northeastern U.S.](#) • [Forests in Canada](#) [2024 Annual Report](#), p. 11-12.
101-6	Direct drivers of biodiversity loss	We replant 100% of our timberlands after harvest. [How We Do It: Clearcutting](#)
101-7	Changes to the state of biodiversity	[ESG Data Table](#)
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Stewardship: • [Forests in the Western U.S.](#) • [Forests in the Southern U.S.](#) • [Forests in the Northeastern U.S.](#) • [Forests in Canada](#) [2024 Annual Report](#), p. 11-12.
304-2	Significant impacts of activities, products and services on biodiversity	[How We Do It: Wildlife Habitat](#) [How We Do It: Riparian Buffers](#)
304-3	Habitats protected or restored	[Biodiversity](#) [ESG Data Table](#)
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	[2024 Annual Report](#), p. 11-12.
Additional Metrics		
	Environmental Compliance Metrics	[ESG Data Table](#)

Conservation
Land Use

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Conservation Environmental Stewardship: Conservation
GRI 101: Biodiversity 2024		
101-3	Access and benefit-sharing	A Policy and Framework for Building Relationships: Canada's Aboriginal Peoples and Weyerhaeuser ESG Data Table
101-8	Ecosystem services	ESG Data Table
Additional Metrics		
	Ecosystem services Metrics	ESG Data Table

Certification

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Verifying with Certification How We Do It: Forest Management & Wood Procurement Certification
GRI 101: Biodiversity 2024		
101-2	Management of biodiversity impacts	How We Do It: Forest Management & Wood Procurement Certification
101-4	Identification of biodiversity impacts	How We Do It: Forest Management & Wood Procurement Certification Building Sustainably with Wood: Sourcing Responsibly from Forests
Additional Metrics		
	Sustainable Forest Management Metrics	ESG Data Table
	Wood and Fiber Supply Chain Sustainability Metrics	ESG Data Table
	Promoting Sustainable Forestry Metrics	ESG Data Table

Integrity, Ethics & Governance

GRI 3: Material Topics		
3-3	Management of Material Topics	Our Values: Integrity Strong Governance Managing Cybersecurity Risk Privacy Policy
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2024 Annual Report, p. 65-67. ESG Data Table
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	2024 Annual Report, p. 16, 43. 2025 Proxy Statement, p. 14-16, 20.

Integrity, Ethics & Governance, continued

GRI 205: Anti-corruption, continued

205-1	Operations assessed for risks related to corruption	[2024 Annual Report](#), p. 16, 43. [2025 Proxy Statement](#), p. 14-16, 20.
205-2	Communication and training about anti-corruption policies and procedures	[ESG Data Table](#) [Code of Ethics](#) [Supplier Code of Ethics](#) [Strong Governance: Being Ethical and Transparent](#) [Integrity](#)
205-3	Confirmed incidents of corruption and actions taken	[2024 Annual Report](#), p. 87.

GRI 206: Anti-competitive Behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	[2024 Annual Report](#), p. 87-89.

GRI 207: Tax

207-1	Approach to tax	[2024 Annual Report](#), p. 9, 55-56, 71.
207-2	Tax governance, control, and risk management	[2025 Proxy Statement](#), p. 12-15, 24-29, 55-58. [Strong Governance](#)
207-3	Stakeholder engagement and management of concerns related to tax	[Stakeholder Engagement](#) [Participating in Public Policy](#)
207-4	Country-by-country reporting	[2024 Annual Report](#), p. 94-96.

GRI 418: Customer Privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	[2024 Annual Report](#), p. 47-48.

GRI 205: Anti-corruption

205-1	Operations assessed for risks related to corruption	[2024 Annual Report](#), p. 16, 43. [2025 Proxy Statement](#), p. 14-16, 20.
205-2	Communication and training about anti-corruption policies and procedures	[ESG Data Table](#) [Code of Ethics](#) [Supplier Code of Ethics](#) [Strong Governance: Being Ethical and Transparent](#) [Integrity](#)
205-3	Confirmed incidents of corruption and actions taken	[2024 Annual Report](#), p. 87.

GRI 206: Anti-competitive Behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	[2024 Annual Report](#), p. 87-89.

GRI 207: Tax

207-1	Approach to tax	[2024 Annual Report](#), p. 9, 55-56, 71.
207-2	Tax governance, control, and risk management	[2025 Proxy Statement](#), p. 12-15, 24-29, 55-58. [Strong Governance](#)

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Integrity, Ethics & Governance, continued

GRI 207: Tax, continued

207-3	Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement Participating in Public Policy
207-4	Country-by-country reporting	2024 Annual Report, p. 94-96.

GRI 418: Customer Privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 Annual Report, p. 47-48.

Sustainable Forestry

GRI 3: Material Topics

3-3	Management of Material Topics	Sustainable Forestry Timberlands: Sustainable Forestry

GRI 301: Materials

301-1	Materials used by weight or volume	ESG Data Table: Raw Material Use

Additional Metrics

	Sustainable Forest Management Metrics	ESG Data Table
	Wood and Fiber Supply Chain Sustainability Metrics	ESG Data Table
	Promoting Sustainable Forestry Metrics	ESG Data Table

Energy Efficiency

GRI 3: Material Topics

3-3	Management of Material Topics	Making Better Energy Choices How We Do It: Energy Efficiency in Our Wood Products Business

GRI 302: Energy

302-1	Energy consumption within the organization	ESG Data Table
302-3	Energy intensity	ESG Data Table

Water Availability
Water Quality

GRI 3: Material Topics

3-3	Management of Material Topics	Environmental Stewardship: Contributing to Clean Water Chemical Management Policy

Water Availability
Water Quality, continued

GRI 303: Water and Effluents

303-1	Interactions with water as a shared resource	Environmental Stewardship: Contributing to Clean Water Mitigation Banking How We Do It: Riparian Buffers
303-3	Water withdrawal	ESG Data Table

Climate Change & Natural Climate Solutions

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Decreasing Our Emissions 3 by 30: Climate Change Solutions Our Carbon Record Climate Solutions Carbon Principles

GRI 201: Economic Performance

201-2	Financial implications and other risks and opportunities due to climate change	2024 Annual Report, p. 4, 23-24. IFRS S2 2024 CDP Disclosure

GRI 305: Emissions

305-1	Direct (Scope 1) GHG emissions	ESG Data Table
305-2	Energy indirect (Scope 2) GHG emissions	ESG Data Table
305-3	Other indirect (Scope 3) GHG emissions	ESG Data Table
305-4	GHG emissions intensity	ESG Data Table
305-5	Reduction of GHG emissions	ESG Data Table

Air Quality

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Decreasing Our Emissions

GRI 305: Emissions

305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Data Table

Wildfires

GRI 3: Material Topics

3-3	Management of Material Topics	How We Do It: Managing Forest Fires Fighting Fires Together

Additional Metrics

	Ecosystem Services Metrics	ESG Data Table

Byproducts & Waste

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Environmental Stewardship: Minimizing Waste 3 by 30: Sustainable Homes for Everyone Chemical Management Policy

GRI 306: Effluents and Waste

306-1	Waste generation and significant waste-related impacts	Building Sustainably with Wood
306-2	Management of significant waste-related impacts	How We Do It: Energy Efficiency in Our Wood Products Business TimberStrand® LSL Building Sustainably with Wood: Helping Builders Reduce Waste
306-3	Waste generated	ESG Data Table
306-4	Waste diverted from disposal	ESG Data Table
306-5	Waste directed to disposal	ESG Data Table

Labor

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Social Responsibility: Competitive People Practices Careers: Who We Are

GRI 201: Economic Performance

201-3	Defined benefit plan obligations and other retirement plans	2024 Annual Report, p. 81-86.

GRI 401: Employment

401-1	New employee hires and employee turnover	ESG Data Table
401-3	Parental leave	Social Responsibility: Competitive People Practices

GRI 402: Labor/ Management Relations

402-1	Minimum notice periods regarding operational changes	Stakeholder Engagement

GRI 407: Freedom of Association and Collective Bargaining

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Policy Stakeholder Engagement: Employees

Safety & Health

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Vision & Values: Safety Health and Safety Policy Operating Safely

GRI 403: Occupational Health and Safety

403-1	Occupational health and safety management system	Appendix
403-2	Hazard identification, risk assessment, and incident investigation	Code of Ethics, p. 5-8, 10-11. Appendix
403-3	Occupational health services	Code of Ethics, p. 15-16, 17. Appendix Privacy Guidelines for Safety Reporting
403-4	Worker participation, consultation, and communication on occupational health and safety	Appendix
403-5	Worker training on occupational health and safety	Appendix ESG Data Table
403-6	Promotion of worker health	Benefits Appendix Social Responsibility: Competitive People Practices
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supplier Code of Ethics Product Stewardship Policy Product Stewardship & Safety Data
403-8	Workers covered by an occupational health and safety management system	Appendix ESG Data Table
403-9	Work-related injuries	Appendix ESG Data Table
403-10	Work-related ill health	Appendix

People Development

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Developing Our People

GRI 404: Training and Education

404-1	Average hours of training per year per employee	ESG Data Table
404-2	Programs for upgrading employee skills and transition assistance programs	Growth and Development
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Data Table

Inclusion

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Inclusion Building an Inclusive Culture
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	2025 Proxy Statement, p. 6. Weyerhaeuser Employer Information Report (EEO-1)
GRI 406: Nondiscrimination		
406-1	Incidents of discrimination and corrective actions taken	2024 Annual Report, p. 88-89.

Human Rights

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Human Rights Policy A Policy and Framework for Building Relationships: Canada's Aboriginal Peoples and Weyerhaeuser How We Do It: Forest Management and Wood Products Certification Canadian Forests Stakeholder Engagement Code of Ethics Supplier Code of Ethics
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	No significant risks identified. How We Do It: Forest Management and Wood Products Certification Stakeholder Engagement: Suppliers
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risks identified. How We Do It: Forest Management and Wood Products Certification Stakeholder Engagement: Suppliers
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of Indigenous peoples	2024 Annual Report, p. 29-31.

Citizenship & Communities

GRI 3: Material Topics		
GRI 3-3	Management of Material Topics	Supporting Our Communities Citizenship 3 by 30: Thriving Rural Communities Social Responsibility: Providing Recreational Access

Citizenship & Communities, continued

GRI 203: Indirect economic impacts

203-1	Infrastructure investments and services supported	Supporting Our Communities Citizenship: Seedling Donations THRIVE Program ESG Data Table
203-2	Significant indirect economic impacts	Citizenship: Giving Fund 3 by 30: Thriving Rural Communities

GRI 204: Procurement Practices

204-1	Proportion of spending on local suppliers	ESG Data Table

GRI 413: Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	3 by 30: Thriving Rural Communities Social Responsibility: Promoting Environmental Education
413-2	Operations with significant actual and potential negative impacts on local communities	None identified.

Additional Metrics

	Employee Involvement Metrics	ESG Data Table
	Community Investment Metrics	ESG Data Table

Supply Chains

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Wood Procurement Policy Supplier Code of Ethics

GRI 308: Supplier Environmental Assessment

308-1	New suppliers that were screened using environmental criteria	ESG Data Table
308-2	Negative environmental impacts in the supply chain and actions taken	2024 Annual Report, p. 88-89.

GRI 414: Supplier Social Assessment

414-1	New suppliers that were screened using social criteria	ESG Data Table
414-2	Negative social impacts in the supply chain and actions taken	Grassy Narrows

Public Policy

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Participating in Public Policy

GRI 415: Public Policy

415-1	Political contributions	ESG Data Table

Product Stewardship

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Product Stewardship

GRI 416: Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	Product Safety
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	2024 Annual Report, p. 94.

Green Building

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Building Sustainably with Wood Sustainable Homes for Everyone

Additional Metrics

	Carbon Removals (carbon stored in wood products)	ESG Data Table
	Direct value generated by innovations implemented during the year	2024 Annual Report, p. 4.

Marketing & Labeling

GRI 3: Material Topics

GRI 3-3	Management of Material Topics	Product Stewardship Policy Building Sustainably with Wood

GRI 417: Marketing and Labeling

417-1	Requirements for product and service information and labeling	Product Stewardship and Safety Data
417-2	Incidents of noncompliance concerning product and service information and labeling	2024 Annual Report, p. 88-89.
417-3	Incidents of noncompliance concerning marketing communications	2024 Annual Report, p. 88-89.

APPENDIX: Occupational Health & Safety at Weyerhaeuser

The most fundamental characteristic of our culture at Weyerhaeuser is our deep commitment to the safety of our people. For us, safety is a core value and comes first in everything we do.

In accordance with our commitment to sharing our material sustainability data through the GRI (Global Reporting Initiative) framework, we are pleased to provide this supplemental appendix of occupational health and safety-related policies, practices and performance for the 2023 reporting period in addition to disclosure on our website and data table. Cross-references to relevant GRI indicators are placed at the beginning of each statement below. Additional Weyerhaeuser safety policies and statements can be found at the following links:

Health & Safety Policy
Code of Ethics
Supplier Code of Ethics

GRI 403: Occupational Health and Safety
(GRI 403-1 a. ii., 403-1 b., 403-8 a.) Safety is one of our company's core values. All our employees, activities and workplaces must comply with our Health and Safety Policy and our safety-related standards and procedures. Our approach to implementing worker safety is based on our company occupational health and safety management system, which focuses on managing risk and complying with regulations. Weyerhaeuser has developed an extensive set of Safety Standards that apply to the full range of Weyerhaeuser operations and occupations, with the goal of establishing and maintaining a consistently healthy and safe work environment for all employees.

(GRI 403-1 b., 403-8 a.) The safety of our contractors and other suppliers is important to us and reflected in our Supplier Code of Ethics. All our contractors are expected to have and maintain acceptable safety records, demonstrate safe practices, promptly report all safety incidents, and cooperate with incident investigations. All contractor personnel must learn site safety rules and guidelines, use adequate PPE and safety equipment, and receive health and safety training before entering any Weyerhaeuser site. Contractors must comply with regulations and contractual safety requirements. Failure to comply can be cause for contract termination. Contractors are assessed against safety criteria prior to hiring, and Weyerhaeuser leaders and managers regularly monitor performance against contract requirements.

(GRI 403-2 a.) To identify work-related hazards and assess routine and non-routine risks, we use hazard identification and risk-assessment tools based on recognized standards suitable for each type of operational environment. The goal of our hazard identification and risk-assessment process is to prevent the occurrence of any incidents. As a part of this process, every work site has an annual risk-based safety plan in which hazard-prevention activities are aligned to higher-level risks. We maintain a companywide incident database to report, monitor and analyze safety-related performance. We also conduct regular internal safety audits of our sites to ensure compliance with company and regulatory standards, share companywide best practices and identify improvement opportunities. Workers are expected to report all observed work-related hazards and hazardous situations immediately.

(GRI 403-2 d.) Weyerhaeuser's Incident Investigation Process governs our objective investigation and proper response to any employee-related or contractor-related incident. This seven-step process provides response teams with a set of robust procedures for first response and secondary actions, prioritizing employee safety while also providing controls for gathering and evaluating all information related to the incident. Our objectives in the incident investigation process are to ensure worker safety, prevent re-occurrence and meet all compliance expectations. Site leadership is responsible for developing a corrective action plan to prevent any incident from re-occurring. All employees conducting safety-related incident investigations are required to receive specific training to ensure objective evaluations and outcomes. Our internal outputs of any serious incident include a comprehensive, businesswide review and key learnings/takeaways.

(GRI 403-3, 403-10 c.iii) We provide comprehensive programs for chemical and noise exposure based on regular industrial hygiene surveys. Program elements include exposure assessments, training, health assessments and controls, including hazard elimination, substitution, engineering, administrative, communication/training and PPE. Through our Fighting Fires Together campaign, we partner with Firefighter Behavioral Health Alliance to provide specialized support and mental health resources for wildland firefighters.

(GRI 403-4) Each of our operations sites maintain an active occupational health and safety committee that consists of a cross-section of employees representing different departments, functions and shifts, chaired by an individual without other site leadership duties. Its monthly meetings are conducted according to written guidelines outlining objectives, authority and responsibilities. External auditors regularly confirm the continued integrity of these committees. These worker safety committees support each work site's risk-based safety plan, support regulatory compliance, participate in regular safety audits and incident investigations and convey teams' action items or concerns to leadership for resolution.

(GRI 403-5) All employees receive baseline safety training at hire and refresh job-specific training modules at regular intervals. Team leaders, managers and company safety experts develop targeted safety training programs and identify mandatory safety training curricula on a team and individual basis based on risk exposures and job duties. Our learning management system delivers nearly 100 different safety training modules to employees in different job categories and managerial levels. Along with virtual training, we emphasize in-person safety training sessions during onboarding and task/job-based training, along with specialized off-site safety training as needed.

(GRI 403-6 a, 403-6 b) Part of our strong safety culture is understanding the importance of preventative action. We encourage all our employees to apply the same preventative vigilance that we do for safety to our personal health. Employee medical/vision benefit plans provide access to a range of preventative care exams and screenings. Our additional offerings include mental health and addiction treatment, diabetes management and prevention, tobacco cessation, telemedicine and an Employee Assistance Program.

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WEYERHAEUSER IS ALIGNED WITH THE RECOMMENDATIONS OF THE INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS) FOR SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES.

We support the International Financial Reporting Standards (IFRS) goal of making the connections between financial performance and sustainability and climate-related factors clear. This document provides an overview of our assessment of each of the recommended disclosures of the IFRS S1 and IFRS S2. The IFRS S1 guidance incorporates the sustainability metrics of the Sustainability Accounting Standards Board (SASB), which has been absorbed into the IFRS. The IFRS S2 guidance is largely based on prior guidance from the Task-Force on Climate-Related Financial Disclosures (TCFD), which has also been absorbed into the IFRS.

Further context and additional framework alignment can be found in our ESG Framework Alignments, CDP Response, and sustainability website.

IFRS S1			
CATEGORY	**RECOMMENDED DISCLOSURE**	**WEYERHAEUSER'S ASSESSMENT**	**MORE INFORMATION**
Governance	**27 (a)** **Board governance** Information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities.	The Governance and Corporate Responsibility Committee of the Board of Directors maintains proactive oversight of our sustainability strategy. This includes an annual review of our performance and progress toward our sustainability goals.	Strong Governance – Board Oversight
	27 (b) **Management governance** Information about management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-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-related risks and opportunities.	Strong Governance
Strategy	**30 (a) to 30 (d)** **Sustainability-related risks and opportunities** Information about the sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	We disclose a range of sustainability-related risks as Risk Factors in our Annual Report, including risks related to natural disasters, climate change, labor, environmental regulations, and other factors. Our sustainability-related opportunities center in our commitment to sustainable forest management, which is at the core of our business model. They also include improving the recognition of wood products as a climate solution and expanding our Natural Climate Solutions business at a scale that can make a positive impact today.	2024 Annual Report and Form 10-K, p. 17, 35-38. Natural Climate Solutions

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IFRS S1			
CATEGORY	**RECOMMENDED DISCLOSURE**	**WEYERHAEUSER'S ASSESSMENT**	**MORE INFORMATION**
Strategy, continued	**32 (a) to 32 (b)** **Business model and value chain** Information about the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain.	Our sustainability strategy places a large focus on the integration of sustainability considerations into our businesses and value chain. We spend millions each year on forestry research and innovation, the results of which enable us to continually improve our forest management practice while also improving the resiliency of our forests. Our competitive strategies for each business line, as disclosed in the business-specific "Where We're Headed" subsections of our annual report, identify sustainability-related opportunities and strengths in each case.	Annual Report, p. 17, 23-27 Our Sustainability Strategy
	33 (a) to 33 (c) **Strategy and decision-making** Information about the effects of sustainability-related risks and opportunities on our strategy and decision-making.	We conduct sustainability-related risk assessments which include predictive modeling of changing temperature, precipitation, and other environmental factors on tree growth and harvest ability.	Annual Report, p. 15 Strong Governance
	34 (a) to 34 (b), 40 **Financial position, financial performance and cash flows** Qualitative information about our approach to financial disclosure of sustainability-related risks and opportunities	We disclose financially-material information about sustainability-related performance under Economic and Market Conditions Affecting Our Operations section of our Annual Report. However, due to our business model we consider most forward-looking financial information about sustainability-related risks and opportunities to be proprietary company information.	Annual Report, p. 42-51.
	41 **Resilience** Information about the entity's assessment of its resilience to specific sustainability-related risks	Our enterprise risk assessment considers the resilience of our company to specific sustainability-related risks. We discuss our resilience to specific sustainability-related risk factors in our Annual Report, including those related to natural disasters, climate change, labor, environmental regulations, and other factors.	Annual Report, p. 23-27 Strong Governance

IFRS S1

CATEGORY	RECOMMENDED DISCLOSURE	WEYERHAEUSER'S ASSESSMENT	MORE INFORMATION
Risk Management	**44 (a) to 44 (b)** **Risks** Information about the processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks	We convene a team from across different business lines, including strategy & technology, environmental compliance, government affairs, acquisitions & divestitures and sustainability, which is responsible for identifying and managing the risks and opportunities related to sustainability. The team is responsible for integrating actions into business plans and reevaluating progress annually.	Strong Governance Environmental Policy Threatened and Endangered Species Policy Wood Procurement Policy Sustainable Forestry Policy
	44 (c) **Integration into overall risk management** Information about how processes for identifying, assessing, and managing sustainability-related risks are integrated into overall risk management.	As a company with more than 100 years of experience in growing forests, environmental factors have always been integrated into overall risk management. Our company-wide enterprise risk assessment has consistently identified a broad range of sustainability-related factors as risks. The risk assessment team gathers input from our internal experts and teams for a more in-depth understanding of the identified climate-related risks.	Our Sustainability Strategy

CATEGORY	RECOMMENDED DISCLOSURE	SASB TOPIC	SASB METRIC	SASB CODE	SASB CATEGORY	MORE INFORMATION
Metrics and Targets **Note:** As one of the world's largest private timberlands owners as well as one of the largest manufacturers of wood products in North America, we disclose metrics for two Sustainable Accounting Standards Board (SASB) standards to ensure coverage.	**46 (a) to 46 (b)** **IFRS Sustainability Disclosure Standard Metrics - Forest Management Standard** Information on metrics required by Sustainable Accounting Standards Board's Forestry Management Standard (Renewable Resources & Alternative Energy Sector).	Ecosystem Services & Impact	Area of forestland certified to a third-party forest management standard	RR-FM-160a.1	Quantitative	ESG Data Table: Sustainable Forest Management
			Area of forestland with protected conservation status	RR-FM-160a.2	Quantitative	ESG Data Table: Ecosystem Services
			Area of forestland in endangered species habitat	RR-FM-160a.3	Quantitative	ESG Data Table: Ecosystem Services This figure aggregates threatened and endangered species habitat across U.S. and Canada.

IFRS S1						
CATEGORY	**RECOMMENDED DISCLOSURE**	**SASB TOPIC**	**SASB METRIC**	**SASB CODE**	**SASB CATEGORY**	**MORE INFORMATION**
Metrics and Targets, continued	**46 (a) to 46 (b)** **IFRS Sustainability Disclosure Standard Metrics- Forest Management Standard, continued** Information on metrics required by Sustainable Accounting Standards Board's Forestry Management Standard (Renewable Resources & Alternative Energy Sector).	Rights of Indigenous Peoples	Area of forestland in indigenous land	RR-FM-210a.1	Quantitative	Our long-term license agreements with the Canadian provincial governments 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.
			Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community	RR-FM-210a.2	Discussion & Analysis	Weyerhaeuser Forests in Canada Stakeholder Engagement How We Do It: Forest Management and Wood Procurement Certification
		Climate Change Adaptation	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	RR-FM-450a.1	Discussion & Analysis	Please refer to IFRS S2 in this document for reference locations.
		SASB Forestry Management Activity Metrics	Area of forestland owned, leased, and/or managed by the entity	RR-FM-000.A	Activity Metric	Annual Report, p. 17-18.
			Aggregate standing timber inventory	RR-FM-000.B	Activity Metric	Annual Report, p. 18-19.
			Timber harvest volume	RR-FM-000.C	Activity Metric	Annual Report, p. 21.

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IFRS S1					
CATEGORY	**RECOMMENDED DISCLOSURE**	**SASB TOPIC**	**SASB METRIC**	**SASB CODE**	**SASB CATEGORY**	**MORE INFORMATION**
Metrics and Targets, continued	**46 (a) to 46 (b)** **IFRS Sustainability Disclosure Standard Metrics** Information on metrics required by Sustainable Accounting Standards Building Products (Consumer Goods Sector).	Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid energy, (3) percentage renewable	CG-BF-130a.1	Quantitative	ESG Data Table: Energy.
		Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-BF-250a.2	Discussion & Analysis	Product Stewardship Policy Building Sustainably with Wood
			Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.1	Quantitative	100% of our eligible wood products meet VOC emissions and content standards.
		Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	Discussion & Analysis	Building Sustainably with Wood 3 by 30: Sustainable Homes
			(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	CG-BF-410a.2	Quantitative	ESG Data Table: Residuals and Waste

IFRS S1

CATEGORY	RECOMMENDED DISCLOSURE	SASB TOPIC	SASB METRIC	SASB CODE	SASB CATEGORY	MORE INFORMATION
Metrics and Targets, continued	**46 (a) to 46 (b)** **IFRS Sustainability Disclosure Standard Metrics, continued** Information on metrics required by Sustainable Accounting Standards Building Products (Consumer Goods Sector).	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.	CG-BF-430a.1	Quantitative	[ESG Data Table: Wood and Fiber Supply Chain Sustainability.](#)
		SASB Building Materials Activity Metrics	Annual production Area of manufacturing facilities	CG-BF-000.A	Activity Metric	[Annual Report](#), p. 25-26.
				CG-BF-000.B	Activity Metric	[Annual Report](#), p. 25-26.

	RECOMMENDED DISCLOSURE	WEYERHAEUSER'S ASSESSMENT				MORE INFORMATION
	51 **Sustainability-related targets** Information on the sustainability-related targets used by the organization to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation.	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. Our 3 by 30 Sustainability Ambitions focus on three areas where we play an important role and can make a meaningful difference by 2030: climate solutions, sustainable homes and rural communities. We know we can't solve these challenges alone, but our vast forests, land base and the essential products we make put us in a unique position to have a tangible and lasting positive impact.				[Task-force on Nature-related Financial Disclosures (TNFD) Framework Alignment](#) [3 by 30 Sustainability Ambitions](#)

IFRS S2			
CATEGORY	**RECOMMENDED DISCLOSURE**	**WEYERHAEUSER'S ASSESSMENT**	**MORE INFORMATION**
Governance	**6 (a)** **Board governance** Information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for 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 2024 CDP Disclosure, 4.1.2, 4.2
	6 (b) **Management governance** Information about management's role in the governance processes, controls and procedures used to monitor, manage and oversee 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 CDP 4.3.1
Strategy	**10 (a) to 10 (d)** **Climate-related risks and opportunities** Information about the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	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 temperature and precipitation changes and the variability of forest disturbance events, proposals for carbon legislation, and public policy choices concerning renewable energy and biomass. Opportunities that we are assessing and managing 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 our forest carbon credit business. Further discussion of timelines, risks and opportunities is included in our CDP Response.	3 by 30 Climate Change Solutions CDP 2.1, 3.1.1, 3.6.1
	13 (a) to 13 (b) **Business model and value chain** Information about the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.	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. We spend millions each year on forestry research and innovation, the results of which enable us to continually improve our forest management practice while also improving the resiliency of our forests.	Our Strategy – Business Alignment CDP 3.1.1

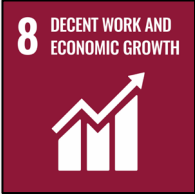| IFRS S2			
CATEGORY	**RECOMMENDED DISCLOSURE**	**WEYERHAEUSER'S ASSESSMENT**	**MORE INFORMATION**
Strategy, continued	**14 (a) to 14 (c)** **Strategy and decision-making** Information about the resilience of the organization's strategy, taking into consideration different climate-related scenarios, 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.	CDP 3.1.1, 5.1
	22 (a) **Climate resilience** Information about the entity's assessment of its climate resilience	We conduct scenario analysis to assess the resilience of our company to a range of potential future risks, including those of climate change. However, we consider most forward-looking information about resilience to climate change to be proprietary company information and do not include the process or results of our scenario analysis in our public disclosure.	Annual Report, p. 34-46 CDP 2.1.4, 5.3.1
Risk Management	**25 (a) and 25 (b)** **Risks** Information about the processes and related policies the entity uses to identify, assess, prioritize and monitor climate-related risks and opportunities	We convene a team from across different business lines, including strategy and technology, environmental compliance, government affairs, acquisitions & divestitures and sustainability, which is responsible for identifying and managing the risks and opportunities from climate change. The team is responsible for integrating actions into business plans and reevaluating progress annually. Based upon the risks and opportunities identified, the team is also responsible for recommending actions and for integrating these into normal business practices. Broadly, these actions are 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 Solutions CDP 2.2.2
	25 (c) **Integration into overall risk management** Information about 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 a 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 2.2.2

IFRS S2

CATEGORY	RECOMMENDED DISCLOSURE	WEYERHAEUSER'S ASSESSMENT	MORE INFORMATION
Metrics and Targets	**29 (a), 29 (g)** **Cross-industry climate metric categories** Information on greenhouse gas emissions.	Our Carbon Record is our Greenhouse Gas Inventory, including our Scope 1, 2 and 3 emissions and removals. We also report this data in our ESG Data Table and CDP response.	ESG Data Table: Greenhouse Gas Emissions 3 by 30 Climate Change Solutions Carbon Record CDP 7.1-7.22
	29 (g) **Cross-industry climate metric categories** Information on whether and how climate-related considerations are factored into executive remuneration.	The executive compensation program includes short- and long-term incentives that are tied to a range of key performance indicators. These include absolute financial performance goals, as well as strategic business metrics that relate to operational excellence, human capital management and sustainability performance, including business-specific climate-related metrics.	Proxy Statement, p. 29-32 CDP 4.5.1
	32 **Industry-based climate metric categories** Information associated with one or more particular business models, activities or other common features that characterise participation in an industry.	We disclose three years of data on a range of industry-based climate-related metrics directly relevant to our timberlands, wood products and real estate & natural resources business lines. They include performance metrics for 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.	ESG Data Table
	33 **Climate-related targets** Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	In 2021, we set a target 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. Our target has been approved by the Science Based Targets initiative as in-line with limited warming to 1.5 Celsius. In 2024, our Natural Climate Solutions business generated a full-year Adjusted EBITDA of $84 million and is on track to reach our target of $100 million of Adjusted EBITDA by the end of 2025.	3 by 30 Climate Change Solutions CDP 7.53.1-7.54.3 Annual Report, p. 4

WEYERHAEUSER SUPPORTS THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS.

The United Nations asserts that businesses have a responsibility to contribute positively to the global effort to meet the challenges of the SDGs. Weyerhaeuser developed these SDG commitments through internal evaluation relevant to our industry and geography and in alignment with the WBCSD Forest Sector SDG Roadmap. In 2020, our board of directors confirmed the SDGs most strategic to our business.

We sustainably manage 10.5 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 sustainable world — and we are committed to demonstrating our positive impact. These SDGs also motivate and inspire many of our 3 by 30 Sustainability Ambitions.

THE GOAL	OUR CONTRIBUTION
7 AFFORDABLE AND CLEAN ENERGY — **Ensure access to affordable, reliable, sustainable and modern energy for all**	We focus on continual improvement of our own operational energy efficiency, generate renewable energy for our own operations and facilitate the generation of renewable energy by others. We fulfill more than two-thirds of our own energy needs using renewable biomass from our manufacturing residuals. We also sell biomass to other clean energy providers and lease certain parts of our land for wind and solar energy production.
8 DECENT WORK AND ECONOMIC GROWTH — **Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	Safety is a core value at Weyerhaeuser and comes first in everything we do, and our newest core value – Inclusion – was added in 2019 and guides our work creating an inclusive environment for all employees across our company. We provide living-wage jobs, promote equitable workplaces and prioritize leadership and development opportunities for our employees. As part of our 3 by 30 Sustainability Ambition: Rural Communities, we are working to ensure the rural communities where we operate are thriving places to work and live.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — **Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**	Innovation is fundamental to our success as a company. Our teams develop innovative scientific and technical solutions to solve sustainable forestry challenges, improve safety and efficiency across our operations and safely produce a range of high-quality wood products. Our Natural Climate Solutions business has developed a carbon platform that supports long-term environmental sustainability, including forest carbon, carbon capture and sequestration (CCS), conservation and mitigation banking, and renewable energy development.
11 SUSTAINABLE CITIES AND COMMUNITIES — **Make cities and human settlements inclusive, safe, resilient and sustainable**	Wood is the ultimate green building material. Independent life-cycle assessment reports substantiate the low energy intensity of wood products compared to other building materials. Cities of the future will be more sustainable when they are built with wood. As part of our 3 by 30 Sustainability Ambition: Sustainable Homes, we are working toward a future where sustainable wood products from well-managed forests help provide sustainable homes for all.

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Weyerhaeuser + SUSTAINABLE DEVELOPMENT GOALS

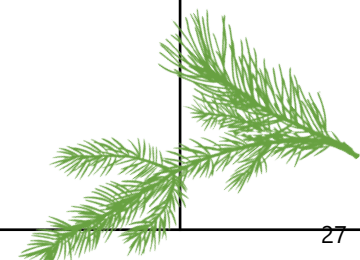| THE GOAL	OUR CONTRIBUTION
12 RESPONSIBLE CONSUMPTION AND PRODUCTION — **Ensure sustainable consumption and production patterns**	We are dedicated to sustainable management and efficient use of natural resources. We actively support the goal of enabling a more circular economy, both through the products we sell and the processes we employ to make them. Timber is a renewable resource, and wood is a long-lasting, sustainable building material. We actively seek ways to maximize the utilization of our raw material by repurposing by-products that might otherwise be discarded as mill waste, using some by-products to generate energy to power our mills, and selling other by-products to third parties for alternate uses.
13 CLIMATE ACTION — **Take urgent action to combat climate change and its impacts**	Working forests and wood products are natural climate solutions, and wood products have lower embodied energy than other building materials. We also remove far more carbon from the atmosphere than we emit through our operations each year. We are committed to meeting our near-term target to reduce Scope 1 and 2 GHG emissions by 42% by 2030. Not only do we have companywide goals to minimize the climate impact of our own operations, we develop climate solutions that help other companies reach their own net-zero goals. As part of our 3 by 30 Sustainability Ambition: Climate Solutions, we are collaborating with others to ensure forests are fully recognized as one of many solutions to mitigate the impacts of climate change.
15 LIFE ON LAND — **Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**	We have practiced sustainable forestry for more than a century and emphasize reforestation with species native to local environments. Today, all our forests are certified to the Sustainable Forestry Initiative's® Forest Management Standard. Our forests support countless co-benefits, and we measure and report on more than 15 of the ecosystem services that our forests provide.
17 PARTNERSHIPS FOR THE GOALS — **Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development**	We build coalitions and proactively engage with partners to define and enhance knowledge sharing and promote the role of the forest sector in addressing and accelerating global sustainable development. We aim to deepen understanding of best practices and to chart robust implementation pathways for our industry to contribute to achieving the Goals.

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 information 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 *Nature Perspective*, 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** |

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.	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 2024 10-K & Annual Report , Nature Perspective discussion paper, and in our Assessment of Material Sustainability Issues.

Our process to identify our nature-related dependencies, impacts, risks and opportunities is described in our Nature Perspective discussion paper. | **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 (2024 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**

CATEGORY	DISCLOSURE RECOMMENDATION	WEYERHAEUSER'S ASSESSMENT	CORRESPONDENCE	
			GRI	CDP
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 discussion paper.	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.	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. 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, 2024 Annual Report) and our annual meeting proxy statement (Page 10-12, 2025 Proxy Statement).	Topic not covered by GRI	2.2.2

CATEGORY	DISCLOSURE RECOMMENDATION	WEYERHAEUSER'S ASSESSMENT	CORRESPONDENCE	
			GRI	CDP
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 following efforts, led by WBCSD and other groups, to identify appropriate nature-related metrics for the forest sector.	**101-1**	