Weyerhaeuser 2025 ESG Data Table

We are committed to continuous improvement of our performance related to environmental stewardship, social responsibility and strong governance, and we are equally committed to transparently sharing our successes and challenges along the way. This data table includes performance metrics for our significant topics, as defined in our sustainability materiality assessment in Section 3-2 of our GRI Index.

Our website serves as our primary method to communicate our sustainability strategy, progress and performance, and we update it annually in accordance with internationally recognized sustainability reporting standards and practices. We also offer printable resources, a blog of case studies illustrating our commitment to sustainability, and an opportunity to provide feedback on our website. Annual updates to our sustainability reporting are reviewed and approved by our corporate law department. Guidance on our sustainability reporting alignment with major ESG frameworks and indices can be found here: **ESG Framework Alignment**. The data in this table covers three years of data, from Jan. 1, 2023, to Dec. 31, 2025.

Environmental Data

Sustainable Forest Management	2023	2024	2025
Sustainability certifications			
Timberlands certified to the SFI® Forest Management Standard (percentage of timberlands)	100%	100%	100%
Manufacturing facilities certified to the SFI Fiber Sourcing or SFI Certified Sourcing standards (percentage of facilities)	100%	100%	100%
Manufacturing facilities and export yards certified to SFI and PEFC Chain of Custody standards (percentage of facilities)[1]	46%	45%	68%
Forest management practices			
Percent harvested[2], total U.S.	2%	2%	2%
Percent harvested[2], by region			
Western U.S.	2%	1%	2%
Southern U.S.	2%	2%	3%
Northern U.S.	1%	2%	1%
Harvested area successfully reforested within five years (percentage), U.S. only[3]	96%	99%	99%

Seedlings planted (millions)	121	115	112
Contributions to sustainable forestry practices			
Total research spend, internal and external (US$, millions)[4,5]	$9.95	$11.36	$11.77
Wood fiber suppliers provided with information on sustainable forestry practices	4,529	2,562	3,636

[1]2025 increase is driven by the expansion of Chain of Custody program to include additional sites.

[2]Based on a 3-year average and representative of clearcut acres. Variable retention silviculture in select locations not included. We only report harvest rates for our US operations because in these areas we have full control over our harvest scheduling and planning. In Canada, the provincial government regulates the volume of timber that may be harvested each year and harvest planning is done collaboratively.

[3]We are committed to reforesting 100% of harvested acres. This number is less than 100% because some lands are enrolled in mitigation banks and are being managed for ecological outcomes and some areas were impacted by wildfire or other natural disturbances that prevented successful reforestation. If lands are not successfully reforested within five years, we implement management actions, such as interplanting, to ensure our forests are healthy and productive.

[4]Research spend includes investments in forest health and productivity, biodiversity and water-related research activities.

[5]2024 data was updated to incorporate data not available at the time of initial reporting.

Wood and Fiber Supply Chain Sustainability			
	2023	**2024**	**2025**
Wood fiber procured[1] (million green tons)	23	23	23
Wood fiber procured, by forest certification (percent of total wood fiber procured)			
Certified Weyerhaeuser timberlands, U.S.	37%	40%	39%
Other certified forests, U.S. and Canada[2]	22%	22%	20%
Total wood fiber from certified forests	**59%**	**62%**	**60%**
Wood fiber due diligence			
Wood fiber covered by due diligence and traceability systems (percentage)[3]	100%	100%	100%
Wood fiber procured from legal, non-controversial and responsibly managed forests (percentage)[4]	100%	100%	100%
Wood fiber procured which was harvested and delivered by trained loggers (percentage)	98%	98%	98%

[1]100% of wood fiber used in our manufacturing operations is sourced from the U.S. and Canada.

[2]Includes wood fiber sourced from Weyerhaeuser's managed Canadian timberlands and wood purchased from certified non-Weyerhaeuser land owners and managers.

[3] Due diligence and traceability systems are implemented in accordance with the SFI Fiber Sourcing and SFI Certified Sourcing standards.

[4]As defined by SFI and PEFC Standards.

Ecosystem Services[1]			
	2023	2024	2025
Provisioning (material products provided by ecosystems)			
Fiber: roundwood harvested, U.S. timberlands only (million green tons)	35	34	35
Mushrooms and berries: permitted harvest coverage area (million acres)	1.5	1.5	1.2
Greenery: permitted harvest coverage area (million acres)	1.5	1.7	1.6
Greenery: noble fir bough sales (tons)	5,682	5,114	5,336
Honey production: bee box hive leases	2,230	15,650	25,491
Fur production permits	393	393	365
Renewable energy: wind power agreements (megawatt hours)	594	661	661
Regulating (benefits from ecosystem processes that help regulate natural systems)			
Fire resistance: area burned, U.S. & Canada[2] (thousand acres)	589	31	10
Supporting (underlying ecological functions that make all other services possible)			
Improved water quality and fish habitat: upgraded stream crossings and drainage (number of projects, cumulative)	9,363	9,713	10,041
Area of habitat protected as natural openings, riparian buffers and wetland mitigation banks (million acres)[3]			
U.S.	1	1	1
Canada	4.8	4.8	4.6
Area covered by formal habitat management agreements (million acres)			
U.S.	2.6	2.6	2.6
Canada	7.8	7.7	7.4
Managed habitat			
Early successional habitat (million acres)	3	3	3
Mid-successional habitat (million acres)	12.7	12.6	12.0
Area of forest with recognized presence of threatened or endangered species, U.S. only (thousand acres)	33.3	26.8	26.8
Cultural (non-material benefits to society from ecosystems)			
Hunting: hunt club members (thousands)	99	101	99
Hunting: game management unit hunting permits (thousands)	17	18	17
Special sites	2,950	3,011	2,645
Educational visitors: school tours and groups (thousands)	103	133	114

[1]Some ecosystem services provided by our forests, beyond what is reported above, are not reported due to limitations in measurement methodologies, data availability, or recent changes in tracking. To fully represent the value provided by our forests, we may adjust future disclosures as reporting approaches evolve.
[2]Does not include area of prescribed burns.
[3]Protected habitat refers to areas where commercial timber harvest and development does not occur and management activities are limited to furthering conservation and restoration outcomes.

Greenhouse Gas Emissions[1]			
	2023	**2024**	**2025**
Absolute emissions[2] (million metric tons of CO2 equivalents)			
Scope 1: Direct emissions*	0.4	0.4	0.4
Scope 2: Indirect emissions from purchased energy (location-based)*	0.5	0.4	0.4
Scope 2: Indirect emissions from purchased energy (market-based)*	0.4	0.4	0.4
Combined Scope 1 and 2 (location-based)*	0.9	0.8	0.8
Combined Scope 1 and 2 (market-based)*	**0.8**	**0.8**	**0.8**
Percentage change in Scope 1 and 2 relative to 2020 baseline (market-based)*	**-4%**	**-8%**	**-14%**
Scope 3: Upstream and downstream products and services			
Category 1: Purchased goods and services	0.6	0.5	0.6
Category 3: Fuel- and energy-related activities not in Scope 1 or 2	0.2	0.2	0.2
Category 4: Upstream transportation	0.3	0.3	0.3
Category 9: Downstream transportation	0.7	0.6	0.6
Category 10: Processing of sold products	4.2	4.1	4
Category 12: End-of-life treatment of sold products	3.3	3.2	3.2
Combined Scope 3	**9.3**	**9.0**	**8.9**
Combined Scope 1, Scope 2 (market-based) and Scope 3	**10.2**	**9.8**	**9.6**
Carbon dioxide emissions from biologically sequestered carbon	2.1	2.0	2.1
Intensity (kilograms of CO2 equivalents per metric ton of production)			
Scope 1: Direct emissions	69	68	62
Scope 2: Indirect emissions from purchased energy (market-based)	69	66	63
Combined (Scope 1 and 2 market-based)	**137**	**134**	**125**

[1]Read more about how we calculate our annual greenhouse gas emission inventory in our Carbon Record methodology.

[2]We obtain limited assurance of our Scope 1 and Scope 2 emissions data from a third-party attestation provider. Emissions metrics categories in this table marked with an asterisk are included in assurance. Assurance is provided for:

- 2020, 2021 and 2022
- 2023
- 2024
- 2025

Biogenic Carbon Removals[1]	2023	2024	2025
Absolute carbon removals (million metric tons of CO2 equivalents)			
Scope 1: Direct removals[2]			
Land-based: net changes in our forests	9	10	3
3-year rolling average	8	7	7
Scope 3: Upstream and downstream removals			
Land-based: net change in the forests of our sourcing regions	12	10	11
Product-based: stored in our wood products	10	10	10
Product-based: stored in our downstream wood products	7	7	7

[1]Read more about how we calculate our annual greenhouse gas removals inventory in our Carbon Record methodology.

[2]Does not include issued carbon credits, which we remove to ensure we do not double count between our physical inventory and the carbon credits we issue.

Energy	2023	2024	2025
Energy consumed and sold, by fuel source (gigajoules)[1]			
Renewable			
Biomass (from manufacturing residuals from our own operations)	21,565,102	21,286,235	22,118,671
Non-renewable			
Fossil fuels	5,308,427	5,113,982	5,154,779
Purchased energy			
Electricity	4,566,559	4,522,405	4,372,241
Steam[2]	720,458	544,232	523,216

Energy sold			
Steam	(143,245)	(145,478)	(146,400)
Total energy consumed[3]	**32,017,301**	**31,321,376**	**32,022,507**
Renewable energy as a percentage of total energy	67%	68%	69%

[1]Units updated in 2025 from billion British thermal units (BBTu) to gigajoules (GJ) to better align with international reporting standards.
[2]Reduction in 2025 is primarily attributable to modernization projects at select locations resulting in the discontinuation of steam-based batch kilns.
[3]Total energy consumed = (fuel consumed + purchased energy - energy sold).

Non-GHG Air Pollutants

	2023	2024	2025
Non-GHG Air Pollutants, by type[1] (metric tons)[2]			
Carbon monoxide[3]	6,940	6,452	4,627
Nitrogen oxides	2,177	2,040	2,087
Particulate matter	2,041	2,059	2,041
Sulfur oxides	181	156	136
Volatile organic compounds	6,940	6,778	7,121

[1]Air emissions data in this table only includes wood products manufacturing locations. Other facilities are not a significant source of these pollutants.
[2]Units updated in 2025 from million pounds to metric tons to better align with international reporting standards.
[3]Decrease in 2025 is primarily attributable to updated emissions factors.

Water Use

	2023	2024	2025
Water withdrawal, by source[1] (megaliters or 1000 cubic meters)			
Ground water	1,020	1,955	1,415
Municipal water	1,199	1,253	1,273
Surface water	217	147	142
Total water consumed	**2,436**	**3,355**	**2,830**

[1]Water use data in this table only includes wood products manufacturing locations and distribution centers. Other facilities do not withdraw a significant amount of water.

Byproducts and Waste			
	2023	2024	2025
Byproducts and waste, by end use or destination[1] (metric tons)[2]			
Byproducts used beneficially			
Composted: Soil amendment applied to land	4,536	4,082	4,851
Recovered: burned for energy, on- or off-site	1,452,858	1,454,219	1,718,481
Reused: beneficially reused or shipped off-site for use in other products	3,464,543	3,423,719	3,414,805
Waste			
Recycled[3]	29,937	27,669	19,239
Landfilled (non-hazardous waste)	70,760	53,070	48,546
Disposed in permitted disposal facilities (hazardous waste)	45	91	63
Total byproducts and waste	**5,039,417**	**4,978,182**	**5,205,984**
Percentage of total byproducts and waste diverted from landfill	98%	99%	99%

[1]Byproducts and waste data in this table only includes wood products manufacturing locations. Other facilities do not generate a significant amount of waste.
[2]Units updated in 2025 from million pounds to metric tons to better align with international reporting standards.
[3]In 2025 we divested our Princeton mill and surrounding timberlands. Due to this change, previously reported recycled data met our threshold for restatement. This row represents restated data for 2023 and 2024.

Environmental Compliance			
	2023	2024	2025
Fines and penalties (US$, thousands)[2]	$18	$3	$178
Amount spent on supplemental environmental projects (US$, thousands)	$16	$0	$0
Environmental incidents resulting in fine or penalty	2	4	3
Operations internally audited to SFI, PEFC or environmental compliance standards (percentage)[1]	44%	52%	64%
Operations with Environmental Management Systems	100%	100%	100%

[1]Companywide policies, procedures and programs are annually third-party audited as part of our SFI and PEFC sustainable forestry certification.
[2]Increase in 2025 is primarily attributable to penalities paid in conjuction with resolved environmental incidents at our Longview, WA lumber mill.

Environmental Remediation

	2023	2024	2025
Active projects	31	32	31
Spent on environmental remediation (US$, millions)[1]	$6	$5	$20

[1]Spend increased in 2025 due to the timing and progression of several projects into active remediation and construction phases.

Social & Governance Data

Health & Safety			
	2023	2024	2025
Safety Incidents			
Serious injuries			
Employees	7	3	4
Contractors	5	7	10
Fatalities			
Employees	2	1	0
Contractors	1	2	1
Safety Rates[1]			
Recordable Incident Rate (RIR)	1.89	1.99	2.17
Lost-Time Injury Frequency Rate (LTIFR), per 1 million hours worked	4.26	5.51	5.69
Lost Day Case Rate	0.85	1.10	1.14
Lost Day Rate	60.5	63.8	78.7
Days Away, Restricted, or Transferred (DART) rate	95	106	110
DART days, total	9,184	10,270	10,718
DART days, serious injuries and fatalities only	712	245	336
Safety Indicators			
Sites operating injury-free	55%	54%	52%
Hazards found and fixed[2]	281	922	869
Compliance and Enforcement			
Health and safety penalty count	3	18	3
Health and safety penalties (US$)	$4,440	$77,700	$26,800

[1]Includes employees and supervised contractors.

[2]Beginning in 2024, we placed an increased focus on leading indicators of safety incidents, leading to a significant increase in found and fixed hazards.

Employees	2023	2024	2025
Distribution			
Employees, total count	9,318	9,440	9,517
Employees, by location			
United States	7,944	8,077	8,198
Canada	1,364	1,355	1,310
Japan	10	8	9
Employees, by business segment			
Wood Products	77%	76%	76%
Timberlands	14%	14%	14%
Corporate Functions	9%	9%	9%
Real Estate, Energy, Natural Resources	1%	1%	1%
Employees, by employment type			
Permanent	99.3%	98.9%	99.1%
Full-time	99.6%	99.0%	99.2%
Part-time	0.5%	1.0%	0.8%
Temporary	0.7%	0.0%	1.0%
Employee labor union membership (percentage of total employees)	25%	25%	24%
Movement, North America			
Employee turnover	1,812	1,829	1,974
Turnover rate, by type			
Involuntary	5.8%	6.3%	7.4%
Voluntary	10.7%	9.5%	9.9%
Retirements	2.3%	2.9%	2.6%
Total turnover rate	**19.5%**	**19.4%**	**20.8%**
Total new hires	1,982	1,779	1,952
Open positions filled with internal candidates	15%	18%	14%
Average number of years with company	11.7	11.4	11.1

Inclusion	2023	2024	2025
Diversity of Company Leadership			
Female board members (percentage)	40%	40%	36%
Female board committee chairs[1] (percentage)	50%	50%	50%
Female members of executive management[2] (percentage)	33%	33%	35%
Employee Diversity, United States[3]			
Gender			
Female	18%	18%	18%
Male	82%	82%	82%
Race and Ethnicity			
White, Non-Hispanic	75%	73%	73%
African American	16%	16%	16%
Asian	2%	2%	2%
Hispanic/Latino	5%	5%	5%
American Indian/Alaskan Native	2%	2%	2%
Native Hawaiian	>1%	>1%	>1%
Two or more	2%	2%	2%
Average age of employees	44	44	43
Employee Age Categories, North America			
Under 30	1,558	1,602	1,615
30 to 50	4,449	4,580	4,617
Over 50	3,301	3,251	3,277

[1]Committees include Executive Committee, Audit Committee, Compensation Committee, and Governance and Corporate Responsibility Committee.
[2]Includes senior executives and vice presidents.
[3]Access additional data about United States employee diversity in our most recent EEO-1 Consolidated Report.

Training and Education	2023	2024	2025

Employee training hours, total[1]	50,092	65,496	42,639
Hours of training per employee per year	5	7	4
Employees trained, ethics	2,390	5,321	2,624
Employees trained, harassment	4,148	2,204	5,455
Employees following Individual Development Plans (percentage)	93%	92%	89%

[1]Training hours increased in 2024 due to targeted training initiatives.

Community Investment			
	2023	2024	2025
Philanthropic Contributions (US$, millions)			
Cash contributions	$5.90	$6.30	$5.60
In-kind giving	$0.10	$0.10	$0.20
Management overhead	$0.10	$0.10	$0.20
Total giving	**$6.20**	**$6.50**	**$5.90**
Philanthropic Focus Areas			
Affordable Housing and Shelter	4%	6%	5%
Education and Youth Development	32%	35%	34%
Environmental Stewardship	12%	17%	21%
Civic and Culture Growth	14%	3%	6%
Workforce Development	8%	7%	8%
Human Services	19%	24%	22%
Inclusion	12%	8%	4%
Philanthropic Activity Type			
Charitable donations	88%	90%	89%
Community investments	2%	2%	3%
Commercial investments	9%	8%	9%

Employee Involvement			
	2023	2024	2025
Volunteer projects (Tree-mendous Program)[1]	676	782	788

Employee personal volunteer hours[1]	19,381	23,293	24,866
Employee volunteer reward funds distributed to community organizations1 (US$)	$229,497	$288,331	$321,351
Employee charitable donations[2] (US$)	$386,649	$347,396	$314,933
Company matching contributions to employee donations (US$)	$303,649	$281,686	$257,067

[1]Our Tree-Mendous Program is an employee volunteering and giving initiative that amplifies community impact by providing employees with funds to support eligible community organizations and programs.
[2]Represents employee donations through employee match program.

Political Engagement			
	2023	2024	2025
United States (US$, thousands)			
Industry Sector Associations	$8,699	$8,740	$7,973
Lobbying Expenses	$1,880	$1,601	$1,740
Weyerhaeuser - Political Donations[1]	$133	$853	$190
Weyerhaeuser Political Action Committee	$199	$322	$172
Canada (CAN$, thousands)			
Industry Sector Associations and Political Donations	$ -	$ -	$11

[1]The 2024 increase in political donation activity reflects non-recurring contributions to ballot measure campaigns in Oregon and Washington.