2025 TNFD-ALIGNED DISCLOSURE

Introduction

We believe in the importance of identifying and managing our nature-related risks, capturing nature-related opportunities and working to halt nature loss. Sustainable forest management and responsible wood procurement are core to our company's foundation and our long-term success. These practices support healthy and productive forests, the protection of biodiversity and the ongoing supply of wood products to meet societal needs.

As a company with more than a century of experience in sustainable and responsible forest management, wood procurement and mill operations, we have long integrated the management of nature-related dependencies, impacts, risks and opportunities into our operating processes and enterprise risk management (ERM) program. This disclosure strengthens our alignment with the TNFD through enhanced alignment with core and sector-specific metric recommendations and a cohesive and streamlined narrative that allows readers to understand our approach without needing to reference multiple sources. It builds on our previous TNFD-aligned disclosures and our companywide *Nature Perspective* discussion paper, which describes the TNFD LEAP (Locate, Evaluate, Assess and Prepare) process we completed in 2024. While the *Nature Perspective* provides baseline information and historical context, this document reflects the most current data and disclosures. All data in this disclosure are from 2025 unless otherwise stated. Further context and additional information are available in our *Nature Perspective*, our 2025 GRI Index and the sustainability section of our website.

Category: Governance

Disclosure Recommendation: Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.

As a land and forest products company, nature-related dependencies, impacts, risks and opportunities are inherently embedded in our business model and strategy. Accordingly, oversight of these topics resides at the highest levels of governance, including our CEO and board of directors.

The board's Governance and Corporate Responsibility Committee is responsible for proactive oversight of our company's sustainability strategy and environmental performance, including our approach to addressing nature and climate change dependencies, impacts, risks and opportunities as well as overseeing the direction of the company's environmental policies and practices. The committee receives quarterly updates on nature-related topics including progress toward companywide sustainability goals, adherence to sustainable forest management and fiber sourcing certification requirements, compliance with environmental regulations and environmental compliance program performance. These updates also cover how emerging nature-related opportunities inform our business strategy and growth plans. Our sustainability strategy's Solid Foundation pillar supports the board's oversight of nature-related dependencies, impacts, risks and opportunities. The pillar integrates nature-related considerations into long-term planning through regular reviews of environmental compliance programs, certification standards, our nature strategy and related company policies providing a structured process for monitoring nature-related matters and reporting progress, risks and opportunities to the board.

Disclosure Recommendation: Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.

In 2024, we released our *Nature Perspective*, which documents the process and outcomes of our company's first LEAP assessment, including management's role in assessing and identifying nature-related dependencies, impacts, risks and opportunities. Senior management reviewed and endorsed the assessment, and the board of directors supported it, reflecting alignment and accountability for nature at the highest levels of the organization.

Management oversight of nature remains deeply integrated into nearly every aspect of our company's strategic planning and corporate governance structure because we are in the business of sustainably managing forests, responsibly manufacturing wood products and delivering other land-based solutions. Every business at our company operationalizes nature-related risk management by integrating nature-related considerations into day-to-day decision making about how we manage our forests and mills. Businesses also realize nature-related opportunities through long-term strategies related to resource allocation, growth and operational risk.

In practice, this means our company's senior management — from our CEO to top-level business leaders — receives updates on environmental issues and impacts, including nature issues and impacts, through numerous channels. At minimum, these updates include monthly reporting from senior leaders who are accountable for business-specific environmental matters across our operations.

Our senior vice president and chief administration officer (CAO) is accountable for our companywide sustainability strategy and oversight of the governance of our sustainable forest management and fiber sourcing certification programs. Responsibility for the execution of certification requirements and environmental management programs is embedded in our Timberlands and Wood Products businesses and is overseen by the senior vice presidents of these businesses. Reporting to the CAO, the Sustainability team within the Corporate Affairs organization provides oversight and support for companywide environmental compliance, environmental regulatory affairs and sustainability programs that are central to our management of nature. Reporting to the senior vice president and general counsel, the legal department provides direct support to businesses on environmental and regulatory compliance alongside risk management.

Senior vice presidents from each business meet monthly with their management teams to review topics critical to business success, including nature-related issues, ensuring consistent visibility and accountability across the company. Topics discussed may include harvest levels, forest health and research, environmental compliance, emerging regulations, fiber supply, market demands for nature-related products and services such as wood products, harvested logs, conservation sales or easements and carbon offsets. These regular reviews help leaders ensure nature-related risks and opportunities are identified, assessed and managed across the business.

Nature-related risks and opportunities are also integrated into our ERM program, which incorporates input from business teams as well as findings from internal and external audits, including audits associated with environmental compliance, forest management and fiber sourcing certification programs. All risks are assigned to senior-level risk owners who are responsible for developing appropriate mitigation measures.

In addition, our forest management and fiber sourcing certification programs provide a core mechanism for management to assess and manage nature-related and environmental impacts across the company. These certification programs require ongoing implementation of practices across key nature-related areas, including biodiversity conservation, habitat management, sustainable fiber supply, wildfire risk reduction, recreation, forest health (including disease and

pest management) and water quality regulation. Senior vice presidents of our Wood Products and Timberlands businesses receive annual updates on our Sustainable Forestry Initiative® (SFI) and Programme for the Endorsement of Forest Certification (PEFC) certifications and internal and external audit outcomes, supporting consistent management oversight.

Disclosure Recommendation: 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 lands.

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. Whether or not agreement on all matters is possible, we strive for proactive collaboration, mutual understanding and a reasonable balance of Indigenous peoples' concerns with other interests when evaluating the potential impact of any particular decision. In addition, we support systems that address imbalances of power and capacity and work to achieve fair and transparent resolutions of disputes. Our forest management operations implement programs that identify and respect Indigenous peoples' rights, and we educate and train our employees and contractors to communicate with and respond to Indigenous communities whose rights may be affected by forest management activities.

In accordance with the SFI® Fiber Sourcing and the SFI and PEFC Chain of Custody standard requirements, we implement a due diligence system and risk assessment for all our wood products sourcing areas. This includes assessing the risk of sourcing wood from "Forest activities where the spirit of the United Nations Declaration on the Rights of Indigenous Peoples (2007) are not met." If a risk is identified, we must have a process in place to mitigate the risk to maintain our certification. The most recent assessments determined that our sourcing areas are low risk.

Oversight of our Code of Ethics and our Human Rights Policy reside at the senior management level, with accountability integrated into our compliance programs. The board of directors receives regular updates on our compliance program and stakeholder engagement.

Category: Strategy

Disclosure Recommendation: Describe the nature-related dependencies, impacts, risks and opportunities identified over the short, medium, and long term.

Understanding our nature-related dependencies, impacts, risks and opportunities has long been central to our commitment to environmental sustainability, sustainable forestry and responsible wood fiber procurement. As part of our LEAP assessment, we identified the following dependencies, impacts, risks and opportunities.

DEPENDENCIES

To identify relevant dependencies, we started with the World Business Council for Sustainable Development (WBCSD)'s Forest Sector Nature-Positive Roadmap, then reviewed ENCORE's nature tool alongside internal data on wood fiber procurement, water use, harvest rates and ecosystem services. Internal workshops helped us refine this initial list to reflect the full scope of our company's operations. We identified 15 nature-related dependencies that underpin the long-term resilience of our business, including:

- Wood fiber supply
- Soil productivity and health
- Slope and soil stability
- Water quality, including temperature
- Forest resilience to disease and pests
- Plant genetic diversity
- Water quantity (ground and surface water)
- Sand and gravel resources

IMPACTS

Our primary operating practices have both negative and positive impacts on nature, as we manage and source raw materials directly from forests, which are complex natural systems. While our assessment identified a range of potential ways our company's operations potentially affect nature both positively and negatively, we did not classify any negative impacts as having a large level of impact because of the well-established management and mitigation measures implemented throughout our operations. These measures include strong regulatory oversight and compliance programs, decades of certified sustainable forest management and responsible wood fiber procurement, robust environmental management systems, consistent implementation of best management practices and effective internal and external auditing programs.

Examples of the potential, but well-mitigated, negative impacts include:

- Degrading plant and animal habitat and ecological diversity through potential improper implementation of forest management practices
- Degrading soil health through the potential improper implementation of forest management practices
- Degrading water quality through potential improper implementation of forest management practices or the accidental discharge of pollutants
- Degrading water quantity through potential improper harvest planning or unnecessary withdrawal of water
- Converting forests to other land uses due to declining wood fiber markets and/or increased demand for other land uses

However, given our long history of sustainable forest management and responsible land stewardship and manufacturing, the majority of our impacts on nature are positive. Some of these include:

- Maintaining and improving biodiversity and ecological diversity through science, research and sustainable forest management practices
- Maintaining and creating wildlife habitat through sustainable forest management practices
- Providing recreational access and cultural ecosystem services such as hunting, foraging and hiking on our lands
- Completing land sales to federal and state natural resource agencies, or conservation non-governmental organization (NGO) partners, on properties deemed of high conservation value or that enhance public recreational access
- Providing strong market signals and demand for renewable and sustainable wood products that help ensure working forests remain forests and support local forest economies
- Increase resiliency to negative wildfire impacts through sustainable forest management practices, proactive risk management and cooperative agreements with nearby landowners and managers
- Maintaining and improving soil health through science, research and sustainable forest management practices
- Maintaining and improving downstream water quality through science, research, sustainable forest management practices and proactive monitoring

- Helping reduce greenhouse gas (GHG) concentrations through carbon sequestration in forests, carbon storage in forests and wood products and facilitating renewable energy generation on our lands

RISKS

Our LEAP process highlighted connections between existing enterprise risk factors and nature-related risks across our operations and identified new or additional nature-related risks that have since been integrated into our ERM program. We considered risks across physical, transition and systemic categories, including direct impacts from nature degradation, operational and transition challenges associated with nature protection, impact mitigation and broader systemic risks arising from ecosystem decline. We categorized potential risks into short (0 to 5 years), medium (5 to 10 years) and long (more than 10 years) time horizons.

The largest potential nature-related risks we identified are closely linked to the natural systems our business depends upon. Examples include:

- Damage to Timberlands' and Wood Products' assets, facilities and/or operations during extreme weather events due to degradation of ecosystem and natural buffering capacity (physical risk)
- Decreased ability to operate our mills due to stricter air quality regulations (transition risk)
- Decreased harvestable acres in our timberlands, decreased access to fiber in supply areas and/or challenges to siting new climate solutions projects due to new or expanded nature-focused laws and regulations (transition risk)
- Decreased fiber supply and/or forest productivity due to changes in global or regional climatic conditions (physical and systemic risk)
- Decreased fiber supply due to conversion of working forests to other uses (transition and potentially systemic risk)
- Increased demands on stormwater infrastructure and/or damage to assets due to changes in weather patterns (physical risk)

OPPORTUNITIES

We are proud of our long history of contributing positively to nature-related outcomes and remain committed to continuing this legacy while growing our business. Our LEAP assessment identified several nature-related opportunities we were already pursuing across our company, as well as new opportunities we are positioned to pursue in the coming years.

These key opportunities include, but are not limited to:

- Increased investor and investment interest in forest management, wood products and climate solutions businesses due to the climate- and nature-related benefits these businesses provide
- Increased demand for sustainable, renewable and responsibly sourced wood products as nature- and climate-friendly building materials
- Increased demand from conservation-focused buyers for land sales and conservation easements
- Increased demand for alternative uses of wood fiber driven by interest in low-carbon solutions
- Increased environmental benefits associated with stabilized timber inventories driven by more consistent or expanded implementation of sustainable forest management practices by other landowners
- Increased public recognition of established nature-related markets and increased spending by buyers in these markets

Further details about our process to assess and identify our nature-related dependencies, impacts, risks and opportunities can be found in our 2024 *Nature Perspective* discussion paper and in our

Assessment of Material Sustainability Issues alongside key disclosures in our 2025 10-K and Annual Report.

Disclosure Recommendation: Describe the effect 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 have long been central to our business model. These factors directly influence our strategy, operations, financial planning and value chain decisions through multiple pathways, including the determination of our sustainable harvest rates, evaluation of fiber supply and mill production expansion potential, design of recreational and ecosystem service offerings across our managed forests and integration of climate change impacts into the valuation of our portfolio.

The realization of nature-related opportunities is embedded in annual business plans and more recently into our 2030 Growth Strategy, demonstrating how we are deepening integration of nature into the value proposition of our company. Growth strategies span new product development and innovation, market expansion and demand-driven growth, land-based and ecosystem-service opportunities, technology-enabled improvements in sustainable management and portfolio integrations. Specific examples include:

- Developing next-generation engineered wood and nature-based building products, including expansion of proprietary technologies such as TimberStrand®, which converts lower-quality logs and forest residuals into high-quality structural materials to meet increasing demand for wood products as a nature- and climate-friendly building material with applications across residential, industrial and mass timber construction
- Tripling the size of our Climate Solutions business through nature-based solutions, including commercializing our forest carbon pipeline and growing our biocarbon business
- Growing our conservation business by continuing to be a leading mitigation banking operator and increasing investment in conservation easements such as the recent historic O2O corridor project in Florida, which connects habitats and protects wildlife while still supporting local forest economies
- Monetizing natural resources and construction materials such as minerals and aggregates through long-term contracts
- Leveraging emerging export markets and growing global fiber demand to increase the value of sustainably managed forests and the wood products they support
- Capturing and creating additional value through circularity investments in forest by-products and supply chain optimization
- Leveraging our land base and natural resources through wind and solar energy development and carbon capture and storage projects to unlock new revenue streams, contribute to climate change mitigation, and increase the value of sustainably managed landscapes
- Expanding R&D and commercialization pipelines for wood product innovation to create new products that meet projected demand growth for sustainable, low-carbon building materials

We know that to take advantage of growth opportunities, we must also manage and mitigate our nature-related dependencies, impacts and risks. Sustainable and resilient nature management is deeply embedded in our business strategy, practices and daily operations, and is shared in our 2025 10-K and Annual Report in the following sections: Environmental, Social and Governance (ESG) Practices (Environmental Stewardship and What We Do), Natural Resources and Environmental Matters and Risks Related to Our Business and Industry.

Disclosure Recommendation: Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios.

As a timber, land and forest products company, nature-related risks and opportunities are inherently central to our business model and are fully integrated into our ERM program. Through this program, we regularly assess risks and opportunities — including nature-related risks and opportunities — across our operations, business strategy and long-term growth plans. After completing our LEAP assessment in 2024, we incorporated new nature-related risks into our ERM system, identified mitigation strategies and integrated response actions into annual business planning processes. This approach is ongoing as new risks arise and enables our company to maintain a resilient strategy and continually adapt to evolving nature-related risks and opportunities.

Disclosure Recommendation: 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-based approach to determine which operations and supply chain activities are in scope for our nature assessment, prioritizing areas where our business has the greatest interaction with and potential for material impact on natural systems. The in-scope business activities include our U.S. timberlands (including areas leased for recreation), our U.S. and Canadian wood products manufacturing facilities (including raw material sourcing areas) and all corporate development activities that take place on our timberlands (including conservation, natural climate solutions and real estate). Due to their minimal interface with nature, we excluded our tree nurseries, seed orchards and distribution centers. Additionally, we excluded licensed timberlands on public lands in Canada due to their unique co-management structure and cooperative forest management planning with the Canadian government and other stakeholders.

For the operational areas in scope, we evaluated the status and sensitivity of nature at a macro level (including forest loss patterns, water risk and presence of imperiled species) and found that risk and ecosystem sensitivity are generally homogenous across our operational footprint and wood procurement areas. Therefore, we applied an equal focus to nature across all in-scope operations.

Current operational locations are available on the Locations page of our website and visually depicted on slide 28 in our 2026 Investor Day presentation.

Category: Risk Management

Disclosure Recommendation: Describe the processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations.

For our LEAP assessment, we convened a team of internal experts from across our different business lines and functions, including field and business operations, strategy and technology, environmental compliance and management, legal, government and regulatory affairs, acquisitions and divestitures and sustainability to identify nature-related dependencies, impacts, risks and opportunities across our operations. We applied a structured approach to define scope, identify our interface with nature and evaluate relevant dependencies, impacts, risks and opportunities based on sector guidance (e.g., WBCSD's Forest Sector Nature-Positive Roadmap), nature-related tools (e.g., ENCORE's nature tool, WRI Aqueduct Tool — Water Risk, WWF Biodiversity Risk) and internal operational expertise and data. We assessed the scale of dependencies and impacts in the context of existing mitigation practices embedded within our operations, internal policies and environmental management systems. To evaluate nature-related risks and opportunities, we identified which part of our company each risk or opportunity impacts, the magnitude of each risk or opportunity and whether mitigation measures or actions to realize the opportunity are in place or under way.

Following this assessment, we identified a set of priority actions across our operations and supply chain to help transition our analysis into future-looking strategies. These actions fall into three categories:

1) Initiatives we will **continue**, as they are already embedded in and fundamental to our business model and strategy
2) Areas where we will **expand** efforts to further align our company with positive nature outcomes and long-term value creation
3) New actions we will **evaluate** and potentially invest in to address emerging risks and opportunities

Together, these actions represent our ongoing focus on ensuring we responsibly manage nature-related dependencies, impacts, risks and opportunities to capture and protect nature-related ecosystem and financial value.

The actions identified through our LEAP assessment were then prioritized based on business materiality, reviewed with key business leaders, presented to senior management and the board of directors and integrated into our ERM program. For additional details about the identification, assessment and prioritization of nature-related dependencies, impacts, risks and opportunities, see our *Nature Perspective* discussion paper.

Disclosure Recommendation: 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, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in our direct operations was also used for identifying and assessing upstream supply chain activities, given the generally homogenous nature condition and sensitivity across our in-scope direct operations and upstream supply chain.

The upstream supply chain activities we assessed focus on the procurement of wood fiber for our mills and log export yards. To identify the procurement area of raw materials for our Wood Products manufacturing facilities, we relied on supply chain mapping already included in our sustainable forest management and wood procurement certification programs, which identifies the U.S. counties and parishes as well as the Canadian provinces where we source timber and wood fiber.

Disclosure Recommendation: Describe the processes for monitoring nature-related dependencies, impacts, risks and opportunities.

Monitoring nature-related dependencies, impacts, risks and opportunities is deeply embedded in our business model and corporate governance structure. We rely on our strong ERM process to monitor changes in nature-related risks, and we leverage our short- and long-term business strategies and companywide sustainability strategy pillars (Solid Foundation, Business Alignment and 3 by 30 Sustainability Ambitions) to monitor opportunities and manage nature-related dependencies and impacts. We embed sustainability, including nature considerations, into our planning and daily operations, ensuring that nature-related dependencies, impacts, risks and opportunities are monitored in line with our commitment to environmental stewardship.

For example, we implement best management practices in our daily forest operations, such as leaving forested buffers around rivers and streams to protect habitat for aquatic species, maintain water quality and regulate water temperature. Alongside our operational practices and environmental management systems, we invest in research to monitor and advance our understanding of nature-related dependencies, impacts, risks and opportunities across

biodiversity, forest productivity and health, restoration after wildfires and climate change impacts, including funding over $11 million of cooperative and direct scientific research in 2025.

Further, our LEAP assessment identified actions and recommendations for our businesses to manage and reduce nature-related impacts while strengthening identified opportunities, which we have integrated into our sustainability strategy's Solid Foundation pillar. Embedding nature considerations into our sustainability strategy facilitates regular review of progress with business leaders, senior management and the board of directors.

Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform overall risk management processes.

We conduct an annual, enterprise-wide risk assessment to gather information, including nature-related risks and dependencies, from across the organization to ensure we understand where our greatest exposures occur and what is material to our company. Through this process, we identify mitigation actions for each risk and review these risks annually with business teams as they develop their strategic plans. The analysis is conducted under the direction of our chief compliance officer, with assistance from other members of the management team and is reviewed by our board of directors. New nature-related risks identified during the LEAP process were integrated into this risk assessment process.

Accountability for nature-related risk-mitigation strategies and practices is distributed across business units, as detailed under the Governance section of this disclosure. Further, the maintenance of our SFI Forest Management certification on 100 percent of our timberlands embeds the identification and monitoring of nature-related risks into daily activities such as implementing best management practices and completing frequent internal and external certification audits. At our mills, alongside practices inherent to maintaining SFI Fiber and Certified Sourcing certification, our robust environmental management systems monitor, prioritize and mitigate nature-related risks, such as air and water quality, and feed directly into our annual ERM program.

Moving forward, we will identify and assess additional nature-related risks and manage them through our ERM program and operational management systems, as appropriate. Our approach to overall risk management is further described in our 10-K and Annual Report (pages 8-9, 2025 Annual Report) and our annual meeting proxy statement (pages 10-11, 2026 Proxy Statement).

Category: Metrics & Targets

Disclosure Recommendation: Disclose the metrics used to assess and manage material nature-related risks and opportunities in line with the strategy and risk management process.

When assessing and managing our nature-related risks and opportunities, we relied on a mix of internal and external scientific and management data. We include these metrics in our ESG Data Table when appropriate. Metrics used in the assessment and management of material environmental and nature-related risks and opportunities include, but are not limited to:

- Certification and compliance necessary for market access and alignment with customer demand (e.g., percent of timberlands certified to the SFI Forest Management standard, percent of manufacturing facilities certified to SFI and PEFC Chain of Custody standards, etc.)
- Forest productivity and reforestation indicators to ensure stable future timber supply and long-term asset value (e.g., percent of timberlands harvested annually, number of seedlings planted, reforestation rate, etc.)
- Carbon management metrics capturing emissions and sequestration to assess regulatory and market risks as well as climate solutions opportunities (e.g., million metric tons of

carbon dioxide equivalent (CO_2e) directly and indirectly removed, Scope 1-3 GHG emissions, etc.)
- Contributions to the future of sustainable forestry that demonstrate active risk management and investment in innovation (e.g., dollars spent on scientific research, number of wood fiber suppliers who received information and materials about our sustainable forestry practices)
- Protected land and habitat that provide opportunities to generate value through improved ecosystem outcomes and conditions (e.g., acres protected as natural openings, riparian buffers or wetland mitigation banks, etc.)

For full nature-related risk and opportunity metrics, see our ESG Data Table.

Disclosure Recommendation: 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, including:

- Forest condition and regeneration metrics that ensure ecosystem function and biodiversity (e.g., percent and area of timberlands harvested and reforested, number of seedlings planted, percent of timberlands certified to the SFI Forest Management Standard, areas undergoing chemical site preparation, etc.)
- Sustainable forest management practices that demonstrate impact mitigation and ecosystem stewardship (e.g., percent of timberlands certified to the SFI Forest Management Standard, percent of facilities certified to SFI or PEFC Fiber Sourcing or Chain of Custody standards, etc.)
- Water use metrics that reflect dependence on freshwater resources (megaliters of water use by source) and wood raw materials sourcing volumes
- GHG emissions from our operations that contribute to climate change pressure on natural systems, and carbon removed the natural systems we manage, such as our forests, and the carbon stored in the products that come from them (i.e., million metric tons of CO_2 equivalents we directly and indirectly emit, remove or store.)
- Habitat conservation, land management and ecosystem services provisioning metrics that demonstrate our dedication to protecting and enhancing biodiversity and ecosystem functionality on our land (e.g., area of habitat protected as natural openings, riparian buffers and mitigation banks, area covered by formal habitat management agreements, non-timber products provisioned by our forests such as mushrooms, berries, greenery and honey production, area of land open to public recreation, etc.)
- Waste generation and diversion metrics, which may impact soil, water and ecosystem quality and health (e.g., metric tons of waste and by-products recycled, composted, recovered and reused, etc.)

Similar to the nature-related risk and opportunity assessment, we disclose the data we use to assess and manage dependences and impacts when appropriate. In addition to the disclosed metrics described above and included in our ESG Data Table, our How We Do It: Wildlife Habitat, How We Do It: Forest Management and Wood Procurement Certification and How We Do It: Riparian Buffers briefs describe 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 referenced during our LEAP process include, but are not limited to: WRI Aqueduct Tool — Water Risk, WWF Biodiversity Risk and ENCORE's nature dependencies and impacts.

Disclosure Recommendation: 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 achieve and maintain 100 percent 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 maintained 100 percent certification every year since, a significant accomplishment considering the rigor of our internal and external audits and the scope of our operations.

The SFI Forest Management Standard includes a comprehensive set of requirements that organizations managing certified forestlands must demonstrate conformance to through independent third-party audits. These requirements address a range of sustainable forestry practices, including protection of soil and water resources, biodiversity conservation, integration of scientific research into forest management, logger training and education, climate adaptation and improving forest resilience to threats such as wildfire, pest and disease. This means companies managing land certified to the SFI Forest Management Standard — or other credible sustainable forestry standards — are implementing the actions necessary to manage and mitigate nature-related dependencies, impacts and risks, and are positioned to take advantage of nature-related opportunities.

Similarly, the SFI Fiber Sourcing and Certified Sourcing standards include a comprehensive set of requirements for organizations procuring wood fiber that are verified through independent third-party audits. These requirements promote responsible procurement practices by encouraging forestry best management practices, protection of water quality and biodiversity, outreach to private landowners, avoidance of controversial sources and engagement of qualified logging and forestry professionals. Through these requirements, companies managing certified procurement systems are effectively managing their upstream nature-related impacts, dependencies and risks while helping broaden the practice of sustainable forestry across a diverse range of ownerships and forest types.

Additionally, the inherent importance of nature to our business model, enterprise growth strategy and risk management means that nature is deeply integrated into many of our company's business targets. For example, the following business targets are part of our company's growth strategy and directly correlate to our realization of nature-related opportunities:

- Partnering to deliver 1.5 million tons of biocarbon by 2030
    - This directly relates to our identified nature-related opportunity of an increased demand for alternative uses of fiber driven by interest in low-carbon solutions.

- Realizing $170 million of Adjusted EBITDA uplift in our Climate Solutions business by 2030, including growth from our forest carbon program and the establishment of new mitigation banks and conservation projects.
    - This directly relates to our identified nature-related opportunity of increased public recognition of established nature-related markets and increased spending by buyers in these markets as well as an increased demand from conservation-focused buyers for land sales and conservation easements.

As part of our approach to nature-related outcomes, we plan to assess the feasibility of adding additional targets and goals for our company. We will continue to monitor efforts to identify appropriate nature-related metrics for the forest sector and will integrate these emerging metrics into our operational management and subsequent disclosures.

Category: Core Metrics

Note: All data disclosed below is for calendar year 2025 unless otherwise noted.

TOTAL SPATIAL FOOTPRINT (C1.0)

Metric	Our Disclosure
Total surface area controlled or managed by the organization	**We own and manage 10.389 million acres of timberland across 17 states in the United States. 9.740 million acres are fully owned, and the remaining 649 thousand acres are managed under long-term contracts.** Explanation: For a state-by-state breakdown of ownership and management, see page 11 of our 2025 Annual Report. As a reminder, we do not include our Canadian Timberlands operations in our TNFD disclosure since they were determined to be out of scope during our LEAP assessment (see Strategy section). Our financial disclosures include references to our licensed annual allowable cut (volume) per Canadian province.
Total disturbed area	**Harvested Area: On average, we harvest only 2% of our U.S. acreage each year.** Explanation: While we report harvested acres under "total disturbed area," these acres are promptly reforested following our internal Sustainable Forestry Policy requirements and as required under state forest practice regulations/best management practices and the SFI Forest Management Standard (Performance Measure 2.1), which requires prompt reforestation and the use of sustainable forest management practices. **Area of conservation-related prescribed burns (U.S. only): 6,692 acres.** Explanation: As part of our commitment to sustainable forest management and protecting and enhancing biodiversity outcomes, we use prescribed burning in some locations to achieve specific conservation benefits and support the overall long-term resilience of the surrounding landscapes. Certain species, such as the red-cockaded woodpecker, require the habitat characteristics of forests that regularly experience burning, resulting in open pine characteristics, minimal hardwood understory and diverse herbaceous groundcover. **Area impacted by wildfire (U.S. only): 5,040 acres.** Explanation: While areas impacted by wildfire are not necessarily a disturbance due to "human activity" as defined by the TNFD, we report it as a disturbed area due to the impact fires have on our operations and forest structure. As part of our commitment to sustainable forest management and our certification to the SFI Forest Management Standard, throughout our operations we promote healthy and resilient forest conditions through management techniques, actions and policies, limiting susceptibility to undesirable impacts of wildfire and supporting restoration of forests following wildfire damage. For more information on how we manage our lands for resilience to forest fires, see our How We Do It: Managing Forest Fire brief.
Total rehabilitated / restored area	**100% of our harvested areas are reforested.** Explanation: We promptly reforest after harvesting and restore forests after wildfire impacts. The SFI standard requires us to successfully reforest harvested areas by planting within two growing seasons or by natural regeneration within five growing seasons. In 2025, we were successful in meeting this timing for 99% of our acreage. This reforestation rate is less than 100% for two reasons: a) some lands are enrolled in mitigation banks and are managed for other ecological outcomes, meaning desired tree density does not meet our criteria of a fully stocked stand; and b) some areas

	were impacted by wildfire or other natural disturbances that prevented successful reforestation within our timeframe of two growing seasons (if planted) or five growing seasons (if relying on natural regeneration). For the forest lands not successfully reforested within the designated timeframe, we implement subsequent management actions, such as interplanting, to ensure the growing forests are healthy and productive.

EXTENT OF LAND-USE CHANGE (C1.1)

Extent of land use change by type of ecosystem	**Our total land ownership and management footprint is 10.389 million acres. Of which, 100% of our 10.338 million acres of forests are sustainably managed and certified to the SFI Forest Management Standard.**[1] Explanation: The 10.338 million acres certified to the SFI Forest Management Standard are not impacted by land use change.[1] The approximately 51,000 acres of our owned and managed U.S. lands used for purposes other than sustainable forestry are primarily managed through leases that enable third-party business activities such as solar and wind energy development, residential real estate and mineral and aggregate extraction for the building industry. This area represents less than 0.5% of our overall owned and managed lands and is excluded from our SFI-certified acreage. Nevertheless, while these areas are not part of our SFI Forest Management certification, we require our lease holders to meet stringent environmental statutes, regulations and best practices required by state and federal law.
Extent of land use change by business activity and by ecosystem	
Extent of land conserved or restored - voluntary	**Land conserved: 2.6 million acres are under or covered by formal habitat management agreements, and 1 million acres are protected for conservation benefits.** Explanation: 2.6 million acres of our U.S.-managed and owned forests are under or covered by formal habitat management agreements. These agreements outline specific actions, beyond regular forest management practices or SFI Forest Management certification requirements, designed to protect and enhance specific habitat types and characteristics. Across our U.S.-owned and managed timberlands, 1 million acres of land are protected, meaning harvesting activities do not take place except where they advance or protect the conservation and ecological outcomes of the area. These acres are distributed across our land base and include natural openings, riparian buffers and wetland mitigation banks. The acreage reported as under formal habitat management agreements and protected are not geographically distinct and overlap to some extent. In addition to the 2.6 million acres under or covered by formal habitat management agreements and 1 million acres protected, we have additional conservation easements across our land base, but we do not disclose the specific acreage of these easements due to data limitations. Our long-term landscape and habitat management approach is guided by the requirements embedded in the SFI Forest Management Standard, as well as our Sustainable Forestry Policy, that protect biodiversity and support conservation outcomes. These include limiting land use to activities aligned with sustainable forestry, managing for imperiled, critically imperiled, threatened and endangered species and protecting riparian areas and non-
Extent of land conserved or restored – required/regulated	

[1]This disclosure of 10.338 million acres differs from the 10.389 million acres of our Timberlands portfolio referenced in our 10-K and Annual Report as we are explicitly disclosing only our forests managed under our SFI Forest Management certificate whereas our 10-K and Annual Report includes our full Timberlands business portfolio (based on fee ownership and management structure).

	forest wetlands. For more details, see How We Do It: Wildlife Habitat and How We Do It: Riparian Buffers. Note: Data limitations due to the integrated and entwined nature of our land ownership inhibit disaggregation of land conserved and restored for voluntary versus required/regulated purposes.
Extent of land that is sustainably managed - by ecosystem	**100% of our 10.338 million acres of forests are sustainably managed and certified to the SFI Forest Management Standard.**[1]
Extent of land that is sustainably managed - by business activity	**100% of our 10.338 million acres of forests are sustainably managed and certified to the SFI Forest Management Standard** which includes sustainable management practices such as reforesting harvested areas (presence of critically imperiled and imperiled species and ecological communities) and protecting soil health, biodiversity, Forests with Exceptional Conservation Value, water quality, water quantity protection and more.

POLLUTANTS RELEASED TO SOIL (C2.0)

Pollutants released to soil (tons) by type	**Not disclosing.** Explanation: We implement best management practices across our owned and managed lands designed to protect soil health and productivity as part of our certification to the SFI Forest Management Standard. Measurements of pollutants released by soil type are neither relevant nor possible to ascertain within our forestry operations and thus we are unable to disclose this metric.

WATER DISCHARGED (C2.1)

Volume of water discharged, split into total, freshwater, other	**Not disclosing.** Explanation: Volume and temperature of water discharged and concentrations of key pollutants in wastewater are not currently disclosed because wastewater discharge is minimal and not material to our operations and localized data availability is limited. We manage and report water discharge information for our wood products facilities on a site-by-site basis to appropriate regulatory agencies, but we cannot roll those reports into a companywide metric. At our wood products manufacturing facilities, we mitigate water discharge and wastewater by recycling and treating it onsite. We recognize the importance of protecting and maintaining water resources and ecosystem health and as part of our environmental management and forest management certification programs, we meet or exceed all applicable laws and best management practices related to water and wastewater discharge.
Concentrations of key pollutants in wastewater, by pollutant	
Temperature of water discharge, where relevant	

WASTE GENERATION AND DISPOSAL (C2.2)

Weight of hazardous and non-hazardous waste[2]	**Total non-hazardous waste recycled or landfilled: 67,785 metric tons.** **Total hazardous waste: 63 metric tons.**
Waste disposal, split into incinerated, landfill, other[2]	**Non-hazardous waste disposed of in landfills: 48,546 metric tons.** **Hazardous waste disposed of in permitted facilities: 63 metric tons.**

[2]Only by-product waste not reused, recovered, or composted is included.

Waste diverted from landfill, split into reused, recycled, recovered	**Total by-product and waste diverted from landfill using recycling, compost, recovery and reuse approaches: 99%.** **Recycled waste (excluding by-products recovered, composted or reused): 19,239 metric tons.** **Recovered, composted, or reused by-products from our operations: 5,138,137 metric tons.** To learn more about how we utilize by-products and avoid waste see our How We Do It: Making the Most of Every Tree We Harvest brief.

PLASTIC POLLUTION (C2.3)

Total weight of plastics used or sold	**Not disclosing.** Explanation: Plastic use is not material to our business, and we do not make or sell plastic products.

NON-GHG AIR POLLUTANTS (C2.4)

Total emissions, split into PM, NO, VOC, SO and NH3	**Total non-GHG emissions: 11,385 metric tons.** Particulate matter (PM) emissions: 2,041 metric tons Nitrous oxides (NO) emissions: 2,087 metric tons Volatile organic compounds (VOC) emissions: 7,121 metric tons Sulfur oxides emissions (SO): 136 metric tons

WATER WITHDRAWAL (C3.0)

Water withdrawal and consumption from areas of water scarcity	**Water withdrawal and consumption from water scarce areas: 0 megaliters.** Explanation: In our LEAP assessment, we concluded that none of our operations overlap with areas of extremely high water scarcity risk, based on the WRI Aqueduct Water Risk Atlas, and that water withdrawal is not material to our business. Our wood products manufacturing sites have limited water withdrawal, and our forestlands rely on natural precipitation rather than irrigation.

QUANTITY OF HIGH-RISK NATURAL COMMODITIES SOURCED FROM LAND (C3.1)

Quantity of high-risk natural commodities sourced from land/ocean/ freshwater, split into types, including proportion of total natural commodities.	**Total quantity of high-risk natural commodities sourced from land: 23 million green tons of wood fiber.** Explanation: In 2025, we procured 23 million green tons of wood fiber from U.S. and Canadian forests, 100% of which was sourced from low-risk regions, as determined by our risk assessment conducted as part of our SFI Fiber Sourcing and SFI and PEFC Chain of Custody certifications. All wood fiber procured is covered by the due diligence and traceability systems implemented under our SFI Fiber Sourcing and SFI and PEFC Chain of Custody certification and meets the requirements outlined in our Wood Procurement Policy.
Quantity of high-risk natural commodities sourced under a sustainable management plan	**100% of the wood fiber we source comes from legal, non-controversial and responsibly managed forests in accordance with our SFI and PEFC certifications.** Explanation: In 2025, 39% of our wood fiber procured came from Weyerhaeuser's U.S. SFI Forest Management Standard-certified timberlands, 20% came from other certified forests in the U.S. and Canada

or certification programme, including proportion of total high-risk natural commodities	(including the Canadian timberlands we manage with long-term leases) and the remaining 40% of procured wood is covered by due diligence and traceability systems implemented as part of our SFI Fiber Sourcing, SFI Certified Sourcing and SFI and PEFC Chain of Custody certification. For more information on certification in our supply chain see our How We Do It: Forest Management and Wood Procurement Certification.

MEASURES AGAINST UNINTENTIONAL INTRODUCTION OF INVASIVE ALIEN SPECIES (C4.0)

Proportion of high-risk activities operated under appropriate measures to prevent IAS	**100% of our forest management activities operate under appropriate measures to prevent invasive species.** Explanation: We implement a program to protect our forests from invasive species to maintain and improve long-term forest health. This includes activities that limit the introduction, spread and impact of invasive species that directly threaten or are likely to threaten native plants and animals. This is a requirement of certification to the SFI Forest Management Standard.

ECOSYSTEM CONDITION (C5.0)

Level of ecosystem condition by type of ecosystem and business	**Early successional habitat: 3 million acres in the U.S. and Canada.** **Mid-successional habitat: 12 million acres in the U.S. and Canada.** **Protected habitat: 1 million acres in the U.S.** Explanation: We believe the extent of early and mid-successional habitat across our land base serves as an important indicator of ecosystem condition because it is a proxy for structural diversity (age of forest stands), habitat availability, landscape diversity, native biodiversity-supporting conditions and more. A landscape could be fully forested, but without early and mid-stage successional habitat it loses biodiversity and the habitat structures many species and ecosystem services rely on. Because acres within protected habitat are managed for conservation and restoration outcomes, this can serve as a proxy for current or future late-successional habitat. We are also actively tracking and engaging in the development of state-of-nature metrics as they evolve within TNFD and related frameworks. When consensus develops and sector-relevant guidance exists for the forest sector, we will evaluate integrating those metrics into our TNFD disclosure. For early successional and mid-successional habitats, we currently combine the U.S. and Canada in our disclosure due to our data collection methodology.
Species extinction risk	
Greenhouse gas emissions: Refer to IFRS S2 climate-related disclosure	Please see our 2025 IFRS Disclosure.

Additional Sector-Specific Disclosure Metrics

RESPONSE, VALUE CHAIN (FP.A22.0 & FP.A22.1))

Forest Certification *Proportion of forest area certified by third-party certified systems*	**100% certification of managed forest area.** Explanation: Guided by a strong commitment to sustainable forest management and wood procurement, we certify 100% of our owned and managed forests to the SFI Forest Management Standard. The SFI Forest Management Standard is a comprehensive, performance-based standard that ensures sustainable forest management by requiring organizations to plan, harvest and regenerate forests in a way that maintains long-term forest health, productivity and ecosystem values. It is made up of 141 indicators (organized under Objectives and Performance Measures) that address key practices such as protecting water quality, conserving biodiversity and wildlife habitat, supporting climate resilience, ensuring legal compliance, supporting and utilizing research, requiring trained loggers and engaging communities and Indigenous peoples. Conformance is verified through rigorous, independent third-party audits conducted by accredited certification bodies, including field and document reviews — with initial certification and ongoing surveillance audits required to maintain certification and demonstrate continuous improvement. Globally, only about 11 percent of forests are certified to a forest certification standard, and we are incredibly proud that our entire portfolio meets the rigorous test of certification. Forest certification verifies responsible forest management by demonstrating through third-party audits that our practices meet the objectives of the standard.
Non-certified wood/fiber covered by due diligence and traceability systems	**100% of procured wood fiber is covered by due diligence and traceability systems.** Explanation: 100% of the wood fiber sourced into our manufacturing facilities and export yards, including non-certified wood procured, is covered by the due diligence and traceability systems implemented in accordance with the SFI Fiber Sourcing and Certified Sourcing certification. We assess our supply areas for risk of sourcing forest-based materials from controversial sources (definition can be found in the standard). Where risk is found, the standard requires that we implement mitigation measures. This commitment is outlined in our Wood Procurement Policy.

RESPONSE, CONSERVATION/RESTORATION (FP.A24.0)

Forest Conservation or restoration *Proportion of land owned, leased, or managed that is designated for restoration or conservation*	**1 million acres of our U.S. ownership are designated as protected acres within natural openings, riparian buffers and wetland mitigation banks.** Explanation: In these areas, we manage our land for conservation, ecological and restoration outcomes and harvesting activities do not take place except where they advance and protect the conservation and ecological outcomes of the area. These 1 million acres, distributed throughout our land base, demonstrate our efforts to actively conserve, protect and manage land for ecosystem and habitat integrity and are managed alongside our productive forest acreage. **2.6 million acres of our U.S. ownership are under or covered by formal habitat management agreements.** Explanation: As mentioned in C1.1 “extent of land conserved or restored”, 2.6 million acres of our land across the U.S. are under or covered by formal habitat management agreements which require us to take specific actions

	beyond regular forest management practices or SFI Forest Management certification to ensure we are conserving specific habitat types and characteristics. In addition to the 2.6 million acres under or covered by formal habitat management agreements and 1 million acres protected, we have several conservation easements across our land base, but we do not disclose the specific acreage of these easements.

IMPACT DRIVER, CLIMATE CHANGE (FP.AX1.0)

Carbon Sequestration *Carbon sequestered by land owned, leased, or managed. Broken down by forest plantations and natural/semi-natural land and products*	**Land-based carbon: The year-over-year net change in aboveground carbon in our forests was 3 million $mtCO_2e$ in 2025, meaning the net amount of carbon stored in our forests increased by 3 million $mtCO_2e$ last year.** **Product-based carbon: In 2025, 10 million $mtCO_2e$ was stored in wood products we manufacture and an additional 7 million $mtCO_2e$ is estimated to be stored in the products our customers make from our logs because as long as a wood product stays intact, the carbon stored inside remains stored.** Explanation: In addition to reducing our emissions, we sequester carbon through our forest growth and in the wood products we sell. We differentiate our carbon removals between land-based carbon (standing forests) and product-based carbon (when trees are harvested, carbon is transferred from forests into wood products and stored there). Land-based carbon, or tree growth, not only removes carbon dioxide from the atmosphere but provides ecosystem services that make these removals critical for the planet and the ecosystems we operate in. All the carbon sequestered in our land and products are sourced from semi-natural forests. Note: Carbon removals from forests we source from but do not own or manage are outside the scope of this metric but are within the scope of our broader disclosure and can be accessed in our ESG Data Table.

IMPACT DRIVER, LAND USE CHANGE (FP.A1.0)

Areas of high biodiversity value or high conservation value *Area protected*	**We protect 1 million acres of our U.S. ownership, almost 10%, within natural openings, riparian buffers and wetland mitigation banks, and manage 2.6 million acres under formal habitat management agreements.** Explanation: These lands reflect our commitment to sustaining high-value biodiversity and conservation areas and outcomes. Protected areas include natural openings, riparian buffers and wetland mitigation banks that preserve critical habitat. Lands under formal habitat management agreements are actively managed for long-term ecosystem integrity and to deliver biodiversity and conservation outcomes. Our SFI Forest Management certification, covering 10.338 million acres in the United States, includes several requirements focused on identifying and protecting habitat for threatened and endangered species, biodiversity and Forests with Exceptional Conservation Value.[1] More specifically, in the U.S. we are supporting the recognized presence of endangered or threatened species across 26,800 acres.

IMPACT DRIVER, RESOURCE USE/REPLENISHMENT (FP.A3.0)

Area used for production of natural commodities	**10.338 million acres are used for production of natural commodities.**[1] Explanation: As a company dedicated to sustainable forestry, our land supports the production of wood products as a natural commodity, and by harvesting and replanting on a continuous cycle, we maximize value for shareholders while ensuring our forests thrive for generations to come. The acreage included within our SFI Forest Management certificate is the acreage that is actively managed for the sustainable production of wood fiber.
Quantity of high-risk natural commodities (tonnes) sourced from land, split into types, that are demonstrated deforestation and conversion-free	**100% of the 23 million green tons of sourced wood is covered by a due diligence and risk assessment that addresses risk of sourcing from deforestation and controversial sources.** Explanation: We assess our supply areas for the risk of sourcing forest-based material from controversial sources and implement mitigation measures where risk is found. We utilize SFI and PEFC standards' definitions of controversial sources, which relate directly to conversion and deforestation. Risk assessments have found low risk for sourcing from controversial sources. Risk assessments and due diligence systems are requirements of PEFC and SFI Chain of Custody, and SFI Fiber Sourcing and Certified Sourcing certifications. **60% of the 23 million green tons of sourced wood is certified DCF.** Explanation: 60% of the wood we source into our manufacturing and export log sites originates from certified forests. We utilize the traceability and due diligence system put in place as part of our SFI Fiber Sourcing and SFI and PEFC Chain of Custody certification to track wood originating from a forest that is managed under a sustainable forest management certification.