

## 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 |
|--|------|------|------|
| <b>Sustainability certifications</b>   |      |      |      |
| 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) <sup>1</sup> | 46%  | 45%  | 68%  |
| <b>Forest management practices</b>   |      |      |      |
| Percent harvested <sup>2</sup> , total U.S.  | 2%   | 2%   | 2%   |
| Percent harvested <sup>2</sup> , 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 <sup>3</sup>  | 96%  | 99%  | 99%  |

|   |        |         |         |
|---|--------|---------|---------|
| Seedlings planted (millions)  | 121    | 115     | 112     |
| <b>Contributions to sustainable forestry practices</b>  |        |         |         |
| Total research spend, internal and external (US\$, millions) <sup>4,5</sup>   | \$9.95 | \$11.36 | \$11.77 |
| Wood fiber suppliers provided with information on sustainable forestry practices  | 4,529  | 2,562   | 3,636   |
| <sup>1</sup> 2025 increase is driven by the expansion of Chain of Custody program to include additional sites.  |        |         |         |
| <sup>2</sup> 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.   |        |         |         |
| <sup>3</sup> 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. |        |         |         |
| <sup>4</sup> Research spend includes investments in forest health and productivity, biodiversity and water-related research activities.   |        |         |         |
| <sup>5</sup> 2024 data was updated to incorporate data not available at the time of initial reporting.  |        |         |         |

| <b>Wood and Fiber Supply Chain Sustainability</b>  |            |            |            |
|--|------------|------------|------------|
|  | 2023       | 2024       | 2025       |
| Wood fiber procured <sup>1</sup> (million green tons)  | 23         | 23         | 23         |
| <b>Wood fiber procured, by forest certification (percent of total wood fiber procured)</b>   |            |            |            |
| Certified Weyerhaeuser timberlands, U.S.   | 37%        | 40%        | 39%        |
| Other certified forests, U.S. and Canada <sup>2</sup>  | 22%        | 22%        | 20%        |
| <b>Total wood fiber from certified forests</b>   | <b>59%</b> | <b>62%</b> | <b>60%</b> |
| <b>Wood fiber due diligence</b>  |            |            |            |
| Wood fiber covered by due diligence and traceability systems (percentage) <sup>3</sup>   | 100%       | 100%       | 100%       |
| Wood fiber procured from legal, non-controversial and responsibly managed forests (percentage) <sup>4</sup>  | 100%       | 100%       | 100%       |
| Wood fiber procured which was harvested and delivered by trained loggers (percentage)  | 98%        | 98%        | 98%        |
| <sup>1</sup> 100% of wood fiber used in our manufacturing operations is sourced from the U.S. and Canada.  |            |            |            |
| <sup>2</sup> Includes wood fiber sourced from Weyerhaeuser's managed Canadian timberlands and wood purchased from certified non-Weyerhaeuser land owners and managers. |            |            |            |
| <sup>3</sup> Due diligence and traceability systems are implemented in accordance with the SFI Fiber Sourcing and SFI Certified Sourcing standards.                    |            |            |            |
| <sup>4</sup> As defined by SFI and PEFC Standards.   |            |            |            |

| <b>Ecosystem Services<sup>1</sup></b>   |             |             |             |
|---|-------------|-------------|-------------|
|   | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| <b>Provisioning (material products provided by ecosystems)</b>  |             |             |             |
| 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         |
| <b>Regulating (benefits from ecosystem processes that help regulate natural systems)</b>                                  |             |             |             |
| Fire resistance: area burned, U.S. & Canada <sup>2</sup> (thousand acres)   | 589         | 31          | 10          |
| <b>Supporting (underlying ecological functions that make all other services possible)</b>                                 |             |             |             |
| 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) <sup>3</sup> |             |             |             |
| 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        |
| <b>Cultural (non-material benefits to society from ecosystems)</b>  |             |             |             |
| 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         |

<sup>1</sup>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.

<sup>2</sup>Does not include area of prescribed burns.

<sup>3</sup>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 <sup>1</sup>   | 2023        | 2024       | 2025        |
|---|-------------|------------|-------------|
| <b>Absolute emissions<sup>2</sup> (million metric tons of CO2 equivalents)</b>      |             |            |             |
| 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         |
| <b>Combined Scope 1 and 2 (market-based)*</b>                                       | <b>0.8</b>  | <b>0.8</b> | <b>0.8</b>  |
| <b>Percentage change in Scope 1 and 2 relative to 2020 baseline (market-based)*</b> | <b>-4%</b>  | <b>-8%</b> | <b>-14%</b> |
| 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         |
| <b>Combined Scope 3</b>   | <b>9.3</b>  | <b>9.0</b> | <b>8.9</b>  |
| <b>Combined Scope 1, Scope 2 (market-based) and Scope 3</b>                         | <b>10.2</b> | <b>9.8</b> | <b>9.6</b>  |
| Carbon dioxide emissions from biologically sequestered carbon                       | 2.1         | 2.0        | 2.1         |
| <b>Intensity</b> (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          |
| <b>Combined (Scope 1 and 2 market-based)</b>  | <b>137</b>  | <b>134</b> | <b>125</b>  |

<sup>1</sup>[Read more about how we calculate our annual greenhouse gas emission inventory in our Carbon Record methodology.](#)

<sup>4</sup>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](#)

| <b>Biogenic Carbon Removals<sup>1</sup></b>                              | <b>2023</b> | <b>2024</b> | <b>2025</b> |
|--|-------------|-------------|-------------|
| <b>Absolute carbon removals (million metric tons of CO2 equivalents)</b> |             |             |             |
| Scope 1: Direct removals <sup>2</sup>                                    |             |             |             |
| 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           |

<sup>1</sup>[Read more about how we calculate our annual greenhouse gas removals inventory in our Carbon Record methodology.](#)

<sup>2</sup>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.

| <b>Energy</b>  | <b>2023</b> | <b>2024</b> | <b>2025</b> |
|--|-------------|-------------|-------------|
| <b>Energy consumed and sold, by fuel source (gigajoules)<sup>1</sup></b> |             |             |             |
| 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 <sup>2</sup>   | 720,458     | 544,232     | 523,216     |

|  |                   |                   |                   |
|--|-------------------|-------------------|-------------------|
| Energy sold                                      |                   |                   |                   |
| Steam  | (143,245)         | (145,478)         | (146,400)         |
| <b>Total energy consumed<sup>3</sup></b>         | <b>32,017,301</b> | <b>31,321,376</b> | <b>32,022,507</b> |
| Renewable energy as a percentage of total energy | 67%               | 68%               | 69%               |

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

| <b>Non-GHG Air Pollutants</b>  |       |       |       |
|--|-------|-------|-------|
|  | 2023  | 2024  | 2025  |
| <b>Non-GHG Air Pollutants, by type<sup>1</sup> (metric tons)<sup>2</sup></b> |       |       |       |
| Carbon monoxide <sup>3</sup>   | 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 |

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

| <b>Water Use</b>   |              |              |              |
|--|--------------|--------------|--------------|
|  | 2023         | 2024         | 2025         |
| <b>Water withdrawal, by source<sup>1</sup> (megaliters or 1000 cubic meters)</b> |              |              |              |
| Ground water   | 1,020        | 1,955        | 1,415        |
| Municipal water  | 1,199        | 1,253        | 1,273        |
| Surface water  | 217          | 147          | 142          |
| <b>Total water consumed</b>  | <b>2,436</b> | <b>3,355</b> | <b>2,830</b> |

<sup>1</sup>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.

| <b>Byproducts and Waste</b>  |                  |                  |                  |
|--|------------------|------------------|------------------|
|  | <b>2023</b>      | <b>2024</b>      | <b>2025</b>      |
| <b>Byproducts and waste, by end use or destination<sup>1</sup> (metric tons)<sup>2</sup></b>   |                  |                  |                  |
| 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 <sup>3</sup>  | 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               |
| <b>Total byproducts and waste</b>  | <b>5,039,417</b> | <b>4,978,182</b> | <b>5,205,984</b> |
| Percentage of total byproducts and waste diverted from landfill  | 98%              | 99%              | 99%              |
| <sup>1</sup> Byproducts and waste data in this table only includes wood products manufacturing locations. Other facilities do not generate a significant amount of waste.  |                  |                  |                  |
| <sup>2</sup> Units updated in 2025 from million pounds to metric tons to better align with international reporting standards.  |                  |                  |                  |
| <sup>3</sup> 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. |                  |                  |                  |

| <b>Environmental Compliance</b>   |             |             |             |
|---|-------------|-------------|-------------|
|   | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Fines and penalties (US\$, thousands) <sup>2</sup>  | \$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) <sup>1</sup>  | 44%         | 52%         | 64%         |
| Operations with Environmental Management Systems  | 100%        | 100%        | 100%        |
| <sup>1</sup> Companywide policies, procedures and programs are annually third-party audited as part of our SFI and PEFC sustainable forestry certification.     |             |             |             |
| <sup>2</sup> Increase in 2025 is primarily attributable to penalties paid in conjunction 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) <sup>1</sup>  | \$6  | \$5  | \$20 |
| <sup>1</sup> 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     |
|---|---------|----------|----------|
| <b>Safety Incidents</b>   |         |          |          |
| Serious injuries  |         |          |          |
| Employees   | 7       | 3        | 4        |
| Contractors   | 5       | 7        | 10       |
| Fatalities  |         |          |          |
| Employees   | 2       | 1        | 0        |
| Contractors   | 1       | 2        | 1        |
| <b>Safety Rates<sup>1</sup></b>                                     |         |          |          |
| Recordable Incident Rate (RIR)                                      | 1.89    | 1.99     | 2.01     |
| 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      |
| <b>Safety Indicators</b>  |         |          |          |
| Sites operating injury-free   | 55%     | 54%      | 52%      |
| Hazards found and fixed <sup>2</sup>                                | 281     | 922      | 869      |
| <b>Compliance and Enforcement</b>                                   |         |          |          |
| Health and safety penalty count                                     | 3       | 18       | 3        |
| Health and safety penalties (US\$)                                  | \$4,440 | \$77,700 | \$26,800 |
| <sup>1</sup> Includes employees and supervised contractors.         |         |          |          |

<sup>2</sup>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         |
|---|--------------|--------------|--------------|
| <b>Distribution</b>   |              |              |              |
| 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%          |
| <b>Movement, North America</b>                                  |              |              |              |
| 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%         |
| <b>Total turnover rate</b>                                      | <b>19.5%</b> | <b>19.4%</b> | <b>20.8%</b> |
| 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         |

| <b>Inclusion</b>   |       |       |       |
|--|-------|-------|-------|
|  | 2023  | 2024  | 2025  |
| <b>Diversity of Company Leadership</b>   |       |       |       |
| Female board members (percentage)  | 40%   | 40%   | 36%   |
| Female board committee chairs <sup>1</sup> (percentage)  | 50%   | 50%   | 50%   |
| Female members of executive management <sup>2</sup> (percentage)   | 33%   | 33%   | 35%   |
| <b>Employee Diversity, United States<sup>3</sup></b>   |       |       |       |
| 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 |
| <sup>1</sup> Committees include Executive Committee, Audit Committee, Compensation Committee, and Governance and Corporate Responsibility Committee. |       |       |       |
| <sup>2</sup> Includes senior executives and vice presidents.   |       |       |       |
| <sup>3</sup> Access additional data about United States employee diversity in our most recent <a href="#">EEO-1 Consolidated Report</a> .            |       |       |       |

| <b>Training and Education</b> |      |      |      |
|-------------------------------|------|------|------|
|                               | 2023 | 2024 | 2025 |

|   |        |        |        |
|---|--------|--------|--------|
| Employee training hours, total <sup>1</sup>   | 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%    |
| <sup>1</sup> Training hours increased in 2024 due to targeted training initiatives. |        |        |        |

| <b>Community Investment</b>                         |               |               |               |
|---|---------------|---------------|---------------|
|   | 2023          | 2024          | 2025          |
| <b>Philanthropic Contributions (US\$, millions)</b> |               |               |               |
| 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        |
| <b>Total giving</b>                                 | <b>\$6.20</b> | <b>\$6.50</b> | <b>\$5.90</b> |
| <b>Philanthropic Focus Areas</b>                    |               |               |               |
| 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%            |
| <b>Philanthropic Activity Type</b>                  |               |               |               |
| Charitable donations                                | 88%           | 90%           | 89%           |
| Community investments                               | 2%            | 2%            | 3%            |
| Commercial investments                              | 9%            | 8%            | 9%            |

| <b>Employee Involvement</b>                            |      |      |      |
|--|------|------|------|
|  | 2023 | 2024 | 2025 |
| Volunteer projects (Tree-mendous Program) <sup>1</sup> | 676  | 782  | 788  |

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

<sup>1</sup>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.

<sup>2</sup>Represents employee donations through employee match program.

| <b>Political Engagement</b>                     |         |         |         |
|---|---------|---------|---------|
|   | 2023    | 2024    | 2025    |
| <b>United States (US\$, thousands)</b>          |         |         |         |
| Industry Sector Associations                    | \$8,699 | \$8,740 | \$7,973 |
| Lobbying Expenses                               | \$1,880 | \$1,601 | \$1,740 |
| Weyerhaeuser - Political Donations <sup>1</sup> | \$133   | \$853   | \$190   |
| Weyerhaeuser Political Action Committee         | \$199   | \$322   | \$158   |
| <b>Canada (CAN\$)</b>                           |         |         |         |
| Weyerhaeuser Company Limited                    | \$ -    | \$ -    | \$11    |

<sup>1</sup>The 2024 increase in political donation activity reflects non-recurring contributions to ballot measure campaigns in Oregon and Washington.