

## Weyerhaeuser 2024 ESG Data Table

We are strongly committed to continuous improvement in 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. 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.

[Click here](#) for guidance on our sustainability reporting alignment with major ESG frameworks, along with our 2024 CDP response.

The data in this table covers the period January 1, 2022 to December 31, 2024.

### Social & Governance Data

Safety & Health	2022	2023	2024
<b>Safety, North America</b>			
Serious incidents - employees	5	9	4
Serious incidents - contractors	5	6	9
Hazards found and fixed <sup>1</sup>	248	281	922
Recordable Incident Rate - Employees <sup>2</sup>	1.62	1.89	1.99
Lost Day Case Rate - Employees	0.73	0.85	1.1
Lost Day Rate - Employees	39.5	60.5	63.8
DART <sup>2,3</sup> days - total	6,656	9,184	10,270
DART <sup>2,3</sup> rate	71	95	106
DART days - Level 1 & 2 incidents only <sup>4</sup>	719	712	245
Lost-Time Injury Frequency Rate, per 1 million hours worked <sup>5</sup>	3.63	4.26	5.51
Sites operating injury-free	63%	55%	54%
Health and safety penalties (US\$)	\$4,800	\$4,440	\$77,700

Health and safety penalty count	5	3	18
<b>Fatalities, Worldwide</b>			
Employees	—	2	1
Contractors	2	1	2
<sup>1</sup> Following the two employee fatalities in Nov 2023, there was a significantly increased focus on safety, including reporting of safety incidents. <sup>2</sup> Includes supervised contractors. Reported as of date of publication of 2025 Proxy Statement. <sup>3</sup> Days Away, Restricted or Transferred. <sup>4</sup> Level 1 incident is a fatality. Level 2 is probable permanent disability or hospitalization. <sup>5</sup> Includes supervised contractors.			

<b>Employees<sup>1</sup></b>			
	2022	2023	2024
Employees, total count	9,277	9,318	9,440
Employees, by location			
United States	7,886	7,944	8,077
Canada	1,380	1,364	1,355
Japan	11	10	8
Percentage of employees in North America	99.9%	99.9%	99.9%
<b>Employees, North America</b>			
Employees, by business unit			
Real Estate, Energy, Natural Resources	1%	1%	1%
Timberlands	14%	14%	14%
Wood Products	77%	77%	76%
Corporate Functions	9%	9%	9%
Average number of years with company <sup>2</sup>	11	12	11
Total new hires	2,399	1,982	1,779

Open positions filled with internal candidates	19%	15%	18%
Employee labor union membership (percentage of total employees)	26%	25%	25%
Employee turnover	2,121	1,812	1,829
Turnover rate, by type			
Involuntary	5.7%	5.8%	6.3%
Voluntary	14.5%	10.7%	9.5%
Retirements	2.7%	2.3%	2.9%
Total turnover rate	22.9%	19.5%	19.4%
Employee type			
Permanent	99.5%	99.3%	98.9%
Full-time	99.7%	99.6%	99.0%
Part-time	0.3%	0.5%	1.0%
Temporary	0.5%	0.7%	0.0%
<sup>1</sup> 2022 employee data is calculated using number of the last day of the reporting period.			
<sup>2</sup> In 2023, we updated our calculation methodology to reflect the average number of employees across the entire report period.			

Inclusion			
	2022	2023	2024
<b>Diversity of Company Leadership</b>			
Female board members (percentage)	44%	40%	40%
Female board committee chairs <sup>1</sup> (percentage)	50%	50%	50%
Female members of executive management <sup>2</sup> (percentage)	29%	33%	33%
<b>Employee Diversity, United States<sup>3</sup></b>			
Gender			
Female	18%	18%	18%
Male	82%	82%	82%

Race and Ethnicity			
White, Non-Hispanic	74%	75%	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	44
Employee Age Categories			
Under 30	1,551	1,374	1,433
30 to 50	4,394	3,784	4,580
Over 50	3,321	2,787	3,251
<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> <a href="#">Click here</a> for additional data about United States employee diversity in our most recent EEO-1 Consolidated Report.			

Training and Education			
	2022	2023	2024
Employee training hours, total	38,468	50,092	65,496
Hours of training per employee per year	4	5	7
Employees trained, ethics	1,079	2,390	5,321
Employees trained, harassment	4,599	4,148	2,204
Employees following Individual Development Plans (percentage)	92%	93%	92%

## Community Investment

	2022	2023	2024
<b>Philanthropic Contributions (US\$, millions)</b>			
Cash contributions	\$5.40	\$5.90	\$6.30
In-kind giving	\$0.10	\$0.10	\$0.10
Management overhead	\$0.10	\$0.10	\$0.10
<b>Total giving</b>	<b>\$5.60</b>	<b>\$6.20</b>	<b>\$6.50</b>
<b>Philanthropic Focus Areas</b>			
Affordable Housing and Shelter	6%	4%	6%
Education and Youth Development	33%	32%	35%
Environmental Stewardship	14%	12%	17%
Civic and Culture Growth	8%	14%	3%
Workforce Development	5%	8%	7%
Human Services	27%	19%	24%
Diversity, Equity and Inclusion	8%	12%	8%
<b>Philanthropic Activity Type</b>			
Charitable donations	90%	88%	90%
Community investments	1%	2%	2%
Commercial investments	9%	9%	8%

<b>Employee Involvement</b>			
	2022	2023	2024
Tree-Mendous Team Volunteer Projects <sup>1</sup>	902	676	782
Employee personal volunteer hours <sup>1</sup>	14,616	19,381	23,293
Employee volunteering reward funds <sup>2</sup> (US\$)	\$145,466	\$229,497	\$288,331
Employee charitable donations <sup>3</sup> (US\$)	\$369,002	\$386,649	\$347,396
Company contribution to match employee giving (US\$)	\$285,721	\$303,649	\$281,686
<sup>1</sup> Logged in our Tree-Mendous Giving Portal.			

<sup>2</sup>Our Tree-Mendous Program provides employees with volunteering rewards to distribute to community organizations and programs.

<sup>3</sup>Donated by employees through employee match program.

Political Engagement			
	2022	2023	2024
<b>United States (US\$, thousands)</b>			
Industry Sector Associations <sup>1</sup>	\$8,204	\$8,699	\$8,740
Lobbying Expenses	\$1,880	\$1,880	\$1,601
Weyerhaeuser - Political Donations <sup>2</sup>	\$158	\$133	\$853
Weyerhaeuser Political Action Committee	\$267	\$199	\$322
<b>Canada (CAN\$)</b>			
Weyerhaeuser Company Limited	-	-	-
<sup>1</sup> Data was restated for fiscal years 2022 and 2023 due to implementation of a revised definition of underlying categories.			
<sup>2</sup> Political donation activity for 2024 reflects non-recurring contributions to ballot measure campaigns in Oregon and Washington.			

## Environmental Data

Sustainable Forest Management			
	2022	2023	2024
Seedlings planted (millions)	115	121	115
Timberlands and manufacturing facilities certified to Sustainable Forestry Initiative® (SFI) Forest Management or Fiber Sourcing Standards (percentage)	100%	100%	100%
Manufacturing facilities and export yards certified to SFI® and PEFC Chain of Custody standards (percentage)	46%	46%	45%
Sustainable Forestry Research			
Total research spend, internal and external (US\$, millions)	\$11.50	\$9.95	\$8.45
Forest research focus areas (percentage of total spend)			
Forest health and productivity	73%	69%	66%
Water quality	7%	2%	10%
Fish and wildlife	4%	5%	4%
Ecosystems and biodiversity	8%	6%	3%
Other	7%	17%	16%
Harvest practices, U.S. <sup>1</sup>			
Percent harvested, total	2%	2%	2%
Percent harvested, by region			
Western U.S.	2%	2%	1%
Southern U.S.	2%	2%	2%
Northern U.S.	1%	1%	2%
Harvested area successfully reforested within five years (percentage), U.S. only <sup>2</sup>	98%	96%	99%
<sup>1</sup> The metrics disclosed are clearcut acres. Variable retention silviculture in select locations not included.			

<sup>2</sup>We are committed to reforesting 100% of harvested acres. This number is less than 100% due to two main factors: lands enrolled in mitigation banks are managed for ecological outcome and areas impacted by wildfire or other natural disturbances may prevent 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.

Wood and Fiber Supply Chain Sustainability			
	2022	2023	2024
Wood fiber used <sup>1</sup> (million green tons)	24	23	23
Supply area assessed for risk of sourcing from controversial sources <sup>2</sup> (percentage)	100%	100%	100%
<b>Wood fiber sources<sup>1</sup></b>			
Certified Weyerhaeuser timberlands, U.S.	41%	37%	40%
Other certified forests, U.S. and Canada <sup>3</sup>	15%	22%	22%
Total wood fiber from certified forests	56%	59%	62%
Raw material sourced from legal, non-controversial and responsibly managed forests (percentage)	100%	100%	100%
Wood supply harvested and delivered by trained loggers	99%	98%	98%
Wood suppliers provided with sustainable forestry information	4,832	4,529	2,562
<sup>1</sup> 100% of wood fiber used in our manufacturing operations is sourced from each mill's surrounding region.			
<sup>2</sup> As defined by SFI and PEFC Standards.			
<sup>3</sup> Includes wood fiber sourced from Weyerhaeuser's managed Canadian timberlands and wood purchased from certified non-Weyerhaeuser land owners and managers.			

Ecosystem Services <sup>1</sup>			
	2022	2023	2024
<b>Provisioning</b>			
Fiber: roundwood harvested, U.S. only (million tons)	33	35	34



Mushrooms and berries: permitted harvest coverage area (million acres)	1.5	1.5	1.5
Greenery: permitted harvest coverage area (million acres)	1.8	1.5	1.7
Greenery: noble fir bough sales (tons)	5,046	5,682	5,114
Honey production: bee box hive leases	2,120	2,230	15,650
Fur production permits	393	393	393
Renewable energy: wind power agreements (megawatt hours)	594	594	661
<b>Regulating</b>			
Fire resistance: area burned, U.S. & Canada <sup>2</sup> (thousand acres)	16	589	31
<b>Supporting</b>			
Habitat protected as natural openings, riparian buffers and wetland mitigation banks (million acres)			
U.S.	1	1	1
Canada	4.8	4.8	4.8
Managed habitat: early successional habitat (million acres)	3	3	3
Managed habitat: mid-successional habitat (million acres)	12.6	12.7	12.6
Area covered by formal habitat management agreements (million acres)	10.4	10.4	10.3
Area with protected threatened and endangered species status, U.S. only (thousand acres)	29.3	33.3	26.8
Improved fish habitat: upgraded stream crossings and drainage (number of projects, cumulative)	8,888	9,363	9,713
<b>Cultural</b>			
Hunting: hunt club members (thousands)	107	99	101
Hunting: game management unit hunting permits (thousands)	17	17	18
Special sites	3,456	2,950	3,011
Education: school tours and groups (thousand visitors)	146	103	133

<sup>1</sup>Some additional ecosystem services provided by our timberlands do not lend themselves to annual reporting due to a lack of quantitative measures, insufficient reporting units, etc.

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

Energy			
	2022	2023	2024
<b>Energy consumed and sold,<sup>1</sup> by fuel source (BBTUs)</b>			
Renewable			
Biomass (from manufacturing residuals from our own operations)	20,789	20,322	20,177
Non-renewable			
Fossil fuels	4,920	5,019	4,847
Purchased energy			
Electricity	4,437	4,330	4,287
Steam	628	683	516
Energy sold			
Steam	-152	-136	-138
Total energy consumed <sup>2</sup>	30,622	30,218	29,689
Renewable energy as a percentage of total energy	68%	67%	68%
<sup>1</sup> Fuel consumption data in this table is for all wood products manufacturing locations.			
<sup>2</sup> Total energy consumed=(fuel consumed + purchased energy - energy sold)			

Air Emissions			
	2022	2023	2024
<b>Air emissions, by type<sup>1</sup> (million pounds)</b>			
Carbon monoxide	12.2	15.3	14.2
Nitrogen oxides	4.7	4.8	4.5

Particulate matter	4.8	4.5	4.5
Sulfur oxides	0.4	0.4	0.3
Volatile organic compounds	15.4	15.3	14.9

<sup>1</sup>Air emissions data in this table is for all wood products manufacturing locations.

Water Use			
	2022	2023	2024
<b>Water withdrawal, by source<sup>1</sup> (megaliters)</b>			
Ground water	1,054	1,020	1,955
Municipal water	1,288	1,199	1,253
Surface water	150	217	147
Total water consumed	2,492	2,436	3,355

<sup>1</sup>Water use data in this table is for all wood products manufacturing locations and distribution centers.

Byproducts and Waste			
	2022	2023	2024
<b>Byproducts and waste, by end use or destination<sup>1</sup> (million pounds)</b>			
Byproducts used beneficially			
Composted: Soil amendment applied to land	10	10	9
Recovered: burned for energy, on- or off-site	3,255	3,203	3,206
Reused: beneficially reused or shipped off-site for use in other products	7,528	7,638	7,548
Waste			
Recycled	50	103	93.59167
Landfilled (non-hazardous waste)	90	156	117
Disposed in permitted disposal facilities (hazardous waste)	0.1	0.1	0.2
Total byproducts and waste	10,932	11,110	10,975

<b>Percentage of wood byproducts reused or repurposed<sup>2</sup></b>	99%	98%	99%
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<sup>1</sup>Byproducts and waste data in this table is for all wood products manufacturing locations.

<sup>2</sup>In 2023, we updated our methodology for calculating percentage of wood byproducts reused or repurposed.

<b>Greenhouse Gas Emissions<sup>1</sup></b>			
	2022	2023	2024
<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	0.5	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	0.9	0.8
<b>Combined Scope 1 and 2 (market-based)*</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>
Scope 3: Upstream and downstream products and services	9.2	9.3	9.0
Category 1: Purchased goods and services	0.6	0.6	0.5
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	0.7	0.6
Category 10: Processing of sold products	4.2	4.2	4.1
Category 12: End-of-life treatment of sold products	3.3	3.3	3.2
<b>Combined Scope 1, Scope 2 (market-based) and Scope 3</b>	<b>10.1</b>	<b>10.2</b>	<b>9.8</b>
Carbon dioxide emissions from biologically sequestered carbon <sup>3</sup>	2.5	2.1	2.0
<b>Intensity<sup>4</sup> (kilograms of CO2 equivalents per metric ton of production)</b>			

Scope 1: Direct emissions	63	69	68
Scope 2: Indirect emissions from purchased energy (market-based)	70	69	66
Combined (Scope 1 and 2 market-based)	132	137	134

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

<sup>2</sup>We have obtained 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](#)

<sup>3</sup>Our approach to carbon dioxide emissions from biologically sequestered carbon is discussed in our Carbon Record methodology.

<sup>4</sup>Intensity does not include Scope 3 emissions.

Carbon Removals <sup>1</sup>			
	2022	2023	2024
<b>Absolute carbon removals (million metric tons of CO2 equivalents)</b>			
Scope 1: Direct removals			
Land-based: net changes in our forests	2	9	10
Scope 3: Upstream and downstream removals			
Land-based: net change in the forests of our sourcing regions	12	12	10
Product-based: stored in our wood products	11	10	10
Product-based: stored in our downstream wood products	7	7	7
<sup>1</sup> <a href="#">Click here</a> to read more about how we calculate our annual carbon removals in our Carbon Record methodology.			

Environmental Compliance			
	2022	2023	2024

Fines and penalties (US\$, thousands)	\$725	\$18	\$3
Amount spent on supplemental environmental projects (US\$, thousands)	\$600	\$16	\$0
Environmental incidents resulting in fine or penalty	4	2	4
Operations internally audited to SFI, PEFC or environmental compliance standards (percentage)	38%	44%	52%
Operations with Environmental Management Systems	100%	100%	100%

Environmental Remediation			
	2022	2023	2024
Active projects	29	31	32
Spent on environmental remediation (US\$, millions)	\$5	\$6	\$5