



2025
**Sustainability
Highlights**

 Weyerhaeuser

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A MESSAGE FROM OUR CEO

Driving Sustainability Progress



Sustainability has been a guiding principle at Weyerhaeuser for well over 100 years. We're driven by the belief that forests are the most sustainable and versatile resource on Earth, and we have a tremendous responsibility to manage them well — today and long into the future.

We're proud of the work we do to ensure our forests last forever, yet we know sustainability is about much more than what we do in the woods. It's a deeply rooted value that touches every aspect of our business and impacts all our stakeholders. Our shareholders invest in us based on their belief that we will run our operations responsibly and effectively. Our customers depend on having a reliable partner and a sustainable supply chain. Our current and future employees want to work in a safe, ethical and inclusive environment where they can feel proud of the impact we have on the world. Our communities expect us to be good neighbors who do our part to help them thrive.

We have a long track record of great work in all these areas, but we aren't resting on our past accomplishments. For us, sustainability is about constantly innovating and evolving, taking proactive steps every day to ensure our company will add meaningful value to the world around us for generations to come.

What we've captured in the pages that follow represents only a fraction of the work happening every day across our company, but it clearly demonstrates how our employees have truly embraced sustainability as a core part of how we operate. We're committed to making an impact, and I'm excited to see even more of our ambitious vision come to life in the years ahead.

A handwritten signature in black ink that reads "Devin W. Stockfish". The signature is written in a cursive, flowing style.

DEVIN W. STOCKFISH
PRESIDENT AND CEO

A MESSAGE FROM OUR VP OF SUSTAINABILITY

Our Ongoing Commitment



In 2025, we reached the midpoint of our 10-year sustainability strategy — a milestone that coincided with our 125th anniversary as a company and provided an opportunity to reflect on both our sustainability performance and Weyerhaeuser's long-standing commitment to it. Reviewing our progress, I'm inspired by all that our teams have accomplished over the last five years. I'm also grateful for the encouragement of our senior leaders, the support of our partners and for the way employees across the company have made sustainability central to how we work.

Halfway through, it's clear that our efforts across all three pillars of our sustainability strategy are increasing Weyerhaeuser's positive impact in our communities and delivering outcomes that support both key business initiatives and our social license to operate.

I am pleased to share the highlights of that work in this report. The progress we made in 2025 in each of our three sustainability focus areas moved us closer to our sustainability goals, supported our long-term business interests and reinforced how we, as a company, live our core values across our operations. These highlights show how we've focused on areas where Weyerhaeuser is uniquely positioned to make a meaningful difference and how we've worked with partners to amplify our impact. Equally important, they reflect the real momentum we're taking into the third and final phase of our strategy leading up to 2030.

We know our progress may not always be linear or happen overnight. But guided by our core values and our enduring responsibilities to the forests in our care, we are confident in the direction we're traveling and energized for the second half of this journey. We look forward to providing more updates as we go.

A handwritten signature in black ink that reads "Ara Erickson".

ARA ERICKSON

VICE PRESIDENT, CORPORATE SUSTAINABILITY

Key 2025 Highlights

Sustainability is a core value at Weyerhaeuser, deeply ingrained in our culture and performance. In 2025, our employees again demonstrated their commitment to achieving our sustainability goals, and we made significant progress in several key areas. Highlights included:



Supporting Our Rural Operating Communities

We selected [Buckhannon, West Virginia, as the third community in our THRIVE program](#). We met with local elected officials and community leaders and fielded a survey to identify top priorities for the \$1 million investment we will make there over the next several years. THRIVE launched in 2023 as our signature program for providing additional targeted support to our rural operating communities so they remain great places to live, work and do business.



Simplifying and Strengthening GHG Inventory Accounting

We joined the [Task Force for Corporate Action Transparency](#) in piloting new technical guidance and methodologies for greenhouse gas (GHG) inventory accounting. Through our participation, our [GHG Inventory Principles](#) are being incorporated into the guidance, including how to account for forest carbon, product storage and biogenic emissions.



Delivering Climate Solutions

Our Climate Solutions business delivered additional climate benefits from our working forests through the expansion of our portfolio. We signed 14 renewable energy agreements, advanced five forest carbon projects with new credit issuances or credits available for sale, ensured the ongoing conservation of 50,000 acres in Maine, and [announced a partnership to produce sustainable biocarbon for use in metals production](#) to be made at a new facility adjacent to our McComb lumber mill in Magnolia, Mississippi.



Celebrating Innovative Ideas for Attainable Housing

We partnered with Clemson University's Richard A. McMahan School of Architecture to complete a design studio and the [Weyerhaeuser Fluid Studio Design Competition](#), which focused on using sustainable wood products to build attainable, high-quality housing. Expert judges reviewed entries and identified awards, culminating in the publication of a four-part studio book, *At Home in the Upstate*.



Reducing Our Emissions

Our Timberlands business rolled out our first [fleet of renewable natural gas \(RNG\) logging trucks](#) in Goshen, Oregon, marking a new chapter in our long-standing exploration of alternative fuels. RNG is sourced from agricultural waste such as dairy manure and captures methane that would otherwise escape into the atmosphere, making it a cleaner, lower-carbon fuel than diesel.



Giving to Local Causes

Our employees give generously to local causes in the communities where we live and work. In 2025, our employees logged more than 24,000 volunteer hours through our TREE-mendous Matching Gifts platform. During the same period, we provided \$5.9 million in charitable grants, partnerships, matching gifts, research support and in-kind giving to our communities and partners.

1. Our Sustainability Strategy

1.1 | Strategy Overview

For more than a century, we have been growing trees and manufacturing wood products that are essential to everyday life. We understand that the decisions we make each day can impact the health of our forests and the strength of our communities for decades to come.

Our working forests not only provide a sustainable supply of wood for homes and countless products we all depend on every day — they also provide wildlife habitat and support biodiversity, clean our air and filter our water, supply access to nature and outdoor recreation for neighboring communities, and offer opportunities for renewable energy development and other climate solutions. Also, our forests and mills provide great careers and support local economies in many rural areas across North America.

For us, every definition of success hinges on our ability to continue operating sustainably. We must protect the environment and make sure our forests thrive on a continuous cycle of growing, harvesting and regrowing. We must generate strong financial returns from our assets through the ups and downs of economic cycles. We must create a safe, inclusive, ethical and rewarding place to work for our current and future employees. And we must continue to earn the right to operate by investing in, listening to and communicating openly with our local communities.

In 2020, we launched our current sustainability strategy, reorganizing and intensifying our focus on three core areas: maintaining our solid foundation of [environmental stewardship](#), [social responsibility](#) and [strong governance](#) (ESG); integrating sustainability more deeply into key business processes and priorities; and demonstrating our positive impact on [climate action](#), [sustainable homes](#) and [rural communities](#).

1.2 | How We Determine Significant Topics

We conduct an annual materiality assessment to ensure that our sustainability strategy and disclosures reflect the most important sustainability topics for our company and industry, while also being mindful of changes in the sustainability reporting landscape. To that end, we are guided by the Global Reporting Initiative (GRI) best practice standards for determining and disclosing material topics, defined as those that represent the most significant impacts on the economy, environment and people. In addition, we incorporate industry-specific guidance on material topics from the International Financial Reporting Standards' Sustainability Accounting Standards Board (IFRS SASB).

Our internal contributors include subject matter experts from across our corporate functions, business lines and geographical regions, representing a range of voices on our company priorities. We also incorporate sustainability insights from our enterprise risk assessment and from external stakeholders, including customers, local communities, nongovernmental organizations, research partners, employees and investors. Our

prioritization matrix communicates the extent to which each of our material topics both impacts our business and is important to our stakeholders.

Our company leadership, including the CEO and board of directors, reviews and confirms the sustainability materiality assessment process and outcomes, and we confirm our assessment annually as part of our sustainability reporting efforts.

1.3 | Our Dedication to Transparency

We are committed to transparent reporting of our sustainability performance and do this by sharing our metrics and alignment with ESG frameworks publicly: providing robust content across our website; creating this annual Sustainability Highlights report and position papers such as our [Nature Perspective](#), which offers a comprehensive assessment of our nature-related dependencies, impacts, risks and opportunities; and disclosing information to key ESG rating providers, assessments and questionnaires.

While our website serves as the main platform for sharing our sustainability efforts, we also offer a variety of [printable resources](#), a [blog](#) with case studies highlighting our commitment to sustainability, and a [contact form](#) for providing feedback.

Key Rating Systems

We prioritize several key ESG organizations as platforms to measure and disclose our performance. We also respond to other raters' questionnaires, assessments and ad hoc requests.



Framework Alignment

Our sustainability reporting aligns with key ESG and sustainability frameworks, each of which provides a distinct way of organizing and communicating our performance to different audiences. These documents offer a high-level overview of our alignment, along with guidance on where to find more detailed information in our other disclosures or publications.



[View Frameworks](#)



2. Maintaining Our Solid Foundation

Key Highlights

For decades, we have delivered solid results in environmental stewardship, social responsibility and strong governance. To drive continued excellence in these areas, we follow a 10-year plan that ensures we review our performance and consistently identify and implement improvement opportunities.

Our work is structured into alternating phases of strategy reviews and ongoing improvements. Strategy reviews take place periodically and provide our teams with the time and direction they need to think holistically about significant process changes and other substantial improvements necessary to continue delivering strong results. Ongoing improvements are assessed annually for each program area to ensure adjustments made by our teams continue to strengthen and improve our solid foundation.



Each operations site develops an annual risk-based safety plan that outlines their actions to reduce their highest risks. In 2025, 93 percent of these risk-reduction activities were completed.



We removed the equivalent of 31 million metric tons of CO₂ in our forests and wood products in 2025. That's like taking 7 million cars off the road.



We participate in more than 50 conservation agreements and collaborative efforts that address specific habitat needs of at-risk or sensitive species across our timberlands.



We reduced our Scope 1 and 2 greenhouse gas emissions by 14 percent since 2020.



In 2025, we provided \$5.9 million in charitable grants, partnerships, matching gifts, research support and in-kind giving to our communities.



Sustainability has been one of our core values for more than 100 years.

2.1 | Environmental Stewardship

Environmental stewardship is essential to our sustainability work and how we demonstrate our deep commitment to the long-term health of the ecosystems in our care. To ensure our forests remain healthy and productive for generations to come, we work to protect and enhance the many ecosystem services they provide, including clean water, clean air and wildlife habitat. We also advance [climate solutions](#) — such as forest carbon, mitigation banking and renewable energy development — that benefit society and our world.

Additionally, we seek to minimize the environmental footprint of our Wood Products manufacturing business by reducing air emissions and efficiently using nearly every part of each tree we harvest. These actions are smart for our business, good for the environment and essential to running our operations sustainably. We are proud of our excellent performance in environmental stewardship and are firmly committed to finding innovative, meaningful ways to improve our practices through ongoing scientific research and cross-functional partnerships.

SUSTAINABLE FORESTRY

As North America's largest private timberland owner, we've been growing, harvesting and regrowing forests for a very long time — ensuring our customers have access to a renewable supply of wood while protecting the other important benefits forests provide. Today, we plan our sustainable forest management activities on at least a 100-year horizon, sometimes mapping as far out as 200 years to ensure our forests last forever.

The history of our company underscores our commitment to sustainability and demonstrates how that commitment has strengthened over time.

- **1922:** Weyerhaeuser donates 5,000 acres of forest for Washington state reforestation experiments.
- **1925:** We advocate for legislation to encourage reforestation after harvest, an uncommon practice at the time.
- **1937:** We begin researching sustainable-yield forestry, which ensures harvesting does not diminish the forest's ability to provide timber volume in the future.
- **1938:** We are one of the first companies to successfully grow and plant tree seedlings. From this effort, a new crop was born, and Weyerhaeuser's tree-planting era began.
- **1941:** We establish Clemons Tree Farm, the first certified tree farm in the United States, on 200,00 acres of harvested and fire-burned land in Washington state.
- **1961:** We harvest our first crop of second-growth trees, establishing the pattern of harvest and restoration that has become the basis of our sustainable forestry practices.
- **1986:** We plant our 2 billionth seedling in the blast zone of Mount St. Helens, marking the completion of a massive restoration effort in which we planted 18 million seedlings by hand following the 1980 eruption.
- **1994:** We hold town hall meetings in Washington and Oregon that are attended by more than 2,000 people. Feedback from these public meetings leads to the integration of more extensive environmental applications into our management practices.
- **2006:** We become one of the first companies to certify our timberlands to the [Sustainable Forestry Initiative® Forest Management Standard](#), a third-party sustainable forestry certification.
- **2013:** We achieve 100 percent certification of our timberlands to third-party sustainable forestry standards.
- **2020:** We launch our 3 by 30 Sustainability Ambitions to grow our positive impact in three areas — climate action, sustainable homes and rural communities — where we play an important role and are uniquely positioned to make a meaningful difference by 2030.



Blog: Major Milestone for Mima Nursery

Our Mima nursery near Olympia, Washington, is one of the last stops for many of the seedlings we use to reforest our Western Timberlands. In March 2025, our team gathered for the symbolic planting of the nursery's 1 billionth seedling, with Travis Keatley, senior vice president of Timberlands, doing the honors. "One billion is a huge milestone," says Sue Woodall, Western Regeneration seed and sales manager. "It really emphasizes the longevity of our operation and how much we've grown."

[Read More About Mima>](#)

Today, we continue to certify 100 percent of our forests to the SFI® Forest Management Standard. We plant more than 100 million seedlings per year in our harvested sites, equivalent to about 190 trees per minute, and we are [transparent about our harvesting and planting metrics](#). In addition, we have nearly 100 scientists, researchers and technicians across our company helping to study the forest ecosystems in our care, covering everything from water quality and wildlife habitat to forest health and climate resilience. Because we sustainably manage our forests, we can simultaneously deliver renewable fiber to the market and many other ecosystem services — such as clean water and recreation opportunities — to surrounding environments and communities.

Biodiversity

Our forests are much more than stands of timber: They are thriving, resilient ecosystems that we help steward. All the living things in a forest — from the mightiest trees to the tiniest microbes — interact with each other and with the soil, water and air to form complex ecosystems that support a wide range of plant and animal communities.

The forests we manage host hundreds of native vertebrate species, including large mammals such as deer, elk, cougar, black bear and bobcat, as well as a tremendous diversity of birds, reptiles, amphibians, insects, native fish and other aquatic species. Each of these species needs something different from their habitat, including different forest age classes and structures, and other important features such as healthy riparian areas. Since our millions of acres of timberlands contain a range of forest ages and structures, along with protected areas around streams, wetlands and special habitat features, these forests support a high level of biodiversity.

To preserve and protect the ecosystem balance, we are constantly taking the biodiversity pulse of all the land we own and manage. Our assessments, which include collecting and analyzing species occurrence data and monitoring for the presence of threatened or endangered species, guide and inform our implementation of forest management activities, as well as our habitat conservation and species management plans. Practices we implement to support biodiversity include leaving buffers along riparian areas; surveying sites for species occurrences prior to harvesting and thinning activities; refraining from harvest during certain sensitive times for animal species; and helping create specific habitats using prescribed burns.

How We Do It: Wildlife Habitat



A common misperception about managed forests is that they do not support diverse plant and animal communities — but the truth is that our forests are home to vibrant ecosystems throughout the United States and Canada. This “How We Do It” issue paper dives into the details of how we manage our forests for wildlife habitat.

[Learn More About How We Manage Habitat>](#)

Conservation

Ensuring our forests provide habitat features that help us support at-risk, sensitive, [threatened and endangered species](#) is a core component of our environmental stewardship. We are proud to partner with government agencies and conservation groups to achieve positive outcomes by identifying and preserving areas with exceptional historical, scenic, recreational, forestry or wildlife habitat attributes.

We create and manage critical habitat by implementing best management practices on the lands we own and manage in the United States and the public lands we manage in Canada. In the U.S., we participate in multiple conservation-focused programs, including conservation easements and agreements, [mitigation banking](#), Habitat Conservation Plans and similar arrangements with the federal government. In Canada, we work with the federal and provincial governments to develop, deliver and implement recovery strategies for species at risk as required by the Species at Risk Act.

Conservation easements and other local agreements, combined with our sustainable forest management practices, can enhance the long-term stewardship and protection of wildlife habitat, biodiversity and recreational access. These partnerships are made with a variety of groups and organizations, and they allow us to continue managing our forest resources, which helps protect the economic benefits working forests create. Habitat Conservation Plans in the U.S. and Species-Specific Recovery Plans in Canada provide guidance on the recovery and enhancement of habitats for threatened and endangered species. We participate in more than 50 conservation agreements and collaborative efforts that address specific habitat needs of at-risk or sensitive species across the forests we own and manage.

In addition to conservation agreements and easements, we currently operate 16 mitigation banks, primarily in the U.S. South. Several other banks and projects are in various stages of evaluation and development. Authorized through the U.S. Clean Water Act, mitigation banking allows us to set



Blog: Eagle Rescue in Oregon



When our people came across a bald eagle with a broken wing in a remote Oregon forest, they formed a rescue plan that delivered the bird to a nearby raptor center and set it on the road to recovery.

[Read More About the Rescue>](#)

aside certain areas of our timberlands to preserve, enhance or restore a wetland, stream or other habitat area to compensate for development by another entity in a similar nearby ecosystem. Mitigation banks are regulated and approved by the U.S. Army Corps of Engineers and a consortium of federal, state and local agencies.

Clean Water

Our forests are critical for providing clean water to communities in our watersheds. The trees, plants and soil absorb rain and snowmelt, then filter and slowly release clean water into the many streams, rivers and groundwater systems on our lands. From harvesting to road building, our sustainable forestry practices safeguard water quality by maintaining our forests' ability to capture and filter water — for people, fish and countless other organisms.

Our company's measurable impact on water use is limited to our Wood Products' manufacturing sites and business offices because our forests rely on natural precipitation (rainwater or snow) to grow. In our manufacturing sites, water is either recycled or treated on-site, evaporated while products are drying or delivered to a local, publicly owned treatment facility. Even with this [minor amount of water use](#) at our mills, we continue to focus on reducing water use wherever possible.

We recognize that water risks are a global challenge. Through internal analyses and tracking, we manage water risk at the site level. Based on our most recent assessment using the [World Resources Institute's Aqueduct Water Risk Atlas](#), none of our Wood Products mill locations or U.S. timberlands overlap with areas of extremely high water risk. We conduct this analysis of water risk whenever new locations are brought into our portfolio, and we periodically revisit our companywide analysis to evaluate whether water risk has changed.



Blog: Establishing Oregon's Newest Public Research Forest

We partnered with the Trust for Public Land, Oregon State University and others on a landmark conservation deal to expand recreational access and establish new educational opportunities for forestry students on 3,100 acres near Portland, Oregon.

[Read More About the Partnership>](#)



Blog: Exploring Alternative Fuels

In 2025, we rolled out our first fleet of renewable natural gas logging trucks in Goshen, Oregon, marking a new chapter in our long-standing exploration of alternative fuels.

[Read More About the Rollout>](#)



Blog: Innovation and Teamwork Power Energy Savings in Montana



Our three Montana manufacturing facilities teamed up to reduce their energy use by more than 4 percent over a 12-month period — saving enough electricity to power 187 homes for a year.

[Read More About their Energy Savings>](#)

SUSTAINABLE MANUFACTURING

Wood is the ultimate green building material. It can be produced on an endlessly renewable cycle that protects the environment and sustains rural communities. Its production consumes less energy, emits fewer greenhouse gases, releases fewer pollutants and generates less water pollution compared with other building materials used for similar applications, such as concrete and steel. Wood products also store more carbon and are safe, durable and beautiful.

Making Better Energy Choices

On average, we meet more than two-thirds of the energy needs in our manufacturing facilities by using by-products such as bark, sawdust, chips and

shavings as fuel. This approach helps reduce our reliance on nonrenewable fossil fuels and our overall environmental impact.

We strive to be a leader in energy efficiency, energy independence and sustainable, cost-efficient operations. A cross-functional energy team leads the planning and implementation of our energy strategy in our Wood Products business, while at the site level we work to reduce the amount of energy it takes to manufacture our products by focusing on energy efficiency improvements. In addition, we integrate greenhouse gas considerations into our capital-planning processes to ensure resources are appropriately allocated to reducing our carbon footprint.

We also play a role in providing renewable energy solutions to the market. Our timberlands provide an important land base for renewable energy production, such as wind and solar power. And we supply other mills, companies and utilities with woody biomass used to produce renewable energy.

How We Do It: Energy Efficiency in Our Wood Products Business



Learn about our proactive, in-depth approach to managing our energy usage within our manufacturing and distribution facilities, as well as our goals for reducing our greenhouse gas emissions across our supply chain.

[Learn About Energy Efficiency>](#)

Decreasing Our Emissions

To keep global temperatures from rising, the business community must continue to reduce greenhouse gas (GHG) emissions. We understand the scale and difficulty of this challenge, and as a company we continually seek to decrease our GHG emissions and other pollutants such as carbon monoxide and volatile organic compounds.

Between 2000 and 2020, we reduced our total GHG emissions by 57 percent, and in 2021 we set

new GHG emission reduction targets that align with the goal of limiting global warming to 1.5 degrees Celsius. These ambitious targets — approved by the [Science Based Targets initiative](#) — include reducing our Scope 1 and 2 emissions by 42 percent and our Scope 3 emissions by 25 percent per ton of production by 2030. In 2025, we decreased our Scope 1 and 2 emissions by 14 percent compared to our 2020 baseline.

To continue to make progress toward these goals, we are focused on improving energy intensity in our mills and investing in cleaner-burning machinery and upgrades to emission-control systems. Additionally, we are working to decrease emissions in our Timberlands business through fuel-switching and other noncapital improvements where feasible.

Making the Most of Every Tree

We strive to use as much of each log as possible that enters our manufacturing facilities and continually seek new outlets for our manufacturing by-products and used equipment. The primary products we make are solid lumber, wood panels and engineered wood



Blog: From Bleak to Bountiful

For nearly two decades, our scientists tracked the amazing recovery of regional fish populations following a devastating wind and rainstorm that wreaked havoc on stream systems within our Pe Ell tree farm in southwest Washington.

[Read More About the Fish Recovery>](#)

How We Do It: Making the Most Of Every Tree We Harvest



Learn more about how we maximize the value and benefits of every tree we harvest, including by finding beneficial uses for our mill by-products.

[Learn How We Use Trees Efficiently>](#)

products. Wood shavings, sawdust, chips and bark — by-products created during the manufacturing process — are sold or delivered to downstream customers that make other useful and essential products such as toilet paper, diapers, paper, cartons, boxes, bags, landscaping mulch and more. On average, 99 percent of our wood by-products are used to create other products or to generate energy.

RESPONSIBLE PROCUREMENT

On average, we source about 40 percent of the wood used in our products from our U.S. SFI-certified forests, about 20 percent from other sustainably managed certified forests, and the remaining 40 percent from noncertified forests, which are typically small, family-owned forests. Whether wood comes from a sustainably managed certified forest or not, we ensure all the fiber we purchase and use to make our products is from legal, noncontroversial and responsible sources.

Our approach to responsible sourcing is guided by our Wood Procurement Policy and our certification to the SFI Fiber Sourcing and Certified Sourcing standards. This approach includes avoiding controversial sources of wood and positively influencing the forest practices of the landowners we buy logs from through actions such as requiring best management practices for protecting water quality, promoting and conserving biodiversity, requiring the use of trained loggers and sharing sustainable forestry information with landowners.

How We Do It: Forest Management & Wood Procurement Certification



We have a long history of managing our forests sustainably and advancing responsible wood procurement throughout our supply chain. We verify this work through companywide certification to multiple independent, third-party standards, which provide customers and other stakeholders with assurances that all our products and operations meet rigorous sustainability standards. Learn more about the practices we implement to achieve this important certification.

[Learn About Our Certifications>](#)

OUR CARBON STORY: REMOVALS & STORAGE

Sustainably managed forests are a critical part of climate mitigation. As our millions of acres of forests grow, they absorb carbon dioxide from the atmosphere and store it as carbon in their trunks, limbs and roots, as well as in the soil. After our trees are harvested and made into long-lived wood products, much of their carbon remains stored for the life of those products. After harvest, we plant millions more trees, which immediately begin absorbing CO₂ from the atmosphere, and the next round of wood products stores more carbon yet again — all part of an amazing sustainable cycle. Our managed forests mature quickly and, through

continuous rotations, are often able to sequester more carbon than unmanaged forests, all while maintaining a vast pool of carbon across the forest landscape.

When logs are made into wood products used in buildings, the carbon in those wood products is stored for the life of the building. Wood products also require less energy to manufacture than other nonrenewable building materials such as steel and concrete, resulting in fewer greenhouse gases being emitted. Our [Carbon Record](#) provides a detailed accounting of the carbon that is sequestered by our forests and wood products.

Weyerhaeuser's Carbon Record

In 2025, our forests and manufactured wood products removed a total of 31 million metric tons of carbon dioxide equivalent (mtCO₂e), our total emissions were 10 million mtCO₂e, and our forests stored between 2.3 billion and 3.7 billion mtCO₂e. Read our full accounting and learn more about our methodology in our industry-leading *Carbon Record*, which provides a unique reference point and roadmap for how working forests play an essential role in net-zero strategies and climate solutions.

[Presentation: The Story of Our Climate Contribution >](#)



2.2 | Social Responsibility

Throughout our long history, social responsibility has been an integral part of how we do business. We depend on people to succeed, and we take seriously our responsibility to treat everybody with respect and care, both inside and outside our company. We need diverse, talented workers to grow, innovate and thrive with us for decades to come. And we need strong communities around us, filled with people who trust and appreciate our work and grant us social license to continue operating.

Our commitment to social responsibility means doing everything we can to create a safe, inclusive work environment where employees are excited and proud to spend their whole careers. It also means investing in the communities where we operate so they remain vibrant, prosperous places to live and work.

SAFETY

Everywhere you go in our operations, our safety vision hangs on walls as a reminder that safety is our way of life at Weyerhaeuser, and that working injury-free is achievable. Our vision is grounded in caring leaders who inspire employees and build our safety culture, engaged employees who own safety and look out for each other, and consistent execution of our risk-based system to prevent incidents. We use a common approach that focuses on building relationships; eliminating or reducing our highest risks; using simple, proven tools; developing and verifying safety skills; and driving continuous improvement in our safety performance over time.

Through sustained effort over many decades, we have made significant progress toward reducing injuries in our workplace, and we are committed to ongoing improvements on our journey to operating injury-free. In 2025, to help us coordinate our safety approach across the company, we formed a new Safety Council comprised of a cross-section

of experienced leaders from different businesses, functions and regions. The Safety Council drives visibility and alignment across the company by reviewing system effectiveness, identifying areas for improvement, surfacing issues and supporting consistent implementation of standards. In addition, we added four new positions to support our overall safety program, including a safety engineer focused on accelerating our efforts to engineer risk out of our systems wherever possible.

We also understand that to prevent injuries and continuously improve our safety performance, we must learn from our safety incidents and near misses. We require that all incidents be reported, recorded and investigated according to defined processes based on incident type and severity. Most importantly, we regularly communicate with employees about what we have learned. Any injury is one too many, and we are continually working to mitigate our highest-risk areas and reduce the number and type of injuries our people experience at work.



Blog: Making Safety Personal

Erick Cooper, safety lead at our lumber mill in Plymouth, North Carolina, tells every new hire to make safety personal. "If you make safety personal," Erick says, "you're going to do everything within your power to do your work the right way — the safe way."

[Read More About Erick's Approach>](#)

CONTRACTOR SAFETY

The nature of our business requires us to use contractors to complete various types of work. We understand the importance of a safe partnership and have long required the companies we work with to have effective safety programs in place. In fact, we choose to only work with contractors whose safety programs meet or exceed our contractual requirements.

Guided by our safety vision, we take a collaborative, values-based approach with our contractors that prioritizes preventive behaviors and the management of high-risk areas and tasks.

Our approach includes:

- **Contractor-developed risk-based safety plans** that focus on recognizing and mitigating serious hazards.
- **Paired leadership visits** during which our leaders join contractors on job sites to observe their crews in action and talk about shared values, strengths and opportunities for improvement.



Video: Safety Is the Most Important Thing We Do

Everyone at our company shares responsibility and accountability for safety. Listen to employees describe how they live our safety value every day.

[Watch Our Safety Video>](#)

DEVELOPING OUR PEOPLE

Our employees want to work for a company that cares about their professional growth, and we want people on our team who, when given fair opportunities to do so, strive to continually learn and grow throughout their careers.

Our employee development program has a three-pronged approach: formal education and training opportunities, exposure and relationship building, and on-the-job experience that grows skills and competencies.

To facilitate growth in these areas, employees work with their managers to identify the right mix of education, exposure and experience that will help them meet their professional-growth goals. In 2025, 89 percent of our salaried employees had an individual development plan. In these plans, employees identify the leadership, business and technical skills they need to acquire to either excel in their current role or move into a new opportunity. They also identify internal relationships to build in support of their career journey. To help facilitate these connections, more than 800 of our employees have joined our online mentoring platform, Growth Rings. In addition, we provide an online toolkit for both employees and managers to help foster meaningful and constructive career-coaching conversations while developing and discussing these plans.

We continually sharpen and expand our formal training and education opportunities. We offer three classroom-based leadership development programs, one for each level of leadership, including front-line, mid-level and future executive. In 2025, more than 300 of our leaders participated in these programs. In recent years, we have also expanded our suite of asynchronous online learning opportunities and increased our capacity to deliver on-demand, virtually facilitated training. In 2025, our employees collectively logged more than 40,000 hours of training in our online learning management system.

WEYERHAEUSER
**People
Spotlight**

Generations of employees have built their careers at Weyerhaeuser. Many of our people have been with us for 20, 30, 40 — even 50 — years. We value their loyalty and strive to create a culture where all employees, from new hires to those nearing retirement, can grow, develop and find long-term professional fulfillment. Our people truly are the difference. These are just a few of their stories.



Jill Bell

Safety Liaison
Oregon

WEYERHAEUSER
People
Spotlight



Jill Bell understands what it means to grow with a company. She joined Weyerhaeuser straight out of college as a forest engineer in Western Timberlands. Over the past 22 years, she advanced through operations roles, becoming an area manager at our Snow Peak tree farm in Oregon before recently transitioning into a new position as a safety liaison in Corporate Health and Safety. The move fulfilled her long-standing passion for safety and brought her closer to home in rural Clackamas County. "I never imagined leaving Timberlands until this role," Jill says. "But seeing the corporate side has opened my eyes to new opportunities. I've always been open to wherever the path leads, and now that path looks a lot broader."



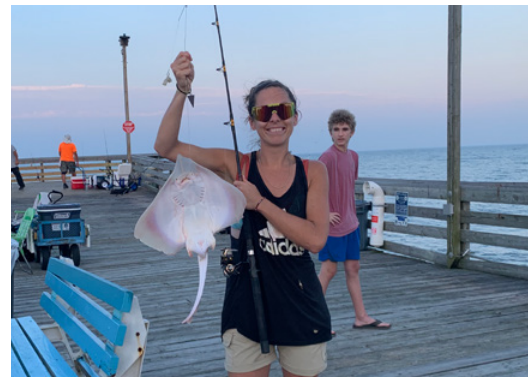
The team has been so welcoming. We come from very different backgrounds, but they're incredibly knowledgeable and willing to share. I feel like I hit the jackpot."

[Read more about Jill >](#)

Catherine Mrjoian

Forest Carbon Biometrician
Virginia

WEYERHAEUSER
People
Spotlight



Catherine Mrjoian knows better than most what it takes to develop a high-integrity forest carbon project. As a forest carbon biometrician, she works closely with our Forest Carbon team to ensure business leaders and decision-makers have the right data and statistical modeling at every stage of the process, from project selection through verification. "I love how committed the company is to developing realistic, high-integrity carbon projects," Catherine says. "There's so much work that goes into each project, and so much care that goes into the work."

[Read more about Catherine>](#)



[In college] I learned Weyerhaeuser employs some of the most renowned biometricians in the business. And I've always wanted to be around the best of the best."

Ryan Kellberg

Product Evaluation Engineer
Washington

WEYERHAEUSER
**People
Spotlight**



Breaking things is just part of the job for Ryan Kellberg, one of the newest members of our Product Engineering team in Federal Way, Washington. As a product evaluation engineer in our Wood Products Lab, Ryan studies how our structural wood products perform under stress, often testing them to failure. His work helps establish the design strengths engineers rely on to build safer, more efficient structures with our engineered wood products, while also providing valuable feedback on product quality and new product innovations. "This role gives me a much deeper understanding of how our products actually behave under stress," Ryan says, "and how we help shape the standards for the entire industry."

[Read more about Ryan >](#)



“Once I got here, I saw that we do things the right way, even if it may put us at a short-term disadvantage. We don't cut corners, and we actively try to steer the industry in the right direction.”

Abdul Nunow

Engineer
Alberta

WEYERHAEUSER
People
Spotlight



Growing up in a refugee camp in Kenya, Abdul Nunow experienced firsthand the generosity of volunteer organizations. Today, as an engineer at our oriented strand board plant in Edson, Alberta, he says he's paying that kindness forward by volunteering at the local food bank, where he helps prepare fresh and frozen donated food for area residents. "Even the simplest effort can make a difference in someone's life," Abdul says. "Volunteering has been a great way for me to build connections in the community, and it's fostered teamwork skills that help me in my career."

[Read more about Abdul >](#)

"I'm incredibly grateful to be a part of a company that values and encourages involvement in the community."



Leta Smith

Compensation Program Manager
Washington



As a fourth-generation Weyerhaeuser employee, Leta Smith is no stranger to seeing the company's name at the top of a pay stub. Remarkably, a member of her family has been on the payroll for all but a few years of our 125-year history. More than 20 years into her own career, Leta now manages compensation plans that involve the pay for nearly 85 percent of our employees. "I love the wide array of people I get to work with," she says. "There are so many opportunities to hear about peoples' experiences in the company, which I love."

[Read more about Leta>](#)



I remember sitting in our old headquarters in Federal Way, calling my grandpa to tell him I got hired. He was so proud. My grandma said he almost had tears in his eyes because he knew I'd be well taken care of and would have a good career with Weyerhaeuser."

Gentry Hassell

Journey-Level Mechanic
North Carolina

WEYERHAEUSER
**People
Spotlight**



Fire safety has been a lifelong interest for Gentry Hassell, who grew up dreaming of fighting fires and following in the footsteps of his grandfather, a volunteer firefighter. That path eventually led him to Weyerhaeuser, where, as a journey-level mechanic at our Greenville lumber mill in Grifton, North Carolina, he's responsible for maintaining every piece of equipment that could be needed to help prevent or suppress a fire. When he's not working at Weyerhaeuser, Gentry continues that commitment by volunteering with his local fire station. "People who aren't familiar with sawmills have no idea how much suppression equipment we have," he says. "There are a lot of things to keep track of, and you really have to get to know the equipment and all its parts."

[Read more about Gentry >](#)



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It makes me feel good to protect people and their belongings. Between my job and volunteer firefighting, I feel like I'm able to make a real difference at the mill and in my community."

WEYERHAEUSER

People Spotlight

We know that our sustainability value is important to our current and future employees and often factors into the decision of whether to join our company. We also know that our success at Weyerhaeuser has always depended on having talented, engaged employees who believe in the work we do and how we do it, and we invite you to learn more about our vision and values, explore opportunities available across North America and apply for open roles through our online portal.

Come grow with us at Weyerhaeuser

[Browse Careers>](#)

Meet even more of our people and learn about their career journeys at Weyerhaeuser

[Discover More Stories>](#)



BUILDING AN INCLUSIVE CULTURE

Inclusion is a core value at Weyerhaeuser, and we believe our work building an inclusive culture is critical for our company and long-term success. Our goal is to create a truly welcoming work environment where everyone has opportunities to contribute, learn and grow throughout their careers with us.

In a 2025 survey of our employees, 86 percent agreed that their work environment is inclusive — up 2 percent from our 2024 survey and up 4 percent from 2020, when we first began asking this question. That tells us we are on the right track but still have work to do.

Each year, we set goals to drive improvement in three key areas: leadership, people and culture. We then monitor progress over time and regularly promote awareness and education through companywide stories and employee testimonials. We also draw on our Inclusion Council, which reflects broad employee perspectives from across our operations and meets regularly to share ideas about how we can accelerate progress and champion our inclusion value. In 2025, we met with leadership teams in our operations and



Video: Creating a Stronger Company

Hear from employees about how our inclusion value makes us stronger.

[Learn More About Our Inclusion Value>](#)

joined team meetings across the company to discuss inclusive leadership, share progress and provide hands-on support. Through our new leadership competencies toolkit, we also provided leaders with descriptions of what excellence looks like for treating everyone fairly and with respect, building trust and psychological safety, seeking and learning from diverse perspectives, and pausing to ensure an inclusive mindset when making decisions about people.

SUPPORTING OUR COMMUNITIES

We operate in communities of all sizes across the U.S. and Canada, and we are proud to give our time and money to help them remain vibrant places to live and work. In 2025, we provided \$5.9 million in charitable giving to our operating communities, and our employees completed 788 volunteer activities and volunteered more than 24,000 hours of their time to causes they care about.

Most of our philanthropy is directed through the [Weyerhaeuser Giving Fund](#), which makes cash contributions to community organizations through grants and disaster-relief funding. Our employees serve on local advisory committees for our Giving Fund and help develop funding priorities within seven focus areas to support their communities: attainable housing, education and youth development, environmental stewardship, human services, civic and cultural growth, workforce development and inclusion. These focus areas provide a strong companywide framework for giving while allowing flexibility to meet specific needs in our different communities.

In addition, through our companywide employee-giving platform, we provide an easy way for all employees to log volunteer time and donate to their favorite community organizations. We match employee donations and volunteer time up to \$1,500 per employee per year. In 2025, we committed more than \$575,000 to match eligible donations and volunteer hours logged by our employees to amplify support for eligible community organizations.

We provide additional support through our THRIVE program, which we launched in 2023 with a commitment to invest a total of \$5 million across five of our operating communities most in need of extra support. Read more about THRIVE, one of the signature programs of our 3 by 30 Rural Communities ambition, later in this report.

PROMOTING ENVIRONMENTAL EDUCATION

Drawing on more than a century of experience in sustainable forestry, our employees share our story and expertise by hosting tours of our forests and manufacturing facilities across North America. In

addition, we operate two education centers that are open to the public and provide free access to a range of experiential learning opportunities about forestry, ecology and environmental issues. In Washington, our [Mount St. Helens Forest Learning Center](#) tells the story of the eruption of Mount St. Helens and the forest's return through interactive, hands-on activities and visual displays. In North Carolina, our [Cool Springs Environmental Education Center](#) offers a 1,700-acre working forest and outdoor classroom for visitors — including school groups — to showcase how sustainable forestry practices benefit wildlife habitat, air quality, water quality and recreational activities.



Blog: Serving the Community

Deborah Leedy, site administrator at our distribution center in Redding, California, embodies Weyerhaeuser's citizenship value, volunteering regularly for five different organizations in her community. "Try starting with something you're passionate about — and give it some time," says Deborah, when asked what advice she would give others looking to volunteer. "If you struggle to find something you are passionate about, just start somewhere and keep volunteering until you find your passion."

[Read More About Deborah's Efforts>](#)



Blog: Tree Donations Spread Holiday Cheer

Donating Christmas trees to our operating communities is a proud holiday tradition for our Timberlands teams, especially those in the Pacific Northwest. In 2025, Weyerhaeuser trees brightened rotundas in the state capitol buildings in Oregon and Washington and were featured prominently in public displays and holiday events across many other communities in the region.

[Read More About Our Donations>](#)



Blog: Supporting Mental Health



In 2025, we grew our Fighting Fires Together campaign for a fourth straight year, continuing our partnership with the Firefighter Behavioral Health Alliance to raise awareness and provide specialized mental-health support and resources to wildland firefighters and their families.

[Read More About Our Partnership>](#)

To support hands-on learning, we also [donate seedlings](#) to nonprofit organizations in the Puget Sound area of Washington state that share our high standards of environmental responsibility and our appreciation for trees as a renewable resource. We prioritize groups serving youth or marginalized communities who plan to use our donated seedlings for either educational and/or tree-planting projects.

In addition to these efforts, staff throughout our operations work with local schools and higher education programs to offer educational tours and interactive experiences in our forests. These engagements offer students opportunities to learn about sustainable forest management and careers in forestry and the forest products industry.

To improve students' understanding of the wood products industry, we partner with the North Carolina Forestry Association to assemble and share "Goods from the Woods" boxes to provide educational resources in local classrooms. These boxes are designed for elementary-school students and contain many examples of essential, everyday products derived at least in part from trees. In 2025, we distributed approximately 75 of these kits to local classrooms or teachers.

PROVIDING RECREATIONAL ACCESS

Our U.S. timberlands are unmatched in their diversity and geographical spread. From spectacular lakes and hardwood forests in the Northeast to rugged mountains and scenic rivers in the Pacific Northwest and expansive pine forests in the South, our lands provide exceptional opportunities for outdoor adventure. We are proud to connect people with everything nature has to offer and have designed



Blog: Volunteering His Knowledge



Andrew Brown, environmental management systems manager in Lynchburg, Virginia, volunteers to teach students about trees and forest resources. "I've always enjoyed teaching, especially kids," Andrew says. "When I can get them to care about forests, trees become even more important to them."

[Read More About Andrew's Volunteerism>](#)

our access programs to appeal to a wide variety of interests, recreational needs and preferences that align with the social customs and cultural values of the communities where we operate. Among the activities people enjoy on our lands are hunting, fishing, camping, hiking, mountain biking, kayaking, cross-country skiing and berry picking. We also work to minimize unwanted and unsafe activities such as poaching, arson, vandalism and trash dumping.

While opportunities vary by state and region, we offer three primary options for accessing our land:

Leases

Leases provide exclusive recreational access to a specific property — usually year-round — for a variety of benefits and are a preferred option for individuals, families or groups looking to manage their experience and get away from crowds.

Permits

Permits allow simple access to much larger acreages and wider-scale opportunities than leases, while retaining much of the exclusivity benefit. We offer year-round vehicle or walk-in access to large block ownership for activities, such as hunting or gathering firewood, that are limited to a certain number of users.

Open Lands

Some of our properties have shared access roads, are closely intermingled with public land or are enrolled in government-sponsored access programs such as Wildlife Management Areas. Many of our open lands opportunities are zero cost or require only an additional wildlife agency stamp in conjunction with a hunting license purchase.

2.3 | Strong Governance

We manage one of the most sustainable, versatile resources on Earth, and we understand the importance of carrying out our work the right way — ethically and sustainably — so our forests last forever, our mills continue operating and supporting local communities, and our company endures for generations to come.

We follow sound corporate governance practices and adhere to robust compliance processes that are integrated into all our decision-making — ensuring we can operate sustainably and deliver shareholder value both now and over time. By upholding integrity as a core value, reducing risk throughout our supply chain and maintaining proactive board oversight, we ensure our ability to deliver value for investors, customers, employees and the communities where we live and work.

BOARD OVERSIGHT & CORPORATE GOVERNANCE

Our sustainability strategy is set by our senior management team and supported by cross-functional staff and business leaders who identify opportunities, risks and external trends and provide recommendations to optimize performance. Our board of directors — specifically our [Governance and Corporate Responsibility Committee](#) — provides additional oversight and direction on our sustainability strategy, including matters relating to climate change and nature, and annually reviews our performance and progress. The committee also provides oversight of our significant sustainability topics, including environmental and safety matters, ethics and business conduct, political activities and human resources practices. Based on guidance from this committee, our senior management team is accountable for the implementation of our sustainability strategy.

Our corporate governance practices and policies promote the long-term interests of our shareholders, strengthen the accountability of our board of directors and management, and help build public trust in our company. Our governance framework is built on a foundation of written policies and guidelines, which we review and update regularly to reflect best practices and feedback from our shareholders. Our corporate governance practices align with the governance principles set out in the corporate governance framework established by the Investor Stewardship Group for U.S.-listed companies.

Highlights of our corporate governance practices include:

- Ten of the 11 directors on our board are independent; all directors are elected annually; and the board chair and CEO roles are separate.
- We have a robust shareholder engagement process and a shareholder proxy access bylaw provision, and our shareholders have the right to call special meetings under specified circumstances.
- We have clear requirements for executive and director stock ownership, as well as a prohibition on hedging or pledging company stock.

LEADING WITH INTEGRITY

Integrity is our longest-held core value at Weyerhaeuser and a critical part of our company vision. We have a strong, long-standing culture of ethics, and for more than 125 years, we have earned a reputation for conducting business honestly, fairly and with integrity.

Our Ethics and Compliance program drives our integrity practices and includes our long-established Code of Ethics, regular ethics training for employees, confidential resources to report ethics concerns or questions, and clear expectations for suppliers.

WE REGULARLY REVIEW AND REVISE OUR CODE OF ETHICS

Established in 1976, our [Code of Ethics](#) clearly outlines our expectations for ethical business conduct at Weyerhaeuser. It is a resource for all employees and board members on ethical decision-making and provides guidance on topics such as conflicts of interest, antitrust and competition laws, international business conduct, preventing harassment and discrimination, human rights, health and safety, and more.

We periodically update our Code of Ethics to reflect changes in laws, company policies or best practices, and in 2023 we adopted the 10th edition (also available in [Spanish](#) and [Japanese](#)). This edition

amends some definitions in accordance with relevant laws, aligns with new regulations and best practices as well as updated internal policies, improves the code's organizational structure and accessibility, and reflects an overall update to various code provisions.

WE CONDUCT RECURRING ETHICS TRAINING

We regularly provide comprehensive ethics training to all employees and ensure employees in key roles complete a certificate of compliance. We periodically update our ethics and compliance training modules and refresh our enterprise risk assessment annually. We always encourage our employees to ask before they act if the path forward is not clear.

WE ENCOURAGE PEOPLE TO REPORT ETHICAL CONCERNS

Employees, senior management, officers and directors share responsibility to ensure Weyerhaeuser acts ethically in everything we do. We maintain a speak-up culture, and employees are expected to promptly report any conduct inconsistent with our Code of Ethics, company policies or the law.

We encourage everyone, whether internal or external, to report concerns or ask questions about potential violations of our Code of Ethics, company policies or the law. We maintain an [EthicsLine](#) and an [online submission portal](#) where anyone can submit anonymous questions or concerns. These resources are managed by an independent company and are available in multiple languages 24 hours a day, seven days a week. The resulting confidential case reports are quickly referred to our Ethics and Compliance team. Concerns about accounting, audit matters or internal controls can also be submitted to the chair of our board of directors' Audit Committee through email.

In 2025, the Ethics and Compliance team and legal investigation program received 165 submissions. Of these, 29 percent were found substantiated or partially substantiated, and 4 percent were questions that did not require investigation. Most of the submissions (81 percent) were related to employment, with the remainder related to business integrity, health and safety, and other general questions or concerns.

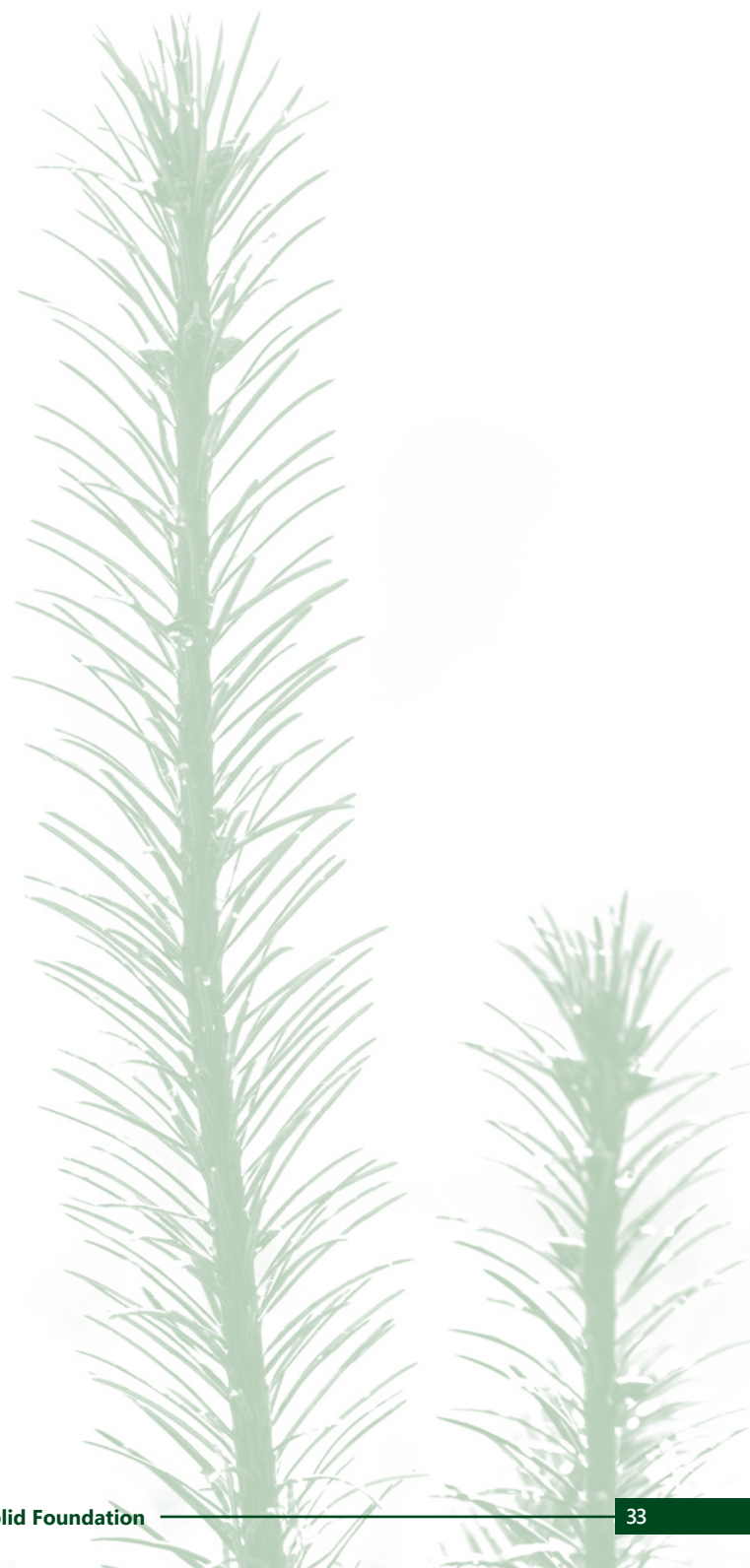
SUPPLY CHAIN EXPECTATIONS

We use a variety of processes to ensure both our company and our supply chain are managed ethically. Our [standard terms of purchase](#) require suppliers to follow all applicable laws, including environmental, health and safety, labor, and employment, and adhere to our [Supplier Code of Ethics](#) in their own operations when working for us.

Our [Human Rights Policy](#), guided by the United Nations' Universal Declaration of Human Rights, includes our commitment to respecting human rights across our operations and supply chain. We ensure these rights are protected and mitigate the risks of human rights violations by maintaining policies and procedures, educating employees on our standards, monitoring higher-risk segments of our supply chain and operations, investigating any related allegations, and participating in regulatory reporting and transparency requirements. Our human rights program is periodically reviewed to identify any areas of improvement, and we report any major concerns to our board of directors.

We maintain policies to guide responsible sourcing decisions and develop risk-based procedures to ensure that potential suppliers and contractors align with Weyerhaeuser's values. In Canada, our ongoing efforts to engage in responsible sourcing are documented in our report on [Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act](#) (also available in [French](#)).

In addition, our [Wood Procurement Policy](#) outlines our expectations that we and our suppliers comply with the law and do not cause or encourage destruction of forest areas at risk of loss from unsustainable forest management practices. All our manufacturing facilities are certified to the Sustainable Forestry Initiative Fiber Sourcing or Certified Sourcing standards, which require us to conduct risk assessments to avoid controversial sources of wood fiber and implement an effective risk mitigation program if a potential use of controversial sources is identified.





3. Improving Business Alignment

Key Highlights

To be successful, our sustainability strategy must work in concert with our business goals and strategies. We understand the importance of this alignment and are focused on deepening the integration of sustainability into our business planning and everyday operations. This process ensures sustainability is considered when making business decisions, raises awareness for how sustainability performance can support business outcomes, and enables teams across our company to recognize and celebrate their sustainability wins.

From more intentionally considering sustainability during annual business planning to linking sustainability performance with daily tasks, we continue to identify ways to embed sustainability deeper into our business processes. This level of integration and alignment ensures sustainability is fully considered in how we plan, execute and evaluate our overall company performance.



Wood Products

Increased our presence at the International Mass Timber Conference — the world's largest mass timber trade show — to raise awareness of Weyerhaeuser's role in supporting sustainable mass timber products and the forest economy.



Timberlands

Integrated sustainability content into initial role-specific trainings, elevating awareness and reinforcing for frontline employees how their work and responsibilities contribute to local and overall sustainability performance.



Strategic Land Solutions

Continued advancing opportunities for forest carbon projects, renewable energy development, mitigation banking, conservation, carbon capture and sequestration, and other climate solutions.

3.1 | Sustainability Integration Wins

We continued supporting all our businesses in embedding sustainability considerations deeper into their regular planning processes and provided updates on the key actions and levers driving their sustainability performance. We also refreshed existing communications materials to help our site leaders and employees better understand and share their local environmental and social responsibility performance. We will continue working with each of our businesses to strengthen the awareness and execution of their key sustainability levers, equip employees with tools to understand and tell their local sustainability stories, and amplify business-specific sustainability wins across the company.

In 2025, our [Wood Products](#) business aligned with our 3 by 30 Sustainable Homes ambition to increase our presence at the International Mass Timber Conference in Portland, Oregon. Members of our Sustainability team joined leaders from our Wood Products business to network and discuss the latest mass timber products, issues and trends with industry professionals and experts from around the world. A representative of our Sustainability team also joined a panel discussion that explored how sustainable forest management and mass timber products support the forest economy. In 2026, we will remain focused on expanding engagements beyond operational sites to ensure sustainability is further embedded in our sales, marketing and product development processes.

In 2025, our [Timberlands](#) business integrated sustainability content into its first round of role-specific trainings, reinforcing for frontline employees how their responsibilities contribute to sustainability outcomes. In our Western Timberlands organization, a focus on staff engagement motivated team members to increase the number of volunteer hours they logged in our companywide giving portal by more than 35 percent. Timberlands also took a big step toward its recently established, business-

specific greenhouse gas reduction goal by launching our first fleet of renewable natural gas logging trucks in Goshen, Oregon. Ten trucks were purchased for initial deployment and are now actively hauling logs throughout the state. In 2026, the business will continue to focus on successfully executing its key sustainability objectives of protecting the environment, growing our people, engaging our communities and demonstrating strong governance.

In 2025, our Strategic Land Solutions organization (formerly our Real Estate, Energy and Natural Resources segment) continued to expand its positive impact through our [Climate Solutions](#) business. Our teams delivered five forest carbon projects with new credit issuances or credits available for sale, executed 14 new renewable energy agreements, sold a conservation easement protecting 50,000 acres in Maine, and signed the company's first agreement to provide mitigation banking services on non-Weyerhaeuser land. In addition, leaders announced a joint venture in Mississippi to turn lower-value logs and mill by-products into sustainable biocarbon for use in metals production. In 2026, our teams will continue to develop and scale our ability to deliver climate solutions and communicate the impact of that work to internal and external audiences.

EMPOWERING EMPLOYEES TO TELL OUR SUSTAINABILITY STORY

Sustainability is both a core value at Weyerhaeuser and a source of pride for our employees. Many employees choose to work at Weyerhaeuser because of our commitment to operating sustainably. Our communications tools are designed to educate employees across the company about the nuances and importance of sustainability and show how their daily responsibilities support our sustainability performance.



Video: Innovative to the Core



At Weyerhaeuser, we are always looking for ways to innovate and improve how we work, whether we are enhancing safety or transforming our operations through cutting-edge technologies such as robotics and automation, machine learning and artificial intelligence, drones, remote sensing and more. Learn how we draw on the ideas and creativity of our workforce and empower our people to bring an innovative mindset to every project.

[Watch Our Innovation Video>](#)

“SUSTAINABILITY LIVE!”

Our internal “Sustainability Live!” series brings information about a diverse array of sustainability topics to all employees through live presentations and video recordings. Employees suggest episode topics, and each session features experts from across the company who share how their work intersects with our sustainability performance and answer questions from the audience. Topics range from our sustainable harvest rate to how we plant trees, manage and respond to wildfires, and support our rural communities. In 2025, we shared select replays from the nearly three dozen episodes recorded since the series launched.

SUSTAINABILITY STATEMENTS

We updated our local sustainability impact statements, which capture our regional and site-level sustainability performance, with our latest annual metrics. These statements help employees understand the sustainability impacts and outcomes of their daily activities and decisions at the mills, distribution centers or timberlands regions where they work. The statements include information about environmental stewardship and social responsibility, such as local charitable giving, employee volunteering, energy use, greenhouse gas emissions and critical safety metrics, and they serve as storytelling aids to empower employees to see and share the impact of their sustainability work.

4. Demonstrating Our Positive Impact

Key Highlights

We know individuals and communities expect companies like ours to help solve some of the world's toughest and most pressing challenges — and we welcome that responsibility. Our 3 by 30 Sustainability Ambitions focus on three specific areas where we play an important role and can make a meaningful difference by 2030: supporting climate action, sustainable homes and rural communities. We know we can't solve these challenges alone, but our vast forests, diverse land base and essential wood products put us in a unique position to make a tangible and lasting positive impact.

In 2025, we reached the midpoint of our sustainability strategy and concluded the second phase of our 3 by 30 Sustainability Ambitions. During Phase 2, we intentionally made fewer but more strategic investments of our time and resources to build on our initial successes. Looking ahead to the third and final phase of our strategy, we will focus on accelerating and amplifying our progress to demonstrate real, measurable impact across all three of our pillars.

CLIMATE ACTION



Piloted guidance from the Task Force for Corporate Action Transparency, a new initiative to simplify carbon accounting into usable frameworks and tools.



Grew opportunities for forest carbon, renewable energy, biocarbon, mitigation banking, conservation, carbon capture and sequestration, and other climate solutions.



Continued supporting The Nature Conservancy and other leading environmental nonprofits to advance natural climate solutions science through sustainable forest management.

SUSTAINABLE HOMES



Expanded our presence at the International Mass Timber Conference, including an exhibit booth showcasing product concepts and applications.



Completed a design studio and competition in partnership with Clemson University. Entries focused on using sustainable wood products to build attainable, high-quality housing.



Continued supporting three design projects at the University of Arkansas through a two-year research fellowship to advance new ideas for sustainable, wood-based construction.

RURAL COMMUNITIES



Selected Buckhannon, West Virginia, as our third THRIVE community and began working with local stakeholders to identify key needs and priorities for our \$1 million investment.



Advanced work in four strategic focus areas — water infrastructure, education, recreation and the economy — to support our first THRIVE community in Zwolle, Louisiana, and the northwest Louisiana region.



Partnered with the Coastal Community Action Program to accelerate progress on attainable workforce housing, the top priority for our second THRIVE community in Raymond, Washington.



Video: The Power of Our 3 by 30 Sustainability Ambitions



Hear from our employees as they share the positive impacts of our work supporting climate action, sustainable homes and rural communities.

[Watch Our Sustainability Ambitions Video>](#)

4.1 | Climate Action

As the steward of millions of acres of sustainably managed forests across the U.S. and Canada, and one of the largest producers of wood products in the world, we are uniquely positioned to be part of the solution to the global challenge of climate change — and to help address the risks to our people, our operations and the communities where we live and work.

Our role in addressing climate change is multifaceted, starting with reducing our greenhouse gas emissions and producing low-carbon materials and energy sources. Our most significant contribution comes from providing immediate and long-term solutions to remove CO₂ from the atmosphere. All the trees across the millions of acres of forests we manage naturally sequester CO₂ as they grow and then store it as solid carbon. Every wood product we make, or that our customers make from our logs, stores much of that carbon for the life of the finished products in homes and buildings. After we harvest, we plant new trees (or in some situations make sure the forest is regenerated naturally) to begin the cycle again. In our case, our growing forested landscape removes more carbon than is released through harvesting on an annual basis. It's part of a continuous cycle of carbon sequestration and storage, and it makes working forests powerful, far-reaching and cost-effective tools for limiting the concentration of CO₂ in the atmosphere.

As one of the world's largest private forest landowners, we also recognize our responsibility to manage our forests in the face of climate change to ensure they continue to stay healthy, productive and act as a climate solution. We know climate change is projected to more severely affect communities that are already vulnerable, and we are committed to leveraging our sustainable working forests and our influence as a sustainability leader to deliver climate-smart solutions that benefit everyone.

By 2030, we envision a world where the value of working forests — and the products that come from them — is fully recognized as one of the key solutions for slowing and reducing the impacts of climate change. In the third and final phase of our 3 by 30 Climate Action ambition, we will focus on three key areas:

Improve the understanding of how working forests and wood products act as climate solutions.

We need a broader public understanding of how working forests and wood products serve as natural mechanisms for carbon sequestration, carbon storage and climate resilience. To that end, we are working to:

- 1. Improve our GHG inventory accounting, target setting and reporting practices to more transparently communicate the impact of our operations.**
- 2. Participate in standards and policy development to improve how the climate impact of working forests and wood products is measured.**
- 3. Partner with organizations that are contributing to the scientific understanding of working forests as climate solutions.**

Provide climate solutions and support the overall growth of the climate solutions marketplace.

Working forests provide a range of climate solutions, including renewable energy development and forest carbon projects, mitigation banking, carbon capture and sequestration, conservation outcomes and more. Many of these solutions can be layered and developed in tandem to unlock the full potential of forests to deliver climate benefits at a scale that truly matters. To that end, we are working to:

- 1. Grow our Climate Solutions business.**
- 2. Increase demand for climate solutions through policy support, relationship building, and influential engagement and communications.**

Demonstrate climate-resilient forestry and support collaborative research to ensure forests adapt to a warmer world.

Forests are complex ecosystems, and the potential impacts of climate change on forest health and productivity are constantly evolving. Understanding and incorporating climate-related risks and opportunities into our business decisions will be vital to ensuring our working forests remain a climate solution for generations to come. To that end, we are working to:

1. **Ensure the forests we manage are adapted to a changing climate.**
2. **Develop climate-smart decision tools for forest management.**
3. **Prepare our forest infrastructure for increased climate-related events.**
4. **Deploy climate-informed disaster response plans for our forests.**



Blog: Reflections from Climate Week NYC

Leaders from our Strategic Land Solutions and Sustainability teams were among the thousands of people who attended Climate Week NYC in 2025. We participated in more than half a dozen formal speaking opportunities and joined countless other meetings, forums and networking events in support of our Climate Solutions business and sustainability objectives.

[Read More About Climate Week NYC>](#)

OUR PHASE 2 ACCOMPLISHMENTS: 2023 – 2025

During the second phase of our 3 by 30 Sustainability Ambitions, we intentionally made fewer but more strategic investments of our time and resources, building on our initial successes. Through this focused approach, we achieved the following:

Advanced efforts to improve the science and rigor of our carbon accounting and climate-resilience practices.

- Published our [GHG Inventory Principles](#) to demonstrate our leadership in carbon integrity and to advocate for a workable and scientifically accurate approach to forest carbon accounting. These principles drew on years of building our own GHG inventory, implementing best practices and incorporating input from nonprofits and scientific advisors.
- Joined the Task Force for Corporate Action Transparency to pilot new carbon-accounting guidance for forests and land use. The new frameworks give companies more flexibility to provide a complete picture of their decarbonization journeys and include our GHG Inventory Principles.
- Developed climate-focused partnerships with leading environmental nonprofits, including a [multiyear collaboration with The Nature Conservancy](#) focused on advancing natural climate solutions science, carbon methodologies and climate-smart forestry.
- Supported academic research into climate-resilient forestry by partnering with North Carolina State University to study the impacts of climate change and sea-level rise on coastal forests, and with the University of Georgia's Southern Pine Health Research Cooperative to explore real-time monitoring of insects using automated sensors.
- Catalyzed the development of a forest and wood carbon data platform — on track to be made available in 2027 — from the U.S. Forest Service and U.S. Endowment for Forestry and Communities to help the entire sector tell a more credible and coherent story about the carbon impact of forests and wood products.



Blog: Presenting at the SFI 2025 Annual Conference



Members of our Sustainability, Timberlands and Recruiting teams traveled to Minneapolis for the Sustainable Forestry Initiative 2025 Annual Conference. The event provided an opportunity to network, learn from other forest professionals and educators, and share our perspective on climate-informed forestry practices, among other topics.

[Read More About Our Participation>](#)

Grew our Climate Solutions business and set the stage for future growth.

- Exceeded our goal of achieving \$100 million in Adjusted EBITDA from our Climate Solutions business by the end of 2025.
- Registered five forest carbon projects in Arkansas, Maine and Mississippi, with several more under development at the end of 2025, and published our [Carbon Credit Principles](#) outlining the foundational beliefs and approaches guiding our participation in the carbon market.
- Expanded other areas of our Climate Solutions business by advancing our eighth operating wind project and our first operating solar project, adding to our mitigation banking services and conservation agreements, and pursuing new exploration agreements for carbon capture and sequestration. We also announced a partnership to produce and sell sustainable biocarbon for use in metals production, including plans to build a facility adjacent to our McComb lumber mill in Magnolia, Mississippi, as part of a joint venture.
- Engaged climate and sustainability stakeholders from around the world through participation at Climate Week NYC, COP28 and other key industry events to advocate for greater trust and integrity in the voluntary carbon market.

OUR PHASE 1 FOUNDATIONAL SUCCESS: 2020 – 2022

During the first phase of our 3 by 30 Sustainability Ambitions, we laid the groundwork for meaningful progress. Key accomplishments included the following:

Implemented industry-leading carbon-accounting practices.

- Drove alignment within the forest sector by calculating and disclosing the net change in carbon stored in our forests and sourcing regions and the carbon in our wood products. We published our work in our award-winning *Carbon Record*.
- Expanded our GHG inventory to include Scope 3 (value chain) emissions.
- Completed the first external limited assurance of our Scope 1 and 2 GHG emissions inventory and data.

Implemented industry-leading target-setting practices for our company.

- Set an ambitious short-term GHG reduction target that was approved by the Science Based Targets initiative as in line with limiting warming to 1.5 degrees Celsius.

- Joined The Climate Pledge and committed to achieving net-zero emissions by 2040 — 10 years ahead of the goals of the Paris Agreement.

Participated in the development of key carbon-accounting standards to ensure proper recognition of working forests and wood products.

- Joined the technical working group responsible for drafting the GHG Protocol’s Land Sector and Removals Standard.
- Supported the World Business Council for Sustainable Development’s Forest Sector Net-Zero Roadmap, which received global recognition at COP26.
- Helped launch the Forest to Frame Carbon Alliance, a sector-wide initiative to build transparency and credibility in forests and wood products.

Focused on ensuring our forests are prepared to adapt and respond to the expected impacts of climate change.

- Identified climate-related risks and opportunities and prepared our first disclosure showing our alignment with the Task Force on Climate-related Financial Disclosures.
- Launched our Climate Solutions business, demonstrating strong alignment between business and sustainability goals.
- Developed a comprehensive Climate Science Prospectus for our Timberlands business and began integrating key activities to prepare for current and future climate-related business disruptors.
- Participated in updating the Sustainable Forestry Initiative standards, which added climate considerations to the Forest Management Standard.



Blog: Supplying Sustainable Biocarbon

In December 2025, we announced a new partnership to produce and sell sustainable biocarbon for use in metals production, including plans to build a manufacturing facility adjacent to our McComb lumber mill in Magnolia, Mississippi, as part of a joint venture with Aymium. The facility will use lower-value logs and mill by-products from the region’s working forests, creating new demand for local wood fiber while helping metals manufacturers reduce their carbon footprints.

[Read More About the Project>](#)



4.2 | Sustainable Homes for Everyone

As an industry leader, we have the opportunity to leverage our products, partnerships and position to significantly increase the availability of high-quality, attainable housing in communities across North America. Through our innovative and sustainable wood products, and our broad network of partners, including homebuilders, nonprofits, government agencies and elected officials, we can support policies to accelerate the construction of attainable homes that meet housing needs across income levels and geographies.

By 2030, we envision a world where sustainable wood products provide abundant, diverse options that ensure everyone has access to quality, sustainably built housing. In the third and final phase of our 3 by 30 Sustainable Homes ambition, we will focus on two key areas:

Advance policies that increase the construction of attainable homes.

Local, state and federal policies and regulations are powerful tools for removing barriers and increasing funding where it can have the biggest impact. This approach can also incentivize the private sector to play a larger role in scaling housing solutions across communities and geographies. To that end, we are working to:

- 1. Identify and prioritize high-impact federal and state policy opportunities that remove impediments to or increase the construction of attainable housing.**
- 2. Execute legislative and advocacy strategies that advance the most feasible and impactful policy opportunities.**

Advance construction of attainable housing through collaborations and partnerships.

Through cross-sector partnerships with industry, nonprofit and community organizations, we aim to

unlock funding and incentivize building in regions where we operate to scale community-led housing solutions. To that end, we are working to:

- 1. Facilitate collaboration among industry, private sector, nonprofit, academic and government partners to scale community-led housing solutions.**
- 2. Strengthen relationships through strategic engagements, education and collaboration.**
- 3. Develop product and service solutions that reduce building costs and shorten construction cycle times to support more attainable housing.**
- 4. Co-author a solution guide with our 3 by 30 Rural Communities team to share learnings and provide business leaders and government officials with a framework for solving attainable-housing challenges.**

OUR PHASE 2 ACCOMPLISHMENTS: 2023 – 2025

During the second phase of our 3 by 30 Sustainability Ambitions, we intentionally made fewer but more strategic investments of our time and resources, building on initial successes. Through this focused approach, we achieved the following:

Expanded research and design initiatives with our academic partners at the University of Arkansas and Clemson University.

- At Arkansas, we supported three design projects through a two-year research fellowship to:
 - Develop 3D-printing capabilities using bio-based materials, including completing a full-scale printed installation in 2025 and producing 12 prototype home concepts; and
 - Complete schematic designs for both an adult family home and an L-shaped patio house that can be configured for multifamily or mixed-use buildings, demonstrating the versatility, strength and beauty of sustainable wood products.

- At Clemson's Richard A. McMahan School of Architecture, we supported the creation of a design studio and the Weyerhaeuser Fluid Studio Design Competition to address attainable housing. Expert judges reviewed entries and identified the winners, resulting in the publication of a four-part, digital studio book ([Part 1](#) | [Part 2](#) | [Part 3](#) | [Part 4](#)).

Launched the Weyerhaeuser Innovation Challenge with Habitat for Humanity International to highlight ideas for using wood products to build attainable, high-quality homes.

- Six Habitat affiliates from across the U.S. were selected during the 2024 challenge to develop and implement their winning ideas for using wood products to increase fair access to attainable homes. The innovations advanced key sustainability priorities, including workforce development, disaster resilience and construction-waste reduction, and most demonstrated potential to scale across Habitat's 1,100 affiliate locations.

OUR PHASE 1 FOUNDATIONAL SUCCESS: 2020 – 2022

During the first phase of our 3 by 30 Sustainability Ambitions, we laid the groundwork for meaningful progress. Key accomplishments included the following:

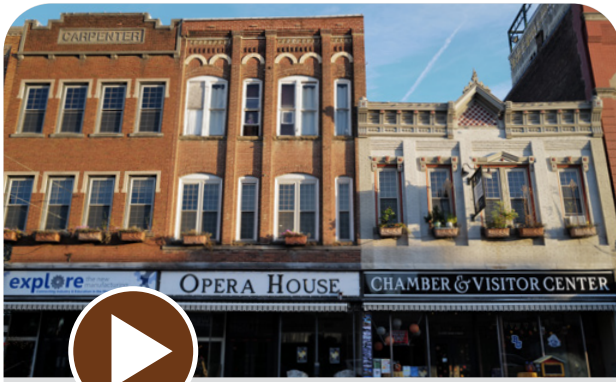
Supported research and development partnerships to improve construction efficiency and increase the availability of wood-based housing options.

- Advocated for state adoption of the International Building Code's 2021 provisions enabling mass timber construction projects up to 18 stories. We continue to work with partners and associations at the state level to grow acceptance of mass timber, position innovative wood building materials as low-carbon options, and encourage state legislators to expand mass timber promotion and construction projects.

- Awarded a grant to the University of Arkansas' Fay Jones School of Architecture and Design in 2020 for a research project and design studio named "[Wood City: Timberizing the City's Building Blocks](#)." The project received a 2021 Green Good Design Award.
- Funded a second design research project at Arkansas in 2021 titled "A Just Home for the Arkansas Timberlands." Together, these projects amplified the school's emphasis on timber and wood products and attainable housing, while attracting new partners interested in using mass timber for affordable housing, including in rural, forest-based communities.
- Supported mass timber and wood innovation projects conducted by Clemson's Wood Utilization + Design Institute.
- Joined Ivory Innovations as a founding partner in 2020 to support innovations in attainable housing, including policy, regulations, finance, construction and design. We funded research and supported an annual award to recognize innovative solutions and initiatives around affordable housing.
- Sponsored Operation Tiny Home's "Alpha" House in 2021 — a prototype small home designed specifically for veterans with service animals and built in part with our products. The home was later donated to Mattersville, a Colorado-based nonprofit supporting veteran housing.

Leveraged our relationships with global organizations to increase acceptance of wood-based solutions to both the housing and climate crises.

- Since 2021, we have sponsored the International Mass Timber Report, which informs the International Mass Timber Conference. We regularly attend the event to network, learn and participate in panel discussions.
- Leveraged our 2021 participation in the National Association of Home Builders' International Builders' Show to highlight our sustainability commitments and engage our supply chain and customers in discussions about our 3 by 30 Sustainability Ambitions and the role of wood products in expanding housing options.



Video: Expanding Our THRIVE Program

We selected Buckhannon, West Virginia, as the third community in our THRIVE program. We announced the news during a special event at our engineered wood products plant in Buckhannon that was attended by elected officials, community leaders and local media. We immediately began setting up meetings and listening sessions to learn more about the community's top priorities for the \$1 million investment we'll be making there over the next several years.

[Watch the News Segment About THRIVE>](#)

- In 2021, joined the World Economic Forum's Sustainable Mass Timber Action Committee, a group of civil society and business leaders focused on bringing sustainable mass timber to the mainstream. We participated as committee members in a virtual panel discussing the future of mass timber.

Identified legislative priorities for advancing markets for wood products and mass timber.

- Mobilized broad internal support for making mass timber building code adoption one of our top priorities during the 2021 legislative session in states across the U.S.

4.3 | Thriving Rural Communities

We play a significant role in the rural communities where we operate by providing family-wage jobs with growth opportunities, a stable tax base, recreational access to our land and philanthropic support for local organizations. Our employees are also extremely active volunteers for causes they care about, and many are engaged in civic leadership or are otherwise part of the fabric of these communities.

At the same time, we are acutely aware of the challenges many rural communities face, and we are motivated to help ensure they remain great places to live, work and do business for decades to come. We believe permanent successful solutions can be found through the right combination of focus, resources and leadership, supported by public and private partnerships as well as grassroots organization and engagement. Nobody is better equipped to chart a community's future than the people living and working there every day, so we aim to leverage our resources and experience to support and amplify initiatives that align with local priorities.

By 2030, we envision real, measurable improvements in how we and our partners positively impact life in our rural operating communities. In the third and final phase of our 3 by 30 Rural Communities ambition, we will focus on two key areas:

Invest targeted resources to ensure our rural communities are healthy and resilient.

We already have a robust [corporate giving program](#) that directly benefits our communities, but we see opportunities to direct more of our resources to the highest-priority issues in the areas where we operate. To that end, we are working to:

- 1. Drive significant and lasting change through targeted investments in our rural operating communities most in need of extra support, via our THRIVE program.**

2. **Secure external resources and develop partnerships to amplify our investments in housing, infrastructure and community development in our THRIVE communities.**
3. **Grow local pipelines for advancing youth education and workforce development through our Learn Local, Earn Local program in rural operating communities.**
4. **Continue to increase employee awareness and engagement in support of our 3 by 30 Sustainability Ambitions.**

Leverage our scale, voice and influence to help solve critical rural challenges through advocacy efforts.

By partnering with government agencies, other companies, nonprofits and community leaders, we can better identify and advocate for the needs of rural communities and help ensure resources are directed to the highest-impact areas. To that end, we are working to:

1. **Partner with community leaders and organizations to facilitate government-funded project opportunities and support engagement from local leaders and employees in these activities.**
2. **Build broad support for our partner organizations and advocate on their behalf.**
3. **Develop a replicable model for increasing the availability of attainable housing in rural communities that includes strategies for partnerships, financing and community engagement.**

OUR PHASE 2 ACCOMPLISHMENTS: 2023 – 2025

During the second phase of our 3 by 30 Sustainability Ambitions, we intentionally made fewer but more strategic investments of our time and resources, building on our initial successes. Through this focused approach, we achieved the following:

Launched our THRIVE program to provide targeted support to five of our rural operating communities, with each receiving a \$1 million investment over the next several years.

- Selected [Zwolle, Louisiana, and the northwest Louisiana region as our first THRIVE community](#). We worked with local elected officials and community leaders to address four strategic project areas to maximize the program’s positive impact: water infrastructure, education, recreation and the economy.
 - **Water:** We completed a water system analysis in Zwolle, supported grant applications for improving water infrastructure and helped elected officials secure \$750,000 from the state budget to put toward a larger, more modern well for the municipal water supply.
 - **Education:** We launched partnerships with the local school district and United Way of Northwest Louisiana to improve literacy rankings in Sabine Parish, participated in two targeted outreach events for Dolly Parton’s Imagination Library and deepened our partnership with Oklahoma State University’s Institute of Technology by expanding a workforce development scholarship training program to graduating seniors.
 - **Recreation:** We funded much-needed upgrades to two main ball fields at the Zwolle fairgrounds to improve drainage and durability, making the fields more resilient and playable year-round.
 - **Economic Development:** We partnered with the Center on Rural Innovation to aid Natchitoches, Louisiana, in the creation of a five-year, technology-based economic development plan. We also partnered with the Sabine Parish Chamber of Commerce and Northwestern State University Foundation to help fund a Sabine Parish master plan for growing Zwolle and the nearby community of Many, as well as others in the area.



Blog: Upgrading Community Infrastructure



We supported major improvements to local ball fields and helped city officials secure \$750,000 in the state budget as part of our ongoing work to upgrade the local water infrastructure in our first THRIVE community of Zwolle, Louisiana.

[Read More About Our Work in Zwolle>](#)

- Selected [Raymond, Washington, as our second THRIVE community](#) and worked with local employees, elected officials and community leaders to identify attainable workforce housing as the top priority for our investment. We formed a new partnership with the Coastal Community Action Program to accelerate our progress and help develop our approach.
- Provided \$40,019 in matching funds to help Raymond officials secure a \$46,800 USDA grant to replace aging self-contained breathing apparatus fill station equipment for local firefighters.
- Selected [Buckhannon, West Virginia, as our third THRIVE community](#) and began collecting feedback from the community through listening sessions and surveys to identify top priorities for our investment.

Launched and grew our Learn Local, Earn Local program to support workforce development and youth education in our rural operating communities.

- Awarded additional funds to each of our local Giving Fund Advisory Committees to support their giving activities; expanded national partnerships with organizations such as Project Learning Tree, Be Pro Be Proud, Jobs for America's Graduates

and SKILLS Canada, Alberta; participated in Pathways 2 Possibilities in Mississippi and South Carolina; and engaged employees in youth education activities.

Expanded partnerships to introduce students to forestry and community tree benefits.

- Launched a fall giving campaign in 2024 focused on a "Tools for Schools" supply drive supporting six organizations in our operating areas. Our employees delivered approximately 200 "Goods from the Woods" boxes to schools in our operating communities over the past two years.
- Participated in a tree-planting and education event in Aberdeen, Washington, to introduce students to urban and community forestry and the principles of tree equity through our partnership with American Forests. Volunteers and students planted 20 trees at a local park.

Maintained our partnership with Habitat for Humanity International.

- In 2024, our employees participated in building two houses in Monroe, Louisiana, and Hot Springs, Arkansas, in addition to the three they helped build in 2023 in Monroe, Hot Springs and Moncks Corner, South Carolina.

OUR PHASE 1 FOUNDATIONAL SUCCESS: 2020 – 2022

During the first phase of our 3 by 30 Sustainability Ambitions, we laid the groundwork for meaningful progress. Key accomplishments included the following:

Completed an in-depth review of our rural communities' landscape to determine strengths and opportunities.

- Conducted an analysis to better understand common challenges and distinct needs in our rural operating communities. We reviewed publicly available data, interviewed focus groups and benchmarked industry and non-industry peers to identify best practices and other successful strategies. This assessment prepared us to make targeted, impactful investments in the critical needs of rural communities.

Developed a comprehensive strategy for giving, advocacy and engagement in rural communities.

- Hosted our first education sessions with our regional, employee-led Giving Fund Advisory Committees to ensure they had the necessary tools and resources to effectively make local giving decisions.

- Established an internal task force to ensure perspectives from all businesses, local leadership and corporate functions were included in the planning and establishment of key priorities for supporting our rural operating communities.

Launched our engagement with American Forests' Tree Equity program.

- Formed a partnership with American Forests to develop tree-planting and workforce development pilot programs in three of our rural or smaller urban communities. We later held a planting event in Ruston, Louisiana, with Louisiana Tech University and a local urban forestry organization, and supported the development of a new curriculum focused on green careers and urban forestry for 200 students at Ruston High School.

Expanded our partnership with Habitat for Humanity International.

- Expanded our partnership with Habitat for Humanity International to support more than 10 housing builds in or near communities where we operate. Eight home builds were completed in 2022 across Arkansas, Louisiana, Montana, North Carolina, Oregon and Washington.
- Participated in "Habitat on the Hill" — the organization's premier legislative conference — to advocate for expanded housing in rural communities.





Celebrating 125 Years

In 2025, we celebrated Weyerhaeuser's 125th anniversary, and to show our appreciation for the people and communities that have been central to our success, we supported events across our operating areas in the U.S. and Canada. Hear our employees share, in their own words, what it means to live and work in these communities.

WEYERHAEUSER 125TH ANNIVERSARY

COMMUNITY EVENTS

Raymond, WA

Experience the neighborly spirit of the [Willapa Harbor Festival](#).

"There's such a sense of community here. Whenever there's a need, the whole town really steps up."

Chrissy Doyle,
Safety Manager



Cottage Grove, OR



Gather for a **Concert in the Park** hosted by the Cottage Grove Area Chamber of Commerce.

"These events bring the community together, support local talent and strengthen the bonds that make Cottage Grove a wonderful place to live and work."

Jonas Menguita,
Mill Manager



Flathead Valley, MT



Join a **community tour** of our Columbia Falls medium density fiberboard facility.

"Every item we produce is a source of pride for our employees, and these tours allow us to share the dedication and skill involved."

Jared Richardson,
Mill Manager



Hudson Bay, SK

Celebrate the history of the agricultural and forest products industries at [Heritage Day](#).

"Without Weyerhaeuser here, our community would be a lot different. I'm proud to say I work for Weyerhaeuser and we're able to support our community."

Jason Kocay,
Mill Manager



Kenora, ON

Drop in on the [Par 3 Charity Challenge](#), an annual fundraiser for vital capital medical equipment at the Lake of the Woods District Hospital.

"We want the best for everybody here in this community. We want everybody to thrive. We want everybody to do well."

Joanne Love,
Administrative Assistant



Dierks, AR

Come together for the [Pine Tree Festival](#), a celebration of the community and the timber industry's long history in the region.

"People coming together ... that's what we do. The people are good, and you have lasting friendships with people you have connections to. Weyerhaeuser is a constant."

Alice Shuffit,
Quality Control Lead



Proud to
Be Part
of The
Dierks
Community



Zwolle, LA

Take in the sights and sounds of the [Tamale Fiesta](#), the town's annual celebration of its Native American and Spanish cultural heritage.

"Zwolle is a very small community, and this mill is in the center of town, so being good stewards of the environment and being good neighbors is really important."

Jory Boss,
Mill Manager



Philadelphia, MS

See the Southern hospitality on display at the [Neshoba County Fair](#).

"The future of the company is the people who live here. Giving back to the community is important — it shows you're invested in it."

Butch Copeland,
Raw Material
Representative



Greenville, ME

Watch the past come to life at [Forest Heritage Days](#).

"The people are just genuine, good, hard-working people. I love the community here."

Chris Fife,
Public Affairs Manager





Buckhannon, WV

Tour the [Mountain State Forest Festival](#) and learn about the annual charity auction started by a Weyerhaeuser employee to benefit West Virginia University Medicine Golisano Children's Hospital.

"It's important to support the community, because the community supports us. It's really about the culture we create. Folks look out for each other and care for each other."

Bill Marks,
Mill Manager



Plymouth, NC

Enjoy the fun and festivities of the annual [Black Bear Festival](#).

"Plymouth is a great place to live and work. There's a real focus on trying to get our youth to stay here. The job opportunities the mill and Weyerhaeuser provide give young people a chance to live and work in the community they were raised in."

Alissa Cale,
Land Asset Manager



There's So Much More

We have been reporting on sustainability for more than 25 years, and this report represents only a fraction of our disclosures. Explore the full story and suite of resources on our website: [WY.COM](https://www.weyerhaeuser.com)