

ESG UPDATE

Weyerhaeuser Shareholder Engagement

KRISTY HARLAN

SVP, General Counsel & Corporate Secretary

ARA ERICKSON

VP, Corporate Sustainability

ANDY TAYLOR

VP, Investor Relations

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FORWARD-LOOKING STATEMENTS

This presentation contains statements and depictions that constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, as amended, including without limitation, with respect to 2025 year-end goals and targets relating to, among other things, the following: our plans to upgrade and maximize the value of our timberland portfolio through 2025; future performance in each of our timberlands regions and each of our wood products businesses; our sustainability practices and ambitions, including without limitation our greenhouse gas emissions reduction targets; our target percentage return to shareholders of Adjusted Funds Available for Distribution (Adjusted FAD), including expected supplemental cash dividends and future share repurchases, as well as targeted annual growth of our base cash dividend; operational excellence targets and creation of long-term shareholder value, including targeted operational excellence margin improvements through 2025; achievement of external ESG recognitions; and our new climate solutions business and related plans, including goals and projections for adjusted EBITDA. Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts and may be identified by our use of certain words in such statements, including without limitation words such as “capture,” “grow,” “maintain,” “return,” “sustainable,” “target,” and similar words and terms and phrases using such terms and words, as well as references to future dates. Depictions or illustrations that constitute forward-looking statements may be identified by graphs, charts or other illustrations indicating expected or predicted occurrences of events, trends, conditions, performance or achievements at a future date or during future time periods. We may refer to assumptions, goals, targets, or expected performance through, or events to occur by or at, a future date, and such references may also constitute forward-looking statements. Forward-looking statements are based on our current expectations and assumptions. The realization of our expectations and the accuracy of our assumptions are subject to a number of risks and uncertainties that are difficult to predict and often are beyond the company’s control. These and other factors could cause one or more of our expectations to be unmet, one or more of our assumptions to be materially inaccurate or actual results to differ materially from those expressed or implied in our forward-looking statements or all of the foregoing. Such risks and uncertainties include without limitation those identified in our 2021 Annual Report on Form 10-K, as well as those set forth from time to time in our other public statements and reports, including reports, registration statements, prospectuses, information statements and other filings with the SEC. It is not possible to predict or identify all risks and uncertainties that might affect the accuracy of our forward-looking statements and, consequently, our descriptions of such risks and uncertainties should not be considered exhaustive. There is no guarantee that any of the events anticipated by these forward-looking statements will occur, and if any of the events do occur, there is no guarantee what effect they will have on the company’s business, results of operations, cash flows, financial condition and future prospects. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to publicly update or revise any forward-looking statements.

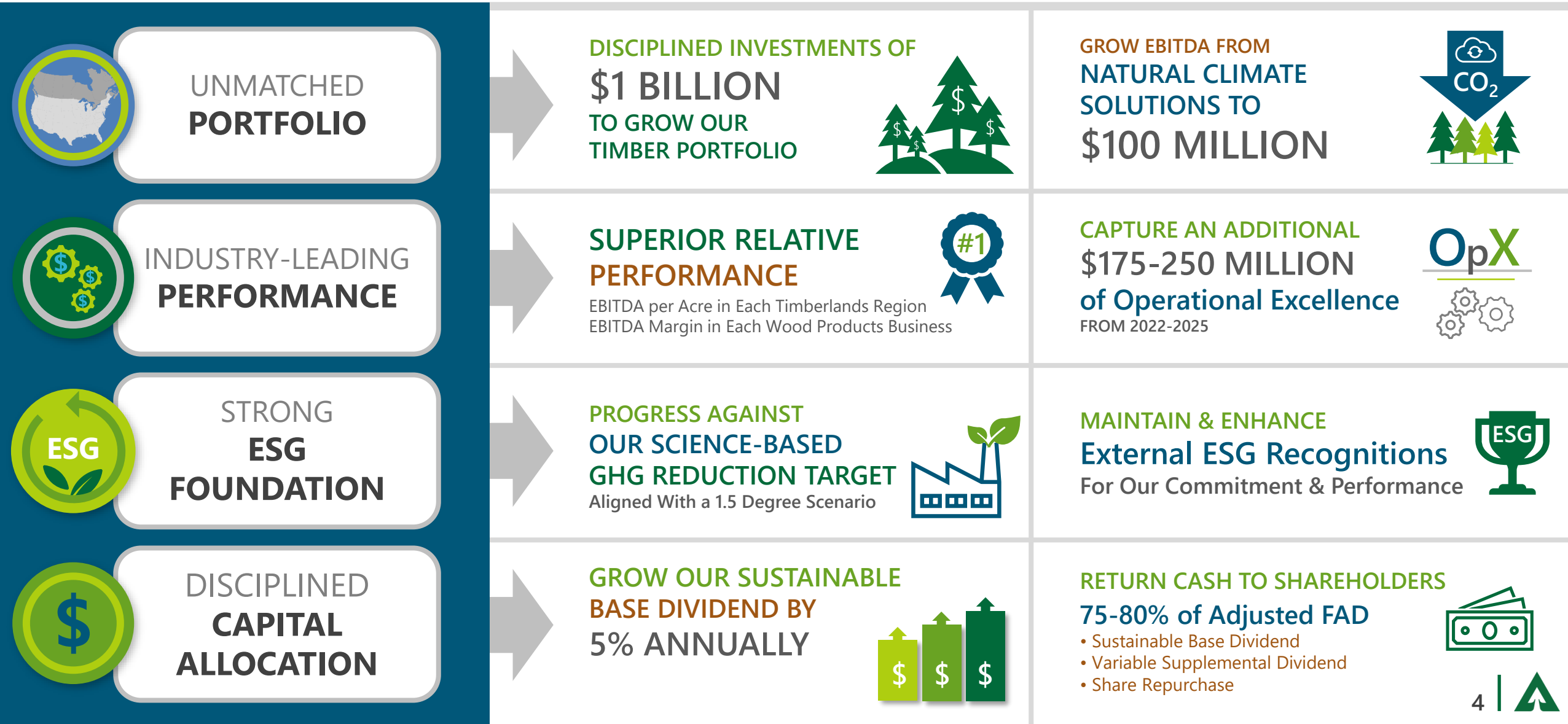
WEYERHAEUSER INVESTMENT THESIS



Superior Shareholder Value

2025 YEAR-END TARGETS

Driving Growth and Shareholder Value



STRONG ESG FOUNDATION

Long-standing Focus on Sustainability

Environmental



WE PLANT
**130-150
MILLION**
TREES EACH
YEAR AND
HARVEST
ONLY 2%
OF OUR FORESTS

WE CERTIFY
100%
OF OUR TIMBERLANDS
& WOOD PRODUCTS
FACILITIES TO
 SUSTAINABLE
FORESTRY
INITIATIVE
SFI-00008
STANDARDS

WE REMOVE THE EQUIVALENT OF
**35 MILLION
METRIC TONS of CO₂**
IN OUR FORESTS &
WOOD PRODUCTS
ANNUALLY



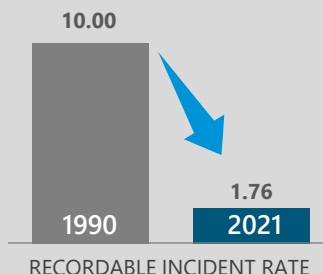
**OUR GHG
EMISSION
REDUCTION
TARGET**
IS VERIFIED BY THE
**SCIENCE BASED
TARGET INITIATIVE**
AT THE HIGHEST LEVEL
OF AMBITION

ON AVERAGE WE USE
95%
OF EVERY LOG
AND WE MEET MORE THAN
70%
**OF OUR OWN
ENERGY NEEDS**
USING RENEWABLE BIOMASS



Social

WE ARE AN
**INDUSTRY
LEADER IN
SAFETY**



MORE THAN
80%
OF ALL OUR
EMPLOYEES AGREE
**THEIR WORK
ENVIRONMENT
IS INCLUSIVE**

MORE THAN
90%
OF ALL SALARIED
EMPLOYEES HAD AN
**INDIVIDUAL
DEVELOPMENT PLAN**
IN 2021

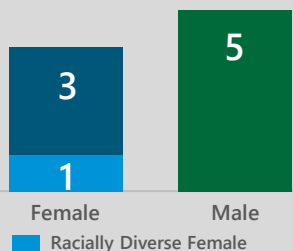
WE GAVE
\$5.9 MILLION
IN GRANTS, SPONSORSHIPS, IN-KIND
DONATIONS, EMPLOYEE TIME,
AND RESEARCH
IN 2021



WE PROVIDE
**9,000+
FAMILY WAGE
JOBS**
IN MOSTLY RURAL
COMMUNITIES

Governance

BOARD DIVERSITY



2 OUT OF 3
OF OUR BOARD
COMMITTEES ARE
**CHAIED
BY WOMEN**



OUR RIGOROUS,
PRE-SET GOALS
FOR THE ANNUAL
INCENTIVE PLAN
INCLUDE
ESG-RELATED
METRICS



WE RECEIVED
OVER
93%
SAY ON PAY
SUPPORT
IN 2022

WE'VE APPOINTED
**7 NEW
DIRECTORS**
TO OUR BOARD
SINCE 2015



CONTINUAL ESG FOCUS

Notable 2022 Accomplishments and Improvements

Climate

- ✓ Released award-winning, branded version of our *Carbon Record*
- ✓ Joined The Climate Pledge & committed to achieving net-zero emissions by 2040
- ✓ Scope 1 and 2 GHG data assurance is underway
- ✓ Developed comprehensive energy strategy & integrated GHG and energy metrics into capital planning



Environmental & Safety Management

- ✓ Transitioning forest management and fiber sourcing programs to new Sustainable Forestry Initiative (SFI) standards
- ✓ Conducted comprehensive safety strategy review
- ✓ Implemented new ESG data software system

Community

- ✓ Completed strategy assessment for 3 by 30 rural communities work
- ✓ Improved our giving program, including new company match program, grant recipient toolkit, and impact report

Diversity, Equity & Inclusion

- ✓ Deployed inclusive leadership training to 500+ leaders & expanded online training catalog
- ✓ Relaunched six employee resource groups with companywide reach
- ✓ Created dashboard for monitoring hiring team diversity
- ✓ Engaged third-party consultant to benchmark our DEI program

Recognition

- ✓ Maintained prime status of ISS ESG Corporate Rating
- ✓ Named to Ethisphere's World's Most Ethical Companies® for the 13th time

LEARN MORE ABOUT US

Explore the sustainability section of [wy.com](https://www.wy.com)



Read our most recent [Sustainability Snapshot](#)



[See how we align](#) with common ESG frameworks



Read our award-winning [Carbon Record](#)



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