



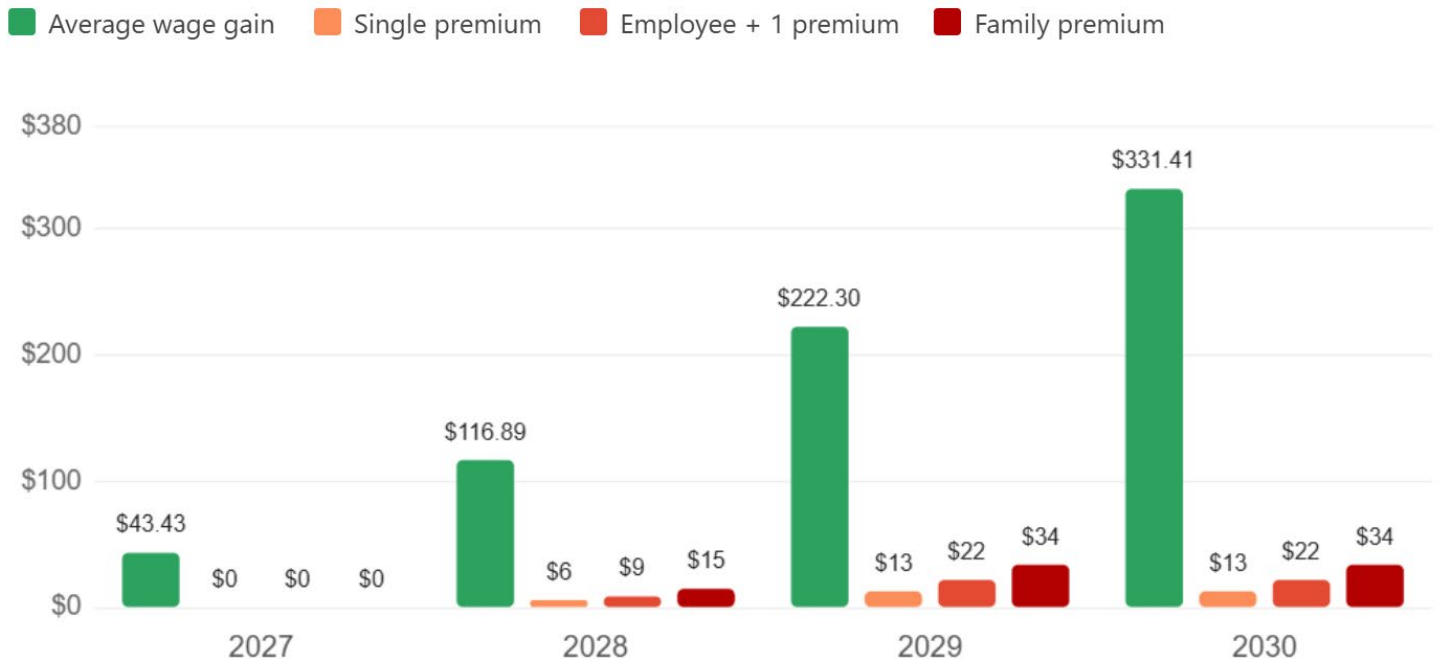
Wage Increases Outpace Health Premiums By Almost 10x

Wage increases outpace health premium increases in every year of the contract across all tiers of coverage. By 2030, the average Weyerhaeuser employee will be making \$331.41 more per paycheck than today but paying at most only \$34 more in health premiums (compared to current 2026 per paycheck wages and insurance rates).

- The chart below compares how much more employees will earn per paycheck due to wage increases versus how much more they'll pay in health premiums, measured against wages and insurance premiums today. In every year and for every coverage tier, wage gains outpace premium increases by almost 10 to 1.

Average wage gains vs. health premium increases

Per paycheck increase relative to current (2026) insurance rates and current (2026) wages



Average Wage Gains vs Health Premium Increases (per paycheck compared to current 2026 wage & insurance rates)				
	2027	2028	2029	2030
Average Wage Gain	\$43.43	\$116.89	\$222.30	\$331.41
Single Premium Increase	\$0.00	\$6.00	\$13.00	\$13.00
Employee +1 Premium Increase	\$0.00	\$9.00	\$22.00	\$22.00
Employee + Family Premium Increase	\$0.00	\$15.00	\$34.00	\$34.00

All details tentative pending membership ratification



Wage Increases Outpace Both Health & Dental Premiums

Health and dental premiums would be split and paid separately under this proposal.

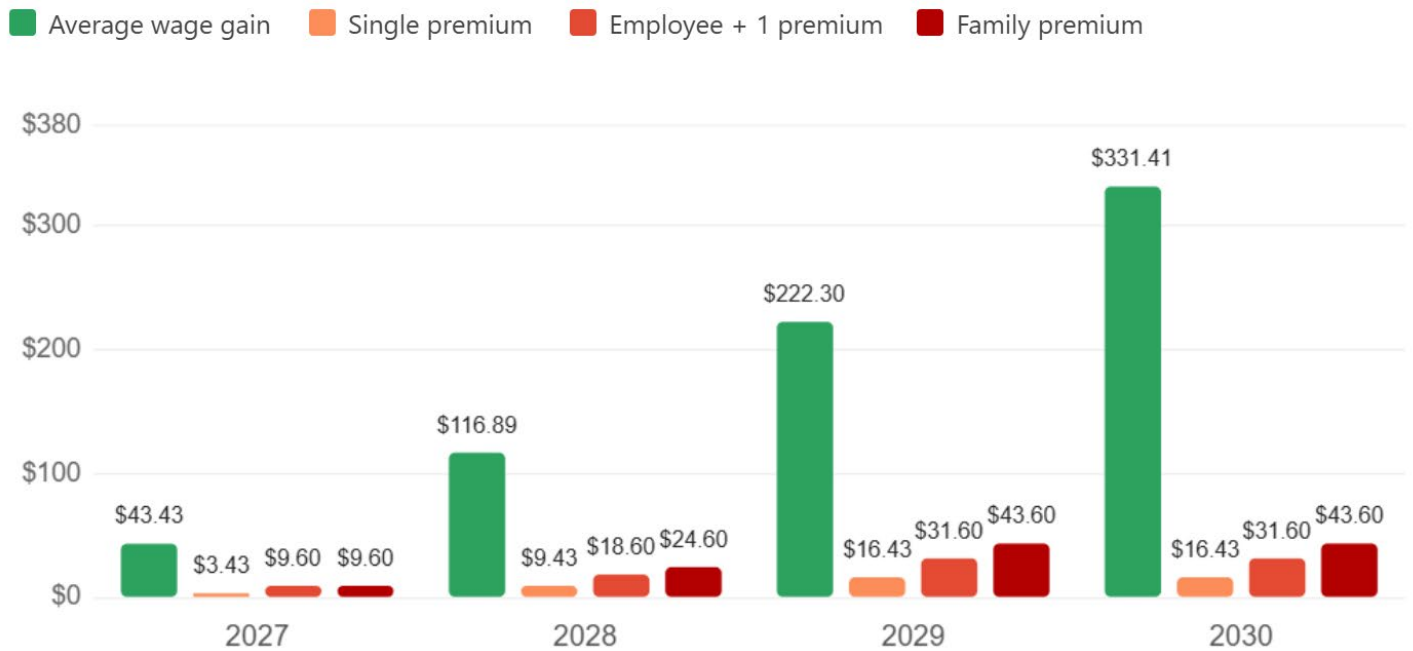
Wage increases outpace health and dental premium increases every year across all tiers of coverage even with that split.

By 2030, the average Weyerhaeuser employee will be making \$331.41 more per paycheck than today but paying at most only \$43.60 more in health and dental premiums.

- The chart below compares how much more employees will earn per paycheck due to wage increases versus how much more they'll pay in health & dental premiums, measured against wages and insurance premiums today. In every year and for every coverage tier, wage gains outpace premium increases by at least 7.5x.

Average wage gains vs. health & dental premium increases

Per paycheck increase relative to current (2026) insurance rates and current (2026) wages



Average Wage Gains vs Health & Dental Premium Increases (per paycheck compared to current 2026 wage and insurance rates)				
	2027	2028	2029	2030
Average Wage Gain	\$43.43	\$116.89	\$222.30	\$331.41
Single Premium Increase	\$3.43	\$9.43	\$16.43	\$16.43
Employee +1 Premium Increase	\$9.60	\$18.60	\$31.60	\$31.60
Employee + Family Premium Increase	\$9.60	\$24.60	\$43.60	\$43.60