

Western Timberlands • 16821 SE McGillivray Blvd., Ste 112 • Vancouver, WA 98683

May 15, 2026

To: IAM District W24 Leadership

**Subject: Annual Recreational Access Permits – Active Weyerhaeuser Employees in Western Timberlands and Oregon/Washington Lumber Mills**

The Recreation Lease Management (RLM) team is prepared to make the following adjustment to the current Employee Rec Access Permit Program in Oregon and Washington:

1. Effective with the 2027 Rec Access Permit cycle, all employee buyers who create accounts using the RLM e-commerce system and complete purchases electronically will be eligible for a **25%** rebate. The employee rebate will be administered using the Concur pay system. We cannot accommodate any exceptions to this proven approach.

The following provisions established and implemented in 2023 remain in effect:

1. Designated employees are eligible to participate in the early purchase of a Rec Access Permit in one of the various permit areas across Oregon and Washington. This early eligibility for “Motorized” permits applies to approximately 1900 employees, of which approximately 1200 are represented by the IAM.
2. RLM will annually set the number of early access permits available to employees based on various criteria (including but not limited to safety, operational forestry / wildlife constraints, public sensitivity, legislative / environmental concerns, and business performance metrics).
3. At the discretion of RLM, available annual permit counts may vary by individual permit area; however, in aggregate we expect the share made available to employees to approximate 5-6% of total permits offered (employee and public).
4. We will offer all eligible employees advance window(s) of buying opportunity before the public sale period. To provide fairness in buying opportunity, we anticipate at least 2 sale windows (8 hours each) that will accommodate shift workers from our manufacturing facilities.

This Employee Recreation Access program may be reviewed annually, and the Company retains the right to revise or eliminate the program as deemed necessary.

Glenn Johnson  
VP Recreational Lease  
Weyerhaeuser