



2023 Performance Data Tables

The following tables summarize the data reported in our Sustainability Reports from 2021 - 2023. For references and methodology, please refer to pages 89-96 in our **2023 Sustainability Report**. Unless otherwise stated, all figures in this table are provided in Canadian dollars.

Last updated: March 2024

Growth

	Measurement	2021	2022	2023
Production				
Annual Lumber Production Capacity	MMBF	3,875	5,190	5,190
Capital Investments in Existing Facilities	CAD (\$MM)	\$177	\$305	\$199
Lumber Production Volumes	MMBF	2,891	3,792	4,134
Sawmill Facilities	# of Sawmills	28	29	29

Safety

	Measurement	2021	2022	2023
Interfor Safety				
Medical Incident Rate (MIR) excluding corporate offices	Rate	1.9	2.2	1.5
Medical Incident Rate (MIR) including corporate offices	Rate	N/A	2.0	1.4
Fatalities	# of Fatalities	0	1	0
Lost Time Frequency Rate (LTFR)	Rate	0.7	0.4	0.5
Lost Time (LT) Incidents	# of LT Incidents	21	16	23
Serious Injuries	#	4	2	4
Serious Injuries Rate	Rate	0.13	0.04	0.08
Lost Working Days	# of Days	1,528	1,024	883
Lost Day Rate	Rate	48	23	17
Occupational Disease Cases	# of Cases	1	4	0
Proactive Safety Reports Completed	# of Reports	48,896	48,747	46,100
Safety Alerts Shared	# of Alerts	49	131	114
Total SIFp (Serious Injury or Fatality Potential) Events	# of Events	14	13	14
Near Miss	# of Events	10	13	9
Serious Injury	# of Events	4	0	5
Total Exposure Hours (M)	Hours	6.4	9.0	10.2

Safety

	Measurement	2021	2022	2023
Contractor Safety				
Woodlands Medical Incident Rate (MIR)	Rate	1.6	1.9	2.0
Fatalities	# of Fatalities	0	0	0
Capital Project Contractor Medical Incident Rate (MIR)	Rate	3.2	3.3	3.0
Total Woodlands Contractor SIFp (Serious Injury or Fatality Potential) Events	# of Events	7	9	13
Near Miss	# of Events	6	7	10
Serious Injury	# of Events	1	2	3
Exposure Hours	Hours (M)	1.4	1.7	2.4

People

Measurement		2021		2022		2023	
Employee Demographics							
Total Number of Employees	# of Employees	3,483		4,903		5,283	
Gender	# of Employees	Men	Women	Men	Women	Men	Women
Salaried	# of Employees	589	277	850	383	907	394
Hourly	# of Employees	2,426	176	3,355	300	3,650	316
Total by Gender	# of Employees	3,015	453	4,205	683	4,557	710
Canada Total Number of Employees	# of Employees	937		2,187		2,533	
Salaried	# of Employees	209	147	436	243	510	247
Hourly	# of Employees	534	33	1,344	149	1,608	152
US & Other Total Number of Employees	# of Employees	2,539		2,716		2,750	
Salaried	# of Employees	375	128	410	138	397	147
Hourly	# of Employees	1,892	143	2,011	151	2,042	164
Employees by Age		# of Employees					
Under 30	# of Employees	726		1,115		1,158	
Gender	# of Employees	640	83	966	143	997	145
30-39	# of Employees	840		1,212		1,292	
Gender	# of Employees	717	118	1,013	197	1,101	189
40-49	# of Employees	744		1,012		1,119	
Gender	# of Employees	637	103	861	148	949	167
50+	# of Employees	1,173		1,564		1,714	
Gender	# of Employees	1,021	149	1,356	195	1,510	200

Totals include 16 employees who declined to identify their gender.

People

Measurement		2021		2022		2023	
Employee Demographics							
Total Number of Employees	# of Employees	3,483		4,903		5,283	
Gender	# of Employees	Men	Women	Men	Women	Men	Women
Salaried	% of Employees	68%	32%	69%	31%	70%	30%
Hourly	% of Employees	93%	7%	92%	8%	92%	8%
Total by Gender	% of Employees	87%	13%	86%	14%	86%	14%
Canada Total Percent of Employees	% of Employees	27%		45%		48%	
Salaried	% of Employees	59%	41%	64%	36%	67%	33%
Hourly	% of Employees	94%	6%	90%	10%	91%	9%
US & Other Total Percent of Employees	% of Employees	73%		55%		52%	
Salaried	% of Employees	75%	25%	75%	25%	73%	27%
Hourly	% of Employees	93%	7%	93%	7%	93%	7%
Employees by Age	% of Employees						
Under 30	% of Employees	21%		23%		22%	
Gender	% of Employees	88%	12%	87%	13%	87%	13%
30-39	% of Employees	24%		25%		24%	
Gender	% of Employees	86%	14%	84%	16%	85%	15%
40-49	% of Employees	21%		21%		21%	
Gender	% of Employees	86%	14%	85%	15%	85%	15%
50+	% of Employees	34%		32%		32%	
Gender	% of Employees	87%	13%	87%	13%	88%	12%

Totals include 16 employees who declined to identify their gender.

People

	Measurement	2021	2022	2023
Employee Development				
Internal Promotions	%	68%	61%	59%
Amount Spent on Learning and Education	CAD (\$MM)	\$>1.4	\$>2.1	\$>2.8
Hours of Learning Completed by Employees	Hours	>22,000	>28,000	>30,000
Courses Offered Through Online Learning Management System	# of Courses	220	332	694
Participants in US Trades Program	# of Students	95	105	127
Amount Invested per Millwright Program Participant	CAD (\$ actual)	\$>6,000	\$>7,000	\$>7,000
Industrial Wood Processing Program Active Students	# of Students	52	42	37
Business of Sawmilling Program Active Students	# of Students	14	11	20
LEAD-X Program Active Students	# of Students	78	84	169
Intern Positions	# of Students	52	104	41
Interns Hired into Full-Time Positions	# of Students	14	14	9

	Measurement	2021	2022	2023
Culture and Retention				
Total Employees	# of Employees	3,483	4,903	5,283
Full-Time	# of Employees	3,426	4,797	5,188
Part-Time	# of Employees	11	23	18
Temporary	# of Employees	46	83	77
Employees Covered by a Collective Bargaining Agreement	# of Employees	464	1,357	1,600

People

	Measurement	2021	2022	2023
Women				
Percent of Overall Workforce that are Women	%	13%	13%	13%
Women on Board of Directors	%	27%	27%	25%
Women in Executive Roles	%	14%	14%	8%
Women in Hourly Workforce	%	7%	7%	8%
Women Supervisors and Superintendents	%	6%	9%	10%
Percent of Senior Managers that are Women	%	13%	17%	16%

	Measurement	2021	2022	2023
Under-Represented Groups				
Overall Workforce from Under-Represented Groups	%	42%	46%	41%
Employees in Leadership & Dev. Programs from an Under-Represented Group	%	28%	28%	33%
Hourly Trades/Skilled Workforce from Under-Represented Groups	%	N/A*	36%*	35%
External Hires from Under-Represented Groups	%	56%	56%	47%
Talent Pool (individuals identified for promotion) from Under-Represented Groups	%	33%	33%	38%

+Restated value

*Revised methodology

Indigenous Peoples

	Measurement	2021	2022	2023
Indigenous Relationships				
Active Indigenous Territories	# of Territories	37	48	57
BC Woodlands Contractors with Indigenous Employees or Indigenous Owned	%	38%	36%	39%
Percent of Indigenous Employees in Eastern Manufacturing Operations	%	N/A (Eastern operations acquired in 2022)	7.5%	8.2%
Percent of Indigenous Employees in Eastern Woodlands Operations	%	N/A (Eastern operations acquired in 2022)	6.9%	5.1%

Communities

	Measurement	2021	2022	2023
Community Donations				
Total Annual Donations	CAD (\$ actual)	Not Reported	\$>1,200,000	\$>350,000

	Measurement	2021	2022	2023
Tax Payments				
Canada	CAD (\$ actual)	\$66,708,000	\$68,165,000	\$2,659,000
USA	CAD (\$ actual)	\$154,117,000	\$138,287,000	\$29,813,000
International	CAD (\$ actual)	\$197,000	\$161,000	\$14,000
Total	CAD (\$ actual)	\$221,022,000	\$206,613,000	\$32,486,000

	Measurement	2021	2022	2023
Employees				
Canada	# of Employees	937	2,187	2,533
USA	# of Employees	2,539	2,710	2,746
International	# of Employees	7	6	4
Total	# of Employees	3,483	4,903	5,283

Climate Change*

*Per GHG Protocol Methodology, Interfor has established a base year of 2021. As such, this report includes Interfor's GHG inventory from 2021 forward, including annual base-year recalculations as required.

	Measurement	2021	2022	2023
GHG Emissions				
Scope 1 GHG Emissions	tCO ₂ e	149,068	148,794	128,783
Scope 2 GHG Emissions	tCO ₂ e	111,268	126,292	130,923
Scope 3 GHG Emissions	tCO ₂ e	3.6 M	3.8 M	3.4 M
Biogenic Carbon Emissions	tCO ₂	859,739	864,682	838,206
GHG Emissions Intensity	tCO ₂ e/MFBM of Lumber Produced	0.0602	0.0650	0.0628

	Measurement	2021	% of Total	2022	% of Total	2023	% of Total
Energy Use							
Energy Purchased (electricity)	Gigajoules (GJ)	1,307,819	13%	1,829,796	13%	1,946,486	14%
Renewable	Gigajoules (GJ)	488,813	6%	904,704	6%	903,692	6%
Non-Renewable	Gigajoules (GJ)	819,635	7%	925,091	7%	1,042,795	8%
Energy Produced (onsite combustion)	Gigajoules (GJ)	8,519,852	87%	11,774,840	87%	12,257,237	86%
Renewable	Gigajoules (GJ)	7,283,560	74%	10,187,492	75%	10,080,102	71%
Non-Renewable	Gigajoules (GJ)	1,236,291	13%	1,587,348	12%	2,178,847	15%
Total Energy	Gigajoules (GJ)	9,827,670	100%	13,604,636	100%	14,205,435	100%
Energy Intensity	GJ/MFBM of Lumber Produced	3.40		3.61		3.44	

Forest Values

	Measurement	2021	2022	2023
Sustainable Forestry				
Hectares Managed in Canada	Million Hectares	2.6	4.0	5.1
Interfor-Managed Forests Certified to Internationally Recognized Sustainable Forest Management Standards	%	100%	100%	100%
Lumber Manufacturing Operations Certified to Internationally Recognized Fiber-Sourcing and Chain-of-Custody Sourcing	%	86%	100%	100%*
% of Log Supply from Canada and the US	%	100%	100%	100%
Trees planted in Canadian Woodlands	Millions of Trees	11	14	22
# of Tree Species Used for Planting	# of Species	15	20	>20

**Excludes our most recent acquisitions, Bathurst and Belledune sawmill operations in New Brunswick. Certification audits for both mills are scheduled for 2024.*

	Measurement	2021	2022	2023
Harvest and Retention on Interfor Tenures*				
BC Total Cutblock Area	Hectares	8,758	7,334	Reported in 2024
BC Total Area Retained Within Cutblocks	Hectares	1,339	2,560	Reported in 2024
BC Total Area Retained Within Cutblocks	%	15%	35%	Reported in 2024
ON Total Cutblock Area	Hectares	6,817	6,757	Reported in 2024
ON Total Area Within Reserves**	Hectares	217,106	217,706	Reported in 2024

Reporting on cutblock area and retention or reserves differs across regions due to differences in provincial tenure management.

We work to survey and finalize harvested area boundaries for up to six months after the end of each year prior to reporting. As such, the most recent reporting year's data is not yet finalized and is not included.

New Brunswick operations, which were acquired in December 2022, are excluded from this reporting cycle.

** Interfor tenures refers to management units for which Interfor has responsibility over forest management planning, as such Québec operations are excluded from this table.*

***Reserve area in Ontario is assigned at the Forest Management Plan (FMP) development stage which was done in 2021 and 2022 for Interfor's tenures and remains relatively constant for the term of the FMP, with minor additions.*

Environment

	Measurement	2021	2022	2023
Audits				
Environmental Compliance Audit Scores	Score out of 5	4.8	4.8	3.7*

*Reflects revised methodology and therefore is not comparable to prior years.

	Measurement	2021	2022	2023
Water Withdrawal				
Withdrawal	m ³	1,006,957	1,078,795 ⁺	1,227,479
Intensity	m ³ water per MFBM of Lumber Produced	0.348	0.287 ⁺	0.297

⁺Restated value

Air Emissions	2021		2022		2023	
	Total (Tonnes)	Intensity (Grams/MFBM) of Lumber Produced	Total (Tonnes)	Intensity (Grams/MFBM) of Lumber Produced	Total (Tonnes)	Intensity (Grams/MFBM) of Lumber Produced
Particulate Matter	635	220	904	238	981	237
NOx	461	160	660	174	706	171
SOx	54	18.7	55	14.5	66	15.8
CO	772	267	1,177	310	1,266	306
VOCs	3,239	1,121	4,285	1,130	4,481	1,084

Environment

	Measurement	2021	2022	2023
Spills				
Notable Spills	#	3	12	28

This table is based on legal reporting requirements for each of the jurisdictions in which we operate. The reported number for 2023 includes 11 spills of 5L or less.

		Measurement	2021		2022		2023	
Wood and Residual Materials			Landfilled or Disposed	Recycled or Repurposed	Landfilled or Disposed	Recycled or Repurposed	Landfilled or Disposed	Recycled or Repurposed
Wood Residuals	Tonnes	2,574**	4,091,752	1,218 ⁺	5,419,089 ⁺	734 ⁺	4,842,754	
Hazardous Waste**	Tonnes	20.8	50.4	146.9 ⁺	103.7 ⁺	260.9	97.3	
Non-Hazardous Waste	Tonnes	8,012	2,773	16,442 ⁺	6,534 ⁺	14,185	12,623	
Total	Tonnes	10,607⁺	4,094,575	17,806⁺	5,425,726⁺	15,180	4,855,473	
% of Total	%	<1%	>99%	<1%	>99%	<1%	>99%	

*Includes wood residuals that were used for soil amendments in landfills.

**Includes common or universal waste items such as batteries.

⁺Restated value. Includes wood residuals that were used beneficially on site at Interfor mills that were excluded in prior reporting.

Governance

Measurement		2021		2022		2023	
Political Contributions		Total \$	% of Revenue	Total \$	% of Revenue	Total \$	% of Revenue
Country							
Canada	CAD (\$)	None	N/A	None	N/A	None	N/A
US	USD (\$)	\$10,000	<0.001%	\$17,250	<0.001%	\$11,950	<0.001%

Measurement		2021	2022	2023
Governance Highlights				
Size of Board	# of Members	11	11	12
Independent Directors	# of Members	10	10	11
Independent Directors	% of Members	91%	91%	92%
Average Age of Directors	Years	67	67	66.5
Average Board Tenure	Years	10.2	9.8	9.2
Women on Board	# of Members	3	3	3
Women on Board	% of Members	27%	27%	25%
Average Board and Committee Meeting Attendance	%	97%	97%	95%
% of Vote in Support of CEO	%	96.69%	96.96%	96.36%
% of Vote in Support of Board Chair	%	93.94%	92.31%	92.33%
Shareholder Vote in Favor of Executive Pay	% in Favor	98.84%	97.67%	94.71%
Restated Financials or Late Financial Disclosures in the Past 2 Years	#	0	0	0