

# Interfor Corporation BC Pay Transparency Report

Interfor is a growth-oriented forest products company, operating in all major forest products markets across North America. We offer one of the most diverse lines of wood products to customers around the globe, produced in safety-focused, world-class facilities. We strengthen and contribute to the local economies, build value for our employees and customers, and operate with world-leading sustainable forest management practices. We are proud to produce sustainable building materials that contribute to a healthy and sustainable future.

Our people define who we are as a Company. Our culture is based on how we take care of each other and how we show up for our customers and communities. We support our people by living our core values and fostering a respectful and inclusive workplace. This includes recognizing potential and investing in the growth and development of our internal talent. It also means acknowledging the challenges our employees face and supporting them both on and off the job.

We strive to build a workforce that reflects the strengths and talents of the communities we serve. We recognize that an inclusive and balanced workforce is essential to driving innovation, fostering engagement and ensuring our long-term success.

At the core of our approach is a commitment to merit-based hiring and promotion. We are dedicated to recognizing and rewarding hard work, ensuring that every employee has the opportunity to grow and succeed based on their contributions and achievements. Our focus remains on building high-performing teams that reflect our core values.

<b>Employer:</b>	INTERFOR CORPORATION
<b>Address:</b>	SUITE 1600- 4720 KINGSWAY, BURNABY, BRITISH COLUMBIA, V5H 4N2 CANADA
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	January 1, 2024 - December 31, 2024
<b>NAICS Code:</b>	31-33: Manufacturing
<b>Number of BC Employees:</b>	300-999



## Hourly pay

While the graph above illustrates that a wage pay gap exists, these differences are largely driven by a significantly higher representation of men in executive/leadership and skilled trade roles, which is generally consistent with the industry-wide demographic trend in lumber manufacturing. \*

### Mean hourly pay gap<sup>1</sup>



### Median hourly pay gap<sup>2</sup>



#### Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



## Overtime pay

Positions with the highest amount of overtime hours (for example, our Electrician, Millwright, and Saw Filer positions) are largely represented by men. Given the essential nature of these roles in maintaining operational continuity, these positions receive greater opportunities to work overtime. As a result, this is reflected in the below graphs illustrating the mean and median overtime pay, hours worked, and percentage of employees receiving overtime pay results in each gender category. \*

### Mean overtime pay <sup>3</sup>



### Median overtime pay <sup>4</sup>



### Mean overtime paid hours <sup>5</sup>

Difference as compared to reference group (Men)

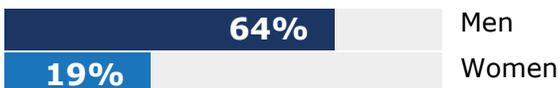
Women	-59 hours per year
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### Median overtime paid hours <sup>6</sup>

Difference as compared to reference group (Men)

Women	-75 hours per year
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### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



## Bonus pay

The bonus pay graphs below illustrate that there is a variation between the mean and median results. The mean is influenced by the higher proportion of males who occupy senior level and executive leadership roles, who have attained large payouts through our short- and long-term incentive plans, while the median is influenced by the higher proportion of males in junior production roles where a majority of them have attained small to no bonus payouts through our profit sharing plan. \*

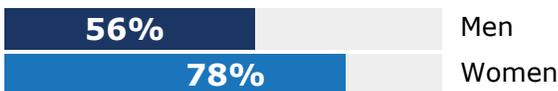
### Mean bonus pay <sup>7</sup>



### Median bonus pay <sup>8</sup>



### Percentage of employees in each gender category receiving bonus pay



#### Explanatory notes

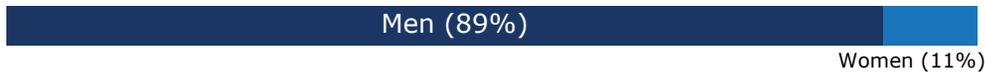
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



## Percentage of each gender in each pay quartile <sup>9</sup>

Given the nature of our work in lumber manufacturing, our workforce has a higher proportion of male employees throughout various levels in the organization, particularly in our senior leader and skilled trade positions, which is consistent with prevailing industry trends.

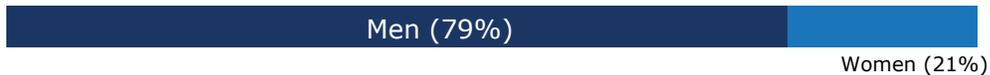
Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women

### Data constraints

Interfor strives to ensure that employees are paid competitively based on the roles and responsibilities of their position to ensure employees of all genders are paid equitably. The difference in earnings largely come from the larger proportion of male representation in our higher-paying skilled trades and leadership positions.

### Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

\* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.