

A close-up photograph of a pine branch with vibrant green needles and a single, mature, brown pine cone. The pine cone is covered in small, white, crystalline deposits, possibly snow or mineral deposits. The background is a soft, out-of-focus green.

2022 Performance Data Tables

The following tables summarize the data reported in our Sustainability Reports from 2020 - 2022. For references and methodology, please refer to pages 94-101 in our 2022 Sustainability Report [here](#). Unless otherwise stated, all figures in this table are provided in Canadian dollars.

Growth

	Measurement	2020	2021	2022
Production				
Annual Lumber Production Capacity	MMBF	3,025	3,875	5,190
Capital Investments in Existing Facilities	CAD (\$MM)	\$110	\$177	\$305
Lumber Production Volumes	MMBF	2,377	2,891	3,792
Sawmill Facilities	# of Sawmills	17	28	29

Safety

	Measurement	2020	2021	2022
Interfor Safety				
Medical Incident Rate (MIR)	Rate	1.8	1.9	2.2
Fatalities	# of Fatalities	0	0	1
Lost Time Frequency Rate (LTFR)	Rate	0.6	0.7	0.4
Lost Time Incidents (LT)	# of LT Incidents	15	21	16
Serious Injuries	#	2	4	2
Serious Injuries Rate	Rate	0.08	0.13	0.04
Lost Working Days	# of Days	1,107	1,528	1,024
Lost Day Rate	Rate	42	48	23
Occupational Disease Cases	# of Cases	3	1	4
Proactive Safety Reports Completed	# of Reports	50,997	48,896	48,747
Safety Alerts Shared	# of Alerts	91	49	131
Total SIFp (Serious Injury or Fatality Potential) Events	# of Events	10	14	13
Near Miss	# of Events	5	10	13
Serious Injury	# of Events	5	4	0
Total Exposure Hours (M)	Hours	5.3	6.4	9.0

Safety

	Measurement	2020	2021	2022
Contractor Safety				
Woodlands Medical Incident Rate (MIR)	Rate	2.9	1.6	1.9
Fatalities	# of Fatalities	0	0	0
Capital Project Contractor Medical Incident Rate (MIR)	Rate	1.3	3.2	3.3
Total Woodlands Contractor SIFp (Serious Injury or Fatality Potential Events)	# of Events	12	7	9
Near Miss	# of Events	7	6	7
Serious Injury	# of Events	5	1	2
Exposure Hours	Hours (M)	1.4	1.4	1.7

People

Measurement		2020		2021		2022	
Employee Demographics							
Total Number of Employees	# of Employees	2,801		3,483		4,903	
Gender	# of Employees	Men	Women	Men	Women	Men	Women
Salaried	# of Employees	509	227	589	277	850	383
Hourly	# of Employees	1,923	135	2,426	176	3,355	300
Total by Gender	# of Employees	2,432	362	3,015	453	4,205	683
Canada Total Number of Employees	# of Employees	951		937		2,187	
Salaried	# of Employees	215	135	209	147	436	243
Hourly	# of Employees	570	24	534	33	1,344	149
US & Other Total Number of Employees	# of Employees	1,850		2,539		2,716	
Salaried	# of Employees	294	92	375	128	410	138
Hourly	# of Employees	1,353	111	1,892	143	2,011	151
Employees by Age							
Under 30	# of Employees	563		726		1,115	
Gender	# of Employees	498	63	640	83	966	143
30-39	# of Employees	645		840		1,212	
Gender	# of Employees	550	95	717	118	1,013	197
40-49	# of Employees	644		744		1,012	
Gender	# of Employees	556	86	637	103	861	148
50+	# of Employees	949		1,173		1,564	
Gender	# of Employees	828	118	1,021	149	1,365	195

Totals include 15 employees who declined to identify their gender.

People

Measurement		2020		2021		2022	
Employee Demographics in Percentages							
Total Number of Employees	# of Employees	2,801		3,483		4,903	
Gender	% of Employees	Men	Women	Men	Women	Men	Women
Salaried	% of Employees	69%	31%	68%	32%	69%	31%
Hourly	% of Employees	93%	7%	93%	7%	92%	8%
Total by Gender	% of Employees	87%	13%	87%	13%	86%	14%
Canada Total % of Employees	% of Employees	34%		27%		45%	
Salaried	% of Employees	61%	39%	59%	41%	64%	36%
Hourly	% of Employees	96%	4%	94%	6%	90%	10%
US & Other Total % of Employees	% of Employees	66%		73%		55%	
Salaried	% of Employees	76%	24%	75%	25%	75%	25%
Hourly	% of Employees	92%	8%	93%	7%	93%	7%
Employees by Age		% of Employees					
Under 30	% of Employees	20%		21%		23%	
Gender	% of Employees	89%	11%	88%	12%	87%	13%
30-39	% of Employees	23%		24%		25%	
Gender	% of Employees	85%	15%	86%	14%	84%	16%
40-49	% of Employees	23%		21%		21%	
Gender	% of Employees	87%	13%	86%	14%	85%	15%
50+	% of Employees	34%		34%		32%	
Gender	% of Employees	87%	13%	87%	13%	87%	13%

Totals include 15 employees who declined to identify their gender.

People

	Measurement	2020	2021	2022
Employee Development				
Internal Promotions	%	65%	68%	61%
Amount Spent on Learning and Education	CAD (\$MM)	Not Reported	\$>1.4	\$ >2.1
Hours of Learning Completed by Employees	Hours	Not Reported	>22,000	>28,000
Courses Offered Through Online Learning Management System	# of Courses	Not Reported	220	332
Participants in US Millwright Program	# of Students	Not Reported	95	105
Amount Invested per Millwright Program Participant	CAD (\$ actual)	Not Reported	\$>6,000	\$>7,000
Industrial Wood Processing Program Active Students	# of Students	Not Reported	52	42
Business of Sawmilling Program Active Students	# of Students	Not Reported	14	11
LEAD-X Program Active Students	# of Students	Not Reported	78	84
Development Program for Eastern Leaders	# of Employees	N/A (Eastern operations acquired in 2022)	N/A (Eastern operations acquired in 2022)	225
Co-op Students Hired for a Term	# of Students	38	52	104
Co-op Students Hired into Full-Time Positions	# of Students	6	14	14

People

	Measurement	2020	2021	2022
Culture and Retention				
Total Employees	# of Employees	2,801	3,483	4,903
Full-Time	# of Employees	2,571	3,426	4,797
Part-Time	# of Employees	31	11	23
Temporary	# of Employees	19	46	83
Employees Covered by a Collective Bargaining Agreement	# of Employees	485	464	1,357

Diversity and Inclusion

	Measurement	2020	2021	2022
Women				
% of Overall Workforce that are Women	%	13%	13%	13%
Women on Board of Directors	%	27%	27%	27%
Women in Executive Roles	%	14%	14%	14%
Women in Hourly Workforce	%	7%	7%	7%
Women Supervisors and Superintendents	%	Not Reported	6%	9%
Percent of Senior Managers That Are Women	%	Not Reported	13%	17%
Internal Promotions that were Women	%	Not Reported	30%	33%
External Hires for Salaried Roles that were Women	%	Not Reported	47%	41%

	Measurement	2020	2021	2022
Under-Represented Groups				
Overall Workforce from Under-Represented Groups	%	Not Reported	42%	46%
Employees in Leadership & Dev. Programs from an Under-Represented Group	%	Not Reported	28%	28%
Hourly Workforce from Under-Represented Groups	%	Not Reported	21%	26%
External Hires from Under-Represented Groups	%	Not Reported	56%	56%
Talent Pool (individuals identified for promotion) from Under-Represented Groups	%	Not Reported	33%	33%

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 base-year recalculations.

	Measurement	2021	2022
GHG Emissions			
Scope 1 GHG Emissions	tCO ₂ e	129,570	136,149
Scope 2 GHG Emissions	tCO ₂ e	109,332	112,599
Scope 3 GHG Emissions	tCO ₂ e	3.0 M	3.5 M
Biogenic Carbon Emissions	tCO ₂	818,658	825,140
GHG Emissions Intensity	tCO ₂ e/MFMB of Lumber Produced	0.060	0.063

	Measurement	2020	% of Total	2021	% of Total	2022	% of Total
Energy Use							
Energy Purchased (electricity)	Gigajoules (GJ)	1,117,830	13%	1,307,819	13%	1,829,796	13%
Renewable	Gigajoules (GJ)	457,984	5%	488,813	5%	904,704	6%
Non-Renewable	Gigajoules (GJ)	659,846	8%	819,635	8%	925,091	7%
Energy Produced (onsite combustion)	Gigajoules (GJ)	7,477,914	87%	8,519,852	87%	11,774,840	87%
Renewable	Gigajoules (GJ)	6,727,338	78%	7,283,560	74%	10,187,492	75%
Non-Renewable	Gigajoules (GJ)	750,576	9%	1,236,291	13%	1,587,348	12%
Total Energy	Gigajoules (GJ)	8,595,744	100%	9,827,670	100%	13,604,636	100%
Energy Intensity	GJ/MFMB of Lumber Produced	3.62		3.40		3.61	

Forest Values

	Measurement	2020	2021	2022
Energy Use				
Hectares Managed in Canada	Million Hectares	2.6	2.6	4.0
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 Standards	%	82%	86%	100%
% of Log Supply from Canada and the US	%	100%	100%	100%
Trees Planted in Canadian Woodlands	Millions of Trees	12	11	14
# of Tree Species Used for Planting	# of Species	14	15	20
Total Cutblock Area	Hectares	6,880	8,758	Reported in 2023
Total Area Retained Within Cutblocks	Hectares	1,259	1,339	Reported in 2023
Total Area Retained Within Cutblocks	%	18%	15%	Reported in 2023

Environment

	Measurement	2020	2021	2022
Audits				
Environmental Compliance Audit Scores	Score out of 5	4.8	4.8	4.8

	Measurement	2020	2021	2022
Sustainable Forestry				
Withdrawal	m ³	767,201	1,006,957	1,064,716
Intensity	m ³ water per MFBM of Lumber Produced	0.323	0.348	0.284

Air Emissions	2020		2021		2022	
	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	471	198	635	220	904	238
NOx	398	167	461	160	660	174
SOx	43	18.1	54	18.7	55	14.5
CO	639	269	772	267	1,177	310
VOCs	2,576	1,084	3,239	1,121	4,285	1,130

Environment

	Measurement	2020	2021	2022
Spills				
Notable Spills	#	3	3	12

	Measurement	2020		2021		2022	
Waste and Residual Materials		Landfilled or Disposed	Recycled or Repurposed	Landfilled or Disposed	Recycled or Repurposed	Landfilled or Disposed	Recycled or Repurposed
Wood Residuals	Tonnes	4,074	3,280,270	4,908	4,091,752	2,891	4,400,036
Hazardous Waste	Tonnes	16.9	42.7	20.8	50.4	148.1	106.9
Non-Hazardous Waste	Tonnes	9,312	2,787	8,012	2,773	15,819	6,936
Total	Tonnes	13,403	3,283,100	12,941	4,094,575	18,858	4,407,079
% of Total	%	<1%	>99%	<1%	>99%	<1%	>99%

Indigenous Peoples

	Measurement	2020	2021	2022
Indigenous Relationships				
Active First Nation Territories	# of Territories	37	37	48
BC Woodlands Contractors with Indigenous Employees or Indigenous Owned	%	31%	38%	36%
Percent of Indigenous Employees in Eastern Manufacturing Operations	%	N/A (Eastern operations acquired in 2022)	N/A (Eastern operations acquired in 2022)	7.5%
Percent of Indigenous Employees in Eastern Woodlands Operations	%	N/A (Eastern operations acquired in 2022)	N/A (Eastern operations acquired in 2022)	6.9%

Communities

	Measurement	2020	2021	2022
Community Donations				
Total Annual Donations	CAD (\$ actual)	Not Reported	Not Reported	\$ > 1,200,000

	Measurement	2020	2021	2022
Tax Payments				
Canada	CAD (\$ actual)	\$2,660,000	\$66,708,000	\$68,165,000
USA	CAD (\$ actual)	\$15,910,000	\$154,117,000	\$138,287,000
International	CAD (\$ actual)	\$88,000	\$197,000	\$161,000
Total	CAD (\$ actual)	\$18,658,000	\$221,022,000	\$206,613,000

	Measurement	2020	2021	2022
Employees				
Canada	# of Employees	951	937	2,187
USA	# of Employees	1,844	2,539	2,710
International	# of Employees	6	7	6
Total	# of Employees	2,801	3,483	4,903

Governance

Measurement		2020		2021		2022	
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 (\$)	\$15,000	<0.001%	\$10,000	<0.001%	\$17,250	<0.001%

Measurement		2020		2021		2022	
Government Assistance		Total \$	% of Revenue	Total \$	% of Revenue	Total \$	% of Revenue
Country							
Canada	CAD (\$)	\$5,216,292	<0.24%	\$516,872	<0.02%	\$493,098	<0.01%
US	USD (\$)	\$311,833	<0.02%	None	N/A	\$398,250	<0.01%

Governance

	Measurement	2020	2021	2022
Governance Highlights				
Size of Board	# of Members	11	11	11
Independent Directors	# of Members	10	10	10
Independent Directors	% of Members	91%	91%	91%
Average Age of Directors	Years	66	67	67
Average Board Tenure	Years	9.2	10.2	9.8
Women on Board	# of Members	3	3	3
Women on Board	% of Members	27%	27%	27%
Average Board and Committee Meeting Attendance	%	99%	97%	97%
% of Vote in Support of CEO	%	97.13%	96.69%	96.96%
% of Vote in Support of Board Chair	%	96.64%	93.94%	92.31%
Shareholder Vote in Favor of Executive Pay	% in Favor	99.84%	98.84%	97.67%
Restated Financials or Late Financial Disclosures in the Past 2 Years	#	0	0	0