

DIVERSITY POLICY

PURPOSE

Interfor Corporation recognizes the benefits of diversity. The purpose of this Diversity Policy (this “**Policy**”) is to set out the Company’s approach to promoting diversity and inclusion on its Board and in its executive team.

APPLICATION

This Policy applies to Interfor Corporation and its subsidiaries (collectively, “**Interfor**”) and their respective directors and executives.

RESPONSIBILITY

The Board and the Company’s senior executive team oversee compliance with this Policy.

INTERPRETATION AND POLICY MODIFICATIONS

All questions relating to this Policy can be referred to our Legal department, the Chair of the Corporate Governance, Responsibility & Nominating Committee of the Board (the “**Committee**”) in relation to diversity on the Board, or the Chair of the Management Resources & Compensation Committee in relation to diversity in the executive team.

The Committee will review this Policy annually to assess its effectiveness in achieving the Company’s diversity objectives and will recommend any changes to the Board for approval.

INTERACTION WITH OTHER CORPORATE POLICIES

This Policy relates to the promotion of diversity on the Company’s Board and in its executive team. It is aligned with the Company’s Human Rights Policy, Code of Conduct & Ethics and BC Workplace Bullying & Harassment Policy, which govern diversity in relation to non-executive employees of the Company.

POLICY

The Company remains committed to basing director nominations and executive appointments on merit and selecting the best person to fulfill these roles. Within this framework, to support the Company’s diversity objectives, the Board and the Company’s executives (as applicable) will, when identifying and considering candidates for director and executive positions:

- consider all aspects of diversity in the candidate selection criteria;
- consider the level of representation of all aspects of diversity on the Board and in executive positions, as applicable; and
- in addition to its own searches, as and when appropriate from time to time, engage independent external advisors to conduct a search for candidates who meet the Board’s and the Company’s expertise, skills and diversity criteria.

Approved by the Board on May 8, 2025.