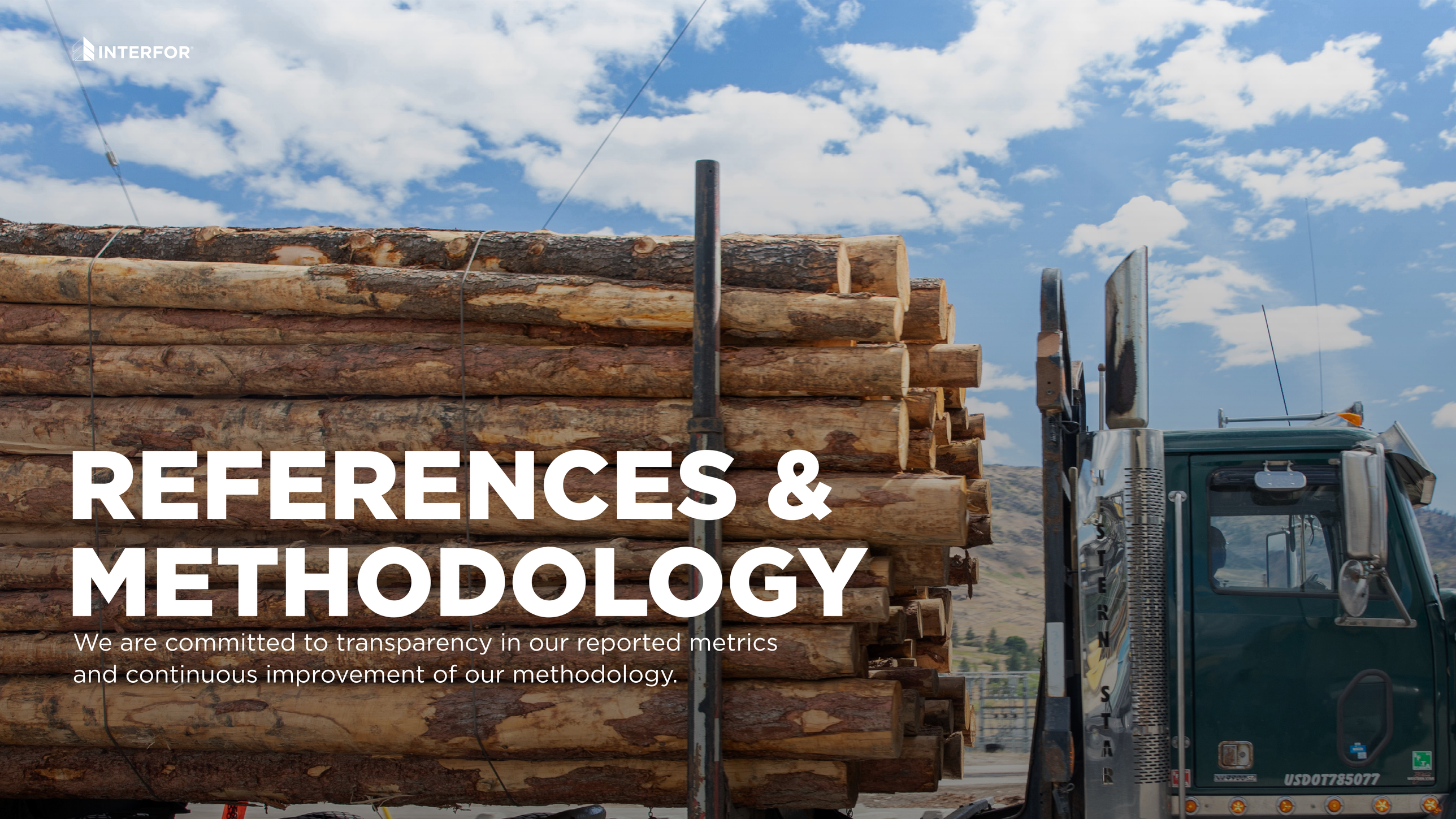


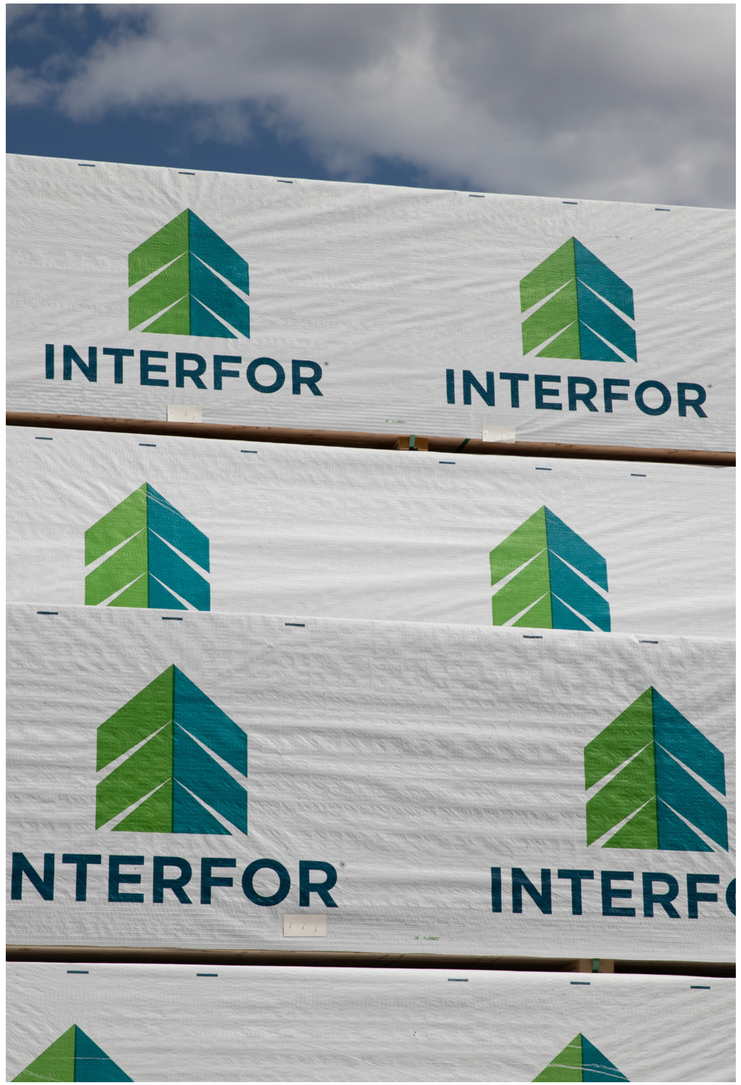
REFERENCES & METHODOLOGY

We are committed to transparency in our reported metrics and continuous improvement of our methodology.

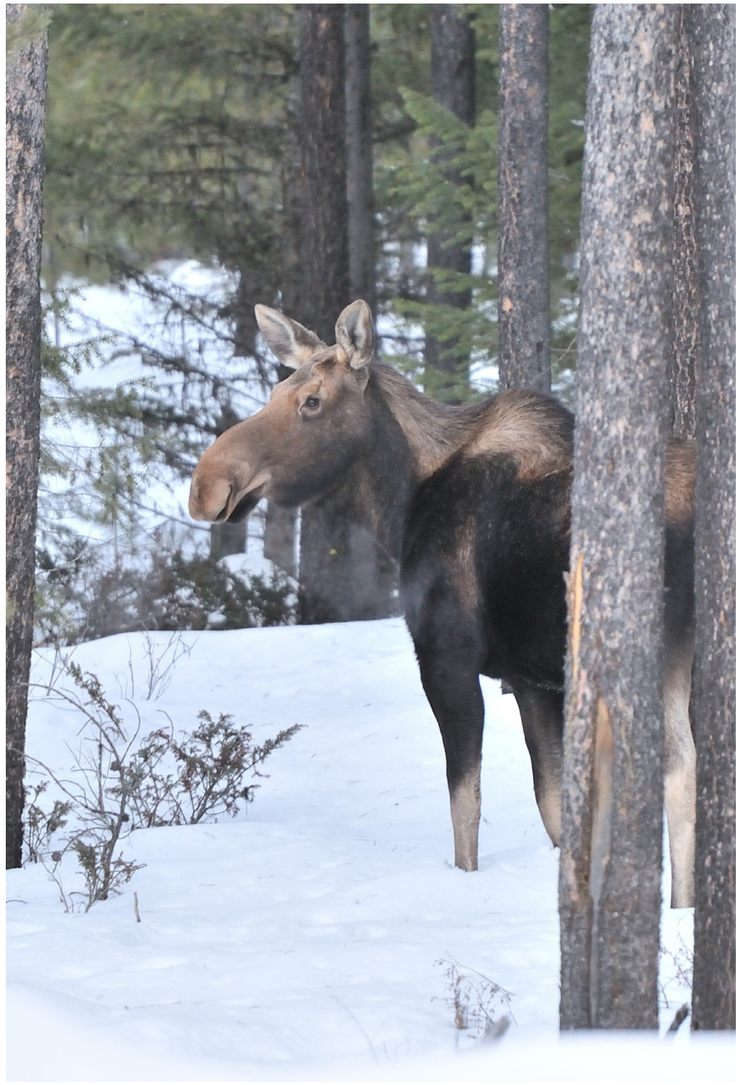
Operational Boundaries of Reported Metrics

The scope of our annual sustainability report covers all hourly and salaried employees of Interfor across Canada and the United States. Environmental metrics in the report and on our website cover all facilities owned and operated by Interfor including 25 sawmill facilities, one I-joist facility, and two woodland offices. Two leased corporate offices are excluded from reporting environmental impacts. All data is reported using the metric system and Canadian dollars unless otherwise stated.

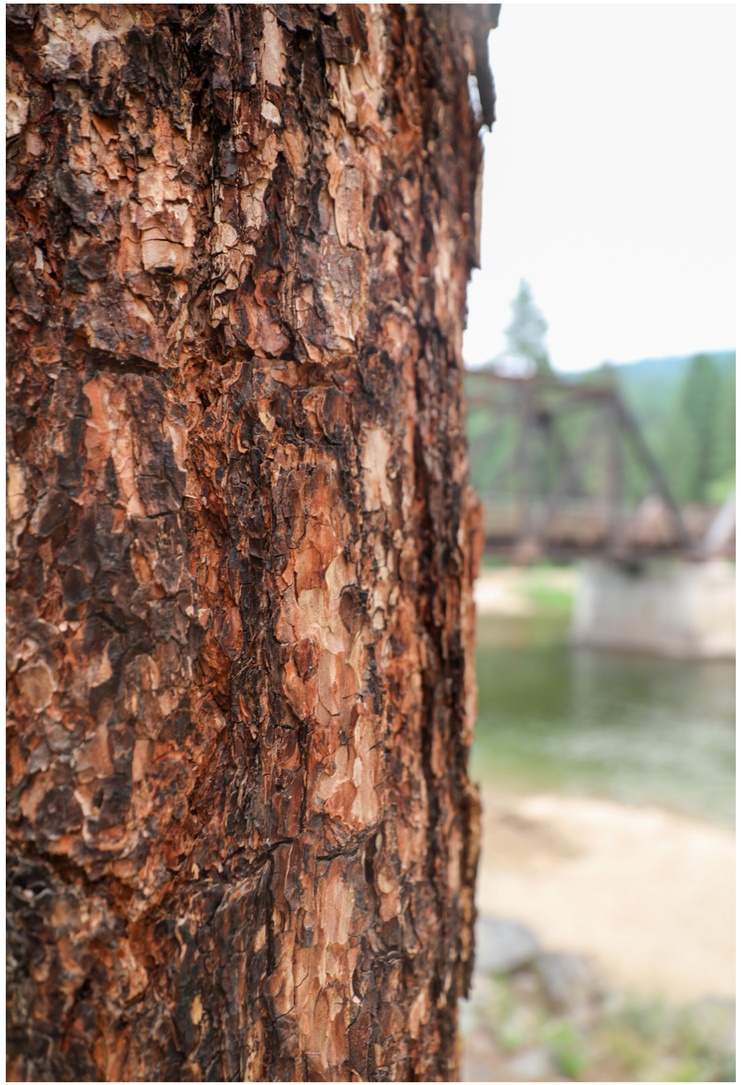
Safety Metrics Methodology	
Serious Injuries	Serious injuries are a subset of work-related employee recordable incidents that are life-threatening or life-altering injuries. Fatalities are reported separately but are included in the serious injury rate.
Medical Incident Rate (MIR)	The MIR is calculated by multiplying the number of recordable incidents by 200,000 and dividing this by the number of hours all employees worked. The 200,000 hours represent 100 full-time-equivalent employees working 40 hours a week for 50 weeks. The methodology for determining recordable incidents is based on OSHA for US operations and the BC Forest Safety Council's Manufacturing Advisory Group (MAG) for Canadian operations. Across both countries, they include medical treatments, lost-time incidents, restricted-work incidents, and fatalities. MIR and exposure hours are based on fiscal year-end data snapshots.
Serious Injury or Fatality Potential (SIFp) Events	Events that were or had the potential or probability to be a serious injury or fatality if circumstances were slightly different.
MIR Reduction Target	The 3% annual MIR reduction target is measured against a 3-year rolling average.
Lost Time Frequency Rate (LTFR)	The LTFR is calculated by multiplying the number of lost-time incidents by 200,000 and dividing this by the number of hours all employees worked. The 200,000 hours represent 100 full-time-equivalent employees working 40 hours a week for 50 weeks.
Lost Time Incidents	Lost time incidents include any in which an employee loses one or more days from work due to an occupational injury or illness.
Serious Injury Rate	Similar to the MIR, the serious injury rate is the number of serious injuries per 100 employees working full-time in a year. It is calculated by multiplying the number of serious injuries by 200,000 and dividing this by the number of hours all employees worked.
Lost Working Days	Calculated using OSHA methodology.
Lost Day Rate	The Lost Day Rate (LDR) measures the total number of workdays lost, calculated by multiplying total lost days from all lost time cases by 200,000 and dividing by the total number of hours all employees worked.
Occupational Disease Cases	Determined using OSHA methodology, includes work-related stress leave.
Proactive Safety Reports	Includes hazard reports, close-call reports, safety action reports, and observation reports.
Capital Projects Contractor MIR	See the Medical Incident Rate (MIR) section above for methodology. The Capital Projects Contractor MIR is calculated for each year using the total project-to-date hours and incidents for capital projects active in the reporting year.
Woodlands Contractor MIR	See the Medical Incident Rate (MIR) section above for methodology. It includes all Canadian woodlands contractors, and a periodic collection of exposure-hour data is used to develop informed estimates of total-exposure hours.



Employee Metrics Methodology	
Internal Promotions	Internal promotions include all salaried roles, excluding intern positions.
Amount Spent on Learning and Education	Excludes wages paid to employees while learning, training, or studying.
Total Hours Spent on Learning Company-Wide in 2025	Includes hourly and salaried learning, training, or studying either through our learning management system or through our millwright training programs. Excludes learning and courses completed externally such as continuing development courses provided to professionals by their associations.
Employee Development Programs	Includes the following ongoing programs: LEAD-X, Industrial Wood Processing Program, Business of Sawmilling, Millwright Apprenticeship Program, Advanced Maintenance Training, Millwright Accelerator Training, and Saw Filer Apprenticeship Program. Employees enrolled in more than one program are only counted once. Excludes any individuals who were no longer employees as of December 31, 2025.
Hourly Trades/Skilled Workforce	Includes all positions requiring advanced training and skills to operate or maintain equipment and excludes entry-level positions.
Supervisors/Superintendents	Includes all positions in frontline leadership in our manufacturing or woodlands operations and excludes corporate and senior managers.



Climate Metrics Methodology	
Base Year and Recalculation Methods	The base year selected for Interfor's GHG inventory and reduction target is 2021. Annual reporting prior to 2021 will not be recalculated. Non-organic changes to facilities in operation, changes in calculation methods (data, emissions factors), correction of errors, and assumptions or revised operational boundaries that are expected to result in a >5% change from the base year result in a recalculation of the base year (2021) and historic emissions. See the Variances from Previous Report section on the next page for details on restated values in the 2025 Sustainability Report.
Scope 1 Emissions	Includes carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O) expressed in tonnes of carbon dioxide equivalent (CO_2e). Calculated using: • Fossil fuel consumption (natural gas, diesel, gasoline, propane, light fuel oil) for both stationary and mobile combustion at primary sawmilling operations, one remanufacturing facility, one I-joist plant, and woodlands operations • CH_4 and N_2O from biomass combustion at primary sawmilling operations that use biomass as a source of heat and power for kiln-drying operations. Emissions factors for CO_2, CH_4 and N_2O were used to calculate stationary or mobile combustion of each fuel. For fuels used in both mobile and stationary applications (e.g., diesel), the amount of each application was estimated as a percentage of total use at a regional or site level. The appropriate emissions factors for the mobile portion of fuel used were selected based on the vehicle fleet and fuel use at each site (e.g., Tier 4 mobile equipment, light pickup trucks, marine). Factors used to calculate CO_2, CH_4 and N_2O emissions are from: • United States Environmental Protection Agency (US EPA) GHG Emission Factors Hub for all US facilities • Environment and Climate Change Canada National Inventory Report 1990–2023 for all Canadian facilities; Global Warming Potential (GWP) factors used to calculate CO_2e are from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) as adapted by the GHG Protocol. Notes: Excludes CO_2 emissions from biomass combustion. As per the GHG Protocol, these are reported separately. Refrigerants are excluded as they are not used in our manufacturing facilities, and a de minimis amount of refrigerant is used in HVAC systems in our offices. Regional numbers included within our Company total may vary from state or provincially reported numbers due to methodology. For example, our calculations use IPCC Fifth Assessment Report GWP factors (per GHG Protocol recommendations), while reporting requirements in some jurisdictions specify using Fourth Assessment Report GWP factors.
Scope 2 Emissions	Location-based emissions are calculated using regional electricity consumption and corresponding GHG emissions factors. Sources by operation are: • Environment and Climate Change Canada National Inventory Report 1990–2023, Part 3, for all Canadian facilities (by province) • US Energy Information Administration Power Profiles (Power Profiler Emissions Tool 2023) by subregion: ◦ SRSO (South): Baxley, Eatonton, Perry, Preston, Swainsboro, Bay Springs, Fayette, Meldrim, Thomaston ◦ SRVC (Virginia-Carolina): Georgetown, Summerville ◦ SRMV (Mississippi Valley): Monticello, DeQuincy ◦ NWPP (Northwest): Longview, Port Angeles, Molalla, Cedarprime Includes purchased electricity only. Electricity covered in building leases (minor use) is not included. GHG emissions associated with electricity lost during transportation and distribution are excluded.



Climate Metrics Methodology, cont.	
Scope 3 Emissions	Interfor's Scope 3 Emissions Inventory is calculated using a combination of methods: spend-based, average-data, and supplier-specific. The inventory calculations include data and estimates, and all assumptions and methods are documented in the Interfor GHG Inventory and Target Methodology Guide. A continuous improvement process will be used to refine and improve this methodology and inventory and, as needed, to recalculate and revise reporting for previous years.
Intensity	Calculated in tonnes of CO_2e per thousand board feet of lumber produced including: • Direct Scope 1 emissions • Indirect Scope 2 emissions • Annual lumber production, all divisions
Variances from Previous Report	Variances from previous year's reporting of 2021–2024 emissions are due to: • Exclusion of mills divested from our operations • Updated emissions factors • Minor corrections to data
Carbon Stored	Calculated using the Canadian Wood Council's Carbon Calculator and the total board feet of lumber, by species grouping, sold by Interfor in the reporting year.
Carbon Dioxide Emissions from Biomass Combustion	Includes calculated CO_2 emissions from biomass consumption at facilities where biomass is consumed for energy. CH_4 and N_2O emissions from combustion of biomass are included in Scope 1 emissions and excluded from biogenic carbon dioxide emissions from biomass combustion. Factors used to calculate CO_2 emissions are from: • US EPA GHG Emission Factors Hub for all US facilities • Environment and Climate Change Canada National Inventory Report 1990–2023 for all Canadian facilities
Energy Use	Energy purchased excludes electricity covered in building leases (minor use). Proportion of renewable vs. nonrenewable purchased electricity is based on published percentage by region (Canada Energy Regulator, BC Hydro, and US EIA PowerProfiles). Energy produced includes: • Energy from on-site biomass combustion calculated in GJ per tonne of biomass consumed • Energy from fossil fuel combustion including natural gas, diesel, propane, gasoline, light fuel oil calculated in GJ per units of fossil fuel consumed in both mobile and stationary applications
Energy Resilience	Percentage of kilns by fuel type includes kilns that are actively in use.
Trees Planted	Includes total trees planted in woodlands managed by Interfor in British Columbia, Ontario, and New Brunswick.

Environment Metrics Methodology	
Compliance Target	Target to achieve 100% completion of all regulatory legal and internal compliance tasks is specific to audits for Interfor manufacturing facilities and includes legal requirements, as well as requirements under Interfor's EMS.
Water Withdrawal	Water withdrawal information is based on metered water withdrawal data, where available, and estimates. Changes in total water consumption reported reflect the removal of mills divested from our operations, as well as improved tracking of water use due to the installation of water meters.
Air Emissions	Air emissions data is compiled using mill emissions inventories and reports from each individual facility. Reported emissions methodology, such as sources included and emissions factors, are based on regional reporting requirements for each site.
Waste and Beneficial Use/Recycling	Waste and beneficial use/recycling data is compiled based on a combination of scaled weight data, waste hauling manifests, and estimates; all amounts reported are approximate. Note: Wastewater discharge is not included in this metric.
Reportable Spills	Includes any spill that meets the legal reporting requirement for the applicable jurisdiction.

Other Metrics Methodology	
Indigenous Territories and Agreements	Total number of territories is based on available records and information. Individual agreements and communities with agreements are based on a cumulative total since 2010.
Indigenous Employment	All metrics regarding indigenous employment are based on voluntary disclosure or identification as indigenous.
Eastern Operations Indigenous Workforce by Department	This data is specific to Ontario operations that track this information in support of their Partnership Accreditation in Indigenous Relations (PAIR) Certification.
Community Donations	All amounts are based on actual spending in 2025.
Capital Investments (Upgrades)	Includes capital expenditures for upgrades and investments in existing facilities and systems only.