INTERFOR CORPORATION
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.

Employer details

Employer:	INTERFOR CORPORATION
Address:	Suite 1600 - 4720 Kingsway, Burnaby, British Columbia V5H 4N2 Canada
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	300-999

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 cents in median hourly wages. *

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

Mean overtime pay [3]



In this organization women's average overtime pay is 44% less than men's. For every dollar men earn in average overtime pay, women earn 56 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 73% less than men's. For every dollar men earn in median overtime pay, women earn 27 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-64

In this organization the average number of overtime hours worked by women was 64 less than by men. *

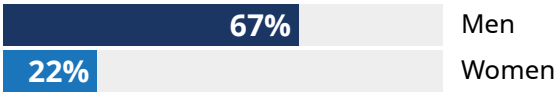
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-69

In this organization the median number of overtime hours worked by women was 69 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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

Bonus pay

Mean bonus pay [7]



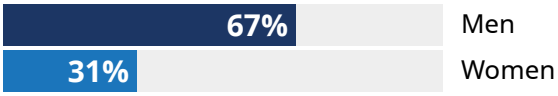
In this organization women's average bonus pay is 8% less than men's. For every dollar men earn in average bonus pay, women earn 92 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 174% more than men's. For every dollar men earn in median bonus pay, women earn $2.74 in median bonus pay. *

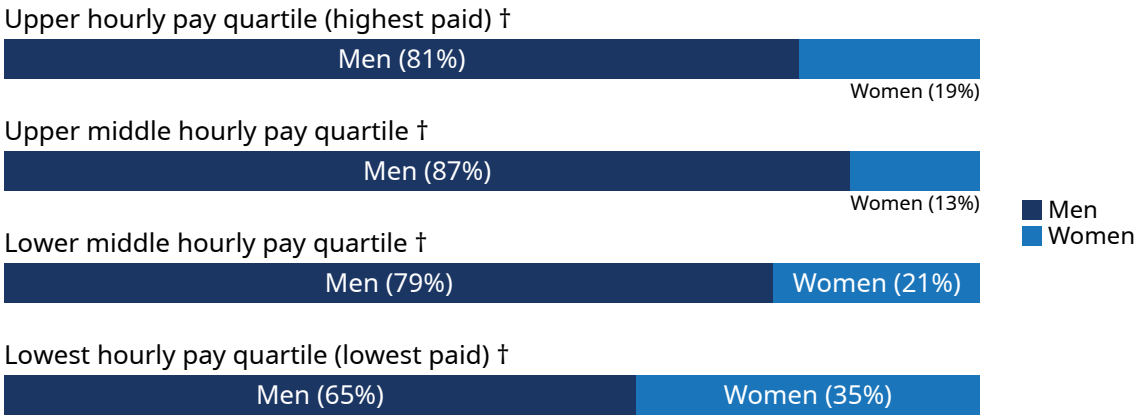
Percentage of employees in each gender category receiving bonus pay



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 [9]



In this organization, women occupy 19% of the highest paid jobs and 35% of the lowest paid jobs.

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

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.

* 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.