

# Performance at a Glance



We are committed to continuous improvement and reporting out on our progress. Our Performance at a Glance summarizes our progress against our goals, targets and metrics. We are currently working on refining our goals and targets for the remaining topics and will include them in future reports.

● Achieved   
 ◐ On Track   
 ! ○ Monitoring   
 ○ Data Collection in Progress

Material Topic & Goal	Target	Metric	2022 Results	Status
<b>Safety, Health &amp; Wellness</b> Goal: We are committed to a zero-incident workplace and supporting the health and wellness of our people.	<b>North America</b>			
	10% improvement year over year on our total recordable incident frequency <sup>a</sup>	Total recordable incident frequency (TRIF)	TRIF reported per OSHA: 2.26 <sup>b</sup>	! ○
	Achieve and maintain the National Standard of Canada for Psychological Health and Safety in the Workplace by 2024 <sup>c</sup>	To be determined	New target for 2022; we will report progress in future reports	○
<b>Inclusion &amp; Diversity</b> Goal: We will foster a more inclusive and equitable culture and increase the diversity in our workforce.	<b>North America</b>			
	30% under-represented <sup>d</sup> groups in executive leadership positions by 2030	% of executive leadership	25%	◐
	30% under-represented groups in all other senior leadership positions by 2025	% of all other senior leadership positions	15%	◐
	50% of under-represented groups for new hires annually by 2030, with an interim target of 33% by 2025	% of new hires in under-represented groups	50%	●
	Availability of personal protective equipment (PPE) for everyBODY at operations in North America by 2023	Availability at operations	Available at all operations	●
	Maintain a 95% completion rate of Inclusion and Diversity Awareness training for new hires within four months of hire	% of completion by new hires with four months tenure	50% <sup>e</sup>	! ○
Maintain a 95% completion rate of Indigenous Cultural Awareness and Understanding training for new hires within six months of hire <sup>f</sup>	% of completion by new hires with six months tenure	83%	◐	
<b>Indigenous Relations</b> Goal: We aspire to be a partner of choice for Indigenous Peoples, a privilege afforded by fostering strong relationships and by deeply respecting Indigenous histories, cultures, values and beliefs.	<b>Canada</b>			
	100% of operating area covered by agreements with willing Nations by 2030	% of area covered by agreements	46%	◐
	5% of total spend with Indigenous vendors for Canadian operations by 2025	% of spend with Indigenous vendors <sup>g</sup>	3.5%	◐

a. To calculate TRIF, Canfor uses 200,000 hours to normalize the total hours worked, and incidents only include work-related injuries. Recordable incidents are tracked per Occupational Safety and Health Administration (OSHA) definitions for 2022. Prior years have not been restated and are presented as Medical Incident Rate (MIR) as defined by Manufacturing Advisory Group (MAG) guidelines. For comparative purposes, MIR for 2022 is 1.65.

b. Vida is excluded from 2022 result as transition to TRIF per OSHA is in progress. As a result, we did not calculate our performance relative to a three-year rolling average due to the change in methodology for 2022. We are reviewing our target relative to available data.

c. [National Standard of Canada for Psychological Health and Safety in the Workplace](#) by the Mental Health Commission of Canada, Bureau de normalisation du Québec and CSA Group.

d. Under-represented groups include women, non-binary people, Indigenous Peoples, visible minorities, people living with disabilities, LGBTQ2S+ individuals, and veterans. Individuals who identify in multiple groups are only counted once. We are in the process of improving our data collection; currently, our data only represents women, Indigenous Peoples and visible minorities.

e. This is a new target established in 2022; we are monitoring our performance and continue to review the frequency of our course offerings to encourage timely completion of training for our new hires.

f. This target and metric also apply to our Indigenous Relations material topic in Canada, but only appears once in this table for clarity.

g. Initial target was set only for Canadian wood products operations. We have updated our data to include spend from both our Canadian pulp operations and wood products operations.

Material Topic & Goal	Target	Metric	2022 Results	Status
<b>Community Resilience</b> Goal: We will contribute to community resilience by being a good neighbour focused on supporting our employees and communities in building a sustainable future.	<b>North America</b>			
	Contribute a minimum of \$2 million annually through Canfor's Good Things Come From Trees community giving program to our operating communities in North America	Total Good Things Come From Trees donations	\$2.2 million	<span style="color: red;">●</span>
	Establish Good Things Come From Trees Foundation in Canada and the U.S. by 2023	Completion status	Established in Canada; will establish in U.S. by 2023	<span style="color: red;">◐</span>
<b>Sustainable Forestry</b> Goal: We are committed to practising world-class sustainable forestry that will result in resilient, productive and biodiverse forests. We commit to building collaborative partnerships and developing innovative solutions to contribute positively to forest health and climate change mitigation.	<b>Canada</b>			
	Maintain 100% certification to Sustainable Forestry Initiative® (SFI®) or Forest Stewardship Council® (FSC®) Forest Management Standards and the SFI Fibre Sourcing Standard for all Canfor-managed forests	% certified	100%	<span style="color: red;">●</span>
	<b>United States</b>			
	Maintain 100% certification to the SFI Fibre Sourcing Standard for all sourced wood	% certified	100%	<span style="color: red;">●</span>
	Support willing timberland owners to achieve the SFI Forest Management Standard or American Tree Farm System® certification and have 30% of purchased fibre be from certified lands by 2030 <sup>h</sup>	% of volumes certified	15%	<span style="color: red;">◐</span>
	<b>Canadian Woodlands Operations</b>			
	Enhance the climate change resilience and future productivity of our forests by implementing credible, science-based sustainable forest management practices	Reforest 100% harvested areas within four years of harvest start; 100% of reforested areas to be monitored and tended until the stand has achieved a specified state of health and growth	Achieved for 2022	<span style="color: red;">●</span>
		Less than 5% (three-year rolling average basis) of gross cut-block area is occupied by permanent roads	Data collection in progress	<span style="color: gray;">○</span>
	<b>North American Woodlands Operations<sup>i</sup></b>			
	Maintain biodiversity and habitat for wildlife by employing ecosystem-based management and collaborative partnerships, with special consideration for species-at-risk	Develop and implement wildlife habitat features management program across all tenured woodlands	73% of our updated Wildlife Habitat Features Program have been developed and implemented	<span style="color: red;">◐</span>
Establish and implement a species-at-risk management program for key species across all tenured woodlands		71% of our updates Species-at-Risk Program have been developed and implemented	<span style="color: red;">◐</span>	
Conserve water quality and fish habitat by implementing best management practices to minimize erosion and sedimentation	Erosion and sediment control training delivered at each operation at least every three years for all tenured woodlands	All locations have received virtual training; we are in the process of delivering in-person training.	<span style="color: red;">◐</span>	

h. The American Tree Farm System® is a program of the American Forest Foundation. In 2022, we have updated this target to reflect the current landscape of certification in the United States.

i. The targets are applicable to North America, but the metrics reported above are only applicable to B.C. woodlands operations; metrics for Alberta and U.S. are under development.

Material Topic & Goal	Target	Metric	2022 Results	Status
<b>Climate Change</b> Goal: We will become a net-zero carbon company by 2050 through advancing climate-positive forest management, producing sustainable forest products and developing impactful partnerships.	Reduce absolute scope 1 and 2 GHG emissions by 42% by 2030 from a 2020 baseline year	Scope 1 and 2 GHG market-based emissions	Scope 1 (non-biogenic): 719,465 tCO <sub>2</sub> e  Scope 2 (non-biogenic): 132,076 tCO <sub>2</sub> e  2% reduction from 2020	<span style="color: red;">◐</span>
	Measure our scope 3 emissions and establish a science-based reduction target by 2024	Scope 3 GHG emissions	Refinement of scope 3 calculation in progress	<span style="color: red;">◐</span>
<b>Air Quality</b> Goal: We are committed to minimizing air emissions that impact people and communities by utilizing leading technology and processes. We will go beyond compliance to preserve air quality by reducing emissions of particulates, sulphur and other gases.	<b>North American Wood Products Operations</b>			
	Pave 50% of unpaved high-frequency-use roads in our facilities and lumber yards to reduce fugitive dust generation by 2030	Area paved	Baseline under development	<span style="color: grey;">○</span>
	Improve key business processes to reduce particulate matter across wood products operations	To be determined	Evaluation in progress	<span style="color: grey;">○</span>
	<b>Pulp Operations</b>			
	Reduce the total loading of particulate to the airshed by 10% by 2030 from a 2020 baseline year	Amount of particulate matter from stacks	908 tonnes of PM <sup>i</sup> -11% from 2020	<span style="color: red;">◐</span>
	Achieve Pulp and Paper Air Emissions Code of Practice for SOx discharge while reducing total reduced sulphur (TRS) emissions by 20% by 2030 from a 2020 baseline year	Amount of SOx	2,793 tonnes of SOx; -5% from 2020 <sup>k</sup>	<span style="color: red;">◐</span>
		Amount of TRS emissions	115 tonnes of TRS; -19% from 2020	<span style="color: red;">◐</span>
Reduce the loss of ozone-depleting substances from refrigeration units by 50% by 2030 from a 2020 baseline year	Amount of ODS	458 kilograms; -24% from 2020 <sup>l</sup>	<span style="color: red;">◐</span>	
<b>Water Management</b> Goal: We are committed to reducing water consumption and protecting water quality through optimized production processes, leading management systems and innovative technologies.	<b>North American Wood Products Operations</b>			
	Reduce water usage by 10% by 2030	Total water usage	Baseline under development	<span style="color: grey;">○</span>
	<b>Pulp Operations</b>			
	Reduce the water intensity of pulp and paper production by 10% by 2030 from a 2020 baseline year	Water intensity (m <sup>3</sup> /ADt)	101 m <sup>3</sup> /ADt; +7% from 2020	<span style="color: grey;">!</span>
Reduce the biological loading intensity of pulp and paper production by 25% by 2030 from a 2020 baseline year	Amount of biochemical oxygen demand (BOD) (kg/ADt)	2.7 kg/ADt; +5% from 2020	<span style="color: grey;">!</span>	

j. Our current data only includes particulate matter emissions from stacks and does not include fugitive emissions.

k. We are also looking at projects to reduce SOx emissions to meet the Code of Practice.

l. Ozone-depleting substances (ODS) are defined as refrigerants releases that are estimated based on recharge amounts for the year, which can fluctuate depending on timing of maintenance. We are tracking R410A, R438A, R404A, R422D, R22, R407C.

● Achieved   
 ◐ On Track   
 ! ○ Monitoring   
 ○ Data Collection in Progress

Material Topic & Goal	Target	Metric	2022 Results	Status
<b>Waste Management</b>  Goal: We are committed to reducing waste throughout Canfor's operations by identifying beneficial uses of materials.	<b>North American Wood Products Operations</b>			
	Reduce the volume of log yard debris generated by 15% by 2030	Volume of log yard debris	Baseline under development <sup>m</sup>	○
	Recover 40% of Canadian wood products operations' ash and log yard debris through beneficial use programs by 2030	Recovery rate of log yard debris and ash	57% <sup>n</sup>	●
	Support and promote waste reduction and recycling programs to reduce domestic waste to landfill	To be determined	Programs under development	○
	<b>Pulp Operations</b>			
	Create beneficial use projects for process wastes that reduce the volume to landfill by 10% by 2030	To be determined	Projects under development	○
	Eliminate the landfilling of wood, pulp and paper waste generated at the facilities	To be determined	Projects under development	○

m. Baseline is under development, as we are improving data collection for log yard debris in the U.S.

n. The numerator of this recovery rate includes seven facilities where we track our ash and log yard debris processed for beneficial use. The denominator is based on information where available, which may be incomplete and may rely on estimation methods. We will continue to improve data tracking for material waste streams.

