

WESTERN

Forest Products

Western Forest Products Inc.
2024 Sustainability Report

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DISCLAIMER

Forward Looking Statements

All financial references are expressed in C\$ unless otherwise referenced.

This report contains statements and estimates that may constitute forward-looking statements under the applicable securities law. Readers are cautioned against placing undue reliance on forward-looking statements because such statements are based upon a number of estimates and assumptions of management, and Western can give no assurance that such statements will prove to be correct. All statements herein, other than statements of historical fact, may be forward-looking statements and may be identified by the use of words such as “will”, “plan”, “target”, “strategy”, “expect”, “can”, “anticipate”, “aim”, “believe”, “project”, “commit”, “estimate”, “forecast”, “likely”, “ensure”, “seek”, “work to”, “continue” and similar references intended to identify forward-looking statements, although not all forward looking statements contain these identifying words.

Forward-looking statement in this report include, but are not limited to, statements relating to our current intent, belief, expectations, goals, targets, risks, strategy, commitment and impact with respect to our operations, our environmental and sustainability initiatives (including the impact of Western’s activities on carbon emissions, and CO₂e and climate change), the development of our carbon accounting initiatives, our safety results and initiatives, our employee retention initiatives, and our engagement and relationships with Indigenous groups, communities and other stakeholders including the advancement of our Indigenous partnerships and forest landscape and integrated resource management initiatives.

Models, Assumptions and Uncertainties

Greenhouse gas reporting comes with considerable uncertainty. The reporting provided in the Carbon and Climate Section related to current estimates of emissions associated with harvesting and transporting logs, manufacturing, and distribution of primary products from the mills to the point of sale, and other associated emissions, and any forward-looking projections related thereto are inherently uncertain. Any forward-looking projections included in such Section should be read together with the cautionary note above.

This report is based on the best information available to Western Forest Products Inc. (the “Company”, “Western”, “us”, “we”, or “our”) management as of the date hereof. A number of models and assumptions were used in preparing the data outlined in the Carbon and Climate Section. The details of the approach and each such model and associated assumptions can be found in the appendices to this report. Due to the uncertainty of the inputs as noted above, the results are uncertain.

We note that understanding and interpretation of the GHG Protocol’s application in the forest sector is continuing to evolve, with updated guidance for calculating carbon emissions and removals for land-based activities in draft form (WRI, 2022). Due to the uncertainties this introduces with carbon accounting practices and reporting, Western has simplified its reporting in the Carbon and Climate Section to focus on the following areas: Scope 1, Scope 2, Scope 3 and biogenic emissions to the product point of sale, which is a material change of scope from previous years. Specifically, this impacts Scope 3 emissions as the new scope narrows the focus and excludes previously included emissions: hog fuel burning, processing of sold products, distribution of sold products, and end-of-life emissions. The list of included emissions from Scope 3 can be found in Appendix 1: Scope 3 Indirect Emissions from Supply Chain Activities. For the foregoing reasons, readers are cautioned that comparisons to reporting from prior years is not appropriate due to Western’s updated approach as set out in the Carbon and Climate Section and appendices of this report. This report replaces all prior years reporting and deviations from prior years scope, presentation and reported values may be significant. As such, all previously stated years have been recalculated to account for the material scope change.

Although such statements reflect management's current reasonable beliefs, expectations and assumptions made as of the date of this report, there can be no assurance that forward-looking statements are accurate or that we will achieve our goals or objectives, and actual results and performance may materially vary. Forward-looking statements are subject to a variety of risks and uncertainties that could cause our actual results or performance to be materially different from what is contemplated by these statements, including: economic and financial conditions, labour disputes and disruptions, changes in prices and demand for forest products, natural disasters, adverse weather conditions and the impact of climate change, environmental compliance costs, global pandemics, relations with Indigenous groups, the availability of fibre and allowable annual cut, development and changes in methodologies for carbon accounting, development and changes in the regulatory framework, the development and performance of technology and other factors set out in our management's discussion and analysis for the year ended December 31, 2024 and other disclosure documents we file from time to time with securities regulatory authorities, which are available on our website at westernforest.com or by referring to our profile on SEDAR+ at sedarplus.ca. The foregoing list is not exhaustive, as other factors could adversely affect our actual results and performance. Forward-looking statements are based solely on information currently available to Western and are made as of the date hereof. Except as required by law, Western disclaims any intent or obligation to update any forward-looking statements, whether as a result of new information, future events or results or otherwise.

MESSAGE FROM THE PRESIDENT AND CEO

At Western, we work hard every day to advance sustainability through our investments in our people and communities, best-in-class forest management, advancing reconciliation, and producing renewable building materials that contribute to climate solutions. In 2024, we continued to build on our efforts with a focus on creating long-term value for our people, partners and communities.

Health and safety remains our highest priority and our progress throughout the year reflects the dedication and care of our teams. Thanks to the collective efforts of team members, multiple operations achieved a medical incident rate of zero, a milestone that speaks to our shared commitment to a zero-harm workplace. We will continue to strengthen our safety culture through leadership engagement, comprehensive training and the use of tools that support proactive risk prevention.

We are proud to continue building a workplace where people feel valued, supported and empowered to succeed. In 2024, we introduced improvements to succession planning and performance management to support development opportunities for team members. We also continued to build engagement by actively listening to team members, acting on their feedback, and fostering a workplace culture where people feel valued. These efforts are key to our goal of being an employer of choice.

We deepened our partnerships with all communities, including Indigenous communities, marking a new era of shared stewardship and opportunity. A major highlight was the completion of the sale of a 34% ownership interest in a forestry partnership in TFL 64 to the We Wai Kai, Wei Wai Kum, K'ómoks, and Tlowitsis First Nations. We also supported the Tseshah First Nation's housing goals through the sale of land in Port Alberni. Together with the 'Namgis First Nation, we released the first draft Forest Landscape and Operations Plans which were met with strong community support.

These achievements represent just a few of the strides we made in 2024, driven by the ongoing dedication of the Western team to ensure the health of our forests, communities and industry for generations to come. As we look ahead, we plan to work together to shape a more sustainable future, built with high-value, renewable wood products.

Steven Hofer

President and CEO

GOVERNANCE

We recognize the importance of strong and effective corporate governance to advancing our vision and values. Our Board of Directors (“Board”) has the ultimate oversight for sustainability at Western. The Board ensures that Western remains committed to meeting or exceeding our legal requirements and having high ethical standards and that our corporate governance policies and practices meet or exceed applicable regulatory requirements. The Board has oversight responsibility for the Company’s risk management framework, including oversight of and supporting management in assessing and managing climate-related risks and opportunities. Our commitment has contributed to Western being recognized with a top governance score from Institutional Shareholder Services.

Western has four Board committees to ensure the Board functions effectively: the Audit Committee; the Nominating and Corporate Governance Committee (“NCGC”); the Environmental, Health & Safety (“EHS”) Committee; and the Management Resource and Compensation Committee (“MRCC”).

Please see our [2024 Management Information Circular](#) for further information about our Board, Board committees and governance.

The Audit Committee is responsible for overseeing the Company’s reporting standards in relation to Environmental, Social and Governance (“ESG”), including sustainability. Management reports on the Company’s ESG and sustainability matters regularly to the Audit Committee. The Audit Committee reviews this information and makes recommendations to the Board. The Audit Committee also makes recommendations on the Company’s annual sustainability report and reviews and assesses the Company’s communications in respect to its policies and practices around ESG and sustainability.

The NCGC monitors the development of ESG best practices and emerging ESG topics and trends, and reports and makes recommendations to the Board on ESG topics that may affect the business, operations, performance or public image of the Company.

The EHS Committee assists the Board in carrying out its responsibilities with respect to environmental, health and safety issues including the Company’s commitment to a safe and healthful workplace and our compliance with safety and environmental legislation. The EHS Committee reviews and makes recommendations to the Board regarding our environmental, health and safety policies, standards, procedures, practices, programs and training in light of our environmental, health and safety risks.

The MRCC is responsible for overseeing executive compensation and succession planning with consideration for diversity, equity and inclusion (“DEI”) principles, which form part of the Company’s ESG commitments. Management reports to the MRCC on DEI initiatives and representation within leadership. The MRCC reviews this information and makes recommendations to the Board to ensure compensation practices and leadership development align with the Company’s ESG objectives.

All members of the Board committees are 100% independent.

Please see the [Governance](#) section of our website for further information about our corporate governance initiatives, policies, Board and Board committee mandates and constating documents. Key policies include: Anti-Bribery and Anti-Corruption; Code of Business Conduct and Ethics; Compliance and Code of Conduct Program; Diversity, Equity and Inclusion; Employee Health & Safety; Environmental; and Human Rights.

Forced Labour and Child Labour

Western published its [2024 report](#) under the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This report sets out Western’s actions to identify and understand any forced labour or child labour risks related to our business and describes the policies and processes the Company has in place to combat these potential risks in our business and supply chains.

Legal Proceedings

During 2024, Western incurred no losses, and received no notices of violations associated with corruption, regulatory labelling or marketing codes, or false, deceptive or unfair marketing, labelling and advertising.

SUSTAINABILITY AND ENGAGEMENT

Our material sustainability topics are embedded in policies and practices, informed by our engagement activities, and validated by our management team. Engagement refers to all our efforts to listen to, understand, and collaborate with stakeholders and Indigenous groups, while respecting the rights and interests of Indigenous communities in the areas we work. Western operates within the traditional territories of more than 50 Indigenous groups in British Columbia (“BC”). We are committed to meaningful engagement, collaboration and long-term relationships built on mutual respect and understanding to support the advancement of shared objectives, including shared reconciliation goals.

2024 Engagement Topics

Stakeholders and Others	Key Topics	
Investors <ul style="list-style-type: none"> ▪ Institutional investors ▪ Other equity holders 	<ul style="list-style-type: none"> ▪ Business and financial performance ▪ Environmental, social and governance management and practices ▪ Operating environment ▪ Climate change 	<ul style="list-style-type: none"> ▪ Health and safety ▪ Sustainable practices ▪ Business performance ▪ Compensation and benefits ▪ Learning and development
Workforce <ul style="list-style-type: none"> ▪ Union ▪ Non-union ▪ Full- and part-time employees ▪ Contractors 	<ul style="list-style-type: none"> ▪ Health and safety ▪ Community investment and economic development opportunities ▪ Sustainable forest management practices and certification 	<ul style="list-style-type: none"> ▪ Reconciliation and Indigenous partnerships and agreements ▪ Local procurement and employment ▪ Carbon and climate change ▪ Recreation access
Communities <ul style="list-style-type: none"> ▪ Indigenous communities ▪ Non-Indigenous communities ▪ Public advisory groups ▪ Community-based groups ▪ Interest groups 	<ul style="list-style-type: none"> ▪ Health and safety ▪ Community investment and economic development opportunities ▪ Sustainable forest management practices and certification 	<ul style="list-style-type: none"> ▪ Reconciliation and Indigenous partnerships and agreements ▪ Local procurement and employment ▪ Carbon and climate change ▪ Recreation access
Customers <ul style="list-style-type: none"> ▪ Lumber remanufacturers ▪ Pro dealers and home centres ▪ Pulp and veneer producers 	<ul style="list-style-type: none"> ▪ Products and product development ▪ Marketing ▪ Green building and carbon storage 	<ul style="list-style-type: none"> ▪ Sustainability of wood products ▪ Supply chain ▪ Education, supporting end use applications
Educational Institutions <ul style="list-style-type: none"> ▪ Academic institutions ▪ Research organizations 	<ul style="list-style-type: none"> ▪ Training and work programs ▪ Mentorship opportunities 	<ul style="list-style-type: none"> ▪ Research partnerships ▪ Forest management
Governments <ul style="list-style-type: none"> ▪ Municipal ▪ County ▪ Provincial ▪ State ▪ Federal 	<ul style="list-style-type: none"> ▪ Health and safety ▪ Community relationships ▪ Sustainable practices ▪ Business practices 	<ul style="list-style-type: none"> ▪ Employment and skills training ▪ Sustainable forest management ▪ Regulatory policy

HEALTH AND SAFETY

At Western, the health and safety of our people is our highest priority. We are committed to providing a safe and healthful workplace where the health and safety of our people — including employees, contractors, and community partners — is a foundational commitment and essential component of our sustainability goals. Through continued investment in leadership, systems, and innovation, we aim to prevent harm and promote well-being across all operations. Safety is a core value shared across our organization. We recognize that a single safety incident can have lasting impacts on individuals, families, and communities. That's why we continue to focus on building an injury-free culture by providing the tools, training, and leadership needed to identify and control workplace risks.

We continue to advance our comprehensive Health & Safety Management System ("HSMS") to deliver improved safety performance. We have invested in the ongoing development of our safety leaders to support robust safety execution practices. This includes comprehensive onboarding processes, hazard identification and management, and consistent health and safety program monitoring and assessment. Our approach is supported by seasoned operational leaders, well-trained front-line supervisors, and the active participation of our workforce and contractors. We also work closely with regulators, industry associations and contractors to develop and implement best practices and to advocate for improvements to safety standards.

Please see the [Careers](#) section on our website for additional information on health and safety.

Health and Safety Policy and Oversight

Western's [Health and Safety Policy](#) sets out our belief that safety is a shared responsibility and details our commitments to providing a safe and healthful workplace, managing hazards, and mitigating risks. Compliance with the policy is a fundamental expectation of all employees.

Our CEO and executive team oversee our commitment to safety and ensure resources are available to implement our HSMS and provide for necessary safety training. Our EHS Committee reviews health and safety performance quarterly.

Health and Safety Management System

Our HSMS is a consistent framework that standardizes processes to drive continuous improvement in safety performance across Western. The HSMS has elements to manage all aspects of safety performance such as inspections, incident investigations and corporate safety standards. Our HSMS covers all regulatory requirements in the jurisdictions where we operate. We regularly review our safety performance to identify trends and implement corrective actions where necessary.

Health and Safety Training

Safety is a shared responsibility at Western and we invest in safety development and training for our people at all levels. We provide our workers with the resources they need to work safely and support their active participation in job-specific training, regular refresher training, and regular safety meetings. We ensure that our workforce is provided with the best educational and training tools to prevent work-related injuries and offer compliance and targeted training, including:

- **Western Safety Leadership Development Program:** A training initiative for all Western safety leaders to ensure they are well-equipped to manage hazards and reduce work-related risks.
- **Western Learning:** Salaried employees receive safety training through our online learning system, covering regulatory requirements such as Hot Work or Fall Protection Awareness.
- **Musculoskeletal Injury Prevention (MSI-P):** A foundational program that provides training, assessments, and injury prevention strategies.
- **Customized Learning Modules:** We offer Western-specific safety training materials, including Loss Control and Hazard Management.

On-site employees also participate in frequent safety meetings and in-person training sessions throughout the year.

Health and Safety Reporting

To support our journey toward a zero-harm workplace, we continue to focus on proactively reporting potential work hazards and refining our mitigation tools. Employees have proactive reporting tools to identify workplace hazards, including:

- **Hazard Identification (“Hazard ID”):** Our electronic Hazard ID system is designed to make it safer and more accessible for staff to report hazards or risks in real time. The system allows for immediate notification, tracking, and trending of reported events, ensuring timely corrections and future mitigation practices. This system has successfully mitigated risks through collaboration and teamwork, enabling prompt responses and continuous improvement in safety management.
- **Digital Inspection Tool:** Our safety inspections now leverage a mobile digital platform that improves the visibility and tracking of corrective actions. This tool enables timely follow-up, greater accountability, and better closure rates on identified issues—ultimately strengthening our safety performance.
- **Near-Miss Reporting System:** Near-Miss situations are unplanned events or situations that have the potential to cause damage or injuries. By registering any potential near-miss situations in our system, we decrease the likelihood of future workplace risks by anticipating and avoiding similar scenarios.

Company Safety Performance

We collect and analyze safety performance data from our timberland and manufacturing operations. The information we collect helps us identify areas for improvement, and we adjust our safety programs and policies accordingly. We continue to evolve our safety policies and practices on our journey to achieving a zero-harm workplace.

Our operations undergo regular audits and inspections by independent or regulated health and safety authorities. These audits ensure that we comply with safety regulations and standards. Additionally, we conduct internal audits to assess and enhance our performance. Safety performance at our Canadian operations is externally audited and we are SAFE-certified by the BC Forest Safety Council. In the United States (“US”), we operate in accordance with the regulations set by the Occupational Safety & Health Administration (“OSHA”). Beyond regulatory compliance, we align our Health & Safety practices to support voluntary OSHA consultations.

While the number of recordables increased in 2024, the trend also reflects improved reporting culture and earlier escalation of incidents. Greater awareness among supervisors and employees regarding the importance of timely reporting may have led to a more accurate capture of lower-severity, but recordable, cases.

Metric	2024	2023	2022
Medical Incident Rate: Company – Total	3.84	2.87	2.80
Medical Incident Rate: Company – Timberlands	2.68	2.46	2.92
Medical Incident Rate: Company – Manufacturing	5.24	3.78	3.23
Fatalities	Zero	Zero	Zero
Severity Rate	55.53	59.40	44.98
Near-miss Reporting	63	84	130
Health and Safety Audit Scores	Timberlands: 93% Manufacturing: MAG Safe Certification complete for all Canadian facilities	Timberlands: 95% Manufacturing: MAG Safe Certification complete for all Canadian facilities	Timberlands: 95% Manufacturing: MAG Safe Certification complete for all Canadian facilities

Contractor Safety Performance

Contractors are expected to meet Western’s safety standards. We use ISNetwork, a third-party contractor management platform, to ensure contractors remain compliant with contractual and regulatory requirements. We continue to monitor and support the safety performance of our contractors. We require that all contractors adhere to Western’s safety standards and provide them with appropriate safety protocols and materials.

Metric	2024	2023 ⁽¹⁾	2022
Medical Incident Rate: Contractor – Total	3.94	3.91	2.56
Medical Incident Rate: Contractor – Timberlands	3.68	3.11	2.61
Medical Incident Rate: Contractor – Manufacturing	5.93	11.04	2.15

(1) 2023 increase due to an additional six recordable incidents from the prior year, combined with a >20% decrease in hours worked.

Highlights and Progress in 2024

- Multiple Company operations completed the year with a medical incident rate of zero.
- Extended MSI-P efforts to our US operations, including employee training, assessment, and work methods to promote proactive prevention.
- Contractor Safety Management: Expanded contractor coaching and onboarding support through in-person engagement and resource sharing.
- Digital Transformation of Safety Processes: Implemented mobile tools to enable real-time reporting, trend analysis, and workflow automation for corrective actions. These tools support employee engagement and enable data-informed decision-making.

Looking Forward

We remain committed to our journey toward an injury-free workplace. Through strong safety leadership, engaged teams, and continuous improvement, we are focused on reducing risk and enhancing workplace well-being.

In 2024 we established our baseline for proactive safety metrics to support the introduction of formal leading-indicator goals for 2025. As part of this work, we launched the Proactive Incident Rate, which brought further structure to how we track near misses, hazard IDs, and inspections. Historically, hazard IDs were not centrally captured and were often combined with near-miss reporting, which limited our visibility into proactive identification.

At the same time, we made a deliberate cultural shift away from viewing near misses as “incidents” and instead positioned them as positive learning opportunities. This change, combined with improved leadership response and recognition, is designed to encourage healthier reporting behaviours, increased hazard communication, and contribute to a lower overall risk profile.

For 2025, we have set company-wide health and safety targets aimed at reducing our medical incident rate, total injury rate, and severity rate compared to previous years. These targets reflect our ongoing focus on prevention, accountability, and building a culture where safety is integrated into everything we do.

WORKFORCE

At Western, we believe our employees are the driving force behind our business. Our committed and dynamic team of approximately 3,350 employees and contractors across BC and the Pacific Northwest work together to deliver Western's vision of a sustainable future, built with renewable products.

In an industry that demands exceptional talent, our ability to attract, develop and retain a diverse and skilled workforce is critical to Western's long-term success. That's why we are committed to being an employer of choice in the communities where we operate. We prioritize investing in our people through training and development opportunities, complemented by competitive compensation packages. Regular employee engagement surveys provide us with valuable insights helping us continuously strengthen our workplace experience.

At Western, we don't just aim to meet expectations; we strive to exceed them, ensuring that our employees feel valued, empowered, and inspired to drive our strategic priorities forward.

Human Rights

At Western, we uphold human rights as fundamental principles that guide our operations. Our values and policies provide the foundation for a respectful and inclusive work environment. Embedded within our [Human Rights Policy](#) is a steadfast commitment to diversity, anti-discrimination, and fair working conditions.

These commitments are integrated into every aspect of our organization, from recruitment and promotion to training and rewards. We are dedicated to cultivating an inclusive workplace where every individual feels valued and respected, recognizing that diverse perspectives are a catalyst for innovation and business excellence. Central to our efforts is a proactive commitment to increasing the representation of underrepresented groups in our workforce, including women, Indigenous peoples, people with disabilities, and other traditionally underrepresented groups who have historically faced barriers to employment.

At Western, we believe that championing human rights isn't just the right thing to do; it's foundational to building a thriving, sustainable and socially responsible workplace.

Diversity, Equity and Inclusion

At Western, we are dedicated to supporting a workplace where every employee feels empowered to bring their authentic selves to work each day. Our ongoing efforts focus on fostering an environment that promotes diverse perspectives.

Embedded within our [Diversity, Equity, and Inclusion Policy](#) is a commitment to understanding and advancing meaningful progress in our DEI initiatives. This policy is reflected company-wide and is integrated into our recruitment, promotion, training, and rewards processes. By championing diversity, we believe we will make better business decisions and support a culture where every individual feels valued.

At Western, we believe that embracing diversity strengthens a workplace culture grounded in respect, empathy and collaboration.

Attracting and Retaining Talent

At Western we recognize the importance of retaining our existing workforce and taking innovative steps to attract new talent. In 2024, we hired 409 new individuals into the organization. We continue to leverage a variety of methods to support recruitment, including online job postings, recruiters, and job fairs.

Over the past year, we have launched several key initiatives aimed at strengthening our talent pipeline. These included a campaign to promote careers in the forest sector among youth and the implementation of expansion technology solutions to help enhance the candidate experience and student recruitment efforts across Canada.

We also deepened our focus on inclusive hiring practices through Indigenous community engagement and specialized recruitment and retention training. These efforts support the development of more inclusive processes designed to attract and retain a diverse workforce, with a continued emphasis on advancing Indigenous employment opportunities.

Training and Development

We provide comprehensive on-the-job training and support for continuing education for all employees. Our commitment to employee development is reflected in ongoing enhancements to Western Learning, our online learning management system, which delivers content to support learning, development, and mental wellness.

We prioritize promoting from within to offer long-term and diverse career opportunities. In 2024, we continued to expand and evolve our learning programs to meet employee needs. This included the rollout of DiSC, a team development and communication tool, and the continuation of our Visible Leadership training to support meaningful engagement and feedback between managers and employees in both operations and corporate roles.

New in 2024, we launched Facilitation 101, a course designed to strengthen facilitation skills of participants, and expanded our investigative training to ensure managers are equipped to lead fair and consistent workplace investigations. We also continued our Lunch & Learn program to promote cross-business collaboration and information sharing, reinforcing a culture of continuous learning and connection.

These initiatives ensure that our employees are empowered with the tools, skills, and support they need to thrive and grow in their careers.

Compensation and Benefits

Our compensation approach emphasizes total rewards, ensuring market-competitive total compensation.

This includes base salaries, pay for performance bonuses, and an employer funded pension plan for salaried employees in Canada and a 401K in the US. Additionally, we offer extended benefits that promote well-being, including various job protected leaves, and maternity and parental leave top up.

For our CEO and executives, pay for performance bonuses include measurement of performance goals specifically pertaining to advancing the Company's ESG commitments, health and safety and environmental compliance, and advancement of Indigenous relationships and reconciliation, among others. Please see our [2024 Management Information Circular](#) for further information about our compensation philosophy.

In 2024, we continued to expand our focus on employee wellness through a range of initiatives aimed at promoting health, happiness, and balance in the workplace. We also launched our first Pay Equity Report, reinforcing our commitment to fair and equitable compensation practices across the organization. All employees have access to competitive wages, comprehensive benefits, and our Employee and Family Assistance Plan. Both salaried and unionized employees participate in pension and retirement savings programs, with unionized employees covered under jointly sponsored pension plans and Group Registered Retirement Savings Plans. This comprehensive approach reinforces our commitment to supporting and valuing our workforce.

Employee Communication

Effective employee communication is a cornerstone of our success. At Western, we continuously acknowledge, encourage, support, and engage our employees through comprehensive communication strategies. We regularly update job opportunities on social media platforms and invest significantly in job boards and radio advertising to reach a broader audience.

Internally, our bi-weekly e-newsletter keeps everyone informed about company news and highlights employee achievements. Additionally, our presence on social media, including [Instagram \(@westernforestproducts\)](#), [X \(@WFPCcompany\)](#), [LinkedIn](#) and [Facebook](#), ensures active engagement with our staff, investors, community members, and other stakeholders. This consistent approach maintains transparency and fosters a strong, connected community.

Unionized Employees

We support freedom of association and collective bargaining. Western has collective agreements with the United Steelworkers and Public and Private Workers of Canada. The collective agreements define wages, benefits and working conditions and outline many areas where we collaborate with our unions to ensure a safe and healthful work environment. In addition to our collective agreements, we collaborate and jointly advocate with union leaders on issues of mutual benefit and interest.

Workforce Demographics

Metric	2024	2023	2022
Overall Company	1,837	1,906	2,032
Male	1,559	1,617	1,714
Female	260	276	307
Undefined	18	13	11
Salaried Employees	537	560	600
Male	345	363	380
Female	187	196	220
Undefined	5	1	-
Geographic Location			
Canada	1,590	1,664	1,806
US	239	233	218
Rest of World	8	9	8
Unionized Employees			
Company Unionized Employees	1,072	1,126	1,230
Workforce By Age			
< 21 years old	2.03%	0.84%	1.33%
21 to 30 years old	13.61%	14.22%	15.02%
31 to 40 years old	23.02%	22.88%	20.60%
41 to 50 years old	19.35%	19.88%	19.91%
51 to 60 years old	24.11%	23.98%	24.56%
> 60 years old	17.88%	18.20%	18.58%

Highlights and Progress in 2024

In 2024, we continued to advance our people and culture priorities, building on momentum from prior years to foster a more inclusive, engaged, and resilient workforce. Our commitment to becoming an employer of choice remained unwavering, and we are proud to share the following highlights and progress achieved throughout the year:

- We introduced meaningful improvements to our Succession Planning and Performance Management processes to better identify talent, support development, and drive accountability in alignment with business goals.
- We introduced service milestone recognition through our monthly newsletter to celebrate employee contributions and build a culture of appreciation.

- We successfully negotiated a new six-year collective agreement with the United Steelworkers that supports long-term stability and shared success.
- We continued to focus on employee engagement. Results of our employee engagement survey were shared across the business, with action planning rolled out in every business unit. We held dedicated roundtables to explore key themes and established action plan commitments to reinforce accountability and follow-through.
- We updated our Vacation Policy to reduce the time between service thresholds for earning additional vacation, an important change in support of work-life balance.
- We piloted the Evergreen Program to support employees transitioning into retirement, providing guidance and resources to ensure a positive experience for both the individual and the organization.
- We continued to increase engagement in learning and development initiatives, demonstrating our commitment to employee growth and continuous learning. We provided a wide array of learning opportunities, focusing on both operational and soft skills.

Looking Forward

As we look ahead, we remain focused on strengthening how we retain our talented workforce and attract new team members in a competitive market. This includes the continued expansion of engaging learning programs, enhancements to our onboarding experience, and the development of a strategic talent framework to support career growth, succession planning, and internal mobility.

Following the successful rollout of our 2023 employee engagement survey and the resulting action planning in 2024, we remain focused on delivering meaningful improvements at both the team and enterprise level. Engagement roundtables and team-level commitments have strengthened accountability, transparency, and follow-through across the organization.

Looking ahead, we will continue to evolve how we engage with employees, using a mix of pulse surveys, dialogue sessions, and other feedback channels to ensure employee voices continue to shape our culture and priorities.

We are also proud to be pursuing recognition as a Canada Top Employer. Our efforts in 2024 have aligned closely with national best practices in employee experience, and we are excited to formalize our application. This work reflects our commitment to continuous improvement and to being a workplace of choice across our industry and the communities where we operate.

SUSTAINABLE FOREST MANAGEMENT

At Western, we envision a sustainable future, built with renewable products. That is why we are advancing forest practices and product innovations to ensure healthy, resilient forests, and a stable supply of long-lived wood products that are part of the global climate change solution.

We continue to collaborate with Indigenous groups, incorporating Indigenous knowledge and values into long-term holistic planning, and investing in new technology and innovations to support diverse and natural forests for the long term, including old forests and healthy habitats. Please see the Indigenous Relationships section of this report for information about our work with Indigenous groups.

Please see the [Sustainability](#) section of our website for more information about our forest management practices and policies.

Stewardship

Western carefully stewards 1.62 million hectares of land on the coast of BC. We work hard to earn and maintain the trust and respect of Indigenous groups, the communities in which we work, other stakeholders, our workforce, and elected officials. Civil society, including community leaders, labour, scientists, customers, and local citizens, share our vision and are working with us to develop the solutions today to secure a strong tomorrow for all. Some ways we are protecting forests to ensure their health and resiliency, include:

- **Healthy Ecosystems and Forest Values:** Ensuring healthy and resilient ecosystems starts with determining what we will leave behind as part of careful stewardship and conservation planning for the long-term. This means protecting culturally important sites, old growth forests, important wildlife habitat, fish habitat, Big Trees (as defined in Western's Big Tree Standard) and rare ecosystems, and projecting the growth of forests over 250 years into the future to ensure that these vital forest values will be sustained for future generations.
- **Full Rotation Management:** We have a long history of full rotation management developed over many decades and is based on forecasts of both financial and biological parameters. We maintain the linkages between our long-term forecast of the future harvest pattern to our seed supply needs at the Saanich Forestry Centre, stand tending activities, and the resulting log profile. Every area harvested is reforested as natural forests with ecologically suitable species and with consideration to natural stand succession and the current and future projected climate. We also monitor the health of all new forests in our care and take actions to address issues that may arise.
- **Independent Oversight:** The lands we manage are subject to some of the most stringent forest regulations in the world and many of our practices exceed the legal requirements. Our practices are verified through third-party certification, reviewed by government inspectors, and subject to audit by BC's independent forest watchdog, the Forest Practices Board. BC's independent Chief Forester sets sustainable harvest levels every 10 to 15 years. We also engage with communities and public advisory groups to develop locally relevant indicators for our Sustainable Forest Management Plans and review our plans, our performance, and our corrective action reports.
- **Sourcing from Independently Certified Forests:** In BC, most of our fibre supply continues to be sourced from our third-party certified timberlands tenures, with the remainder coming from external sources certified under the same standards. At our US and wholesale divisions, we have developed fibre sourcing standards to ensure fibre comes from legally harvested and sustainably managed private and public-land forests.

Land Base	2024	2023	2022
Total hectares of forest land	1,313,141	1,313,006	1,312,816
Total hectares of non-forest land	306,632	306,762	307,188
Total hectares of land	1,619,773	1,619,768	1,620,004
Total hectares of forest not available for harvest	694,061	686,424	686,045

Biodiversity and Ecosystem Health

Protecting and enhancing biodiversity that supports healthy and resilient ecosystems is vital to our stewardship and conservation planning. An essential element of biodiversity conservation is the complementary implementation of both landscape and stand level retention. We have collaborated with researchers and scientists to develop a comprehensive wildlife and biodiversity program that includes landscape and stand level retention to support the complexity and diversity of our coastal forests. High quality element occurrences of rare ecosystems, wildlife habitat, and important biological features, such as bear dens, bird nests, deer, elk and goat winter ranges, foraging areas, and Big Trees are retained across the forest. Other areas are set aside from harvesting to protect riparian areas, meet visual quality objectives, and maintain terrain stability. Through such measures, within our tenures over 52% of the forested land base is conserved, including the areas detailed below under *Species At Risk Habitat Conservation*.

Wildlife Feature Conservation

Species	Feature	Cumulative Through 2024
Black Bear, Grizzly Bear	Den	1,675
Bald Eagle, Great Blue Heron, Northern Goshawk, Osprey, Red-tailed Hawk, Sharp-shinned Hawk	Nest	589

Species At Risk Habitat Conservation

Habitat Conserved	Hectares
Great Bear Rainforest Class 1 Grizzly habitat	24,306
Nesting habitat conserved for Northern Goshawk	105,668
Habitat conserved for Misty Lake Stickleback	35
Nesting habitat conserved for Marbled Murrelet	75,284

Inventory and Harvest By Tree Species on Western's Tenures

We design long term plans for our harvesting activity and monitor to ensure we harvest the same profile of species that occur naturally. The species harvested each year depend on what is growing in the area approved for harvesting, resulting in some year to year variation.

Forest Inventory By Species	2024		2023		2022	
	Inventory	Harvest	Inventory	Harvest	Inventory	Harvest
Western hemlock	47%	45%	47%	45%	47%	47%
Amabilis fir	15%	15%	15%	15%	15%	16%
Western red cedar	15%	10%	15%	12%	15%	14%
Douglas fir ⁽¹⁾	11%	22%	11%	22%	11%	16%
Yellow cedar	7%	7%	7%	5%	7%	5%
Sitka spruce	2%	1%	2%	1%	2%	2%
Other	3%	0%	3%	0%	3%	0%

(1) Harvest aligned to proportion of second growth Douglas fir in inventory.

Stand Level Conservation

In areas designated for harvesting, groups of trees are retained (not harvested) for biodiversity purposes. This is based on forest professionals' and biologists' on-site decisions and grounded in a scientific understanding of BC's ecosystems, wildlife, and their habitats. Retention cutblocks utilize a silvicultural system that retains groups of trees inside the harvest area, avoiding large open spaces.

Stand Level Conservation	2024	2023	2022
Total cutblock area ⁽¹⁾	5,553 hectares	5,521 hectares	5,390 hectares
Total area retained within cutblocks ⁽¹⁾	1,434 hectares	1,395 hectares	1,157 hectares
Percentage of available forest retained for stand level biodiversity in cutblocks	26%	25%	21%
Percent use of retention silvicultural system	78%	74%	68%

(1) Excludes mainland coast, which operates under a different framework for ecosystem-based management, guided by the Great Bear Rainforest Legal Order and associated guidance.

Great Bear Rainforest Agreement

Western was involved in a process with the Province of BC, Indigenous groups, environmental organizations, and industry to reach the Great Bear Rainforest ("GBR") Agreement. The land-use agreement supports logging in 15% of the GBR using an ecosystem-based management approach tailored to this unique area. Since the agreement was reached in 2016, we have continued to work with all groups to share collective learnings and best practices.

Protecting Old Forests and Big Trees

BC is home to some of North America's oldest and most significant trees. These trees are valued for their cultural, biological, and intrinsic value. Legislated and third-party certified forest management and harvesting practices ensure that BC will always have old forests. About two-thirds of BC's old forests are currently protected or unavailable for harvest. Within Western's tenures, 70% of old growth forests are conserved to meet biodiversity objectives.

Western has been conserving Big Trees since 2016. Our investment in Light Detection and Ranging ("LiDAR") technology has enabled us to take an inventory of every tree in our care. When it comes to Big Trees, we take specific steps to identify and protect these rare trees, and exceed provincial standards for Big Tree protection.

Cumulative Number of Big Trees	2024	2023	2022
Western-designated Big Trees	3,300	3,205	1,770

Reforestation

Planting millions of trees every year is no small task, but at Western, we are proud of our role in promoting healthy forests adapted to a changing climate. Our seed orchard and research has created a new generation of forests to enhance biodiversity and support critical habitats, healthy ecosystems, and waterways. The seeds of today are tomorrow's forest products that will support the long-term needs of Indigenous groups, workers, forestry-dependent communities, and global markets.

The species we replant are matched to the species harvested, with allowance for some movement to anticipate climate change and forest succession. Our aim is to maintain the natural species profile over time. Some species such as western hemlock fill in naturally and as the forest matures can begin to outcompete the other slower growing species. Therefore, we need to plant less hemlock proportionately than we harvest to achieve the desired future forest profile that is consistent with the natural condition of the forests that we manage.

Number of Seedlings Planted By Species	2024		2023		2022	
	#	%	#	%	#	%
Western hemlock	857,518	19%	772,090	14%	1,165,166	18%
Amabilis fir	36,759	<1%	25,410	<1%	26,290	<1%
Western red cedar	1,380,903	31%	2,422,190	45%	2,803,396	45%
Douglas fir	1,731,608	39%	1,575,521	29%	1,694,438	27%
Yellow cedar	358,406	9%	460,490	9%	373,340	6%
Sitka spruce	70,420	2%	63,350	1%	106,110	2%
Other	18,474	<1%	39,180	<1%	120,090	2%
Total	4,454,088	100%	5,358,231	100%	6,288,830	100%

Leading Reforestation Efforts

To ensure the vitality of new forests, we are the coastal lead in implementing the BC forest fertilization programs, delivering more than 50% of the coastal programs annually. We use broadcast fertilization to support our sustainability efforts by increasing the amount of carbon sequestered from the atmosphere through promoting increased tree growth. This, in turn, improves harvesting, transportation and manufacturing efficiency.

We are proud to work with the Government of Canada and its partners to implement new tree planting initiatives, specifically through the 2 Billion Trees Program. This initiative aims to help Canada exceed its 2030 Paris Agreement greenhouse gas ("GHG") emission reduction targets while restoring important habitats, supporting biodiversity, and enhancing the surrounding community's quality of life.

Saanich Forestry Centre

The Saanich Forestry Centre is at the heart of Western's sustainable forest management practices. This seed orchard and tree nursery is the birthplace of millions of trees growing across coastal BC. The Saanich Forestry Centre produces an average of nearly 15 million high-quality seeds and grows close to four million seedlings every year. The main species are western red cedar, Douglas fir, yellow cedar, western hemlock, and Sitka spruce. The orchard incorporates new selections identified by BC tree breeders from advanced breeding programs as part of adapting to meet predicted changes in climate. These programs positively impact volume gain and maintain wood quality while enhancing insect and disease resistance. It is Canada's oldest continuously operating orchard and provides for almost all of Western's current and future seed needs.

Investing in Technology and Research

We harness the power of technology to enhance our forest management practices and understanding of forests. Western has led and partnered in forest research and monitoring to support the improvement of forest management practices. Our objectives are to support ecological values and processes, ensure an economic timber supply and respect social values. The strategy is to:

- Identify knowledge gaps and recommend basic and applied research needs.
- Utilize spatially and temporally explicit forest estate modelling to evaluate the long-term outcomes of our practices.
- Engage with government, academic, and private agencies that have the capacity and mandate to undertake applicable research.
- Support research funding proposals for projects of interest.
- Add value to research organizations through our cooperation in conducting basic and applied research including access and use of data.
- Test and develop applications in practice and use published research relevant to Western's management goals and responsibilities.

Significant areas of forest research that Western has or is undertaking includes:

- **Forest Ecology Research Program:** Determined the effects of stewardship activities on forest ecosystem functions and identified ways to improve our ability to predict ecosystem response. The outcome includes advancement in our implementation of ecologically sound silviculture prescriptions.
- **Silviculture Research Program:** Examined silvicultural practices for regeneration and tree growth to maintain and enhance an economically viable timber supply. Various trials – some being monitored after 30 or more years from planting – examined species selection, genetic gain for volume and pest tolerance, stock resiliency, mechanical site preparation, vegetation control, and fertilization.
- **Forest Growth and Yield & Light Detection and Ranging Program:** Through our investment in LiDAR technology, we continued to improve our forest inventory information. LiDAR provides detailed, accurate, and comprehensive information over extensive areas. In 2024 we completed a field sampling program to validate the accuracy of volume and species estimates from a LiDAR-derived individual tree inventory in Tree Farm Licence ("TFL") 37, 44 and 64. Through this work, we demonstrated the accuracy of this LiDAR-derived inventory and received approval from the Ministry of Forests to use it in future Timber Supply Analysis reviews.
- **Using LiDAR to Measure Fertilization Growth Response:** In 2024, in conjunction with the Quatsino First Nation through the Quatern Forestry Limited Partnership, we used successive LiDAR collections in TFL 6 to evaluate how stands and individual trees responded to fertilization over a 6-year period. This found that all species exhibited a growth response to fertilization and demonstrated how LiDAR data can be utilized to study growth and yield across both a landscape and tree level.

These projects are monitored, measured, and reported. Funding partners for Western's research programs include the National Council for Air and Stream Improvement, Natural Science and Engineering Research Council of Canada, Land Based Investment Strategy, Operational Tree Improvement Program, Ministry of Forests, Ministry of Land, Water and Resource Stewardship, Canadian Wood Fibre Centre, NorthX Climate Tech and GenomeBC.

Forest Estate Modelling

We continue to make significant investments and advancements in our forest estate modelling which is integral to long-term stewardship. Spatially and temporally explicit modelling supports our collaborative forest landscape planning and integrated resource management planning with Indigenous groups, sustaining biodiversity and

ecosystem health, and the implementation of multiple rotation management from seed supply through to the future log profile. Through our collaborations with Indigenous groups, we continue to advance new datasets and approaches for forecasting important values into the future. An example of these advancements is reflected in the new Forest Landscape Plan (“FLP”) and Forest Operations Plan (“FOP”) for TFL 37 available on our [website](#).

Reducing Waste

At Western, we diligently forecast the types of logs available for manufacturing today and in the future. We seek to ensure that every log that comes to our mills is used as efficiently as possible by:

- Investing in mill technology that optimizes fibre recovery.
- Collecting wood residues, bark chips shavings, and sawdust and diverting them to third-party producers to create pulp and paper and other products.
- Leaving wood debris from harvesting including roots, stumps, and branches in the forest on-site to decompose, to nourish new growth, in accordance with government requirements.
- Routing residual material from harvesting and sorting to pulp and paper manufacturers, bioenergy plants, local firewood, garden soil or landfills.
- Minimizing the disposal of wood debris in landfills.
- Looking for ways to improve the utilization of the resources in our care.
- Future-proofing our business by matching the timber supply of tomorrow with sound investments today in skills training, capital investment, new products, and income streams.
- Investing in manufacturing to produce forest products from the full range of tree species and sizes, with an increased focus on second growth. Year-to-year variation in species harvested is likely to occur depending on what is growing in the area approved for harvesting.

Regulatory Compliance

We have had a history of strong regulatory compliance. In 2024, we received two non-compliance fines totaling \$690 related to the condition of two culverts. The culverts were repaired, and we continue to conduct road inspections to proactively identify road related maintenance items.

Non-compliance	2024	2023	2022
Number of non-compliance incidents resulting in a fine	Two	One	One
Value of fines	\$690	\$173	\$173

Highlights and Progress in 2024

- **British Columbia’s first draft Forest Landscape Plan and Forest Operations Plan:** In conjunction with the ‘N̓amgis First Nation, we released the first draft of the TFL 37 FLP and FOP in 2024 for public review and feedback. These are the two new legislated plans under the Forest and Range Practices Act that replace the current Forest Stewardship Plan. The draft plans propose forest management practices for approximately 142,000 hectares in TFL 37 to support long-term forest health, climate adaptation, and a sustainable and secure forestry sector on northern Vancouver Island. Feedback on the plans consistently referenced the improved predictability and transparency associated with having five years of blocks and roads made available in the FOP concurrent with clear outcomes describing the desired future forest condition in the FLP.
- **Plastic-Free Progress:** At our Saanich Forestry Centre, we removed the use of plastic wrap around seedling root bundles. By going wrap-free, we eliminated 96,300 metres of clear plastic film compared to the previous year.

- **Ecosystem Integrity and LiDAR:** To advance our forest stewardship practices, we worked with ecology specialists to develop an assessment of ecosystem integrity at a landscape scale, including utilizing LiDAR to measure structural complexity, and forecasting changes through time. Ecosystem integrity is an important aspect of sustaining biodiversity and ecosystem health and this approach enables us to evaluate and adapt our stewardship techniques to enhance the integrity of ecosystems hundreds of years into the future. In 2024, we evaluated data from four TFLs, providing a large sample size across a range of forest types, enabling us to normalize the methodology providing for consistent application and interpretation across tenures.
- **Holistic and Collaborative Planning:** Through our collaborative work on the TFL 37 FLP pilot project and other integrated resource management planning in TFL 6, TFL 39-1, TFL 44, and TFL 64, we advanced the ability to establish clear spatially and temporally explicit outcomes that are inclusive of the future harvest pattern, by utilizing forest estate modelling outputs combined with LiDAR and geographic information system analysis. This includes outcomes for the multiple elements of biodiversity and ecosystem health including ecosystem integrity, wildlife habitat types, riparian function, connectivity, forest interior conditions, and rare ecosystems. These outcomes are forecast up to 300 years into the future, helping to ensure that our actions today support the desired outcome over the long-term.
- **Stewardship Standards:** We updated our Riparian Forest Management Standard, Fire Hazard Assessment and Abatement Standard, Karst Identification and Management Standard, and Windthrow Standard. These standards are part of our integrated Forest Management System supporting the achievement of consistent and predictable results across all operations.
- **Full Rotation Management:** With the integrated resource management planning progress to date, the Saanich Forestry Centre has updated the 25-year Seed Orchard Management Plan to reflect the future harvest forecast. This includes alignment of our future seed needs with the seed transfer guidelines, predicted climate changes, and incorporating new selections identified by BC tree breeders from advanced breeding programs.

Looking Forward

In 2025, we will be focusing on several continuous improvement opportunities, which include:

- **Completion and Submission of the TFL 37 FLP and FOP:** We anticipate completing the FLP and FOP for TFL 37 including submission to British Columbia's Chief Forester in 2025. Once the FLP is established by legal order and the FOP is approved, these plans will replace the existing Forest Stewardship Plan in guiding forest management activities within the plan area. These are likely to be the first FLP and FOP submitted for establishment and approval in British Columbia.
- **Life Cycle Approach to Roads:** Managing forest roads requires considering the complete road life cycle from the construction of the road to maintenance that considers the return frequency for future use of the road. Given that our approach to holistic and collaborative planning includes the forecast of future road use, we continue to integrate the results from this planning into our life cycle approach to roads. This included the application of various erosion control treatments for water management aligned with the return period of the road.
- **Stewardship Standards:** We anticipate additional refinements to our Riparian Forest Management Standard and Retention Silvicultural System Standard in 2025 to remain aligned with results from ongoing holistic and collaborative planning. As the Integrated Resource Management Plans ("IRMP") are completed, stewardship standards are updated to maintain consistency of practices.
- **Monitoring Program:** As we complete long-term holistic planning with Indigenous groups, we have been updating our current approach to monitoring. We continue to reflect a more collaborative approach aligned with the specific monitoring requirements of each plan. We anticipate completing the first monitoring consistent with Tla'amin Forest Resource Plan that includes TFL 39-1 and the draft FLP and FOP for TFL 37 in 2025.

CARBON AND CLIMATE

The full lifecycle of wood products includes many components, each of which plays a role in influencing the amount of carbon in the atmosphere. Forests play a vital role in mitigating climate change by acting as carbon sinks—absorbing carbon dioxide from the atmosphere through photosynthesis and storing it in biomass and soils. Managing forests, through activities such as harvesting, and road building also result in some greenhouse gas emissions. These emissions, though, can be part of a broader strategy that can have positive climate outcomes. Responsible forest management can enhance forest health, reduce wildfire risk, and promote regrowth, which continues the cycle of carbon uptake. Additionally, harvested wood products can store carbon for decades and substitute for more carbon-intensive materials like concrete or steel.

Carbon emissions are generated at multiple stages throughout Western’s operations, from harvesting to the point of sale. Western operates in numerous aspects of the supply chain and as such can use its own data for carbon accounting. With managing operations from harvesting, hauling, sorting, and milling, Western tracks its own fuel consumption which is used to estimate emissions. These are defined as direct emissions, or Scope 1. Indirect emissions are defined as Scope 2 and Scope 3. Scope 2 emissions are indirect emissions from energy purchases – for Western this includes hydroelectricity. Scope 3 are upstream, downstream and contractor emissions. A full list of the components of the supply chain and their associated emissions is available in the Appendices to this report. Understanding and quantifying emissions at each step is essential for identifying opportunities to reduce the Company’s carbon footprint.

Manufacturing, Production and Supply Chain Emissions

Western’s activities were estimated to have resulted in emissions of 223,967 tonnes of CO₂ equivalent (“tCO₂e”) in 2024. Scope 1 emissions are the organization’s largest source of emission as the Company is directly responsible for much of the supply chain from harvesting logs, manufacturing, and delivery to the point of sale. Non-biogenic emissions associated with slash pile burning continue to be the main contributors to Scope 1 emissions.

Carbon Flux (tCO ₂ e)	2024	2023	2022
Scope 1 Emissions	148,171	171,157	156,572
Scope 2 Emissions	3,899	3,971	3,871
Scope 3 Emissions	71,897	73,539	75,209
Total Emissions	223,967	248,667	235,652

Biogenic Emissions

Biogenic emissions are excluded from Scope 1, 2 and 3 emissions in accordance with the GHG Protocol. These emissions are driven by the forest operation’s burn program which is dependent on weather conditions.

Emission Source (tCO ₂ e)	2024	2023	2022
Slash pile burning from Western’s operations	440,327	521,988	394,806
Slash pile burning from purchased logs	66,052	69,172	83,045
Total Biogenic Emissions	506,379	591,160	477,851

Forest Enhancement

Western is actively working towards setting up our existing forests and our future forests for success. Healthy and resilient forests generally have increased growth, and consequently sequester more carbon. Starting from the seeds selected for germination, forest management strategies are implemented to give the future forest the best opportunity to thrive. Some of the ways Western is supporting our forests:

- **Leading in Forest Fertilization:** Western is a coastal lead in implementing BC forest fertilization programs. Through funding provided by the BC provincial government, we fertilized over 2,700 hectares in 2024.
- **2 Billion Tree Contributor:** As part of Canada's federal government 2 Billion Tree program, Western's Saanich Forestry Centre provided over 45,000 seedlings for planting on de-compacted roads and outside existing reforestation areas.
- **Growing and Protecting the Next Generation of Managed Forests:** We planted 4.4 million trees across the forests we manage within reforestation areas. With our changing climate, it is predicted that various tree species' natural ranges will shift in the future. The majority of seedlings grown and planted are established in areas suited to their future optimal growing range as part of climate-based seed transfer. Additionally, through tree improvement breeding programs, the seedlings planted in 2024 are anticipated to yield 14% more volume compared to naturally regenerated seedlings.

Highlights and Progress in 2024

The Company is identifying opportunities to reduce emissions across its operations predominantly through decreased energy usage and slashpile burning. By targeting areas such as production efficiency, equipment upgrades, and optimizing fibre use, the Company is working to minimize its carbon emissions. These efforts support a broader commitment to climate action and continuous improvement:

- **Increasing Utilization of Harvest Residue:** Western diverted 68,644 cubic metres of post-harvest residues, such as branches, tops, and stumps that would have otherwise been burnt in slash piles, to Atli Chip to be converted into fibre for coastal pulp and paper facilities.
- **Improving Energy Consumption:** The Saanich Forestry Centre is incrementally updating the aging infrastructure of the nursery. In 2024 the exhaust fan motors and inflation fans were upgraded to enhance temperature regulation efficiency of the greenhouses. Two outdated furnaces were replaced with modern, energy-efficient models. To further improve heating performance, during germination, doors are sealed, and heat is directed towards the seeds through air socks.
- **New Kiln Efficiency:** The Saltair Sawmill Division installed a new continuous dry kiln in 2024. Over the course of the year, the new kiln was 29% more efficient in production than the existing batch kilns. Through this higher efficiency, the continuous dry kiln consumed 10% less natural gas consumption relative to the batch kilns.

Looking Forward

Western continues to take a proactive approach in identifying and pursuing opportunities for emission reduction across its operations; through ongoing conversion of aging infrastructure with more efficient ones and seeking opportunities to increase utilization of harvest residue. Western is currently exploring innovative carbon sequestration solutions outside of the forest. We will continue to support the growth of robust forests to promote carbon sequestration. As carbon is an evolving science, we will monitor reporting guidelines for carbon accounting and update carbon reporting as needed.

INDIGENOUS RELATIONSHIPS

Western acknowledges and respects the rights and interest of the Indigenous groups in the areas where we operate. Our coastal BC timberlands operations and manufacturing facilities are located on the traditional lands of more than 50 Indigenous groups.

We are committed to advancing reconciliation within the framework of a sustainable forest economy. Our approach is based on a shared path with Indigenous groups that includes building new and innovative business partnerships, collaborating on FLPs, FOPs, and other integrated resource management planning initiatives, and promoting engagement through community enhancement contributions and capacity-building initiatives.

In working closely and respectfully with the Indigenous communities in the areas where we operate, our ongoing support, collaboration and business relationships are guided by the following principles, as set out in our [Indigenous Relationships Policy](#):

- **Work** to understand the interests of Indigenous communities to support reconciliation.
- **Listen** to, learn from, and incorporate the values and input of Indigenous communities in our plans.
- **Develop** and foster meaningful relationships through open and honest communication.
- **Create** mutually beneficial and meaningful partnerships, including opportunities for equity ownership in the business.
- **Grow** mutually beneficial business relationships with Indigenous vendors and work with businesses committed to advancing reconciliation with Indigenous communities.
- **Make** Western a forestry employer of choice for Indigenous people by fostering a diverse and inclusive workforce.
- **Encourage** contractors and communities to provide Indigenous people with job opportunities.
- **Collaborate** with Indigenous communities and educational institutions to enhance worker readiness in the forest sector.

Western continues to progress our work in support of economic reconciliation. Our partnerships with C̓awak ʔqin Forestry and La-kwa sa muqw Forestry are integral to sharing the economic benefits of forestry and we continue to invest heavily in integrated resource management planning processes that incorporate Indigenous values, interests, and knowledge to advance forest stewardship, as exemplified by the TFL 37 FLP and FOP.

Please see the [First Nations](#) section of our website for additional information.

Highlights and Progress in 2024

The following section highlights some of our actions in 2024 towards advancing reconciliation through business opportunities and employment, forest landscape and integrated resource management planning, and community enhancement and capacity-building. At Western, we strive to take meaningful action to foster reconciliation with Indigenous communities that reflects our deep commitment to being part of the solution.

Business Opportunities and Employment

Western believes it can play a role in advancing economic reconciliation, including through mutually beneficial limited partnership opportunities with shared governance and financial interests, joint ventures for combined harvesting opportunities, procurement of fibre supply, contracting, and employment.

Some highlights of our progress include:

- We celebrated a new era of forestry with the completion of Western's sale of a 34% ownership interest in a partnership in TFL 64 to the We Wai Kai, Wei Wai Kum, K'ómoks, and Tlowitsis First Nations. A celebratory event was held in April 2024 at Wei Wai Kum First Nation's Kwanwatsi Big House in Campbell River that included the unveiling of the partnership's logo and name, La-kwa sa muqw Forestry, meaning 'the wood of four' in the Kwak'wala language. Elders from other First Nations, business leaders, and local and provincial government representatives joined the partners to mark the landmark agreement which increases First Nations' participation in the sector while strengthening the local economy.
- We continued our respective businesses with Huu-ay-aht First Nations in Cawak ʔqin Forestry, with Quatsino First Nation in the Quatern Limited Partnership, and with 'Namgis First Nation in the Danyas Limited Partnership, as well as our joint venture with Kitsoo Xai'xais First Nation's Kitsoo Forest Company, all of which serve as examples of our commitment to building business relationships with Indigenous communities and optimizing the benefits of working collaboratively in the forest industry.
- We supported the Tseshaht First Nation's goal to address critical housing needs in Port Alberni with the sale of a parcel of land at the former Alberni Pacific Division sawmill site. The land paves the way for Tseshaht to deliver on their vision for a thriving residential development, promising benefits for its members and the wider community.
- Western procured over 1.2 million cubic metres of fibre from Indigenous or Indigenous-affiliated suppliers, including fibre purchased from our limited partnerships and joint venture, valued at over \$200 million. This volume represents approximately 80% of total volume of fibre procured by Western in 2024.
- Western and La-kwa sa muqw Forestry contracted with Indigenous vendors for over \$16 million in contract services, such as timber harvesting, brushing, silviculture, consulting, and surveys.
- We employed more than 70 individuals who self-identified as First Nations, Métis, and/or Inuit.

Forest Landscape Plans, Forest Operations Plans, and Integrated Resource Management Planning

Western is committed to working collaboratively with Indigenous groups through information sharing and joint integrated resource management planning to support healthy, sustainable forests and ecosystems, which are the foundation of strong communities and economic stability. Together with Indigenous groups, we are developing transformative models of holistic planning and adaptive management that incorporate Indigenous knowledge and values through FLPs, FOPs, or integrated resource management planning initiatives across five TFL areas.

Some highlights of our progress include:

- Western and 'Namgis First Nation released the collaboratively developed, draft TFL 37 FLP and FOP for public comment. The draft plans chart a new path in forest planning with a detailed view for how key values will be managed on the landscape for an area of approximately 142,000 hectares in the Nimpkish Valley and surrounding the community of Woss on northern Vancouver Island. The release of the draft plans was met with praise by local contractors, residents, and community leaders for providing certainty and trusted stewardship of the project area. The draft plans were prepared under the Province of BC's Forest Landscape Planning Pilot program designed to support long-term forest health, climate adaptation, and a sustainable and secure forestry sector in the province.
- Western and La-kwa sa muqw Forestry continued to collaborate with We Wai Kai, Wei Wai Kum, K'ómoks, and Tlowitsis First Nations on the TFL 64 IRMP to integrate Indigenous perspectives, values, and interest into forest management, enhance forest stewardship, create socio-economic opportunities, and provide greater operating certainty.
- Western continued to support Tla'amin Nation on the development and implementation of the Tla'amin Forest Resource Plan, which was released in August 2024, and includes planning over the TFL 39 Block 1 area.

- Western and Quatsino First Nation continued to collaborate on the development of an IRMP for the portion of TFL 6 located in Quatsino Territory.
- Western and C̓awak ʔqin Forestry continued to support the H̓uu-ay-aht First Nations with the development of their Hišuk ma čawak IRMP, and C̓awak ʔqin Forestry continues to progress a TFL 44-wide IRMP.

Community Enhancement and Capacity-Building

We are actively investing time and resources to support community enhancement through financial and in-kind contributions, including lumber and logs, and capacity-building initiatives.

Some highlights of our progress include:

- We provided financial and in-kind contributions, with an aggregate value of over \$200,000 towards reconciliation initiatives that are focused on needs that are important to Indigenous communities.
- We recognized and acknowledged the National Day of Truth and Reconciliation by reflecting on BC's history, learning about its lasting impacts on Indigenous communities, and remembering that each of us has a role to play to support cultural change, including by taking our Indigenous Awareness Training course.
- Together with the 'Namgis First Nation and the Province we continued to support the removal of aggressive knotweed, an invasive species, along the Nimpkish River in northern Vancouver Island as part of a multi-year project.
- La-kwa sa muqw Forestry supported the important xwax'wana (canoe) project by providing access with a road and temporary bridge to the windfall site of a naturally downed, large cultural cedar deep in the H'kusam Forest near Sayward. Three carvers from We Wai Kai, Wei Wai Kum, and K'ómoks First Nations put their heads and hearts together to carve the 10-metre canoe, which was then transported to Kelsey Bay for a traditional steam and ceremony and paddled to Cape Mudge. The canoe was named 'Namaxsala, meaning 'to travel in a boat together' in the Kwak'wala language – an apt choice for a canoe that united three First Nations' carvers, knowledge keepers, elders, youth, and First Nation Guardians.
- While walking a cutblock in TFL 64 with First Nation Guardians, three large cultural cedar trees were identified on a proposed road route in a forest north of Campbell River. Working with the members of the Nanwakolas Council, we collectively agreed to proceed with the planned road and fall the trees for cultural use. The logs were transported to the Kelsey Bay sort for use by carvers from We Wai Kai, Wei Wai Kum, and K'ómoks First Nations.
- We invested, for the fourth consecutive year, in the BC First Nations Forestry Council Indigenous Forestry Scholarship Program, which offers a jump start for Indigenous students to gain skills and access to careers in forestry. Kailey Strachan, a member of the Kwakiutl Nation, joined our team at the Saanich Forestry Centre. A forest biology graduate of the University of Victoria, Kailey received tuition and living support through the program, along with a paid summer work-term with Western.
- We participated in panels at the Indigenous Resource Opportunities Conference and at the Vancouver Island Economic Alliance 'State of the Island' Economic Summit for discussions on collaboration with Indigenous communities and insights gained from our partnerships with C̓awak ʔqin and La-kwa sa muqw Forestry.

Looking Forward

In 2025, we plan to continue to advance reconciliation by working closely with Indigenous groups, furthering our shared goals of sustainable forest management, building lasting relationships, and sharing the economic benefits of our projects. This will include:

- Working with 'Namgis First Nation to deliver the updated draft of the TFL 37 FLP and FOP to BC's Chief Forester as part of the TFL 37 FLP Pilot Project. Once the FLP is established by legal order and the FOP is approved, the plans will replace the existing Forest Stewardship Plan in guiding forest management activities within the plan area. 'Namgis and the Province are negotiating a shared decision-making framework, known as a Section 7 agreement under the *Declaration on the Rights of Indigenous Peoples Act*, that, once complete, will allow for the joint establishment of the FLP and approval of the FOP in the portion of 'Namgis territory that overlaps with TFL 37. While those negotiations continue, 'Namgis and Western are actively implementing the draft plans through ongoing collaboration.
- Continuing to collaborate on FLPs, FOPs, and other integrated resource management planning initiatives across several TFLs.
- Continuing to advance partnership and investment opportunities with Indigenous groups to support greater long-term stewardship and management of the land base on which Western operates.
- Continuing to support the participation of Indigenous groups in the federal government's 2 Billion Tree program, a nature-based climate change solution program aimed to motivate and support new tree planting projects.

COMMUNITIES

At Western, we work hard to be a good neighbour. We engage with community members to identify local priorities and opportunities to assist communities to achieve their goals. Building and maintaining productive relationships with communities where we operate is important to us and critical to our business' success.

Our forestry operations and manufacturing facilities are located in or near many communities on the BC coast and Washington State. These communities are diverse, and the issues affecting small, remote towns are different than the challenges facing urban centres. In addition to Western's engagement processes, our employees are valued and active participants in the communities where we operate. We rely on their relationships, knowledge and understanding of the fabric of each community to support us in being a good neighbour and an active community partner.

Providing a range of career opportunities to local employees helps to share the economic benefits of our industry with the communities in which we operate. In 2024, we contributed approximately \$1.1 billion to the Canadian and US economies through wages, contracts, government royalties and taxes, local procurement and other operating costs. We also contribute to communities by sourcing various goods and services locally.

Please see the [Community](#) section of our website for additional information.

Community Engagement

We are committed to supporting positive changes in our communities to ensure that the areas where we operate continue to thrive. We work with communities to enhance our shared goals of fostering a sustainable forest industry. We have a team dedicated to understanding and addressing community matters or concerns. We also engage with communities, interest groups and the public to share information about Western through site tours, nature walks, workshops, career fairs, participation in community events and support for forestry education. As part of our certification programs, Public Advisory Groups that include local community representatives review our performance.

Community Investments and Donations

We are proud to contribute to a broad spectrum of community initiatives, philanthropic organizations, and events through our Community Enhancement Fund. Our commitment to building enduring value and supporting positive social, economic, and environmental outcomes drives our charitable giving, in-kind donations, and volunteer hours. Western provides hundreds of thousands of dollars each year to organizations large and small.

Our direct investments and donations support community needs and initiatives focused on building communities, advancing reconciliation, supporting sustainability and contributing to climate action. We source and deliver logs to Indigenous peoples for cultural purposes and provide lumber to community groups for building needs. Our activities contribute to community infrastructure, including forestry roads we build and maintain that are also used to access remote communities and recreation areas.

Academic and Training Opportunities

We support secondary and post-secondary students by offering scholarships and funding to educational programs. We are proud to play a small part in supporting students' continued success, exploration of the forest industry, and pursuit of innovative ways to ensure sustainability. This includes scholarship donations, training program contributions and co-op and internship roles. As a company, we recognize the pivotal role we can play in developing the next generation of talent in the forestry sector.

Economic Value Generated and Distributed

Our business activities generate significant economic value. This includes high quality employment and family-supporting wages; contractor opportunities and jobs; supplier engagement, with a priority on local procurement of goods and services; and taxes and payments to government. In BC, the provincial government uses stumpage fees (based on timber volumes, species and grades harvested each year) from the forestry sector to fund important social services like health care and education. In the US, tax payments provide a range of benefits through county budgets and federal and state programs.

Value Category (millions of Canadian dollars)	2024	2023	2022
Total Revenue	\$1,063.9	\$1,017.5	\$1,444.0
Operating Costs	834.2	820.8	967.3
Employee Wages and Benefits	207.4	200.2	215.9
Payment to Providers of Capital	8.6	16.6	15.8
Payments to Government	45.8	63.4	267.0
Community Investments	0.4	1.1	1.0
Total Expenditures	\$1,096.4	\$1,102.1	\$1,467.0

Highlights and Progress in 2024

In 2024, while support levels were scaled to align with financial conditions and business performance, our long-standing commitment to community investment remained with notable contributions including:

- Continued to partner with local organizations to expand access to holiday meals to those who would otherwise go without.
- Provided scholarships, funding and valuable industry experience to cultivate the next wave of forest industry professionals.
- Delivered logs and lumber to Indigenous groups to preserve and celebrate traditional art forms.

Looking Forward

In 2025, we expect to continue to address community priorities aligned with our giving areas of focus to support thriving communities.

APPENDIX 1: CARBON ACCOUNTING METHODOLOGY

Organizational Boundary

The organizational boundary was the operations of Western Forest Products Inc. (“Western”). This included all of Western’s public tenures and private lands, all purchased volume, all manufacturing facilities within Canada and the United States (“US”), and the activities of wholly owned or majority-owned Limited Partnerships, including Cawak ʔqin (“Tsawak-qin”) Forestry Limited Partnership and La-kwa sa muqw Forestry Limited Partnership. Emissions information was consolidated using the control approach described in the GHG Protocol. Outside of the organizational boundary were joint ventures that Western is a party to.

Scope

The scope of reporting included all supply chain activities and products through to the point of sale and was separated into:

- Scope 1 – Direct emissions.
- Scope 2 – Indirect emissions from energy purchases.
- Scope 3 – Significant indirect fossil fuel emissions from supply chain activities.

Exclusions

Reporting did not account for carbon associated with:

- Energy consumption at certain office locations, that are separate from our operating locations, on the basis of immateriality.

The following Scope 3 emissions outlined in the GHG Protocol Scope 3 Accounting and Reporting Standard (World Research Institute, (WRI, 2015)) were excluded on the basis of immateriality, both from an individual and cumulative basis:

- Purchased goods and services – The upstream emissions associated with the production and transportation of fertilizer and herbicide.
- Business travel – All business travel other than that conducted using company owned vehicles.
- Employee commuting – All employee commuting, other than that conducted using company owned vehicles.
- Upstream leased assets – These are an insignificant portion of Western’s business.
- Downstream leased assets – These are an insignificant portion of Western’s business.
- Franchises – Western does not operate any franchises.
- Investments – These are an insignificant portion of Western’s business.

Data Used

The organizational carbon accounting was based on the best available information. Where possible, data linked to financial reporting and audited financial statements was used.

Primary data sources used were:

- Western’s forest inventory, which is updated annually to account for forest growth and depletions from harvesting, and wildfire.
- Invoiced fuel purchases including natural gas, diesel, and gasoline.
- Invoiced electricity usage for manufacturing facilities.
- Invoiced costs for transportation of logs from dryland sorts.
- Number of seedlings planted by operation from internal recordkeeping systems.
- Transportation distances from nurseries to company operations and from mills to port of origin from publicly available online mapping systems.
- Transportation distances from company operations offices to cut blocks from Western’s geographic information systems (“GIS”) road layer.
- Sales data of volumes transported from mill to point of sale, by transport mode and species.

Secondary data sourced used were:

- Emissions factors from published sources.

Base-Year

Western continued to use a base-year of 2020 for GHG accounting. Future changes to reporting year-over-year are expected for many reasons as GHG accounting and reporting in the supply chain matures. Updates to previous years' reporting could be required due to changes or improvements to methodologies, activity data or emission factors, or scope. Changes or improvements, including changes to the organizational boundary that result in changes in total gross Scope 1, 2 and 3 emissions greater than 5% will result in restating previous years' emissions.

For material changes in emissions related to the above, restatement will follow the "Base year recalculation methodologies for structural changes" outlined in Appendix E to the GHG Protocol Corporate Accounting and Reporting Standard (WRI, 2004). For boundary expansion or improvements to reporting for business units in the supply chain, restatements will follow the "all year" approach by weighting the current year emissions and restating by the previous year's production compared to the current year. For any acquisitions or divestitures, the "pro-rata" approach will be used. Given the material change in scope in this year's reporting, all reported emissions from the base year to the current year, have been recalculated with the new defined scope.

Models and Assumptions

The following models and assumptions were used in this report. Further details are outlined in Appendix 2 and Appendix 3.

Scope 1: Direct Emissions

Direct emissions were determined from the following sources:

- Heavy machinery utilized in road building, harvesting, and log hauling from Western's tenures. This work is undertaken by a mix of contractor and company crews. The two are reported together under Scope 1 rather than split between Scope 1 and Scope 3 due to the way the data was collected.
- Mobile equipment used at Western's mills and dryland sort yards.
- Light duty vehicles.
- Boom boats.
- Natural gas used at Western's manufacturing facilities.
- Slash pile burning methane ("CH₄") and nitrous oxide ("N₂O") emissions from Western's tenures were based on waste surveys, wood densities (Gonzalez, 1990) and emission proportions by GHG (Kurz, et al., 2009).
- Truck transportation from mills to point of sale.

Scope 2: Indirect Emissions from Energy Purchases

- Electricity consumption at manufacturing facilities follows reporting from the GHG Protocol Scope 2 Guidance (WRI, 2015). Location-based reporting was used as Western does not buy market instruments and this would result in the same reported values as market-based reporting for Western's supply chain.

Scope 3: Indirect Emissions from Supply Chain Activities

- Emissions associated with harvest, primary transportation and slash pile burning (CH₄ and N₂O) for purchased logs from non-Western tenures.
- Transportation of logs to manufacturing facilities by barge and tugboat.
- Emissions associated with the extraction, production, and transportation of capital goods.
- Custom cutting of logs and third-party kiln drying.
- Emissions associated with upstream fuel production.

Scope 3 emissions were calculated using Western data on product volumes combined with published fuel use estimates for suppliers and other parts of the value chain.

Upstream Distribution Emissions

Upstream distribution emissions were based on internal data of the volume shipped to mill by truck, species mix and a carbon calculator to estimate truck emissions (CarbonCare, 2024).

Upstream Fuel Production

Upstream fuel production emissions were based on all fuel consumed in Scope 1 and 2. These emissions were estimated using the Scope 3 calculator provided by the National Council for Air and Stream Improvement (“NCASI”) (NCASI, 2024).

Biogenic CO₂ Emissions

Biogenic CO₂ emissions from burning slash piles from Western’s operations and from purchased logs were estimated using wood densities determined by the Canadian Forest Service (Gonzalez, 1990) and used assumptions of the proportion of carbon released as CO₂, CH₄ and N₂O (Kurz, et al., 2009).

APPENDIX 2: METHODOLOGY FOR SCOPE 1, 2 AND 3 EMISSIONS

Scope	Description	Methodology	Reference
1	Light-duty vehicles	Fuel expenses from light-duty vehicles by operation were obtained from internal recordkeeping systems. Light-duty vehicles account for surveys, planning, layout, engineering, silviculture activities, monitoring and some commuting (excluding commuting in private vehicles). Fuel usage was converted to emissions using a factor of 2.317 kgCO ₂ e/L	Environment and Climate Change Canada, 2024, Table A6.1-15
1	Harvesting equipment	Emissions associated with mobile harvesting equipment from within Western tenures (feller-bunchers, chainsaws, grapple yarders, skidders, super-snorkels, log loaders) was estimated using a fuel factor derived from an average of all five Western Forest Products CSA Defined Forest Area's from data gathered for the 2024 reporting period. The factor is 13.65 kgCO ₂ e/m ³	
1	Transport of logs from cut block to dryland sort	Emissions associated with hauling logs was estimated using a fuel factor derived from an average of all five Western Forest Products CSA Defined Forest Areas from data gathered for the 2024 reporting period. The factor is 13.65 kgCO ₂ e/m ³ .	
1	Land and water sorting of logs at dryland sort.	The number of litres of fuel for mobile equipment and boom boats by dryland sort were obtained from internal recordkeeping systems. Fuel usage for two dryland sorts where data was not available were estimated by pro-rating the log volume processed in 2024 compared to the dryland sorts where data was available. Fuel usage was converted to emissions using a factor of 2.708 kgCO ₂ e/L for diesel for machinery, 2.500 kgCO ₂ e/L for biodiesel and a factor of 2.708 kgCO ₂ e/L for boats	Environment and Climate Change Canada, 2024, Table A6.1-15
3	Transport of logs from dryland sort to internal and external manufacturing facilities	Annual expenses to transport logs from dryland sorts to internal and external manufacturing facilities by third-party barge and tugboat was obtained from internal recordkeeping systems. Fuel expenses were estimated at 35% of the total expense, based on an internal analysis. Fuel expenses were converted to litres using the average annual wholesale diesel price in 2024 in Vancouver, BC. Fuel usage was converted to emissions using a factor of 2.708 kgCO ₂ e /L for marine, unmixed diesel.	Environment and Climate Change Canada, 2024, Table A6.1-15
3	Log purchases	Emissions associated with the purchase of logs were calculated by determining the emissions per cubic metre from Western tenures of all activities upstream from manufacturing facilities (light duty vehicles, harvesting, transport) and multiplying this by the volume purchased.	
1	Mobile equipment at manufacturing facilities	The number of litres of fuel consumed at manufacturing facilities was obtained from internal recordkeeping systems. This was converted to CO ₂ e emissions using a factor of 2.329 kgCO ₂ e/L for heavy duty unmixed gasoline, a factor of 2.708 kgCO ₂ e/L for heavy duty diesel and 1.539 kgCO ₂ e/L for propane.	Environment and Climate Change Canada, 2024, Table A6.1-15
1	Natural gas at manufacturing facilities	Natural gas usage at manufacturing facilities was obtained from invoices. This was converted to CO ₂ e emissions using the Western Climate Initiative "WCI" methodology.	WCI, 2011, Table 20a, Table 20-4
2	Energy use at manufacturing facilities	Energy usage at manufacturing facilities is sourced from hydroelectricity. From invoices, emissions emitted from BC Hydro were estimated using a factor of 9.9 tCO ₂ e/GWh for 2024. The hydro emissions for mills located in Washington state were estimated with a factor of 288.5 tCO ₂ e/GWh for 2024.	Ministry of Environment & Climate Change Strategy, 2024; USEPA, 2024
3	Emissions at custom cutting facilities	Volumes of logs consumed at custom cut mills was obtained from internal recordkeeping systems. Emissions were estimated by pro-rating the emissions from Western mills on a per cubic metre of log consumption basis.	
3	Emissions at third-party kiln drying facilities	Volumes of lumber processed at third-party kilns was obtained from internal recordkeeping systems. Emissions were estimated by pro-rating the emissions from Western kilns on a per thousand board feet of lumber basis.	
1	Distribution of lumber to point of sale – trucking	Production volumes of lumber by manufacturing facility, point of sale, and species were obtained from internal recordkeeping systems. The distance travelled for lumber from each mill to the point of sale via trucks was summed and emissions estimated using the Carbon Care emissions calculator. Scope 1 includes trucking emissions.	CarbonCare, 2024
1	Transport of seedlings from nursery to block.	The number of seedlings planted in 2024 by operation and season was obtained from internal recordkeeping systems. Distances from nursery to operation office was determined from online mapping software and converted to number of trips based on whether the seedlings were on pallets or not. Distances from offices to cut blocks planted in 2024 was determined using Western's proprietary GIS road data. The number of trips from office to cut block was based on an average planting rate and the average crew size per pickup. Fuel use was calculated based on average fuel consumption for a 2014 Ford F-150. Fuel consumption was converted to emissions using a factor for heavy duty trucks of 2.708 kgCO ₂ e/L, and an emission factor of 2.317 kgCO ₂ e/L for light-duty pickup trucks. For heli-blocks, fuel usage was calculated based on average fuel consumption for a Bell 206L-4 passenger and an emission factor of 2.449 kgCO ₂ e/L for AvGas.	Environment and Climate Change Canada, 2024, Table A6.1-15
3	Upstream emissions associated with fuel production	A Scope 3 calculator created by the National Council for Air and Stream Improvement was used to estimate these emissions. A total fuel usage of Scope 1 fuels, energy used, and Scope 2 energy use were used as inputs.	NCASI, 2024
3	Emissions associated with capital goods	2024 capital goods were sourced from Western's 2024 Annual Report and converted to USD using the 2024 Bank of Canada exchange rate. Emission factors with margins (per USD) was sourced from the USEPA. Factors used were those specified for "Machinery for the paper, textile, food or other industries (except semiconductor machinery)" from 2018.	USEPA, 2020
Disclosed separately	Biogenic CO ₂ emissions	Emissions associated with burning harvesting residue in slash piles and burning hog fuel was estimated using wood densities and assumed the proportion of carbon released as CO ₂ , CO, CH ₄ and N ₂ O.	Gonzalez, 1990; Kurz, et al., 2009

APPENDIX 3: CONVERSION FACTORS USED FOR CALCULATING EMISSIONS

Scope	Emission category	Fuel Type	CO ₂ (kg/L)	CH ₄ (kg/L)	N ₂ O (kg/L)	CO ₂ e (kg/L)
1	Dryland Sort ⁽¹⁾	Heavy Duty/ Diesel/Moderate Control	2.681	0.00014	0.000082	2.708
		Marine/Diesel	2.681	0.00025	0.000072	2.708
		Biodiesel	2.472	0.00014	0.000082	2.500
	Mill Mobile Equipment ⁽¹⁾	Heavy Duty/Gasoline/ Non-Catalytic Controlled	2.307	0.00029	0.000047	2.329
		Heavy Duty/ Diesel/Moderate Control	2.681	0.00014	0.000082	2.708
		Propane Vehicles	1.515	0.00064	0.000028	1.539
	Planting ⁽¹⁾	Heavy Duty/Diesel/Moderate Control	2.681	0.00014	0.000082	2.708
		Light-Duty Truck/Gasoline/Tier 2	2.307	0.00014	0.000022	2.317
		Aviation Gasoline	2.325	0.00219	0.00023	2.449

Scope	Emission category	Fuel Type	CO ₂ (kg/GJ)	CH ₄ (g/GJ)	N ₂ O (g/GJ)
1	Mills ⁽²⁾	Natural Gas	50.0	0.966	0.861
	Nursery ⁽²⁾	Natural Gas	50.0	0.966	0.861

Scope	Emission category	2023 CO ₂ e (kg/m ³)
1	Forest Operations ⁽³⁾	13.65

Scope	Emission category	CO ₂ e (kg/1000kg/km) (WTW)
1	Distribution ⁽⁴⁾	0.11

Scope	Emission category	Fuel Type	2023 USA CO ₂ e (t/GWh)	2023 BC CO ₂ e (t/GWh)
2	Hydro ⁽⁵⁾	Hydroelectricity	288.5	9.9

⁽¹⁾ Factor taken from Environment and Climate Change Canada, 2023, Table A6.1-14

⁽²⁾ Factor taken from WCI, Inc. 2011, Table 20a, Table 20-4

⁽³⁾ Fuel factor derived from a mix of fuels compiled by Western

⁽⁴⁾ Factor taken from CarbonCare, 2023, CO₂ emissions calculator

⁽⁵⁾ Ministry of Environment & Climate Change Strategy, 2024 and USEPA, 2024

Gas Type ⁽⁶⁾	Global Warming Potential (GWP) 100
CO ₂	1
CH ₄	25
N ₂ O	298

⁽⁶⁾ GWP (IPCC, 2007, Table 2.14)

APPENDIX 4: CALCULATED EMISSIONS FOR SCOPES 1 & 2

Scope	Emission Category	Fuel Type	Consumed (L)	CO ₂ (t)	CO ₂ (tCO ₂ e)	CH ₄ (t)	CH ₄ (tCO ₂ e)	N ₂ O (t)	N ₂ O (tCO ₂ e)	Total (tCO ₂ e)
1	Dryland Sort	Marine Diesel unmixed	298,165	799.2	799.2	0.0751	1.878	0.0215	6.396	807.5
		Heavy Duty Diesel unmixed	1,342,694	3599	3599	0.1880	4.699	0.1101	32.81	3637
		BioDiesel	133,416	329.8	329.8	0.0187	0.4670	0.0109	3.260	333.6
	Mill Mobile Equipment	Heavy Duty Gasoline unmixed	53,670	123.8	123.8	0.0156	0.3891	0.0025	0.7517	125.0
		Heavy Duty Diesel	1,536,258	4118	4118	0.2151	5.377	0.1260	37.54	4161
		Propane	67,555	102.3	102.3	0.043	1.081	0.0002	0.0577	104.0
	Planting	Heavy Duty Diesel unmixed	1,441	3.9	3.9	0.0002	0.0050	0.0001	0.0352	3.9
		Light-Duty Truck Gasoline unmixed	8,608	19.9	19.9	0.0012	0.0301	0.0002	0.0564	19.9
		Aviation Gas	3,670	8.5	8.5	0.0080	0.2009	0.0008	0.2515	9.0

Scope	Emission category	Fuel Type	Consumed (GJ)	Consumed (m ³)	CO ₂ (t)	CO ₂ (tCO ₂ e)	CH ₄ (t)	CH ₄ (tCO ₂ e)	N ₂ O (t)	N ₂ O (tCO ₂ e)	Total (tCO ₂ e)
1	Mills	Natural Gas	515,105	9,242,999	25,755	25,755	0.498	12.4	0.442	132	25,899
	Nursery	Natural Gas	9156	233,481	458	458	0.0088	0.221	0.0079	2.35	460

Scope	Emission category	Consumed (m ³)	Total (tCO ₂ e)
1	Forest Operations	3,096,864	42,259

Scope	Emission category	Distance (km)	Weight (t)	Total (tCO ₂ e)
1	Distribution	11,786	624,474	3,567

Scope	Emission category	Fuel Type	Consumed (kWh)	Total (tCO ₂ e)
2	BC Hydro	Hydroelectricity	85,034,627	3,899

APPENDIX 5: INCLUDED EMISSIONS BY SCOPE

Scope 1	2024 tCO ₂ e
Dryland Sort	4,778
Nursery	460
Mills	25,899
Mill Mobile Equipment	4,390
Forest Operations	42,259
Slash Pile Burning (not including CO ₂)	66,784
Planting	33
Distribution	3,567
Total	148,171

Scope 2	2024 tCO ₂ e
Hydro Consumption	3,899
Total	3,899

Scope 3	2024 tCO ₂ e
Water Sorting	797
Upstream Fuel Production	20,229
Custom Cutting	174
Custom Cut Drying	363
Barging or Towing	27,785
Capital Goods	5,949
Forest Operations Purchased Logs	6,580
Slash Pile Burning Purchased Logs (not including CO ₂)	10,018
Total	71,897

Biogenic CO ₂	2024 tCO ₂ e
Slash Pile Burning Western	440,327
Slash Pile Burning Purchased Logs	66,052
Total	506,379

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WESTERN

Forest Products

Suite 800
1055 West Georgia Street
Royal Centre, PO Box 11122
Vancouver, British Columbia
Canada V6E 3P3
Telephone: (604) 648-4500

www.westernforest.com
info@westernforest.com

Trading on the TSX as "WEF"