

Foundation for the Future

SUSTAINABILITY REPORT 2025

TOLKO

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DISCLAIMER

The content in this report is a reflective summary of sustainability initiatives undertaken between January and December 2025 and is not fully inclusive of all sustainability activities across our operations. It is intended to highlight the efforts of teams who have and will continue to build the foundation that our sustainability priorities will grow from — in recognition of the great work that's been done and an inspiration for others to do more. The content in future reports will evolve and adapt as data tracking processes are enhanced and information gathering expands across the business.

Letter from Pino Pucci, President and CEO

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Foundation for the future

Our Future: 70 Years in the Making

As Tolko celebrates its 70th year, I find myself reflecting not only on how far we have come, but on what has enabled us to endure and grow through decades of change.

Our industry has never stood still. Markets shift, expectations evolve, technologies advance, and the challenges facing our forests and communities continue to grow in complexity. Through it all, Tolko has remained focused on building a company that is resilient, adaptable and positioned for the long term.

That resilience has not happened by accident. It has been built over generations through the commitment of our employees, the strength of our relationships, the discipline of our operations, and a culture grounded in safety, accountability and continuous improvement. Together, these foundations allow us to navigate uncertainty, respond to change and continue creating value for our customers, and the people and communities who depend on us.

As a family-owned company, we think in generations. We understand that long-term success requires balancing environmental stewardship, economic performance and meaningful partnerships. Sustainability is not a separate initiative at Tolko. It is embedded in the decisions we make, the investments we pursue and the way we operate every day.

This report highlights the progress we are making across our business and reflects the work of people throughout the organization who are committed to strengthening Tolko for the future. While we are proud of what has been accomplished, we know there is always more to do.

Seventy years of success has given us a strong foundation. With the right people, systems and partnerships in place, we are well positioned to meet the opportunities and challenges ahead and continue building a company that will thrive for generations to come.



Pino Pucci
President and CEO

TOLKO

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Introduction



Maintenance Purchaser, G. Caffera, Lakeview Lumber, BC

Foundation for the Future

From our first chapter, as a single-product mill in British Columbia, Tolko has operated as a private, family-owned company that's continued to adapt and evolve to where it is today: a bi-national manufacturer and distributor of commodity, specialty, value-added, and engineered wood products and solutions.

Tolko's evolution has been shaped by generations of employees, families, Indigenous partners, customers, suppliers and communities. While much has changed, the foundational values that define us remain the same—safety, respect, integrity, progressiveness, open communication and profit.

2025 will be remembered as a year that was more difficult than most—a year where U.S. tariffs, rising duties, provincial regulatory pressures and market uncertainty contributed to some of the worst economic conditions experienced. Announcements of prolonged curtailments and permanent mill closures were significant and are expected to have lasting impacts on the industry.

Tolko responded by focusing on what it can control: working safely, improving performance, strengthening our culture and pivoting our strategy to extract the most value from the fibre we have available. This meant shifting beyond traditional commodity production and accelerating the development of specialty, value-added, and engineered wood products to serve a broader range of customers in new markets.

This report highlights how Tolko's first 70 years have created a foundation for the future, and how our people, partnerships, products and values continue to shape the next chapter. By staying true to The Tolko Way and continuing to innovate through change, we are building a stronger, more resilient company—one prepared to meet today's challenges while contributing to a more sustainable future for employees, customers, communities, partners and generations to come.

TOLKO VALUES



Safety
Demonstrate a genuine commitment to the safety, health and well-being of ourselves and others.



Progressiveness
Be open to new ideas and act on opportunities for improvement.



Open Communication
Listen to understand and share information so that people are informed and included.



Respect
Recognize the value in others and treat everyone with dignity.



Integrity
Be honest and truthful, own your actions and stand by your word.



Profit
Pursue profitability and sustainability for our employees, customers, communities and shareholders.



OUR CANADIAN LOCATIONS

PANEL

Division		Product
4	Heffley Creek	Plywood / Veneer
5	Armstrong	Plywood
7	White Valley	Veneer
10	High Prairie	OSB
11	Athabasca	OSB
12	Meadow Lake	OSB

LUMBER

Division		Product
2	Soda Creek	Stud
3	Lakeview	Dimension
5	Armstrong	Stud
6	Lavington	Dimension
9	High Level	Dimension

REMANUFACTURING

Division		Product
8	Lake Country	Bins, Pallets and Lumber / Plywood Value Add

NURSERY

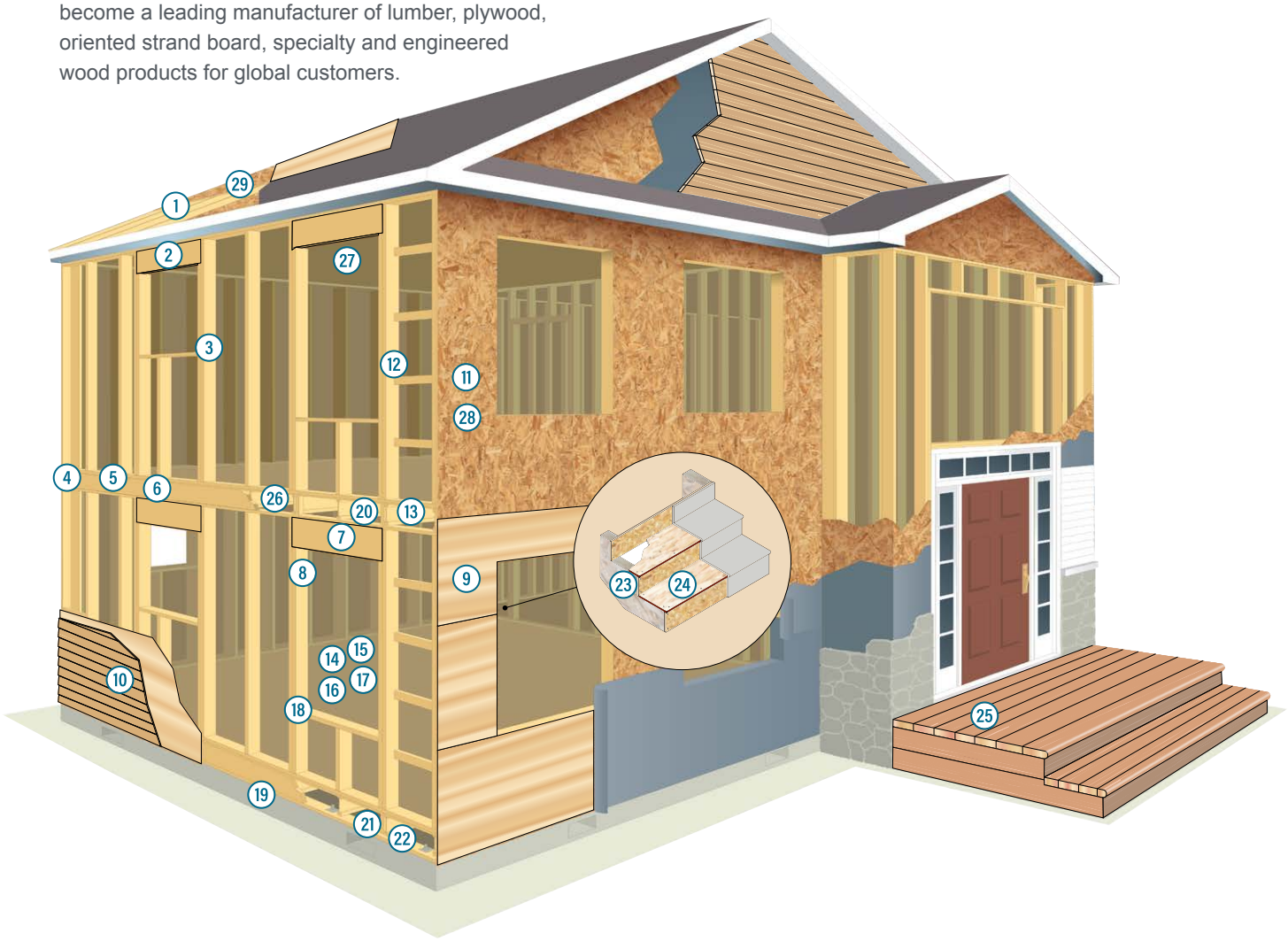
Division		Product
5	Eagle Rock	Nursery and Seed Orchard

WOODLANDS

Location		Woodlands
3	Williams Lake	Cariboo
4	Heffley Creek	Southern Interior
7	Lumby	Southern Interior
9	High Level	High Level
10	High Prairie	Northwest Regional
11	Slave Lake	Northwest Regional
12	Meadow Lake	Meadow Lake
13	Prince Albert	Meadow Lake

OUR PRODUCTS

From humble beginnings in 1956, Tolko has grown to become a leading manufacturer of lumber, plywood, oriented strand board, specialty and engineered wood products for global customers.



LUMBER

1. MSR Lumber
2. Header Dimension Lumber
3. Finger Joint Studs & MSR Tall Wall
10. Tolko VISTA Everheart and Cedar Siding
12. Lumber and FJ Studs
13. Dimension Lumber Floor Joists
21. Dimension Lumber Plate Stock
25. Tolko VISTA Everheart and Cedar Decking

ENGINEERED WOOD PRODUCTS

4. T-TEC LSL Top Plates
6. T-TEC LSL Rim Board
7. T-TEC LSL and LVL Headers
8. T-TEC LSL Studs
18. T-TEC LSL Jack Studs and Cripples
20. T-TEC LSL Joists
22. T-TEC LSL ZB Treated Plate Stock
23. T-TEC LSL Stair Stringer
24. T-TEC LSL Stair Tread
26. T-TEC I-Joists, Webstock and Flange
27. T-TEC LSL and LVL Beams

ORIENTED STRAND BOARD (OSB)

5. Tolko OSB Rim Board
11. T-STRAND OSB Sheathing (optional Zinc Borate)
16. T-STRAND OSB Flooring
    - T-STRAND and Pro OSB T&G Subfloor
    - T-TEC OSB Premium Flooring
19. T-STRAND OSB Concrete Edge Form
24. T-STRAND Pro OSB Stair Tread
28. T-STRAND Pro OSB SIP
29. T-STRAND Pro OSB Structural-1

PLYWOOD

9. T-PLY Plywood Sheathing
14. T-PLY T&G Subfloor
15. Tolko ULAY
17. T-PLY Ultra T&G Subfloor

INDUSTRIAL PRODUCTS (NOT PICTURED)

Industrial 38 LSL
Tolko PLV and PVL-X
T-STRAND OSB Non-Residential Panel
T-STRAND OSB #1

More info

Scan the QR code or visit Tolko.com

TOLKO

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People



Eagle Rock Nursery, BC

Our People Are Our Greatest Strength

Tolko's success has been built on the dedication, expertise, and collaboration of our employees who, together with our partners and contractors, support thousands of jobs across Canada. Operating across Western Canada we contribute annually to provincial economies through wages, taxes, and timber fees.

2025 PEOPLE HIGHLIGHTS

ECONOMIC IMPACT

$500m average impact on local communities

SCHOLARSHIPS

$55k on youth scholarships

EMPLOYMENT IMPACT

~2,400 employees

~6,000 direct and indirect Canadian jobs

CAREER DEVELOPMENT

55% of salaried job postings were filled with internal candidates

SAFETY

↑10% increase in lost time injuries, driving focused performance improvement

COMMUNITY INVESTMENT

$280k approximate $ donated to local communities



Lavington Lumber, BC

SAFETY

We are committed to fostering a workplace where employees feel valued, supported and inspired to grow – a company that has a strong *Culture to Care*. Safety is a journey that requires unwavering focus and attention. It's shared accountability within a community of people who care about and look out for each other and take safety into consideration in everything they do. As one of Tolko's foundational values, nothing is more important.

THE TOLKO WAY

Built on Tolko's core values, The Tolko Way was introduced in 2025 as a guideline of clearly defined behavioural expectations for employees. It reinforces the importance of taking a collaborative, consultative, and solutions-focused approach to business, and establishing a strong workplace culture.

THE TOLKO WAY

CULTURE TO CARE

We are committed to protecting the safety, mental health, and wellbeing of all employees and visitors to our sites. This commitment is reflected in our *Culture to Care*, which emphasizes looking after ourselves, caring for one another, and caring for Tolko. Care for the company enforces the importance of ensuring that decisions made and actions taken are economically prudent, ethically sound and operationally sustainable.

By fostering an inclusive and respectful environment, we work to ensure everyone feels valued, supported, and able to do their best work.

One part of this commitment is our Respectful Workplace Policy, which exists to address behaviours that do not align with Tolko values. The policy applies to employees and contractors and clearly outlines behaviours that are not acceptable in the workplace, including bullying, harassment, discrimination, and workplace violence. These actions are not tolerated under any circumstances.



"Safety is not something we achieve once and move on from. It is something we earn every day through the choices we make, the standards we hold, and how we show up for one another."

JASON TRENN, VP, PRAIRIE OPERATIONS AND WOODLANDS

RESETTING SAFETY EXPECTATIONS

A notable increase in recordable incidents prompted a priority focus on employee safety awareness and improvement. We initiated tools to build clear safety communication through the establishment of a safety alert notification process, and monthly safety incident calls for all staff. This allows open dialogue on safety risks, actions and wellbeing.



Alisha Bendell, Finishing Functional Area Lead, High Prairie OSB, AB

WELLNESS

Tolko launched **telemedicine** access to all Canadian employees and their families to provide timely and easy virtual access to medical care. This enables employees to book appointments and consult with doctors and nurse practitioners for minor conditions to be diagnosed and treated virtually.

In 2025, Tolko also introduced enhanced **Employee Family Assistance** benefits to support employees and their families' mental health. This enhanced benefit provides coverage for up to 20 counselling sessions for those with moderate to severe symptoms of depression, anxiety and trauma.

The introduction of these two new programs to support the health and wellbeing of Tolko employees and their families aligns with our *Culture to Care*.



Tolko Southern Interior Woodlands Social Club with gifts for the Whitevalley Community Resource Centre (WCRC) Christmas Family Sponsorship Program. Pictured L-R: Dana Mattson, Christine Lishman (WCRC), Kathryn Yaremcio and Michele Bisbing (WCRC)



Tolko Armstrong donation received by the local 4-H club

INCLUSION AND BELONGING

Inclusion and belonging initiatives, programs and processes support and enable under-represented groups in the workplace. Tolko's support extends outside of the boundaries of the company as a founding member of **Forestry Together.**

Forestry Together is an alliance of forestry representatives from across Canada to positively impact equity, diversity, and inclusion in the forest sector. We look forward to continuing to support Forestry Together, while leveraging learnings and best practices from other alliance members within our own internal practices.

COMMUNITY GIVING

Our teams take a lead role in building community relationships, helping us stay responsive to evolving regional needs. Their community connections ensure our engagement and contributions reflect local needs supporting community wellbeing.

Included in some of the activities and events we sponsored this year are local food banks, youth sports teams, community celebrations, youth clubs, and community centres. We pride ourselves in working with our communities to build trust and respect while supporting their needs.

SCHOLARSHIPS

Tolko supports youth education and career development through graduate, co-op, and summer student programs, as well as scholarship opportunities for high school and post-secondary students.

In 2025, we invested $55,000 in student scholarships within our local communities and post-secondary institutions across BC, AB and SK. Each year, we partner with the Forest Products Association of Canada (FPAC) to host the Green Dream Internship Program, providing $1,000 to the intern at the end of the summer for sharing employment experiences on social media. Tolko matches these funds providing an additional $1,000.



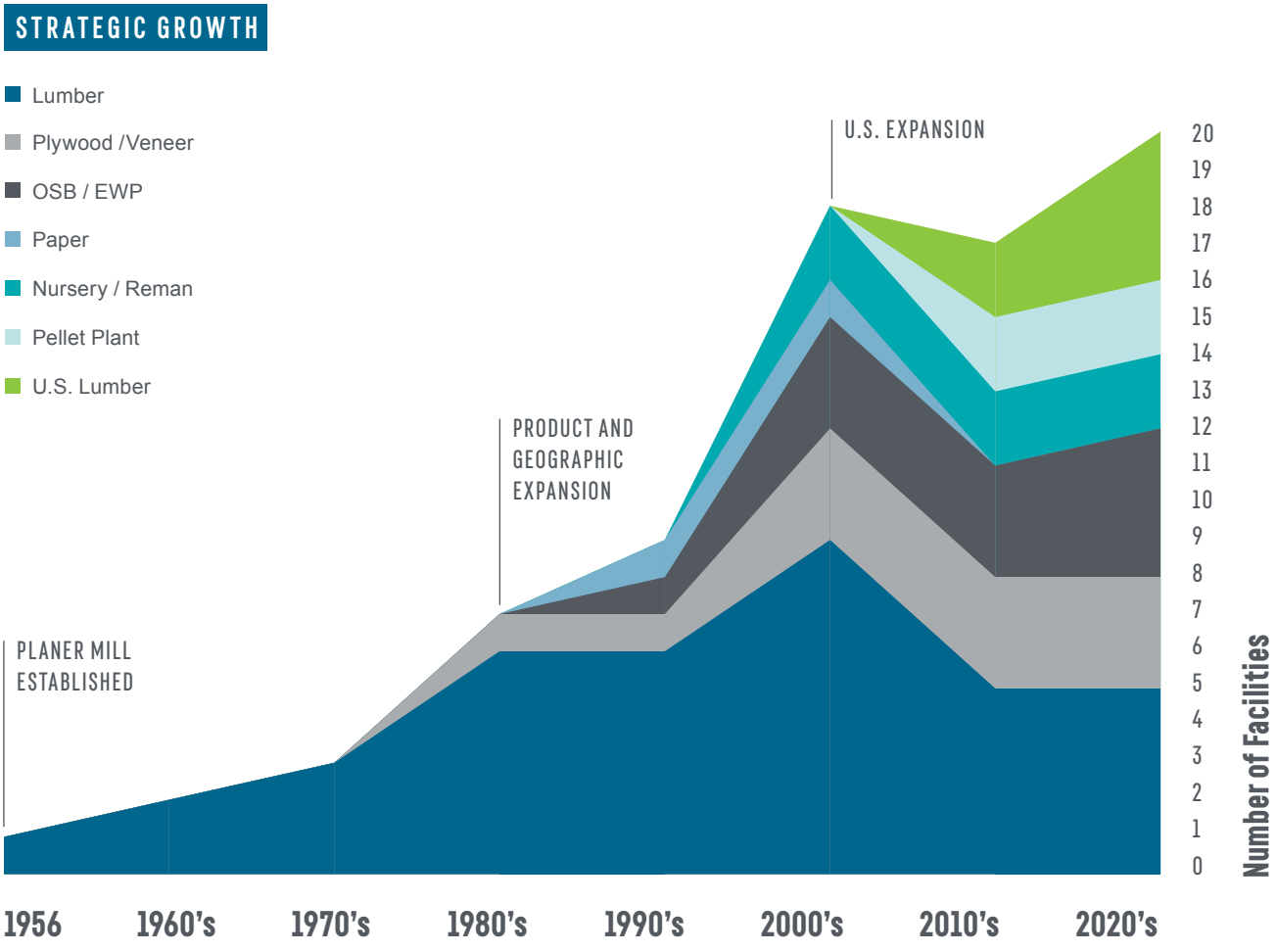
Lakeview Lumber Mill, BC

Growing for the Future

Seventy years ago, Tolko began with a planer mill near Lavington, British Columbia, and a simple belief that hard work, strong values, and good people could build something lasting.

From those early days, the company's story has been one of steady evolution—guided by family leadership, shaped by changing markets, driven by innovation and strengthened by employees who helped turn a local operation into a leading forest products company.

Tolko's history is a reminder that the decisions made over decades—diversifying products and locations, expanding markets, investing in people, strengthening partnerships, and staying true to its values—have established the foundation for future success.



Seven decades of evolution and expansion through strategic investment, partnership, acquisition, divestiture and organic growth.

70 Years of Evolution



Through a commitment to diversification, innovation, expansion, and strong partnerships Tolko has grown into a leading forest products company.

Guided by family leadership and supported by dedicated employees, the company has continuously evolved—expanding products and markets, investing in people and technology, and building lasting partnerships.

The Beginning



1956

Harold Thorlakson takes over sole proprietorship of the Lavington Planer Mill near Vernon, British Columbia, establishing what will become Tolko.



1960's

Purchase of a planer from Hoover Sawmills Ltd. and Harold incorporates on August 21, 1961. A permanent sawmill on the Lavington Planer site is established.

Harold's sons Doug and James (Al) join him at the business.

Growth



1970's

Harold's other son, John rejoins and they acquire Hoover Sawmills Ltd., doubling the company.

The company name is adopted in 1973.

Harold hands the business control over to the 3 boys in 1978.



1980's

Tolko significantly expands its presence across BC by acquiring Ernst Forest Products, Nova Lumber and Balco Industries, marking Tolko's entry into plywood manufacturing.

The Tolko Values are formalized.



Product Diversification and Innovation



1990's

Continuing the expansion by moving east, Tolko's product offerings are further diversified with the purchase of Repap Manitoba pulp mill, High Level Sawmill in Alberta and construction of a new Oriented Strand Board (OSB) mill in High Prairie, AB.

Tolko introduces the Environment Policy, Indigenous Policy and Forest Management Principles.



2000's

Tolko's panel business grows with the acquisition of Slave Lake OSB in AB, and with the Meadow Lake OSB Limited Partnership in SK, a landmark partnership with 9 First Nations, 7 Métis communities, and Investment Saskatchewan.

Tolko completes its largest acquisition with the purchase of Riverside Forest Products, adding eight manufacturing divisions, including a nursery and remanufacturing.



2010's

An increased focus on international markets, and opening the Lulu Island shipping terminal, helps keep Tolko running during an economic downturn, while certain locations close.

Tolko partners with Pinnacle Renewable Energy and begins a pellet plant at its Lavington Division.



2018

Tolko moves into U.S. lumber, partnering with Hunt Forest Products in Urania, LA, Southeastern Timber Products in Ackerman, MS, and the Jasper Lumber Company in Jasper, AL.

Construction begins on another Pinnacle Renewable Energy pellet mill in High Level, AB.



2020's

Tolko expands the T-LINK Product Distribution Network with nearly 50 locations in Canada and the United States.

Tolko & Hunt Forest Products start a new sawmill, Taylor, LA.

Prioritizing the development of new specialty, value-added, and engineered wood products (EWP) to extend into new markets.

Completion of a Laminated Veneer Lumber facility in Heffley Creek, BC.

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Environment



Cariboo Woodlands Harvesting Operations, Williams Lake, BC

Sustainability in Forestry and Manufacturing

Tolko's certified sustainable forest management integrates research, technology and local knowledge to enhance our operations while supporting natural ecosystems. Well-managed working forests play a vital role in carbon storage, biodiversity protection, and long-term economic resilience.

Responsible forest management that supports a strong rural economy requires adapting to changing landscapes, evolving government regulations, and meaningful Indigenous participation. This commitment includes minimizing operational impacts through robust environmental management systems and independent third-party certifications.

Tolko's renewable wood products store carbon in buildings and homes for generations, while regenerating forests continue to sequester carbon contributing to a climate smart, sustainable future. We are committed to caring for the forests we operate in today and for future generations.

2025 ENVIRONMENT HIGHLIGHTS

FOSSIL FUEL EMISSIONS AVOIDED

239k tonnes CO_2e of fossil fuel emissions avoided

LOG UTILIZATION

99.9% of the delivered log is used to produce wood products

RENEWABLE ENERGY

72% of energy used in manufacturing is renewable and self-generated

HARVESTING

0.4% of the area Tolko manages is harvested annually



Adam Blyth, Plant Manager, High Level Lumber, AB, control room

CERTIFICATION

100% of Tolko's managed areas are certified to PEFC and SFI

REFORESTATION

>39m trees planted

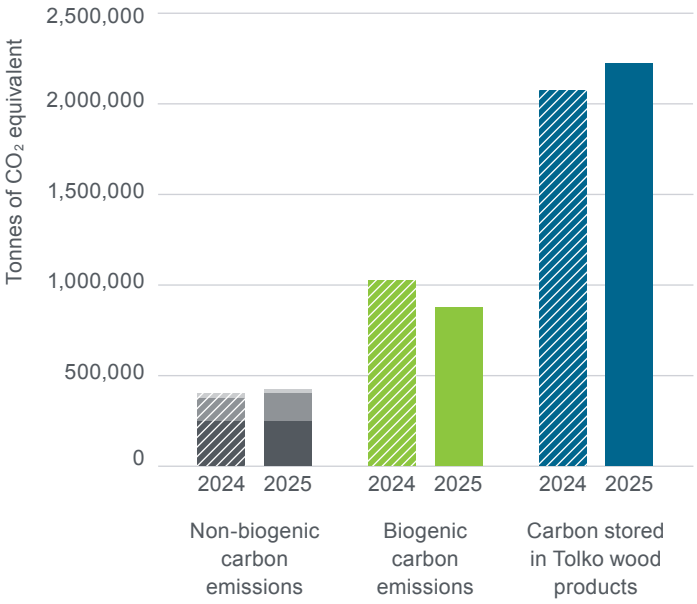
CO_2e = Carbon Dioxide equivalent

TOLKO'S CARBON FOOTPRINT

Wood is composed of approximately 50% carbon by dry weight. When building with wood products they can store the embedded carbon for decades, all while sustainably harvested forests regenerate and continue absorbing atmospheric carbon.

At some of Tolko's facilities, we convert residual biomass from processed logs into bioenergy, helping to reduce reliance on fossil fuels and lower greenhouse gas emissions from our manufacturing operations.

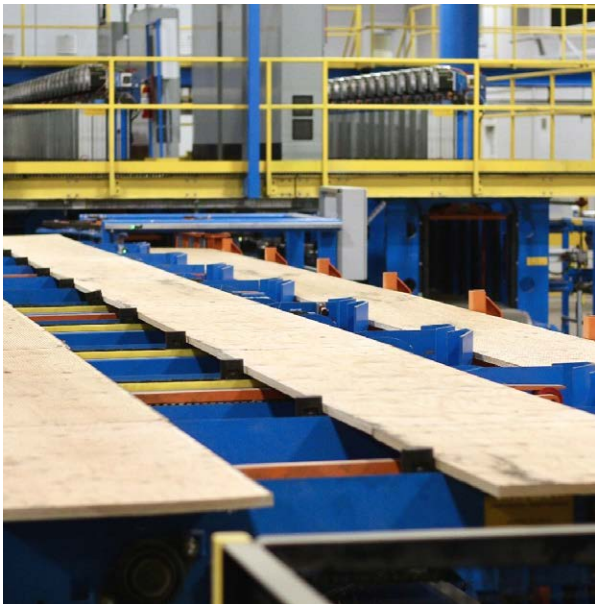
CARBON EMISSIONS AND STORAGE



- Scope 3 Emissions (from third parties)
- Scope 2 Emissions (from purchased electricity)
- Scope 1 Emissions (from Tolko activities)
- Biogenic Emissions (from biomass energy)
- Carbon stored in Tolko wood products

MANUFACTURING MILESTONE

Tolko completed construction of its Laminated Veneer Lumber (LVL) facility — Heffley Creek Engineered Wood Division — at the end of 2025. LVL is an engineered wood product made by pressing sheets of high-strength veneer together — veneer that is sourced from reprocessed plywood from the Heffley Creek plywood mill. Plywood panels are finger-jointed end to end, then multiple lengths are pressed face-to-face to laminate a single wood beam.



Laminated Veneer Lumber at Heffley Creek Engineered Wood Division

The team is working to manufacture large structural grade products such as beams, headers and joists for customers. All are engineered for quality and APA-certified.

LVL isn't just a new product for Tolko, it's proof of what innovation and teamwork can achieve.



"It's exciting to be part of a new chapter at Heffley Creek. There's a real sense of pride here. People are eager to build something lasting and meaningful."

JONAH BAIRD, ENGINEERED WOOD PLANT OPERATOR

FIBRE UTILIZATION

At Tolko, operational efficiency focuses on maximizing the value derived from every tree harvested. Through enhanced fibre utilization, nearly all components of the logs delivered to our mills are converted into wood products.

Wood residuals, produced during manufacturing, contribute meaningful revenue and secondary products to the marketplace, helping reduce our environmental impact. These value-added streams include creating wood chips from low-grade logs for paper production, sawdust and shavings that go to make industrial wood pellets for energy systems. Recovered bark is typically used for renewable energy production, either in our own mills with bioenergy systems, or in third-party bioenergy facilities. This reduces our fossil fuel reliance while generating green heat and power.

Use of mill wastes to produce renewable energy delivers multiple benefits: reduced waste disposal costs, additional revenue streams, decreased fossil fuel dependency and lower greenhouse gas emissions. By maximizing every log's potential, we're demonstrating how operational efficiency and environmental stewardship create mutual value.

Our utilization of delivered logs is near 100%, with very little (0.1%) going to waste. The solid wood products we produce from the logs equate to 24% lumber, 22% OSB/ LSL, and 5% plywood/ veneer, about 52% of the delivered fibre. The manufacturing wood residual created and sold is 26% chips and 23% sawdust, shavings and bark primarily from the lumber process.

PRODUCTION FACTS

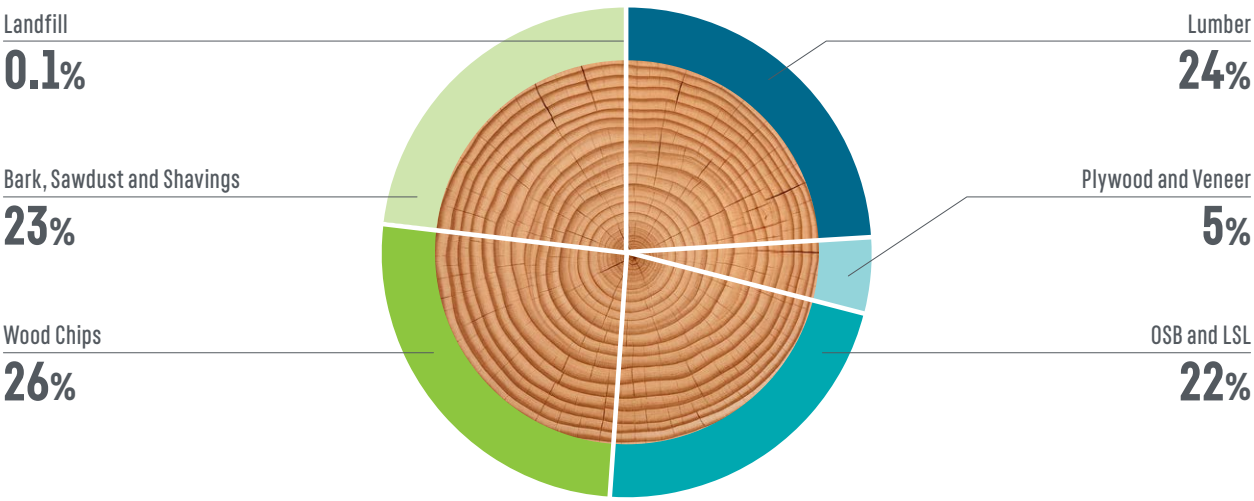
Lumber
1.87m cubic metres (m^3)

Plywood and Veneer
282k cubic metres (m^3)

OSB and LSL
1.13m cubic metres (m^3)

Wood Chips
517k bone dry units (BDU)

FIBRE UTILIZATION





Harvest block in Trinity Valley, Southern Interior Woodlands, BC

SUSTAINABLE FOREST MANAGEMENT

Tolko's approach to sustainable forest management combines rigorous certification standards, technology and collaborative research to ensure Canada's forests remain healthy, productive and biodiverse for generations.

Our science-based practices demonstrate that responsible harvesting, prompt regeneration, continuous improvement and adaptation create resilient forest ecosystems that serve both environmental and economic goals.

Sustainable forest management means looking after our forests, so they remain healthy, diverse, and productive for generations. It involves far more than just harvesting trees, it's the maintenance of wildlife habitat, protecting soil and water, supporting biodiversity, and honouring areas with cultural or spiritual importance.

We're proud to hold internationally recognized certifications that demonstrate our commitment to responsible forest stewardship. These certifications not only meet customer expectations—they exceed provincial and federal regulatory requirements.

Tolko is certified under both the Sustainable Forestry Initiative (SFI) and the Programme for the Endorsement of Forest Certification (PEFC):

PEFC Chain of Custody sets requirements for tracking wood from sustainably managed sources through the supply chain, supported by documented procedures, management system controls, and due diligence to avoid controversial sources.

SFI Fibre Sourcing Standard applies due diligence processes, including risk assessments and best practices, to ensure responsible fibre sourcing from certified or non certified lands.

SFI Forest Management Standard sets comprehensive requirements for sustainable forestry—from sustainable fibre supply to the protection of water quality, wildlife, biodiversity, and forest resilience in the face of climate change and wildfires.

Achieving these certifications, through annual third-party auditing, demonstrates that Tolko is working to improve our practices and maintain forests that continue to provide environmental, social, and economic benefits—now and into the future.

RESEARCH: ALBERTA AVIAN AND BAT BIODIVERSITY MONITORING

The Northwest Regional Woodlands in Slave Lake, AB completed a research project to better understand bat and songbird dynamics in pre- and post-harvest deciduous forest sites.

The study provided insight into how sensitive bird species respond to temporary habitat disturbance within harvested areas, with assessments focused on key breeding periods for species of concern.

Autonomous acoustic recorders were set up to capture data on songbird species presence, quantity and nesting patterns in 8 deciduous forest areas before it was harvested and then the year following harvest. There were also 2 control sites. This allowed the observation of songbird behavior in response to habitat change.

Data collection totalled 844 recording days in 2024 (pre-harvest) and 1,174 days in 2025 (post-harvest).



Pileated Woodpecker

Analysis identified 53 bird species through manual auditory surveys, with an additional 48 species detected using automated software. Of these, 10 species were observed exclusively before harvest, while 15 were detected only after harvest. By July 1, between 68% and 85% of breeding activity had been completed across all sites.

Differences in bird communities between pre- and post-harvest conditions were most evident among habitat specialists—species that depend heavily on specific structural characteristics of the forest. Findings suggest that retention patches within harvested areas play a critical role in supporting many species that continue to use these landscapes after disturbance.

Notable observations were; Pileated Woodpecker was detected slightly more frequently following harvest, while the Olive-sided Flycatcher was recorded only in post-harvest conditions. The Common Nighthawk was particularly prevalent in harvested areas, reflecting its preference for open, sparsely vegetated nesting sites.

For the bats monitored, they are present both pre- and post-harvest however species composition shifted. The little brown bat and long-legged myotis detections decreased in post-harvest areas and the Silver-haired bat and Eastern red bat detection was increased substantially at the post-harvest sites.

This project was made possible with funding from the Forest Resource Improvement Association of Alberta. Tolko invests millions of dollars in research annually, expanding our knowledge of forest ecosystems, to support ongoing improvement of our planning and operations.

RESEARCH

$8.2m spent on research and other informative projects

5

Indigenous Peoples



Workshop field tour with Swan River First Nation members, Northwest Regional Woodlands, AB

Fostering Relationships, Stewardship and Economic Goals

Our relationships with Indigenous Peoples are founded on mutual respect, reciprocity and a shared commitment to sustainable forest stewardship.

We recognize that communication and partnerships with Indigenous communities are essential to our operational success and fundamental to our role as responsible stewards of traditional territories. Through building cultural understanding, collaborative decision making and long-term relationships, we aim to create business partnerships that honour Indigenous rights while advancing shared economic and environmental goals.

Our Indigenous Policy implementation is guided by:

- Tolko's values
- The United Nations Declaration on the Rights of Indigenous Peoples (within the Canadian context)
- The Truth and Reconciliation Commission's Calls to Action for Business
- Partnership Accreditation in Indigenous Relations Certification (PAIR) through the Canadian Council for Indigenous Business

Fostering relationships with Indigenous communities is anchored in four key pillars:

1. Build Healthy Communities,
2. Increase Cultural Awareness,
3. Champion Responsible Stewardship and
4. Support Economic Participation.

Through these commitments, Tolko continues to forge a path of partnership, respect and shared prosperity with Indigenous Peoples, reinforcing our role as a responsible and engaged corporate citizen.

2025 INDIGENOUS HIGHLIGHTS

COMMUNITIES

100+ Indigenous communities that Tolko works with

LAND REVIEW

100% of areas harvested have a cultural heritage review

VENDORS

169% increase in use of Indigenous vendors over the past 5 years

SCHOLARSHIPS

$25k in scholarships were provided to 25 Indigenous youth in our operating regions



Jamie Skinner, Tolko with Neskonlith Councilor Brad Arnouse, for a Stselxmēms r Stselxmēm Management Plan block ceremony

PROMOTING CULTURAL AWARENESS

By participating in cultural celebrations, supporting traditional practices and creating space for Indigenous voices within our organization, we build the understanding necessary for successful long-term partnerships.

ORANGE SHIRT DAY

Tolko teams across our divisions came together to honour Orange Shirt Day, demonstrating our commitment to reconciliation and creating culturally safe workplaces. These gatherings highlight the importance of cultural awareness in strengthening our relationship with Indigenous communities across our operating areas.



High Level Lumber, AB



Meadow Lake OSB, SK



Lavington Lumber, BC



Lake Country Remanufacturing, BC

NATIONAL INDIGENOUS HISTORY MONTH

Tolko commemorated National Indigenous History Month by supporting the showing of the short documentary *TMIXʷ: A Holistic Commitment to Our Forests*, for students and employees in Vernon. The film follows Ntityix Resources, a company owned by Westbank First Nation, as it integrates traditional ecological knowledge with contemporary forestry practices.



BUILDING HEALTHY COMMUNITIES

Building positive relationships with communities is fundamental to our operations and reflects our commitment to being a responsible neighbour and partner.

LUMBER FOR NATIONS

A five-year MOU was signed with the Meadow Lake Tribal Council (MLTC) to establish the Lumber for Nations Program, supporting community-led building projects across MLTC's First Nation communities. The program provides access to purchasing opportunities and donations of wood products from Tolko's lumber and OSB mills.



"I applaud the leadership of Tolko in taking this step with the Meadow Lake Tribal Council."

JEREMY NORMAN, TRIBAL CHIEF

This agreement builds on a broader partnership formalized in 2024 and reflects a shared commitment to collaboration, reconciliation, and community well-being. Through initiatives like Lumber for Nations, MLTC and Tolko continue to strengthen relationships and deliver meaningful benefits across their shared landscape.



Back, left to right: Ryan LaRose, Bradley Young and Ruby Sinclair, MLTC Directors; Janis Simpkins, Tolko VP, Indigenous & Government Relations and Sustainability; Brandon Hanson, Director at MLTC; Chad Wilkinson, Tolko Forestry Superintendent, Indigenous Relations. Front, left to right: Jeremy Norman, Tribal Chief, and Pino Pucci, Tolko President and CEO

SCHOLARSHIPS

Tolko is committed to growing local educational opportunities and creating employment pathways for young people in the communities where we operate. Selected Indigenous youth received a $1,000 scholarship for post-secondary education. This scholarship program invests in the next generation by awarding twenty-five scholarships annually to students in our operational regions.

TOLKO WOODLANDS INDIGENOUS STUDENT SCHOLARSHIP RECIPIENTS





SUPPORTING ECONOMIC PARTICIPATION

Indigenous communities neighbour Tolko's operations making their participation and engagement in our sector essential in enabling operational stability while supporting Indigenous economic self-determination. Economic partnerships provide secure, long-term access to fibre resources while building collaborative relationships that strengthen both Indigenous communities and Tolko's operational sustainability.

Our involvement in the Canadian Council for Indigenous Business' **Partnership Accreditation in Indigenous Relations** (PAIR) program helps advance Tolko's reconciliation and accountability. The PAIR program provides companies with a comprehensive framework to assess and improve Indigenous relations practices and is third-party verified.

The program evaluates partnership performance across four business areas—leadership, employment, business development and community engagement. Tolko recently advanced to Silver Status with the maintenance and improvement of our program results, demonstrating our commitment to improvement in Indigenous communities' economic participation as it relates to our manufacturing sites and woodlands operations.



Pino Pucci, Tolko President and CEO, presents Chief Dwayne Laboucan of the Driftpile Cree Nation a token of appreciation for their long-term partnership in Tolko High Prairie, AB log yard services.

CHAMPION RESPONSIBLE STEWARDSHIP

The Green Lake, SK fireguard is a collaborative project involving the Indigenous community of Green Lake, NorSask Forest Products (a Meadow Lake Tribal Council company), the Saskatchewan Public Safety Agency, and Tolko.

In 2025, a fireguard was established around the community, this was initiated after a multiyear engagement process with stakeholders.
This partnership had mutual benefits: Tolko received the fibre, while the community received enhanced protection through the creation of defensible space to support wildfire prevention and suppression.



Green Lake, SK fireguard in development

Looking Ahead

6

Foundation for the Future



The future isn't something we inherit, it's something we build together. Every decision we make, whether it's creating safer workplaces, supporting responsible forest management, strengthening partnerships or investing in our communities, helps shape the opportunities available to those who come next.

That's what sustainability means at Tolko. It isn't a separate initiative or a destination. It's how we do business. It's reflected in the way we care for our people, build meaningful partnerships with Indigenous Nations, support the communities where we operate and the customers we serve and continually strengthen our company for the long term.

The progress reflected throughout this report is the result of thousands of decisions made every day across our business. It reflects the commitment of our employees, the strength of our partnerships, and a shared belief that there is always an opportunity to improve. While there is still more work ahead, I'm encouraged by the progress we've made and confident in the foundation we're continuing to build.

Thank you to our employees, Indigenous partners, customers, suppliers and communities for your trust, collaboration and shared commitment. Together, we're building a future that generations to come can be proud of.



Janis Simpkins

VP, Indigenous & Government Relations and Sustainability



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