TOLKO INDUSTRIES LTD.
Pay transparency report

Tolko is a world-class, value-added forest products manufacturer headquartered in Western Canada, offering a wide and growing range of forest products to customers around the world. For 70 years, Tolko has remained a private, family-owned, and values-driven workplace dedicated to the people, products and communities where it operates. Tolko provides more than 6,000 direct and indirect jobs in Canada, over 2,400 of which are our direct employees.

This report highlights employee data from January 1, 2025, to December 31, 2025.

Tolko is committed to pay equity and believes that employees should receive equal pay for work of equal value, regardless of gender.

The report's overall pay gap reflects workforce composition rather than unequal pay. The BC employee population consists of approximately 15% women and 85% men. Women are currently underrepresented in higher-paying leadership, technical and skilled trades jobs, resulting in an overall average hourly pay difference. In British Columbia, 1% of skilled trades employees and 19% of leadership employees are women.

Actions are being taken to increase the number of women in skilled trades and leadership roles. These actions include:

- Inclusive leadership training;
- Maternity leave top-up for non-union employees; and,
- Promotion of the Maturn Maternity Leave program.

Employer details

Employer:	TOLKO INDUSTRIES LTD.
Address:	1200 WATERFRONT CENTRE - 200 BURRARD STREET PO BOX 48600, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	11 - Agriculture, forestry, fishing and hunting
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 11% less than men's. For every dollar men earn in average hourly wages, women earn 89 cents in average hourly wages. *

Median hourly pay gap[2]



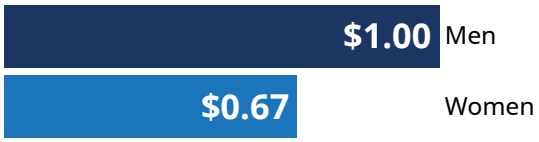
In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 33% less than men's. For every dollar men earn in average overtime pay, women earn 67 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 67% less than men's. For every dollar men earn in median overtime pay, women earn 33 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-44

In this organization the average number of overtime hours worked by women was 44 less than by men. *

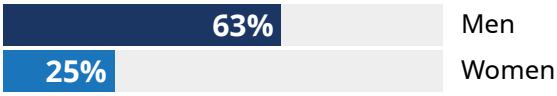
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-40

In this organization the median number of overtime hours worked by women was 40 less than by men. *

Percentage of employees in each gender category receiving overtime pay

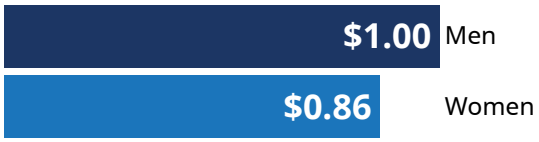


Explanatory notes

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

Bonus pay

Mean bonus pay [7]



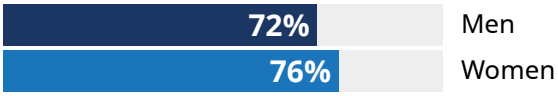
In this organization women's average bonus pay is 14% less than men's. For every dollar men earn in average bonus pay, women earn 86 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 358% more than men's. For every dollar men earn in median bonus pay, women earn $4.58 in median bonus pay. *

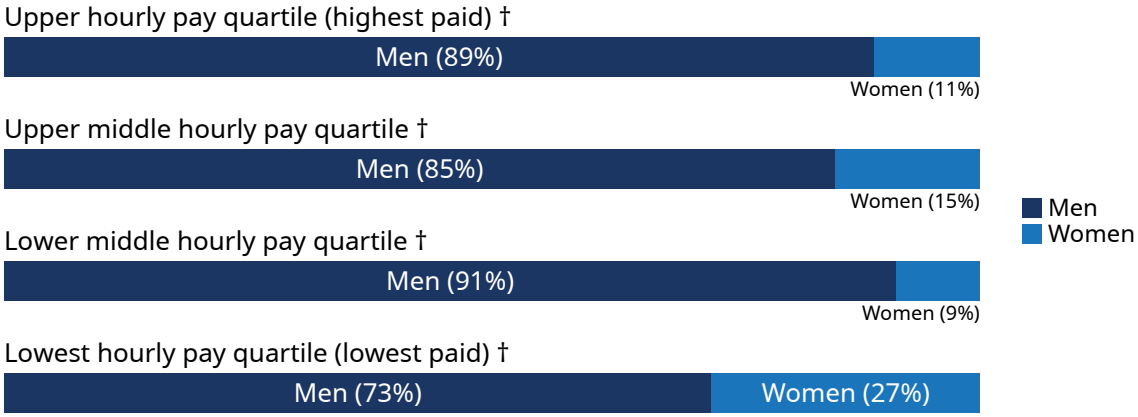
Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 11% of the highest paid jobs and 27% of the lowest paid jobs.

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

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.