



November 1, 2024

Today West Fraser is providing our first public Pay Transparency Report for the year ending December 31, 2023, in accordance with British Columbia's Pay Transparency Act, effective November 2024.

West Fraser is committed to transparency and building a workforce that reflects the diversity in the communities in which we operate. It is our mission for every employee to have the opportunity to grow, achieve their potential, and be valued for the contribution they make to the success of the company.

At West Fraser, men and women are paid equally for doing the same job. However, women are underrepresented in higher-paying technical jobs, such as engineers, skilled trades and senior operator positions within our operations, which presents a recruitment opportunity for the company. As a result of this underrepresentation, there is an overall median pay difference of about 10 cents per hour between men and women.

Our approach to pay equity applies to all levels of our organization and is foundational to achieving our strategic objectives to attract and retain engaged, talented, and high-performing people. We continue efforts to create awareness of careers in the forest sector and manufacturing with groups, including women, that have been traditionally underrepresented as we work to further diversity of our team at all levels of the organization.

For more information, please view our [2023 Sustainability Report](#).

Sincerely

A handwritten signature in blue ink, appearing to read "Al Caputo".

Al Caputo
Vice-President, Human Resources
West Fraser

WEST FRASER MILLS LTD.

Pay transparency report

We know different perspectives, and the individual, unique contributions of our people build vibrant workforces and safer operations. Every person is important, and West Fraser believes inclusive diverse teams are essential to the strength and success of our Company. For our hourly roles, we pay based on the position, not the person. We have processes in place to ensure decisions are fair, equitable and consistent and we continually assess industry data and market trends to ensure that our salaries are competitive. We report average pay by employee level, region, and gender in our annual Sustainability Report.

Employer details

Employer:	WEST FRASER MILLS LTD.
Address:	1500 ROYAL CENTRE 1055 WEST GEORGIA STREET P.O. BOX 11117, VANCOUVER, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	11 - Agriculture, forestry, fishing and hunting
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 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 pay³



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 51% less than men's. For every dollar men earn in median overtime pay, women earn 49 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-66
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In this organization the average number of overtime hours worked by women was 66 less than by men. *

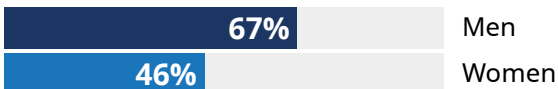
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-38
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In this organization the median number of overtime hours worked by women was 38 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.



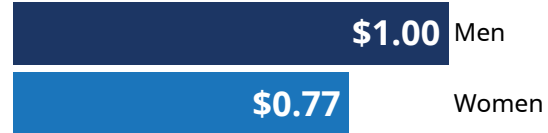
Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 53% less than men's. For every dollar men earn in average bonus pay, women earn 47 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 23% less than men's. For every dollar men earn in median bonus pay, women earn 77 cents 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

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 11% of the highest paid jobs and 37% 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.