

BC PAY TRANSPARENCY REPORT

2025

FOR PERIOD JAN 1, 2025 — DEC 31, 2025

EMPLOYER DETAILS

Employer
Arc'teryx Equipment, a Division of Amer Sports Canada Inc.

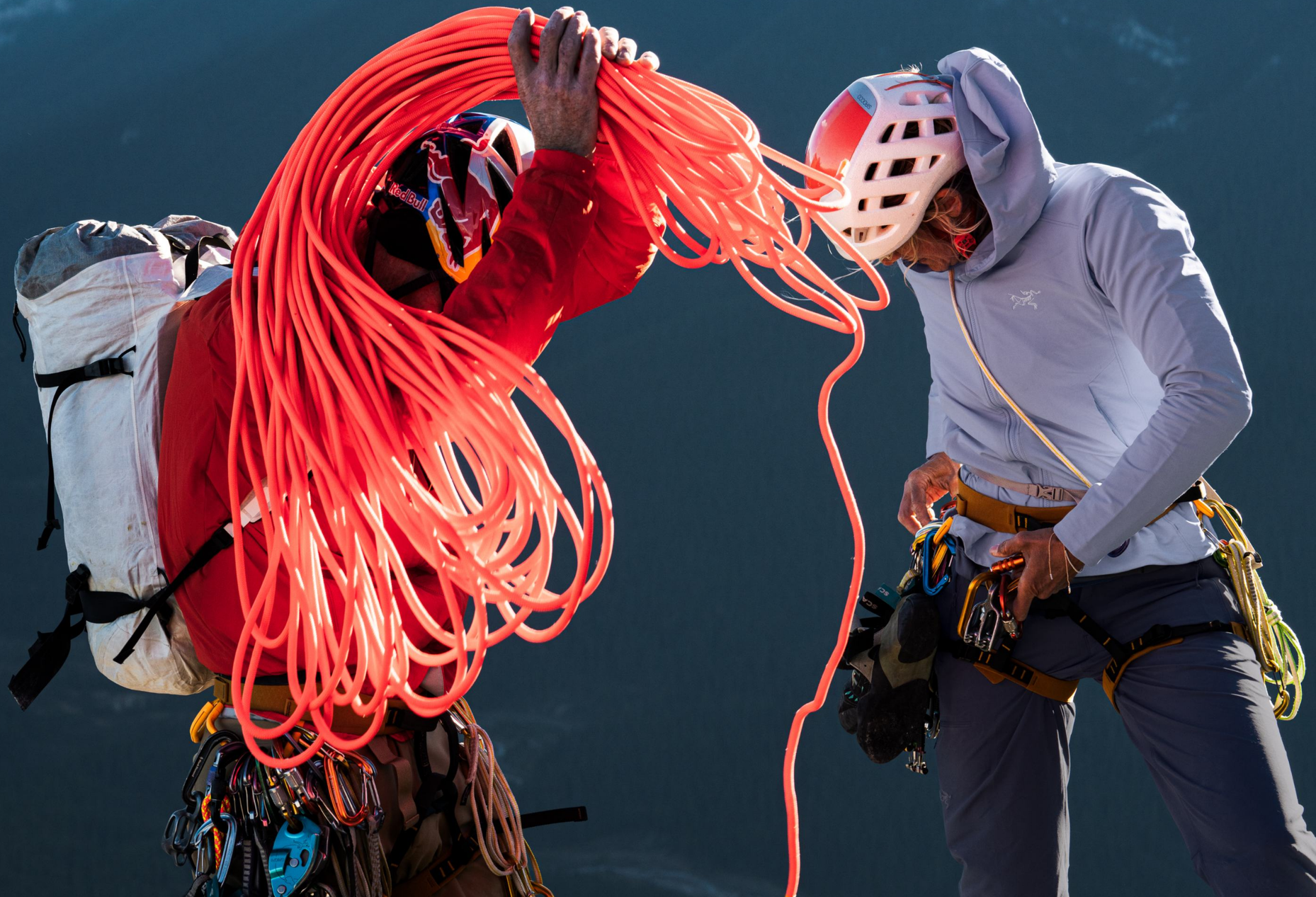
Address:
2220 Dollarton Hwy #110, North Vancouver, BC V7H 1A8

Reporting Year:
2026

Time Period:
January 1, 2025 - December 31, 2025

NAICS Code:
31-33 - Manufacturing

Number of Employees:
1,000+





LAND ACKNOWLEDGEMENT

Arc’teryx acknowledges that our Headquarters and Design Centre are located on the unceded shared territories of the xʷməθkʷəy’əm, Sḵwxwú7mesh_, and səĺilwətaʔɬ peoples. ARC’One, our local manufacturing facility, is located within the territories of the Qayqayt, kʷikʷəƛ’əm, Katzie, Kwantlen, xʷməθkʷəy’əm, Sḵwxwú7mesh_, səĺilwətaʔɬ, and Sto:lo Nations, who have called this place their homeland since time immemorial.

We humbly acknowledge the role that Indigenous, Inuit, and Métis peoples have in the stewardship and protection of the lands and waters on which we gather, and we support Indigenous Knowledge systems, approaches, and ways of knowing as we face a rapidly changing climate and landscape.

WHO WE ARE

Founded in 1989 by climbers in Vancouver, British Columbia, Canada, Arc'teryx was built on an obsessive commitment to innovation, helping our athletes to go lighter, faster, and farther by making the best technical gear for mountain pursuits. Arc'teryx creates durable, functional, and timeless products that are worn when it matters most. Guided by our purpose to Leave It Better, we continue to evolve - pushing technical boundaries while working with our partners, suppliers, and communities toward a more responsible and inclusive future in the mountains.

As of December 31, 2025:

246
brand stores across the world

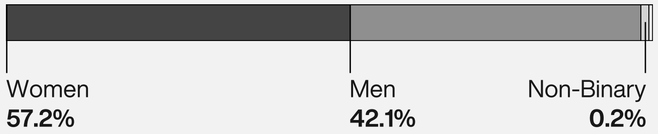
>4,000
FTE (full-time equivalent) employees.



INTRODUCTION

The Pay Transparency Act (enacted May 11, 2023) requires B.C. employers to publish an annual pay transparency report by November 1. This report covers Arc'teryx's B.C.-based workforce from January 1 to December 31, 2025, and includes reporting on hourly pay, overtime pay, and bonus pay.

Our B.C. workforce consists of the following gender categories:



Women	Men	Non-Binary
57.2%	**42.1%**	**0.2%**

*Unknown or Prefer Not to Say **0.5%**

Arc'teryx has created space for our employees to self-identify their gender. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of individuals, reporting in this document focuses on women and men. We will continue to monitor representation across all gender categories and strive to report more broadly as sufficient data becomes available.

REPORT METHODOLOGY

The Pay Transparency Act requires employers to report unadjusted gender pay gaps, which reflect overall differences in pay outcomes between women and men across the organization. These results do not account for factors that influence pay, such as job level, function, or performance.

At Arc'teryx, we also analyze the adjusted pay gap, which accounts for these factors and provides additional insight into pay equity for employees in comparable roles or equivalent work. Together, these measures help us understand workforce representation and pay outcomes across the organization.

OVERVIEW

Our analysis of total pay, including regular, overtime, and bonus pay, shows an unadjusted gender pay gap of **$0.10 (10%)** in mean earnings and **$0.01 (1%)** in median earnings. These results continue to be influenced by workforce composition, including representation across job levels and functions.

When adjusted for factors including job level and function, women earn approximately **$1.00** in total pay per **$1.00** earned by men in comparable roles or equivalent work. This indicates that pay outcomes for comparable work remain closely aligned.

Total Cash Pay Gap





OUR COMMITMENT TO PAY EQUITY

Arc'teryx is committed to maintaining equitable and transparent pay practices. We recognize that pay gaps can arise from factors such as gender bias and representation within the organization. We support this commitment through regular pay equity assessments, standardized compensation structures, and targeted action where gaps are identified.

OUR BROADER EFFORTS INCLUDE:

- **Conducting regular pay equity reviews** using a global pay analytics platform to monitor outcomes, identify potential gaps, and inform action.
- **Supporting pay transparency** through clear pay ranges in job postings and standardized compensation structures across North America that guide hiring and pay decisions consistently.
- **Advancing representation and inclusion** through career development, parental leave and workplace flexibility programs, inclusive support and coaching, and regular tracking of representation across the organization.
- **Embedding equity into promotion, pay, and reward processes** through structured decision-making, consistent criteria, and clear review and governance. These practices help reduce individual discretion, mitigate the potential for bias, and support equitable and consistent outcomes.

We continue to assess and evolve our practices as our workforce changes, with a focus on maintaining equitable pay and advancing representation across all levels of the organization.



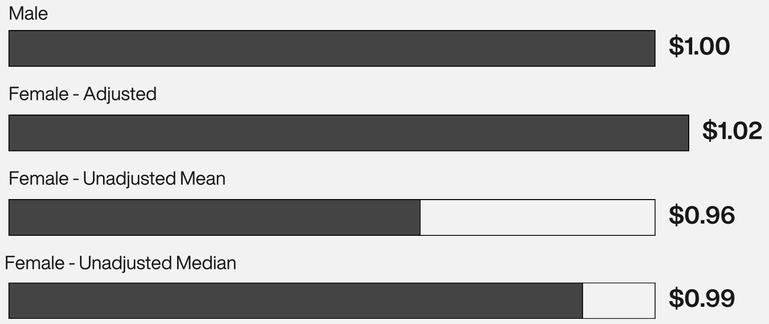
HOURLY PAY

Arc'teryx uses standardized compensation structures and defined pay ranges to support equitable and consistent pay for employees in comparable roles. For many frontline roles, standardized starting rates further limit subjective decision-making and help reduce the potential for bias in hiring pay decisions.

Our analysis shows an unadjusted gender pay gap of **$0.04 (4%)** in mean hourly earnings and **$0.01 (1%)** in median hourly earnings. Women earn **$0.96** in mean hourly pay and **$0.99** in median hourly pay per **$1.00** earned by men. The median gap narrowed from **6%** in 2024 and is now close to parity.

When adjusted for factors including job level and function, women earn approximately **$1.02** in hourly pay per **$1.00** earned by men in comparable roles or equivalent work.

Hourly Pay Gap



OVERTIME PAY

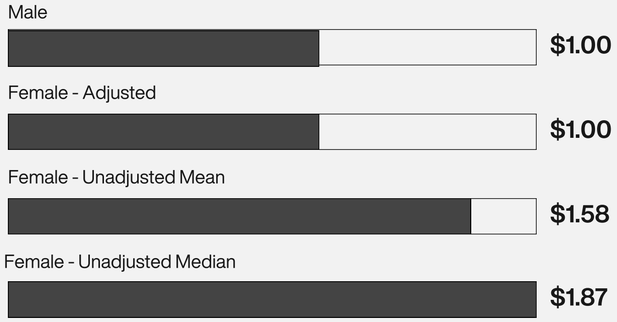
Overtime eligibility varies by role, with overtime work concentrated in our frontline retail, manufacturing, and distribution centre operations.

Women and men receive overtime pay on the same basis, in accordance with the B.C. Employment Standards Act. Women work more overtime hours overall, primarily due to their greater representation in frontline operations.

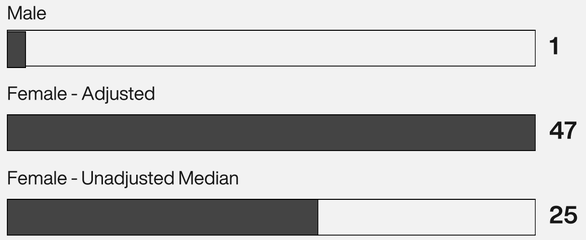
Our analysis shows women earn **$1.58** in mean overtime pay and **$1.87** in median overtime pay per **$1.00** earned by men. This reflects higher overtime hours worked by women, who worked 47 more hours on average and 25 more hours at the median than men.

When adjusted for factors including job level and function, women earn approximately **$1.00** in overtime pay per **$1.00** earned by men in comparable roles or equivalent work.

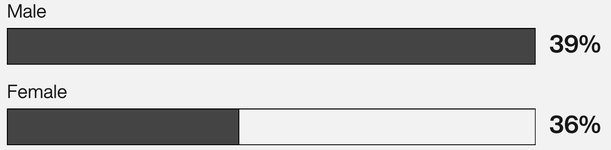
Overtime Pay Gap



Overtime Hours Worked



% Receiving Overtime Pay



BONUS PAY

Bonus pay is an important part of Arc'teryx's total rewards program. All regular employees are eligible based on their hire date within the performance year and active employment status at the time of payout. Bonus targets are based on job level, supporting consistent targets for employees in similar roles at the same level.

Bonus participation is consistent across genders, with **77% of both women and men receiving bonus pay.**

Our analysis shows women earn **$0.73** in mean bonus pay and **$0.83** in median bonus pay per **$1.00** earned by men. The difference is primarily driven by representation across job levels. Bonus targets increase with seniority, and women are overrepresented in lower-paying roles and underrepresented in higher-paying, more senior roles. This remains an area of focus.

When adjusted for factors including job level and function, women earn approximately **$1.00** in bonus pay per **$1.00** earned by men in comparable roles or equivalent work.
This indicates that the bonus pay outcomes for comparable work are closely aligned.

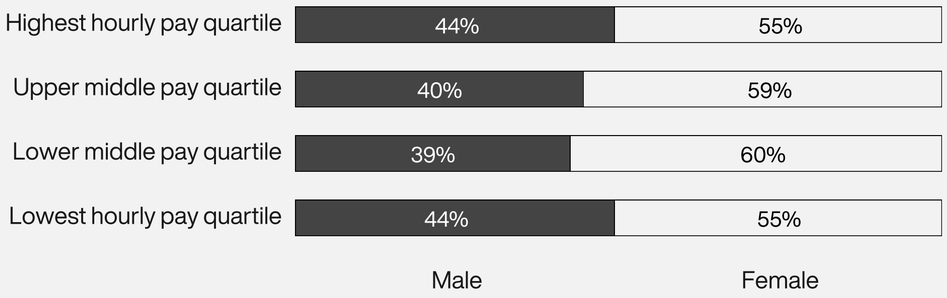
Bonus Pay Gap



GENDER REPRESENTATION BY PAY QUARTILE

Women represent the majority of Arc'teryx's B.C. workforce and across all four hourly pay quartiles. While representation is relatively consistent across the pay distribution, differences within specific job levels and functions continue to influence overall pay outcomes.

% Gender by Hourly Pay Quartile









EXPLANATORY NOTES

Gender Reporting

Arc'teryx collects gender information voluntarily provided by employees using the following categories: Men, Women, Non-Binary, and Unknown or Prefer Not to Say.

Pay Components

- **Hourly pay** includes salaries, wages, and premiums earned for regular work hours. It excludes overtime and bonus pay.
- **Overtime pay** includes only employees who worked and received overtime pay during the reporting period. Employees who did not receive overtime pay are excluded from the mean and median calculations.
- **Bonus pay** includes only employees who received bonus pay during the reporting period. Employees who did not receive bonus pay are excluded from the mean and median calculations.
- **Total pay** includes hourly, overtime, and bonus pay.

Statistical Terms

- **Mean** is the average, calculated by adding all values and dividing the total by the number of values.
- **Median** is the middle value when a set of values is arranged in ascending order.
- **Pay quartile** refers to each of four equal-sized groups of employees, organized based on hourly pay.
- **Unadjusted pay gap** reflects overall differences in pay between women and men without accounting for factors that influence pay.
- **Adjusted pay gap** accounts for measurable factors such as job level and function to compare pay outcomes for employees in comparable roles or equivalent work.



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