ARC Resources Ltd.
Pay Transparency Report

Employer Details

Employer	ARC Resources Ltd.
Address	Suite 1500, 308 4 Ave SW, Calgary, AB
Reporting Year	2026
Time Period	January 1, 2025 - December 31, 2025
NAICS	21 - Mining, quarrying, and oil and gas extraction
Number of Employees	50-299

About ARC

ARC is committed to equitable compensation practices and fosters a workplace where employees are valued and recognized for their work. Guided by respect, integrity and trust, we value the different perspectives, skills and experiences that our people bring and provide compensation that reflects these contributions.

Results

In accordance with the B.C. Pay Transparency Act, we made reasonable efforts to collect gender self-identification information from our employees on a voluntary basis. The B.C. Pay Transparency Act and reporting rules are designed to protect the anonymity and privacy of respondents. Gender pay gap metrics are not included in this report as the reporting data did not meet the minimum threshold of at least two gender groups with 10 or more employees each. While this limits reporting for this period, our commitment to pay equity remains unchanged.