PAY TRANSPARENCY REPORT

PUBLISHED NOVEMBER 2026

Employer Details	
Employer	**Teck Metals Ltd.**
Address	Suite 3300 – 550 Burrard Street, Vancouver, BC V6C 0B3
Time Period	Jan 1, 2025 – December 31, 2025
NAICS Code	21223 - Copper, nickel, lead and zinc ore mining
Number of Employees	1000 or more employees in British Columbia

Teck Metals Ltd. ("Teck Metals") is committed to fostering an inclusive and equitable workplace and ensuring fair pay for all employees across our organization. We recognize that a gender pay gap exists globally[1], influenced by factors such as the higher representation of men in senior, higher-paying roles, and with longer tenures. In the mining industry, this disparity is further influenced by the operational shift work and 24/7 demands of mine sites, which have historically resulted in a predominantly male workforce, especially in operational and technical positions. At Teck Metals, we actively strive to address the pay gap by, amongst other things, focusing on career progression opportunities for women where possible and promoting transparency around pay practices.

78% of Teck Metals employees are members of a union and paid according to the salary or wage scales in the applicable collective bargaining agreement, which scales are not influenced by gender.

Data Used in This Report

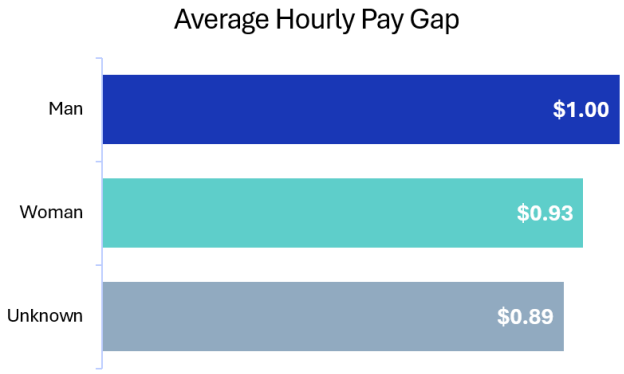
Teck Metals employees were asked and encouraged to voluntarily participate in a gender information survey for pay transparency reporting purposes. Data collected is from Teck Metals employees who elected to participate in this survey.

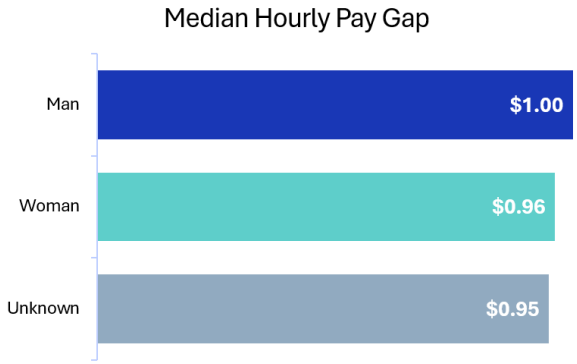
65% of Teck Metals employees did not participate in our survey and are included in the "unknown" category. This group includes employees who could not consent to Teck Metals using their gender information for the reporting period because they are on a leave of absence or no longer employed by Teck Metals, as well as employees who are actively employed with Teck Metals and chose to not respond.

Fewer than 10 employees reported their gender as non-binary. This classification has been excluded from this Pay Transparency Report.

[1] World Economic Forum, Global Gender Gap Report 2025, https://www.weforum.org/publications/global-gender-gap-report-2025

HOURLY PAY





Women's average (mean) hourly wages are 7% less than men. For every dollar a man earns on average, women earn $0.93 cents on average. Women's median hourly wages are 4% less than men. For every dollar a man earns, women earn $0.96 cents in median hourly pay.

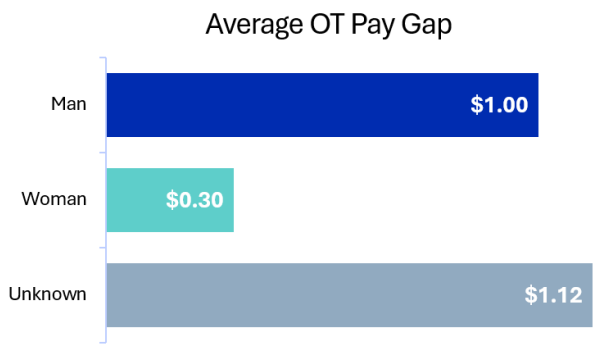
The pay gap is influenced by the distribution of genders across various roles, with senior operational roles more likely to have a higher distribution of men. This is a factor in the higher average and median pay for men.

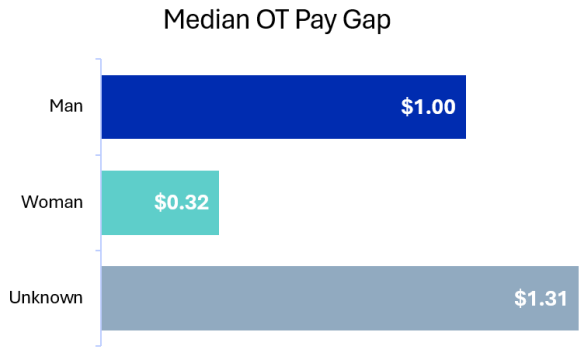
The majority of employees at Teck Metals are members of a union and paid according to the salary or wage scales in the applicable collective bargaining agreement, which scales are not influenced by gender.

Explanatory Notes Regarding Hourly Pay

- "Average hourly pay gap" refers to the differences in average hourly pay between gender classifications.
- "Median hourly pay gap" refers to the differences in hourly wages between gender groups, calculated using the median value of hourly pay for each gender classification.
- Hourly pay does not include bonuses and overtime.

OVERTIME PAY





Women's average (mean) OT Pay is 70% less than men. For every dollar a man earns, women earn $0.30 in average OT pay. Employees in the "unknown" category received, on average, 12% more in OT pay than men. Women's median OT pay is 68% less than men. For every dollar a man earns, women earn $0.32 in median OT pay. Employees in the "unknown" category received 31% more in median OT pay than men.

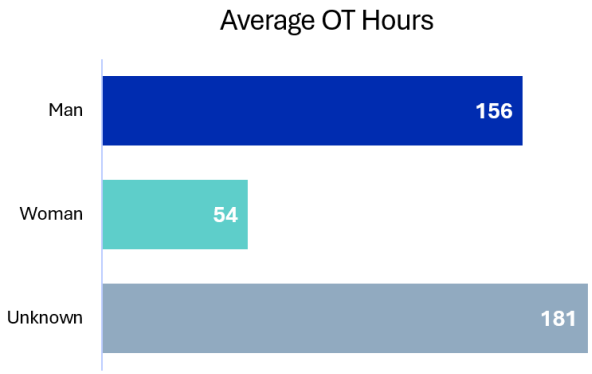
Compared to men, women tend to work fewer overtime hours and have higher representation in less senior roles. As a result, even when women work overtime, they earn less OT pay on average than their male counterparts.

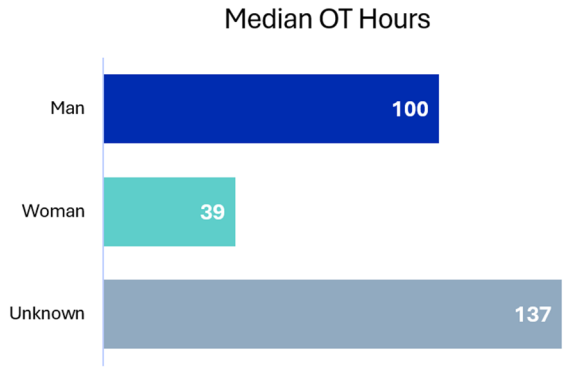
Overtime participation is voluntary. Most employees who choose to work overtime are union members, whose rates are based on the applicable collective bargaining agreement and which rates are not influenced by gender.

Explanatory Notes Regarding Overtime

- "Average OT pay" refers to the differences in average OT earnings between gender classifications.
- "Median OT pay" refers to the differences in OT earnings between gender groups, calculated using the median value of OT earnings each gender classification.
- OT earnings refer to the total amount of overtime paid to an employee and not the hourly rate for each hour of overtime.
- Calculations only include employees who had overtime earnings in the reporting period. Employees who had no overtime earnings are excluded from the average and median calculations.

OVERTIME HOURS

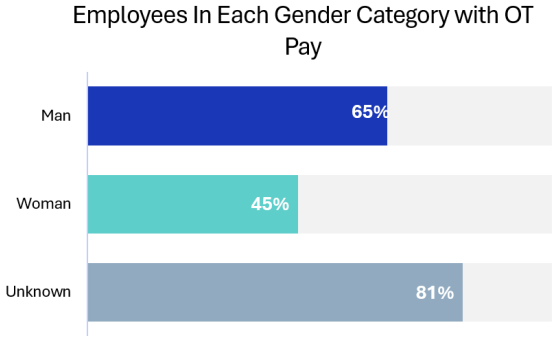




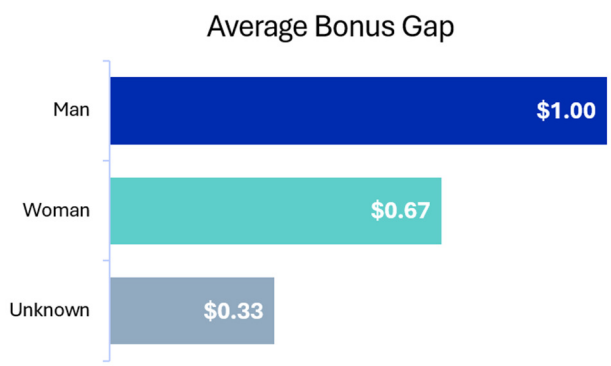
Men generally work more overtime paid hours than women, both at the average and median levels. Women worked on average 102 hours of paid overtime less than men. Median paid overtime worked by women was 61 hours less than men. Overtime participation is voluntary.

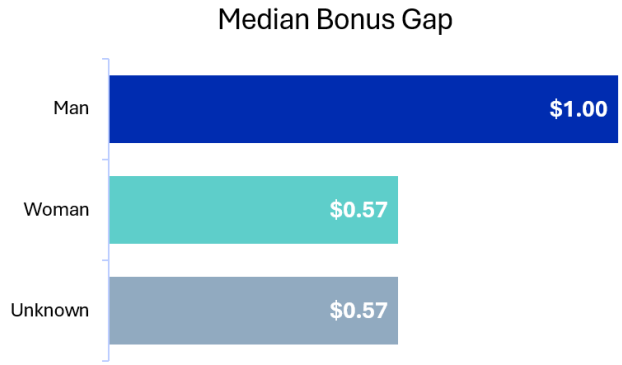
Percentage of Employees in Each Gender Category Receiving Overtime Pay

A higher percentage of men (65%) received overtime pay compared to women (45%).



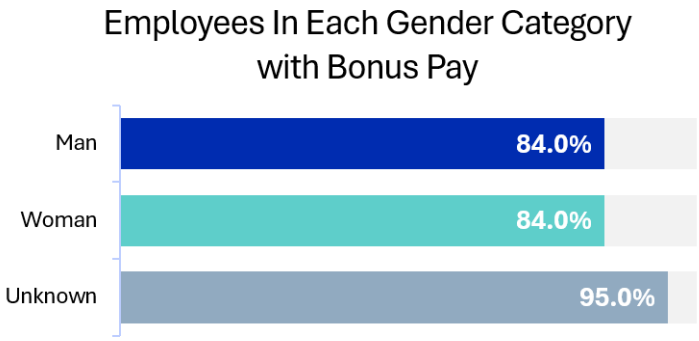
BONUS PAY





For every dollar a man earned in bonus pay, women, received $0.33 less on average, and $0.43 less at the median. Analysis indicates that the bonus pay gap is largely due to factors such as the higher representation of men in more senior operational roles, which roles have higher bonus and long-term incentive targets.

Percentage of Employees in Each Gender Category Receiving Bonus Pay



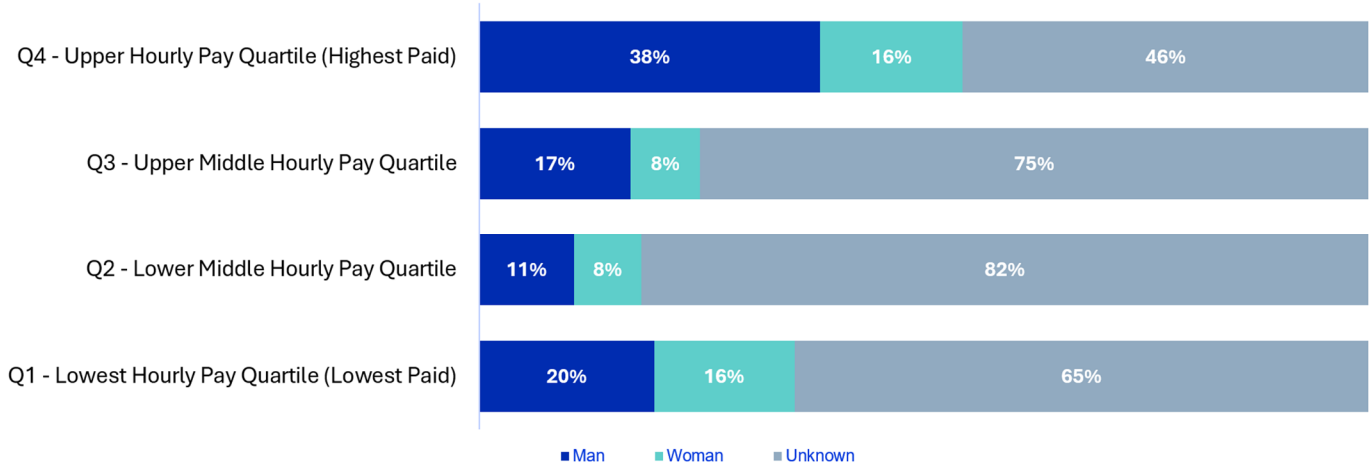
Our unionized employees are compensated based on the terms of the applicable collective bargaining agreement and are typically not eligible for bonuses.

A equal percentage of women (84%) received bonus pay compared to men (84%).

Explanatory Notes Regarding Bonus Pay

- Calculations only include employees that had bonus pay in the reporting period. Employees who had no bonus pay are excluded.
- Bonuses include bonus pay paid out in the reporting year.
- Certain Teck Metals employees are eligible for long term incentive awards (e.g. stock options, restricted share units), which may vest over one or more years subject to the terms of the applicable plan documents and agreements. Bonus pay includes any amounts paid to the employee during the reporting period in respect of long-term incentive awards, including stock options exercised at the discretion of the employee during the reporting period.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE



Teck Metals recognizes that there are more men than women in the highest paid quartile. Our analysis indicates that this is likely driven by several factors, including the higher representation of men in higher-paying roles and their longer tenures. While we have made reasonable efforts to gather gender information from our workforce, the results in this report are also impacted by the voluntary nature of participation, which is reflected in the substantial percentage of individuals classified as “unknown”.

Explanatory Notes

- Data point is based on hourly pay.
- A quartile divides the data points into four parts of equal size. The hourly pay data points are ranked from highest to lowest.