



Gender Pay Gap Information Act

2022 Report

Our Commitment

Sun Life strongly believes in the importance of an inclusive and caring culture. More than just being the right thing to do – it's the key to attracting great talent, supporting an engaged workforce and serving the needs of our Clients and communities around the world. [Sun Life's commitment to diversity](#), equity and inclusion is directly aligned with our Purpose, business strategy and ultimate success as a company.

We set 2025 as a milestone year, with specific outcomes we need to achieve, including gender parity in VP+ roles globally, and acknowledge that this is an ongoing process that continues to evolve as needed. It's about creating space in our culture and our world to accommodate a better way to do business. To get there, we know there's much more to do.

Overview

In July 2021, the Gender Pay Gap Information Act was signed into law. The Gender Pay Gap Information Act (GPG) requires organizations with over 250 employees to report their gender pay gap information across a range of areas using specific metrics. Within this report we compare pay for males to females as required by law however we recognize and support all gender identities at Sun Life.

The 5 specific reporting requirements are outlined below and calculated as of a 'snapshot' date of pay data:

1. The difference between the mean and median hourly pay of male and female employees
2. The difference between the mean and median bonus pay of male and female employees
3. The difference between the mean and median hourly pay of part-time and temporary male and female employees
4. The percentage of male and female employees who received bonuses and benefits in kind
5. The percentage of male and female employees in each of four quartile pay bands

Outcomes and Insights

Sun Life's gender pay gap data was collected on the snapshot date of June 30, 2022. At that time there were 498 employees within our Irish workforce: 278 male (56%) and 220 female (44%).

Gender Pay Gap

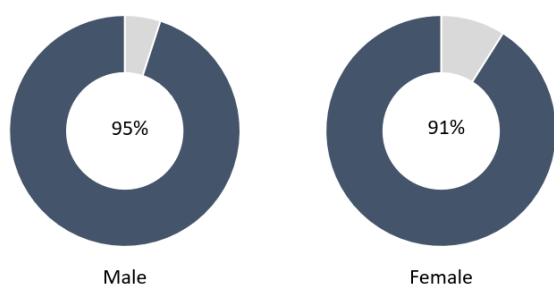
The gender pay gap is the difference in the average hourly wage of men and women across a workforce. According to European data, Ireland GPG is approximately of 14.4%, compared with a European Union average of approximately 13%.

Gender Pay Reporting Requirements

The data below shows our overall mean and median of pay for different specified categories and bonus gaps when comparing males and females. For example, male hourly pay is 14% higher than female hourly pay, however female part time hourly pay is 42% higher than male.

Category	Male [hourly] pay compared to Female [hourly] pay	
	Mean ¹	Median ²
Gender Pay Gap	14%	16%
Gender Pay Gap Part-Time	-42%	-29%
Gender Pay Gap Temp/Contractors	3%	0%
Gender Bonus Pay Gap	19%	16%

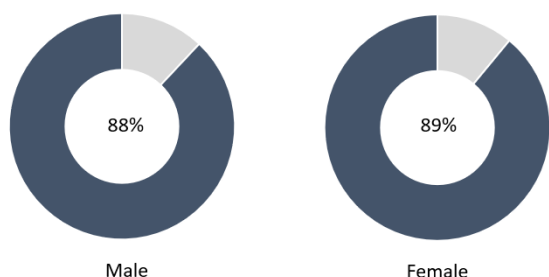
Percentage of males and females that received a bonus.



The figures above show the percentage of men and women who received a bonus payment. Sun Life annual bonuses are discretionary and paid to employees in the first quarter following the calendar year. To be eligible to receive a bonus, employees must be employed by the company as of October 1st of the calendar year, be an employee of the Company as of the bonus payment date and not be on written performance or disciplinary warning as of the bonus payment date.

Our findings show that there is a 4% difference between the percentage of female and male employees who received a bonus. 9% of the female population and 5% of the male population did not meet the eligibility requirements for a bonus payment mainly due to their hire date; more females were hired after the eligibility cut-off date of October 1st.

Percentage of males and females that received benefits in kind.



The figures above show the percentage of men and women who received benefits in kind. Benefits in kind is any non-cash benefit of a monetary value provided to an employee. At Sun Life, programs and

¹ The mean is the average of a data set. The gap is identified by calculating the difference between the mean of male pay and female pay data set.

² The median is the figure that falls in the middle of a data set. When the wages are sorted from smallest to largest for males and females, the gap is identified by calculating the difference between the male employee and female employee in the middle of their data set.

benefits that fall into this category are offered to all permanent employees equally. Participation is optional and elected by the employee. The above reflects benefits in kind received by our male and female population who chose to participate in the benefits offered.

Percentage of males and females in each quartile

To determine the quartiles, hourly pay was ranked from highest to lowest in two employee groups, male and female. Each group was divided into four sections of equivalent size creating the quartile bands (upper, upper middle, lower middle and lower). The below table illustrates the percentage of males and female in each quartile.

Quartile	Male	Female
A (upper)	73%	27%
B (upper middle)	54%	46%
C (lower middle)	43%	57%
D (lower)	54%	46%

Understanding and Addressing the Gaps

Maintaining internal equity is one of three principles in Sun Life’s pay philosophy and compensation strategy. Our results reflect that we have a greater number of men than women in senior level positions and in roles where market rates of pay are higher. Specifically, 63% of employees in higher level positions are men. Additionally, 70% of our Irish employees are in job functions that have higher market rates of pay including application development, technology services, product owners, and advanced analytics. In these job functions males outnumber females by 2X. We continue to focus our efforts on recruitment programs (outlined below) as part of our overall strategy to foster and develop female careers and advancement in technology roles.

Sun Life has market ranges in place for all jobs based on job level and job function. Market ranges support pay equity for comparable work and are used by people leaders to make pay decisions. Where an employees’ base pay falls within the range is referred to as their market range position. For example, if an employees’ salary is aligned with the low end of the range, their position would be 0%, if aligned with the middle of the range their position would be 50%, or if aligned with the high end of the range their position would be 100%. On average females are positioned slightly higher in their range (40%) than males (39%). Factors that contribute to pay differences are individual performance, experience, specialized skillsets and education. Analysis is performed annually to identify and remediate any unexplainable pay gaps by job level and job function.

We remain committed to Gender pay equity. In addition to our leadership commitment outlined in our [DE&I Strategy Statement](#), we have several programs in place today to address the gender gaps in our Irish workforce, thereby achieving Gender Pay parity.

Programs & Initiatives

Horizon Program

The Sun Life Horizon program to support the advancement of IT careers for female undergraduates. The Sun Life Horizon program was created with three initial objectives:

1. Provide female IT students exposure to female and male role models in IT
2. Provide exposure to an IT working environment
3. Provide access to professional development modules that will help females advance their skillset and increase the probability of securing relevant employment.

We continue to receive excellent feedback from the female undergraduate students and the Horizon program is now a central part of our DE&I strategy for Sun Life Ireland.

Women's ReBOOT Program:

We have committed to participating in an initiative with Skillsnet Ireland "Women ReBOOT". Women ReBOOT is an award-winning program that supports women with tech sector skills and experience to return to work after a career break. As part of this program participants must complete a twelve-week placement within the IT industry and our goal is to create permanent employment at the end of the placements. This program is enabling us to continue to build upon our DE&I Strategy.

BrightWomen Inclusion Network

BrightWomen is an employee-led Inclusion Network created to make Sun Life one of the best places for women to work, thrive and grow by offering workshops, events and forums that support the career development of women.