SUNRISE MARKETS INC.
Pay transparency report

At Sunrise Soya Foods, we are committed to fostering a workplace where employees are treated fairly, respectfully, and equitably. As a food manufacturing organization, we recognize that our people are essential to delivering safe, high-quality products to our customers and to the continued success of our business.

Our commitment to fair and equitable compensation is guided by our core CARE values: **Care for Customer (includes employees as internal customers), Accountability, Respect, and Engage with Purpose**. These values shape how we support our employees, make decisions, and continuously improve our workplace practices.

We recognize that our workforce represents a diverse range of skills, experiences, and responsibilities across production, sanitation, maintenance, quality assurance, warehousing, administration, and leadership. Compensation may vary based on factors such as job responsibilities, required qualifications, relevant experience, shift schedules, and the specialized skills associated with different positions.

We also recognize that differences in workforce representation across occupational groups and levels may contribute to differences in average compensation. Understanding these factors is an important part of evaluating our compensation practices and identifying opportunities for improvement.

As part of our commitment to pay transparency and in accordance with British Columbia's Pay Transparency Act, we are taking steps to better understand our workforce compensation data and support fair and consistent pay practices.

Our ongoing focus includes:

- **Fair and Consistent Compensation:** Supporting compensation decisions that reflect job responsibilities, relevant skills, experience, and market considerations.
- **Transparency and Accountability:** Promoting clear, consistent, and objective approaches to compensation decisions.
- **Employee Development and Opportunity:** Supporting employee growth, skill development, and opportunities for career advancement across our operations.
- **Continuous Improvement:** Reviewing compensation practices and workforce trends to identify opportunities to strengthen fairness and consistency.

We recognize that pay transparency is an ongoing journey. Through continued evaluation, open communication, and a commitment to our CARE values, we aim to maintain a workplace where employees feel respected, valued, and supported.

Our goal is to build a culture of trust, accountability, and opportunity while continuing to deliver the quality, safety, and operational excellence that our customers expect.

Employer details

Employer:	SUNRISE MARKETS INC.
Address:	#1530 - 1200 West 73rd Avenue, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 7% less than men's. For every dollar men earn in median hourly wages, women earn 93 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 pay [3]



In this organization women's average overtime pay is 59% less than men's. For every dollar men earn in average overtime pay, women earn 41 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 57% less than men's. For every dollar men earn in median overtime pay, women earn 43 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-37

In this organization the average number of overtime hours worked by women was 37 less than by men. *

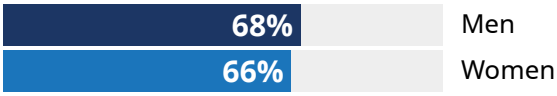
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-21

In this organization the median number of overtime hours worked by women was 21 less than by men. *

Percentage of employees in each gender category receiving overtime pay

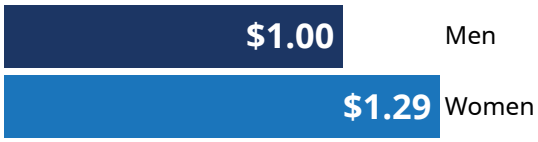


Explanatory notes

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]



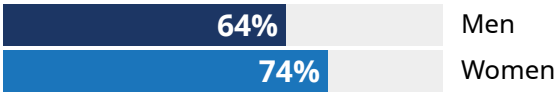
In this organization women's average bonus pay is 29% more than men's. For every dollar men earn in average bonus pay, women earn $1.29 in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

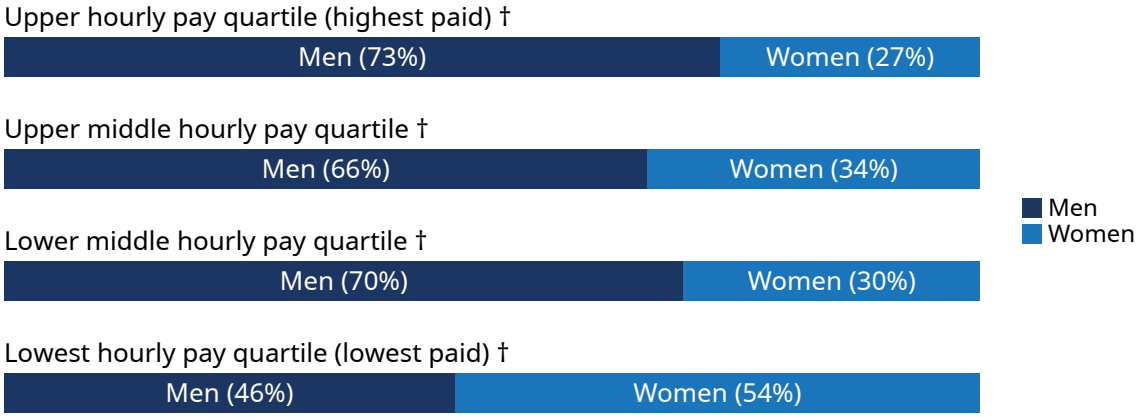
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 27% of the highest paid jobs and 54% 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.

Data constraints

The pay transparency data presented in this report reflects compensation information for the 2025 calendar year, prepared in accordance with British Columbia's Pay Transparency Act and applicable reporting requirements.

As a food manufacturing organization, our workforce includes employees across a variety of operational, technical, administrative, and leadership functions. The following considerations are important when interpreting the reported results:

Workforce Composition: Our workforce includes positions with varying responsibilities, skill requirements, qualifications, and compensation structures. Differences in gender representation across occupational groups and organizational levels may influence aggregate pay comparisons.

Overtime and Shift Arrangements: Due to the operational nature of food manufacturing, overtime opportunities and shift schedules may vary based on production requirements, staffing needs, and job responsibilities. These differences may influence reported overtime earnings. Applicable shift premiums also affect ordinary pay comparisons.

We offer an evening and night shift premiums at our company so employees that work during these hours have the shift premiums applied to their pay accordingly which affects the difference between pay of an employee working a similar job during daytime hours verses evening/night hours.

Employment Patterns: The reporting data includes employees who received eligible compensation during the reporting period, including full-time, part-time, temporary, and casual employees, as applicable. Differences in employment duration and hours worked may affect certain compensation measures.

Compensation Structures: Compensation may vary based on job responsibilities, relevant experience, specialized qualifications, and applicable incentive programs. The aggregate reporting methodology does not separately account for all these factors.

Gender Data and Privacy: Gender information is based on available employee information and voluntary self-identification. Where applicable, certain results may be suppressed in accordance with reporting requirements to protect employee confidentiality.

The reported results provide an overview of compensation differences across gender categories and should be interpreted within the context of our workforce composition and operational environment.

We remain committed to reviewing our compensation practices, supporting fair and consistent pay decisions, and identifying opportunities for continuous improvement in alignment with our CARE values.

* 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.