LIFELABS BC LP
Pay transparency report (BC)

Employer Details	
Employer:	LifeLabs BC LP
Address:	3680 Gilmore Way, Burnaby, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000+

About LifeLabs

LifeLabs, Canada's leading provider of laboratory diagnostic services, is committed to fair compensation practices that are internally equitable, externally competitive and provide meaningful recognition for employee performance. LifeLabs maintains a structured compensation framework that includes a gender-neutral job evaluation methodology, market benchmarking, established salary ranges, and compensation governance processes designed to promote consistency and objectivity. Jobs are evaluated based on factors such as skill, effort, responsibility, and working conditions to determine the appropriate pay band. Individual salaries within each pay band are determined by factors such as the required skills to perform the role, relevant prior experience, education level, market conditions and internal equity. Compensation decisions are supported by defined approval processes and periodic reviews to help ensure pay practices remain fair, consistent, and free from bias.

Our commitment to equitable compensation

Pay transparency is an important part of our commitment to equitable compensation practices. At LifeLabs, we recognize that we have an obligation not only to measure pay gaps, but to understand the factors contributing to them and take meaningful action where opportunities for improvement are identified.

As part of our ongoing commitment to equitable pay, we will continue to:

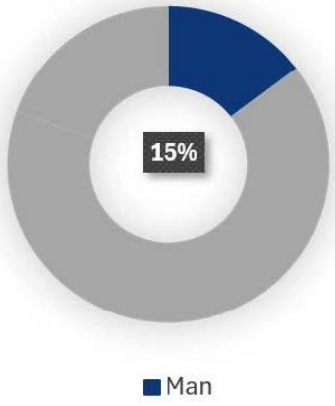
- Review compensation outcomes across job levels, functions and employee groups
- Monitor representation in higher-paid and leadership positions
- Assess hiring, promotion and career progression practices to ensure equitable opportunities for growth and advancement
- Continue to promote fair, consistent and transparent compensation practices across the organization

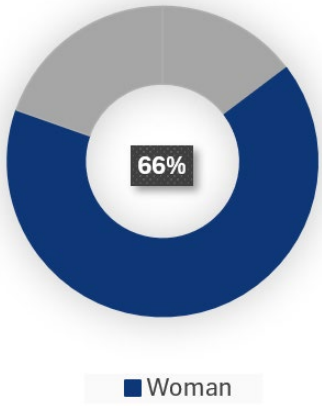
This report is one component of our broader commitment to ensuring compensation decisions are fair, equitable and based on objective business-related factors. The findings in this report will help us identify opportunities to build on existing programs and practices and strengthen our approach to equitable compensation over time.

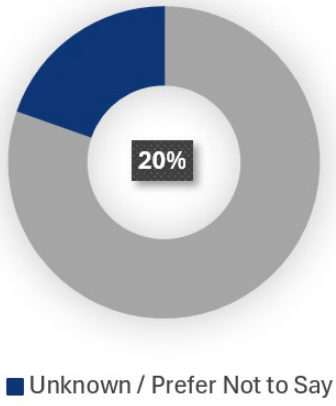
Gender Distribution

Aligning with the British Columbia Pay Transparency Act, the Federal Contractor's program, and LifeLabs' ongoing commitment to transparent and equitable compensation practices, a confidential Employment Equity Survey was conducted to collect gender identity information on a voluntary basis. The survey received approximately 80 per cent participation rate from our employees in British Columbia.

Of 2,000 employees in British Columbia, 15 per cent voluntarily identified as "Man", 66 per cent as "Woman", while the remaining 20 per cent either chose "Prefer not to say" or did not participate in the data collection.







Hourly Pay[1]

At LifeLabs, compensation structure varies depending on the role. Frontline Operations employees such as those working in our labs, mobile operations and patient service centres are paid according to a step grid where employees are provided with prescribed step increases after a defined period of time. Management, Professional and Administrative (MPA) employees are paid according to established pay ranges. Due to differences in their pay structures, a review of the hourly pay gap based on compensation structure may provide a more accurate representation of results.

Mean hourly pay gap[2]



At LifeLabs, women's average hourly wages in BC are 13 per cent less than men. For every dollar men earn in average hourly wages, women earn 87 cents.

Median hourly pay gap[3]

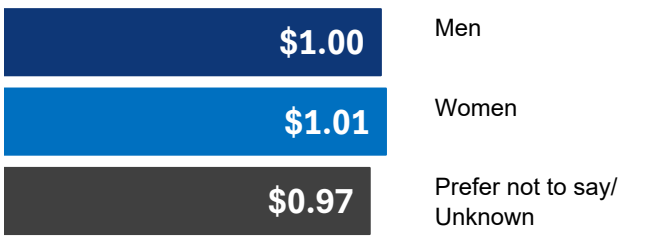


At LifeLabs, women's median hourly wages in BC are equal to men. For every dollar men earn in median hourly wages, women earn the same.

Explanatory Notes

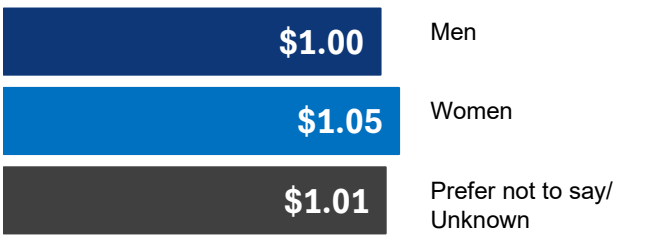
1. Hourly pay includes salaries, wages, premiums (e.g. shift premiums, on call) earned for regular work hours, and excludes overtime and bonus payments.
2. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay.
3. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group.

Mean hourly pay gap – Frontline Operations



When the pay gap analysis is adjusted for compensation structure, women's average hourly wages in Frontline Operations are 1.0 per cent higher than men's. For every dollar men earn in average hourly wages in Frontline Operations, women earn $1.01.

Median hourly pay gap – Frontline Operations



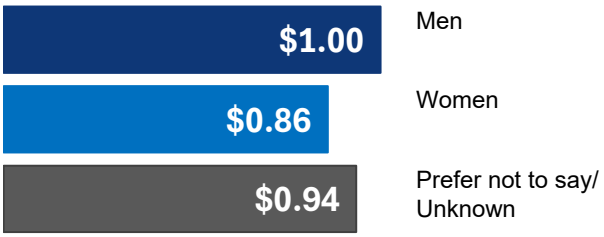
When the pay gap analysis is adjusted for compensation structure, women's median hourly wages in Frontline Operations are 5 per cent higher than men's. For every dollar men earn in median hourly wages, women earn $1.05.

Mean hourly pay gap – MPA



After adjusting for compensation structure, women's average hourly wages in MPA are 15 per cent lower than those of men. For every dollar earned by men in average hourly wages, women earn 85 cents.

Median hourly pay gap – MPA

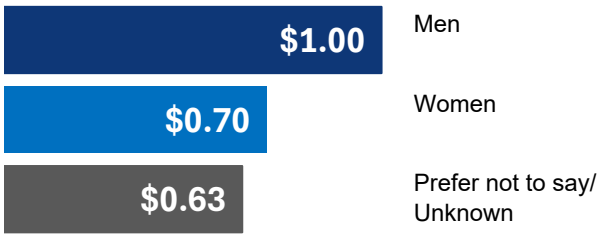


After adjusting for compensation structure, women's median hourly wages in MPA are 14 per cent lower than those of men. For every dollar men earn in median hourly wages in MPA, women earn 86 cents.

Overtime Earnings

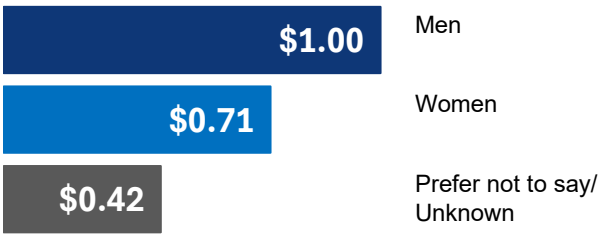
The overtime pay analysis compares total overtime earnings received, rather than overtime pay rates. Overtime rates are determined in accordance with applicable legislation, employment agreements and organizational policies. Differences in overtime earnings are largely influenced by the number of overtime hours worked.

Mean overtime pay – Frontline Operations[4]



When adjusted for compensation structure, women's mean overtime pay in Frontline Operations in BC is 30 per cent less than men. For every dollar men earn in mean overtime wages in Frontline Operations, women earn 70 cents.

Median overtime pay – Frontline Operations[5]



When adjusted for compensation structure, women's median overtime pay in Frontline Operations in BC is 29 per cent less than men. For every dollar men earn in median overtime wages in Frontline Operations, women earn 71 cents.

Explanatory notes

4. "Mean overtime pay" refers to overtime pay when averaged for each group.
5. "Median overtime pay" refers to the middle point of overtime pay for each group.

Mean overtime hours – Frontline Operations[6]

Difference as compared to Men

Woman	-25
Prefer not to say / Unknown	-27

At LifeLabs, the average number of overtime hours worked by women in Frontline Operations in BC was 25 less than by men. The analysis includes only those employees who received overtime.

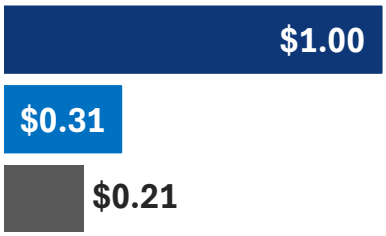
Median overtime hours – Frontline Operations[7]

Difference as compared to Men

Woman	-8
Prefer not to say / Unknown	-20

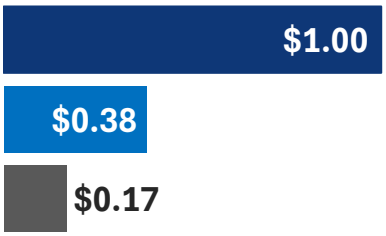
At LifeLabs, the median number of overtime hours worked by women in Frontline Operations in BC was 8 less than by men. The analysis includes only those employees who received overtime.

Mean overtime pay – MPA



When adjusted for compensation structure, women's mean overtime pay in MPA in BC is 69 per cent less than men. For every dollar men earn in mean overtime wages in MPA, women earn 31 cents.

Median overtime pay – MPA



When adjusted for compensation structure, women's median overtime pay in MPA in BC is 62 per cent less than men. For every dollar men earn in median overtime wages in MPA, women earn 38 cents.

Mean overtime hours – MPA[6]

Difference as compared to Men

Woman	-80
Prefer not to say / Unknown	-98

At LifeLabs, the average number of overtime hours worked by women in MPA in BC was 80 less than by men. The analysis includes only those employees who received overtime.

Median overtime hours – MPA[7]

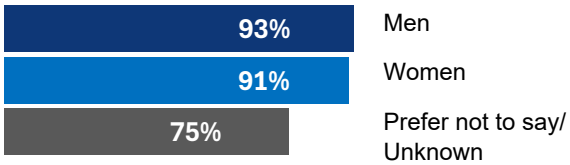
Difference as compared to Men

Woman	-42
Prefer not to say / Unknown	-54

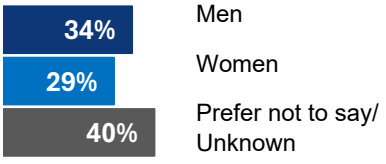
At LifeLabs, the median number of overtime hours worked by women in MPA in BC was 42 less than by men. The analysis includes only those employees who received overtime.

Percentage of employees in each gender group receiving overtime pay

Frontline Operations



MPA



Explanatory notes

6. "Mean overtime hours" refers to the average number of hours of overtime worked for each group.
7. "Median overtime hours" refers to the middle point of number of overtime hours worked for each group.

The availability of overtime varies by role and business needs and is more prevalent in Frontline Operations. In Frontline Operations, a similar proportion of men and women received overtime pay. However, among employees who worked overtime, men worked more overtime hours on average, resulting in higher overtime earnings.

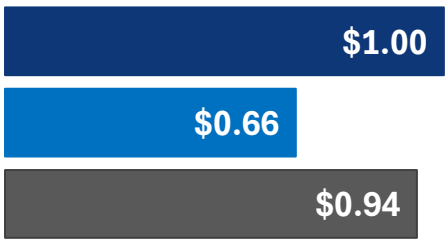
In MPA, overtime is not common and is concentrated in a small number of functions that require ongoing after-hours, on-call or time-sensitive support, including Information Technology and Materials Management. As these functions have higher representation of men, this may impact overtime earnings results.

Bonus Pay [8]

Bonus pay is a component of total compensation for some MPA positions. Under the program, bonus opportunities are expressed as a percentage of base salary and increase based on job level and organizational responsibility. Consequently, representation at different organizational levels, particularly among senior leadership positions, influences average bonus earnings and can contribute to observed differences in bonus pay between groups.

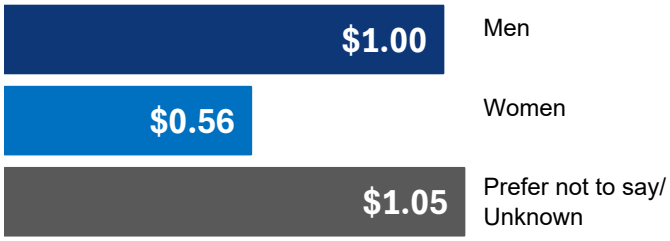
Mean and Median Bonus Pay – Frontline Operations
Mean and Median Bonus pay for Frontline Operation are not available due to insufficient data to meet the disclosure requirements. Bonus payments are not prevalent in Frontline Operations.

Mean Bonus Pay – MPA[9]



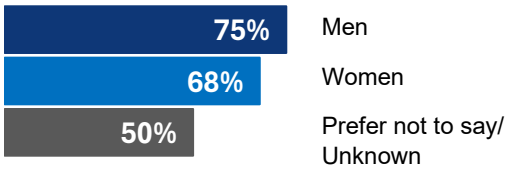
At LifeLabs, women's average bonus pay is 34 per cent less than men's. For every dollar men earn in average bonus pay, women earn 66 cents in average bonus pay.

Median Bonus Pay – MPA[10]



At LifeLabs, women's median bonus pay in BC MPA is 44 per cent less than men's. For every dollar men earn in median bonus pay, women earn 56 cents in median bonus pay.

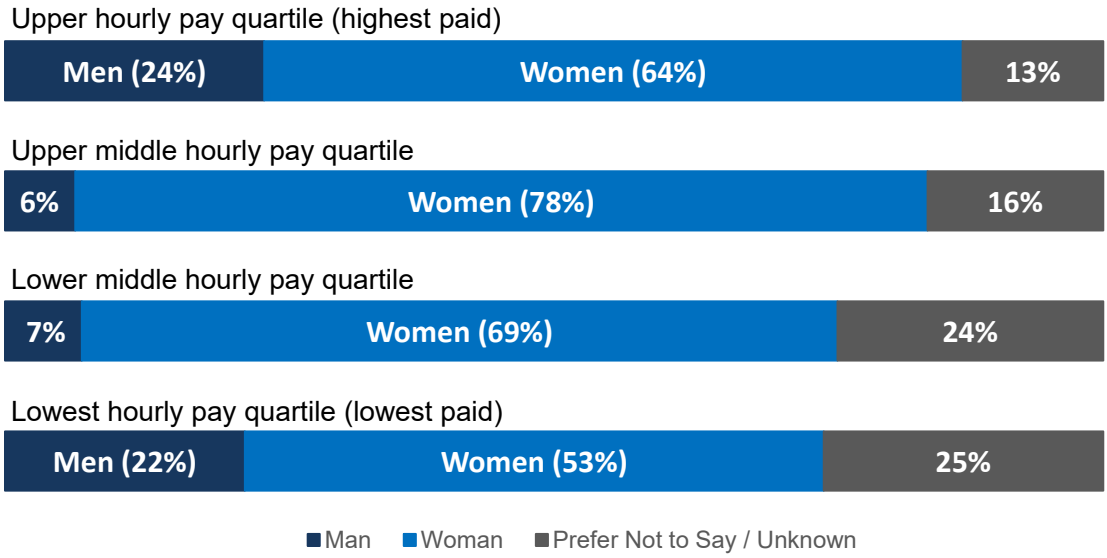
Percentage of employees in each gender group receiving bonus pay



Explanatory Notes

8. Calculations only include employees that received bonus pay during the reporting period. Employees who did not receive any bonus pay are excluded from the calculations.
9. "Mean bonus pay" refers to bonus pay when averaged for each group.
10. "Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile[11]



Explanatory Notes

11. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Insights into Action

At LifeLabs, we want every employee to feel valued, supported and empowered to succeed at work. We are committed to using what we learn from this report to strengthen our compensation and career progression practices.

This work builds on our ongoing investment in an inclusive workplace through Employee Resource Groups such as Women of LifeLabs, our National Mentorship Program, and leadership development, including bias-awareness training for leaders. These programs support our broader commitment to our people and workplace culture—a commitment reflected in our Forbes employer recognitions for Diversity and Equity Commitment, Company Culture, and Best Employer.

We will continue building on this foundation by enhancing our compensation programs and practices to promote transparency, consistency and fairness. We will deepen our understanding of compensation outcomes across the organization to inform actions that support fair pay and equitable opportunities for employees to grow and thrive.