

### **Sun Life's Long-term Incentive Program**

*Leadership excellence is an important factor underlying the success of Sun Life. That's why our Long-Term Incentive (LTI) program rewards leaders for their focus on creating sustainable long-term value for our shareholders.*

*The LTI program provides leaders with a long-term, significant stake in Sun Life's success and helps us retain those who are leading our company.*

*Employees at the Director level and above are eligible to participate in the long-term incentive (LTI) program. Sun Life's LTI program rewards individuals for creating absolute and relative shareholder value over a five-year period with greater weight given to performance over the final three years. Objectives for the program include aligning payouts to sustained performance balanced with retention and providing an incentive focused on both absolute and relative total return performance versus peers.*