

## Summary of Benefit Programs<sup>1</sup>

	COUNTRY (ELIGIBILITY INDICATED WHERE APPLICABLE)		
	CANADA	U.K.	U.S.
FOR DETAILS ON ELIGIBILITY, SEE FOOTNOTES 2, 3, AND 4.			
<b>Retirement Plans</b>			
A competitive defined benefit pension plan (Plan) with two components. The Base Plan provides pension on salary up to the Canada Pension Plan/Quebec Pension Plan Yearly Maximum Pensionable Earnings (YMPE) while the Top-up is optional, and provides additional pension on the portion of salary above the YMPE. The Plan is contributory for employees and has competitive employee contribution rates. Pension members are also eligible to contribute to a Pension Enhancement Account which is a voluntary flexible pension savings account from which pension enhancements can be purchased at retirement.	●		
A 401(k) retirement plan with an annual fixed TD contribution between 2% and 6%, plus TD matches employee contributions up to a maximum of 4.5% of pay. Total contribution opportunity between 6.5% – 10.5% of pay in TD funded retirement savings.			●
A Group Personal Pension Plan for all eligible employees with a TD contribution component.		●	
<b>Benefit Plans</b>			
A flexible shared-cost benefit plan for eligible employees and dependents that offers a variety of comprehensive options for medical, dental, disability, life and accident insurance and vision care. We constantly benchmark our benefits program against other leading employers to determine how we are positioned in the support provided to the diverse needs of employees. For example, in Canada for 2019 we completed a market review to benchmark TD's benefit plan support for the five Inclusion & Diversity pillars. As a result, we implemented a number of diversity inspired coverage enhancements; such as expand services to support social and medical gender transition, an increase in the fertility drug limits and mental health practitioner limits, introduction of midwife and doula coverage, and more.	●	●	●
A 6-week 100% salary top-up for employees who take Maternity leave, plus a 6-week 100% salary top-up for each employee who takes Parental leave.	●		
Up to 16 weeks paid leave to all eligible parents welcoming a new child through the Paid Parental Leave Program.			●
Spending Accounts (including a Health Savings Account that is bank-subsidized) that allow employees to pay for health-related items and programs for themselves and eligible family members, including medical reimbursement and dependent care.	●		●
Wellness Spending Account that allows employees to use TD-paid benefit credits to pay for medical expenses not otherwise covered by the benefits plan, fitness programs/equipment, and various types of counseling and preventive items for themselves and eligible family members.	●		
Paid vacation based on job level and length of service. <sup>5</sup>	●	●	●
Service Recognition: An enterprise-wide program that celebrates anniversary milestones every five years, with TD shares or choice of gifts. <sup>6</sup> At 25 years, and every five years thereafter, employees <sup>7</sup> receive a milestone anniversary vacation bonus of one week.	●	●	●
Employee discounts on events, attractions, products and services.	●	●	●
Employee Ownership Plan: A voluntary savings program that enables employees to participate in the long-term success of TD by becoming TD shareholders. TD matches 100% of the first \$250 of employee contributions each year and 50% of any further employee contributions (up to 10% of eligible earnings) to a maximum TD contribution of 3.5% of the employee's eligible earnings or \$2,250, whichever comes first.	●		
Share Incentive Plan. TD matches employee contributions up to £125 per month.		●	
The Employee Future Builder Group Savings Program encourages employees to save through payroll deductions, lump sums or their incentive pay. TD pays all the investment management and program administration fees.	●		
Retiree medical and dental benefits for eligible groups subsidized in part by TD. <sup>8</sup>	●		

<sup>1</sup> Employees who reside outside of Canada, the U.S. and the U.K. represent less than 1% of the employee population. TD provides competitive benefits plans in those jurisdictions. Data is not considered material.

<sup>2</sup> All part-time and full-time permanent employees are eligible for the plans listed above. Canada: Part-time employees must work at least 15 hours per week on average throughout the year in order to be eligible for the TD Benefits Plan. All employees must have 3 months' continuous employment to be eligible for the pension plan and the Employee Ownership Plan (EOP). EOP members must have 2 years continuous service with TD to be vested and eligible to withdraw TD matching contributions. U.S.: All Employees who have regular scheduled hours of 20 hours per week are eligible for Medical, Dental, Vision, Basic and Supplemental Life, and AD&D Insurance coverage on the first of the month following date of hire. Employees who have regular scheduled hours of 30 hours per week are eligible for Short-Term Disability and Long-Term Disability coverage on the first of the month following date of hire. Employees with 20 hours per week are eligible for Short Term Disability coverage on the first of the month following 12 months of continuous service.

<sup>3</sup> Canada: Temporary employees receive vacation pay instead of paid vacation and can participate in wellness discounts, employee banking services, discount programs and the Employee Future Builder Group Savings Program.

<sup>4</sup> Temporary employees paid by TD on a fixed-term contract have access to the same benefits subject to benefits plan rules.

<sup>5</sup> U.K.: Paid vacation entitlement is 25 days regardless of job level and length of service. U.S.: Employees receive a bank of Paid Time Off to be used for holidays, vacations, and sick time.

<sup>6</sup> On a 5-year anniversary, employees will receive 10 TD shares. On each of their 10, 15, 20, 25, 30+ year anniversaries, employees may choose from either 10 TD shares or a merchandise gift.

<sup>7</sup> Canada and U.K. only.

<sup>8</sup> Canada: Employees hired on or after June 1, 2017 are not eligible to participate in TD's retiree benefits program.



## Summary of Benefit Programs (continued)

FOR DETAILS ON ELIGIBILITY, SEE FOOTNOTES 2, 3, AND 4.	COUNTRY (ELIGIBILITY INDICATED WHERE APPLICABLE)		
	CANADA	U.K.	U.S.
<b>Employee Support Programs</b>			
On-site wellness services/health fairs offer a range of services that may include massages, aromatherapy, reflexology, heart-health assessments, blood pressure monitoring, eye checks, health/nutrition sessions and cancer awareness seminars.		●	
A variety of online health risk assessment and wellness tools to help employees better understand their physical, financial and mental well-being to help them make healthy choices.	●	●	●
Flu shot program with on-site flu clinics, supplemented with a flu shot reimbursement program. <sup>9</sup>	●	●	●
Backup childcare via external provider with high-quality care for full-/part-time, emergency, temporary or occasional childcare.	●		
Dependent Care Account. An employee funded pre-tax benefit account used to pay for dependent care services, such as childcare, before/after school programs or elder daycare.			●
Childcare vouchers. Employee funded benefit that provides tax and National Insurance Contributions (NIC) free childcare vouchers.		●	
Employee and Family Assistance Program offers confidential third-party counseling and referral service to help with a wide range of life events.	●	●	●
Critical Incident Trauma Response ensures our employees have immediate access to professional care to help deal with potentially traumatic events such as exposure to hazardous materials, robbery or the death of a colleague.	●	●	●
Employee Banking Benefits. Employees and benefit-eligible retirees receive preferred rates and discounts on a wide range of products and services, including home and auto insurance.	●		●
The TD Helps Program assists employees and customers with confidential financial advice regarding loans, mortgage capitalization and loan extensions.	●		
Bike to work. Employee funded benefits that provides tax-efficient way to have use of a bicycle for 12 months, after which time ownership of the bike can be transferred to employee.		●	
TD Reflect (Financial Wellbeing) to help employees make better informed financial decisions – including information from how to manage and plan for everyday life events, financial tips such as avoiding financial scams and getting the best mortgage rates.		●	
An entrance scholarship program for children of TD employees. Awards a one-time entrance scholarship to a number of candidates who meet the eligibility criteria and demonstrate success both inside and outside the classroom.	●		●

<sup>9</sup> On-site flu clinics not available in Canada, only flu shot reimbursement program.

