

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

	Country (eligibility indicated where applicable)		
	Canada	U.K.	U.S.
For details on eligibility, see footnotes 2 and 3			
<b>Retirement Plans</b>			
A competitive defined contribution pension plan with an annual fixed employer contribution of 3% (increasing to 4% for 10+ years of service) of eligible earnings. Eligible earnings include base salary and incentive, capped at \$200,000 (\$150,000 for commission-paid colleagues). Additionally, colleagues can contribute up to 5% of eligible earnings. TD provides a 50% match on member contributions for less than five years of service, increasing to a 100% match for five or more years of service. Total contribution opportunity between 3% – 9% of eligible earnings in TD-funded retirement savings. Colleagues hired on or before December 31, 2018 <sup>4</sup> participate in a defined benefit pension plan.	●		
A 401(k) retirement plan with an annual fixed employer contribution between 2% and 6% of eligible earnings, capped at \$150,000. Eligible earnings include most wages and variable pay (including commissions, incentives, and bonuses) but exclude certain earnings and miscellaneous payments, such as restricted share unit payments, exercised stock options, and severance payments. Additionally, TD matches colleague 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 colleagues with a TD core contribution of 8% of eligible earnings. TD matches 100% of member mandatory contributions of 1% eligible earnings and on member voluntary contributions of up to 2% of eligible earnings. Eligible earnings include base salary capped at £150,000.		●	
<b>Benefit Plans</b>			
A flexible shared-cost benefit plan for eligible colleagues and dependents that offers a variety of comprehensive options for medical, dental, disability, life and accident insurance and vision care. We regularly benchmark our benefits program against other leading employers across various industries to determine how we are positioned in the support provided to meet the diverse needs of colleagues.	●	●	●
A six-week 100% salary top-up for colleagues who take maternity leave, plus a six-week 100% salary top-up for each colleague who takes parental leave.	●		
6-8 weeks of pregnancy-related disability leave as well as 16 weeks of fully paid bonding leave to all eligible parents welcoming a new child through the Paid Parental Leave Program.			●
26 weeks of fully paid maternity leave as well as 18 weeks of fully paid shared parental leave.		●	
Spending Accounts (including a Health Savings Account to which TD contributes) which allows colleagues to pay for health-related items for themselves and eligible family members, including medical reimbursements and dependent care.	●		●
Wellness Spending Account that allows colleagues 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 counselling and preventive items for themselves and eligible family members.	●		
Paid vacation based on job level and length of service. <sup>5</sup>	●	●	●
Paid time away for personal reasons, which can be used for religious or cultural holidays, or for time to focus on personal or family well-being. <sup>5</sup>	●		●
TD Celebrates Careers (formerly known as Global Service Recognition): An enterprise-wide program that recognizes colleagues on their service anniversary date to honour colleague's efforts and achievements showing appreciation for their loyalty, longevity and sustained performance over time. An award is given when colleagues achieve career milestones of 5, 10, 15, 20 plus years (in five-year increments). <sup>7</sup> At 25 years of service, and every five years thereafter, eligible colleagues <sup>9</sup> also receive a milestone anniversary vacation bonus of one week (pro-rated for part-time colleagues) for that anniversary year.	●	●	●



## Summary of Benefit Programs<sup>1</sup> (continued)

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Colleague discounts on certain events, attractions, products and services (e.g., theatre tickets, sporting events, travel & transportation, electronics, restaurants, etc.).	●	●	●
Employee Ownership Plan: A voluntary savings program that enables colleagues to participate in the long-term success of TD by becoming TD shareholders. TD matches 100% of the first \$250 of colleague contributions each year and 50% of any further colleague contributions (up to 10% of eligible earnings) to a maximum TD contribution of 3.5% of the colleague's eligible earnings or \$2,250, whichever comes first.	●		
Share Incentive Plan: TD matches colleague contributions up to £125 per month.		●	
The Employee Future Builder (EFB): A voluntary group savings program that enables colleagues to save through payroll deductions, lump sums, incentive pay deferrals or a transfer-in from a non-locked-in Retirement Savings Plan (RSP) or Tax-Free Savings Account (TFSA). Colleagues can contribute to the EFB Group RSP (personal or spousal), TFSA or a combination of either. TD pays the Employee Future Builder program administration fees.	●		
Retiree medical and dental benefits for eligible groups subsidized in part by TD. <sup>9</sup>	●		●
<b>Colleague Support Programs</b>			
A variety of online health and wellness tools to help support colleagues with their physical, financial, social and mental/emotional well-being and help them make healthy choices.	●	●	●
Flu shot reimbursement program. <sup>10</sup>	●	●	●
Dependent Care Account: A colleague-funded pre-tax benefit account used to pay for dependent care services, such as childcare, before/after school programs or elder daycare.			●
Childcare vouchers: A colleague-funded benefit that provides tax and National Insurance Contributions free childcare vouchers.		●	
Breastfeeding benefits: Reimbursement of breast pumps and lactation consulting through the benefit plan. <sup>11</sup>	●		●
Family planning coverage to include fertility drugs, fertility and reproductive treatments, adoption and surrogacy supports. <sup>12,13</sup>	●		●
Doula benefit: Reimbursement of doula services for colleagues and their covered dependents.	●		●
Employee and Family Assistance Program offers confidential third-party counselling and referral service to help with a wide range of life events.	●	●	●
Critical Incident Trauma Response ensures our colleagues have immediate access to professional care to help deal with potentially traumatic events such as robbery or the death of a colleague.	●	●	●
Employee Banking Benefits: Colleagues and benefit-eligible retirees receive preferred rates and discounts on a wide range of products and services, including home and auto insurance.	●		●
Bike to work: Colleague-funded benefits that provide a tax-efficient way to have use of a bicycle for 12 months, after which time ownership of the bike can be transferred to the colleague.		●	
TD Reflect (Financial Well-being) to help colleagues make better-informed financial decisions – including information about how to manage and plan for everyday life events, financial tips such as avoiding financial scams and getting the best mortgage rates.		●	



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A scholarship program for children of TD colleagues, which awards a one-time entrance scholarship to candidates who meet the eligibility criteria and demonstrate success both inside and outside the classroom.	●		●
Access to a virtual medical care program for all benefits-eligible colleagues. <sup>14</sup>	●	●	●
Well-being Ambassador Program: Ambassadors are TD colleague volunteers who work with various lines of business across TD, connecting colleagues with well-being resources and supporting them in prioritizing their own well-being.	●	●	●
Well-being Platform: Virtual platform that connects colleagues with well-being resources, including articles, videos and other tools.	●		●

<sup>1</sup> Colleagues who reside outside of Canada, the U.S. and the U.K. represent less than 1% of the colleague population. TD provides competitive benefits plans in those jurisdictions.

<sup>2</sup> All full-time and part-time permanent colleagues are eligible for the plans listed above. All Canadian colleagues eligible for the TD Benefits Plan in Canada must have three months of continuous employment to be eligible for medical, dental, emergency travel medical, spending accounts, life, accident, critical illness and disability protection. Colleagues working less than 15 hours a week are eligible for medical, dental, emergency travel medical and spending accounts. All colleagues must have 12 months of continuous employment to be eligible for TD Pension Plan (Canada) Defined Contribution Plan, and three months' continuous employment to be eligible for the Employee Ownership Plan (EOP). EOP members must have two years' continuous service with TD to be vested and eligible to withdraw TD matching contributions. All U.S. colleagues who have standard weekly hours of 20 hours per week are eligible for Medical, Dental, Vision, Basic and Supplemental Life, and Accidental Death and Dismemberment Insurance coverage on the first of the month following date of hire. All exempt colleagues, and any non-exempt colleagues with standard weekly hours of 30 hours or more are eligible for Short-Term Disability and Long-Term Disability coverage on the first of the month following date of hire. Non-exempt colleagues with 20 standard weekly hours are eligible for Short-Term Disability coverage on the first of the month following 12 months of continuous service.

<sup>3</sup> Canada: Temporary colleagues are entitled to an annual vacation and vacation pay as outlined in legislation, and can participate in well-being programs, employee banking services, discount programs and the Employee Future Builder Group Savings Program.

<sup>4</sup> TD Insurance General Insurance colleagues hired on or before December 31, 2020 participate in a defined benefit pension plan.

<sup>5</sup> U.K.: Paid vacation entitlement is 25 days regardless of job level and length of service. U.S.: Colleagues' Vacation PTO allotment accrues biweekly and their standard weekly hours are also factored into their accrual rate. Canada: Part-time colleagues with Benefit Hours (the average of actual hours worked per week during the prior fiscal year) of less than 7.5 and all casual colleagues are eligible for vacation time and vacation pay in the amounts stipulated by legislation. For colleagues in Canada who participate in commission plans, all awards granted under the commission plan include all amounts in respect of vacation pay and general holiday pay. Colleagues who participate in commission plans and receive regular base pay may also accrue Paid Vacation Time up to their annual entitlement, subject to the terms of their compensation plan, and vacation policy.

<sup>6</sup> U.S.: Colleagues receive a bank of Vacation PTO and Flex PTO, which can be used for any reason.

<sup>7</sup> On a five-year service anniversary, colleagues will receive 10 TD shares. On each of their 10, 15, 20, 25, 30+ year milestone anniversaries (in five-year increments), colleagues may choose from either 10 TD shares or a merchandise gift.

<sup>8</sup> Colleagues from TD Bank, America's Most Convenient Bank®, TD Reinsurance Barbados, commissioned colleagues and colleagues who exceed the maximum number of paid vacation days are not eligible.

<sup>9</sup> Canada: Colleagues hired on or after June 1, 2017, are not eligible to participate in TD's retiree health benefits program. U.S.: A small number of colleagues from legacy acquisitions who retire prior to January 1, 2025, may be eligible to participate in a closed retiree health benefits program, subject to meeting certain age and service requirements.

<sup>10</sup> In Canada, the reimbursement only applies if the cost is not covered by the province. In the U.K., reimbursements apply to all colleagues.

<sup>11</sup> Canada: reimbursement of breast pumps through the medical plan up to a lifetime maximum of \$400. Lactation consulting can be claimed as eligible expense under the Wellness Account (excluding TD Insurance General Insurance). U.S.: reimbursement of breast pumping equipment and other lactation services through the medical plan.

<sup>12</sup> U.S.: Active colleagues with one year of employment are eligible for adoption and surrogacy benefits. All other fertility benefits are embedded within the medical plans; enrollment required.

<sup>13</sup> Canada: Eligibility for adoption and surrogacy benefits includes colleagues eligible for the TD Benefits Plan. All other fertility benefits are embedded within the medical plans; enrollment required.

<sup>14</sup> TD-paid in the U.K. and Canada. U.S. benefits are offered to those enrolled in the medical plan.

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