



BC Pay Transparency Report

Employer Details:

Employer:	TD Bank Group
Address:	66 Wellington St. W., 27th Floor, TD Tower, Toronto, ON M5K 1A2
Reporting Year:	2025
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	52 – Finance and Insurance
Number of Employees:	300 - 999

About this Report

This report covers TD provincially regulated employees working in British Columbia in TD Securities, TD Wealth and Insurance businesses. These businesses include roles with various compensation arrangements, such as salary and bonus, discretionary compensation plans and commission-based compensation.

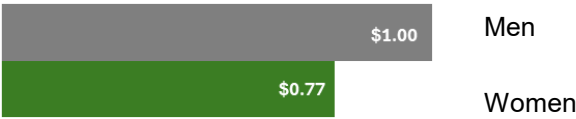
The report outlines unadjusted pay gaps which measure the average (or median) difference in pay between colleagues, without consideration of factors such as job level, function, or experience. Unadjusted pay gaps do not reflect differences in pay for employees performing similar work. For example, at TD, we see unadjusted pay gaps when there are more men in senior positions and in areas of the Bank with higher compensation levels, compared to women in lower job levels with lower compensation.

TD remains committed to fair pay. Our goal is to foster a culture of inclusion by providing a working environment that is supportive of all colleagues – giving every employee the opportunity to fully realize their potential. Our approach to compensation is based on comprehensive and well-established programs and structures that are designed so that employees performing similar work have the same opportunity, supporting internal fairness, while recognizing differences in experience, performance and contribution.

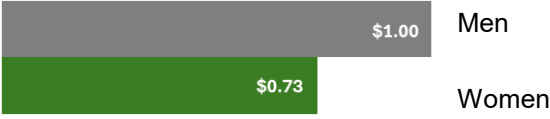


Hourly pay

Mean hourly pay gap¹



Median hourly pay gap²



Gender groups "non-binary" and "prefer not to say / unknown" contain fewer than 10 employees and are therefore not shown here.

Women's average hourly wages are 23% less than men's. For every dollar men earn in average hourly wages, women earn 77 cents.

Women's median hourly wages are 27% less than men's. For every dollar men earn in median hourly wages, women earn 73 cents.

Explanatory Notes:

1. "Mean hourly pay gap" refers to the difference in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime pay.

2. "Median hourly pay gap" refers to the difference in pay between gender groups calculated by the mid range of pay for each group.



Percentage of each gender in each pay quartile³

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lower hourly pay quartile (lowest paid)



Men

Women

Gender groups "non-binary" and "prefer not to say / unknown" contain fewer than 10 employees and are therefore not shown here.

Women occupy 45% of the highest hourly pay quartile and 76% of the lowest pay quartile.

Explanatory Notes:

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



Overtime pay

Mean overtime pay gap⁴



Median overtime pay gap⁵



Gender groups "non-binary" and "prefer not to say / unknown" contain fewer than 10 employees and are therefore not shown here.

Women's average overtime pay is 251% more than men's. For every dollar men earn in average overtime pay, women earn 3 dollars and 51 cents.

Women's median overtime pay is 313% more than men's. For every dollar men earn in median overtime pay, women earn 4 dollars and 13 cents.

Mean overtime paid hours⁶

Difference compared to reference group (Men):

Women	17
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The average number of overtime hours worked by women in 2024 was 17 more than men.

Median overtime paid hours⁷

Difference compared to reference group (Men):

Women	11
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The median number of overtime hours worked by women in 2024 was 11 more than men.

Explanatory Notes:

4. "Mean overtime pay gap" refers to the difference in pay between gender groups calculated by average overtime pay.

5. "Median overtime pay gap" refers to the difference in pay between gender groups calculated by the mid range of overtime pay for each group.

6. "Mean overtime paid hours" refers to the average number of overtime hours worked for each group

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

Percentage of each gender receiving overtime pay



Gender groups "non-binary" and "prefer not to say / unknown" contain fewer than 10 employees and are therefore not shown here.

Women's average and median overtime pay and paid overtime hours worked are more than men's as more women occupy overtime eligible roles than men.



Bonus pay

Mean bonus pay gap⁸



Median bonus pay gap⁹



Gender groups "non-binary" and "prefer not to say / unknown" contain fewer than 10 employees and are therefore not shown here.

Women's average bonus is 70% less than men's. For every dollar men earn in average bonus, women earn 30 cents.

Women's median bonus is 77% less than men's. For every dollar men earn in median bonus, women earn 23 cents.

Explanatory Notes:

- 8. "Bonus pay gap" refers to the difference in pay between gender groups calculated by average bonus pay.
- 9. "Median bonus pay gap" refers to the difference in pay between gender groups calculated by the mid range of bonus pay for each group.

Important Note: Mean and Median bonuses reflected in this report include employees who receive an annual bonus in addition to base salary, employees in a discretionary plan, as well as commission paid employees. Commission payments may represent a significant portion of an employee's total compensation, resulting in large bonus pay gaps.

Percentage of each gender receiving bonus pay



Gender groups "non-binary" and "prefer not to say / unknown" contain fewer than 10 employees and are therefore not shown here.