

## 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 contribution pension plan with an annual fixed employer contribution of 3% (increasing to 4% for 10+ years of service), plus TD matches employee contributions up to a maximum of 5% of pay. TD provides a 50% match on member contributions for less than five years of service, increasing to a 100% match for more than five years of service. Total contribution opportunity between 3% – 9% of pay in TD funded retirement savings. Employees hired on or before December 31, 2018 participate in a defined benefit pension plan.	●		
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 regularly benchmark our benefits program against other leading employers to determine how we are positioned in the support provided to meet the diverse needs of employees.	●	●	●
A six-week 100% salary top-up for employees who take Maternity leave, plus a six-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.			●
18 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 employees to pay for health-related items and programs for themselves and eligible family members, including medical reimbursements 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 counselling 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 service anniversary milestones every five years, with TD shares or choice of gifts <sup>6</sup> . At 25 years of service, and every five years thereafter, employees <sup>7</sup> receive a milestone anniversary vacation bonus of one week (pro-rated for part-time employees) for that anniversary year.	●	●	●
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: A voluntary Group Savings Program that enables employees to save through payroll deductions, lump sums, their incentive pay or transfer-in of non-locked in Retirement Savings Plan (RSP) or Tax-Free Savings Account. Employees can contribute to the Group RSP (personal or spousal) or a combination of either. TD pays the majority of the program management and investment fees	●		



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

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	Canada	U.K.	U.S.
Retiree medical and dental benefits for eligible groups subsidized in part by TD. <sup>8</sup>	●		
Extended unpaid leaves of absence for employees who cannot work due to COVID-19 related reasons.	●	●	●

<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. These benefits plans are not considered material.  
<sup>2</sup> All part-time and full-time permanent employees are eligible for the plans listed above. All Canadian employees eligible for the TD Benefits Plan in Canada must have three months of continuous employment to be eligible for benefits. All employees must have twelve 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. employees who have regular scheduled 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. 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 five-year service 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> Employees from TD Reinsurance Barbados, TD AMCB, Epoch and commissioned colleagues are not eligible.  
<sup>8</sup> Canada: Employees hired on or after June 1, 2017, are not eligible to participate in TD's retiree benefits program.

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<b>Employee Support Programs</b>			
On-site wellness services/health fairs offer a range of services that may include 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 discount 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 free childcare vouchers.		●	
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 employees 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: 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 Well-being) to help employees 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.		●	



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

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An entrance scholarship program for children of TD employees, awards a one-time entrance scholarship to candidates who meet the eligibility criteria and demonstrate success both inside and outside the classroom.	●		●
Access to TD-paid virtual medical care program for all benefits-eligible colleagues. <sup>10</sup>	●	●	●

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

<sup>10</sup> TD covered 100% of the cost in the U.S. until August 31, 2020.

