

Summary of Benefit Programs¹

	Country (eligibility indicated where applicable)		
	Canada	U.K.	U.S.
For details on eligibility, see footnotes 2 and 3			
Retirement Plans			
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 employees). Additionally, TD matches employee contributions to a maximum of 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 more than five years of service. Total contribution opportunity between 3% – 9% of eligible earnings 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 core contribution of 9% of eligible earnings and Employees mandatory 1% of eligible earnings and 100% match on employee voluntary employee contributions of up to 2% of eligible earnings. Eligible earnings include base salary capped at £150,000.		•	
Benefit Plans			
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.			•
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 employees to pay for health-related items 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. ⁴	•	•	•
Global Service Recognition: An enterprise-wide program that celebrates service anniversary milestones every five years, by offering colleagues either ten TD shares or choice of a merchandise gift. ⁵ At 25 years of service, and every five years thereafter, eligible employees ⁶ also receive a milestone anniversary vacation bonus of one week (pro-rated for part-time employees) for that anniversary year.	•	•	•
Employee 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 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.		•	



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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 Employee Future Builder program administration fees.	●		
Retiree medical and dental benefits for eligible groups subsidized in part by TD. ⁷	●		●
Employee Support Programs			
A variety of online health and wellness tools to help support employees with their physical, financial, social and mental/emotional well-being and help them make healthy choices.	●	●	●
Flu shot reimbursement program ⁸	●	●	●
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.		●	
Breastfeeding benefits: Reimbursement of breast pumps and lactation consulting through the benefit plan. ⁹	●		●
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.	●		●
Bike to work: Employee-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 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.		●	
A 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 a virtual medical care program for all benefits-eligible colleagues. ¹⁰	●	●	●
Well-being Ambassador Program: Ambassadors are TD employee 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.	●	●	●
Family planning coverage to include fertility drugs, fertility and reproductive treatments, adoption and surrogacy supports. ^{11,12}	●		●

¹ 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.

² 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.



Summary of Benefit Programs¹ (continued)

- 3 Canada: Temporary employees are entitled to an annual vacation and vacation pay as outlined in the Canada Labour Code, and can participate in well-being programs, employee banking services, discount programs and the Employee Future Builder Group Savings Program.
- 4 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. Canada: Part-time employees with Benefit Hours (the average of actual hours worked per week during the prior fiscal year) of less than 7.5 and all casual employees are eligible for vacation time and vacation pay in the amounts stipulated by the Canada Labour Code. For employees 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. Employees 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 plan.
- 5 On a five-year service anniversary, employees will receive 10 TD shares. On each of their 10, 15, 20, 25, 30+ year milestone anniversaries, employees may choose from either 10 TD shares or a merchandise gift.
- 6 Employees from TD Reinsurance Barbados, TD Bank, America's Most Convenient Bank®, Epoch, commissioned colleagues and colleagues who exceed the maximum number of paid vacation days are not eligible.
- 7 Canada: Employees hired on or after June 1, 2017, are not eligible to participate in TD's retiree benefits program. U.S.: A small number of employees from legacy acquisitions who retire prior to January 1, 2025 may be eligible to participate in a closed retiree health benefit program, subject to meeting certain age and service requirements.
- 8 In Canada, the reimbursement only applies where the cost is not covered by the province. In the U.K., reimbursements apply to all employees.
- 9 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.
- 10 TD-paid in the U.K. and Canada. U.S. benefits are offered to those enrolled in the TD medical plan.
- 11 U.S.: Eligibility for Adoption and Surrogacy benefits are any active employee, after 1 year of employment. All other fertility benefits are embedded within the medical plans, enrollment required.
- 12 Canada: Eligibility for Adoption and Surrogacy benefits are for colleagues eligible for the TD Benefits Plan. All other fertility benefits are embedded within the medical plans.

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