

TD's Approach to Job Transitions

As part of our commitment to run a well-managed company, we look for ways to streamline our operations and simplify our processes so that we can improve the value and service we provide our customers. Sometimes these changes result in the consolidation or reassignment of work. To minimize the impact of these decisions on our employees, TD's practice is to:

- Inform employees as early and often as possible
- Attempt to identify similar vacant opportunities within TD
- Offer employees the opportunity to apply for other internal positions
- Make every effort to minimize the overall impact through natural attrition and by managing our hiring levels in advance
- Provide appropriate support, including employee assistance programs

In cases of job loss, our approach is to:

- Provide employees with as much advance notice as possible
- Offer severance packages that comply with or exceed regulatory requirements and industry best practices
- Provide access to outplacement services to help affected employees find suitable roles outside TD

Supporting TD colleagues through times of change is essential to upholding our shared commitments of integrity and respect.

