



TD Global Finance

Ireland Gender Pay Gap Report

November 2025



Introduction

At TD, inclusion and diversity are core values and strategic business priorities. Our goal is to sustain a working environment that is supportive of all our employees – where every employee has the opportunity to realise their potential to the fullest. In keeping with these core values, we are committed to providing fair pay and professional opportunities for all employees, while continuously working to address the factors that can contribute to a gender pay gap.

We are pleased to share our 2025 Ireland gender pay report. The 2025 report represents our second year of gender pay gap reporting as required under Irish law. The report provides a summary of the key metrics as well as commentary on the key drivers of the results. The report also highlights some of the initiatives and activities we have undertaken and will continue to pursue to ensure an inclusive and equitable culture at **TD Global Finance**.

Our 2025 Ireland gender pay gap report shows our mean hourly pay gap is 21.99% and our median hourly pay gap is 14.48% in favour of men. Our mean and median hourly pay gaps have decreased year on year, and is another step in our journey to closing the gender pay gap through a sustained and pragmatic focus on inclusion and diversity initiatives at TD Global Finance.

The gender pay gap data presented is based on the average pay of men and women, regardless of job function, seniority, and other factors. The gender pay gap is not a measure of the difference in pay between men and women doing the same job.

TD Global Finance is committed to providing fair pay for all employees. Our fair pay approach includes remuneration policies and practices that are gender neutral. Eligibility for compensation programmes is defined based on role and applied consistently, regardless of gender.

TD Global Finance

The Toronto-Dominion Bank and its subsidiaries are collectively known as TD Bank Group (“TD”). Considered one of the World’s 50 Safest Banks by Global Finance for the past eleven years¹ and a Top 10 bank in North America², TD serves over 27.5 million clients worldwide in three key businesses: Canadian Retail, U.S. Retail, and Wholesale Banking, including **TD Securities**.

TD Securities operates out of 31 key financial centres, offering corporate and investment banking and capital markets products and services to a global client base.

In Dublin, TD Securities trades as **TD Global Finance**. Global Finance is TD Securities' European centre and is a fully licensed broker dealer regulated by the Central Bank of Ireland. Today, our dedicated team of over 200 employees across global markets, support and control, and technology roles help extend our global reach and knowledge to serve clients in Ireland and throughout Europe.



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Interpreting gender pay gap data

Gender pay gap reporting compares the average pay of all men and women in an organisation. Gender pay gap analysis is not the same as pay equity analysis (equal pay for equal work). Gender pay gap analysis looks at the pay of all employees across all roles on an aggregate basis and does not adjust for role type, performance or seniority. In this way, it is significantly different to pay equity reporting.

Gender pay gap results primarily reflect the representation of women in the most senior and higher paid roles. Having a gender pay gap does not mean that women are paid less than men for the same or substantially similar jobs in an organisation.

TD Global Finance gender pay gap results

Below are the results for TD Global Finance Unlimited Company, covering a 12-month period prior to June 30, 2025, using the prescribed statistics as outlined in legislation. Hourly pay gap and bonus pay gap results are shown on both a mean and median basis.

Number of employees

A total of 234 employees were included in the in-scope population on the snapshot date. 147 employees (63%) were men and 87 (37%) were women.

Employees (234)

63% (147)	37% (87)
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■ Men ■ Women

Hourly pay gap

The hourly pay gap is the difference in hourly pay between men and women, expressed as a percentage of the hourly pay of men. Hourly pay is calculated using total remuneration data from the 12-month period prior to the snapshot date.*

21.99%	14.48%
Mean	Median

Year-over-year, our mean hourly pay gap has decreased by 1.1%, while our median has decreased by 4.4%.

Bonus pay gap

The bonus pay gap is the difference in bonus pay between men and women, expressed as a percentage of the bonus pay for men, paid during the twelve-month period prior to the snapshot date.*

27.42%	13.79%
Mean	Median

Year-over-year, our mean bonus pay gap has decreased by 2.4%, while our median has decreased by 18.2%.

Pay quartiles

Pay quartiles represent the percentage of men and women in each pay quartile using hourly pay.

	Lower	Lower Middle	Upper Middle	Upper
Men	46%	67%	69%	69%
Women	54%	33%	31%	31%

Bonus pay recipients

Bonus pay recipient data shows the percentage of men and women who received bonus pay during the twelve-month period prior to the snapshot date.

79.59%	81.61%
Men	Women

All regular employees in TD Global Finance are eligible for bonuses. Our fiscal year runs from 1 November – 30 October. In nearly all cases where bonuses were not awarded, the individuals (both men and women) joined after the end of the fiscal year and therefore did not receive bonus pay during the snapshot period.

Benefits in Kind (BIK) recipients

The proportion of employees receiving benefits in kind (BIK) is the percentage of employees who received benefits in kind during the twelve-month period prior to the snapshot date.

93.88%	95.40%
Men	Women

All employees in TD Global Finance have the opportunity to enroll in benefits which are taxed as benefits in kind. These include private medical insurance, commuter tickets, bike to work and other benefits.

Why does a gender pay gap exist?

Though we have seen decreases in both mean and median pay and bonus gaps year on year, the driver of our gender pay gap results continues to be the representation of women in senior and higher paying revenue generating roles. These senior and revenue generating roles can carry a higher level of compensation, making the average pay for men higher than the average pay for women.

The hourly pay gap, bonus gap and pay quartile results reflect that there are fewer women than men in higher paying, revenue generating roles and in senior roles. The highest proportion of women are concentrated in the lowest quartile while men account for approximately 69% of the upper middle and upper quartiles.

There were significantly fewer women employees (87) than men employees (147) in total at the snapshot date, and proportionately fewer women in roles at Director level or above. At the snapshot date of 30 June 2025, 69% of employees at Director level and above in TD Global Finance were men.

An isolated view of non-revenue generating colleagues shows that we have closed the mean hourly pay gap significantly for this group of colleagues to a near zero mean gender pay gap (0.26%) for 2025. This progress is encouraging, and we are committed to continuing to make progress towards closing the gender pay gap across TD Global Finance.

Director and Above roles (62)

69% (43)	31% (19)
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■ Men ■ Women

Given the size of our total employee population, we are mindful that small employee movements can impact results, and we will continue to monitor progress.

We continue to work to improve gender balance through our recruitment, engagement and development programs which focus on bringing talent to our company and supporting the progression of women at all levels within the organisation. By continuing to focus on these initiatives and address the barriers that can impact the attraction, retention and career progression of women, we expect to continue our progress in closing the gender pay gap over the coming years.

Our Commitment

TD Global Finance is committed to providing an inclusive and diverse environment for all employees. We are focused on ensuring that we can attract, retain and develop the next generation of leaders, regardless of gender. As part of our journey, we are committed to enhancing and leveraging development programmes and initiatives in place to support the advancement of women at TD Global Finance. We recognise that it will take a concerted effort over many years to address barriers, build effective talent pipelines, and ultimately to increase the representation of women in senior and higher paying roles to close the gender pay gap.

Recruitment Strategy

To support our commitment, we have put specific emphasis on building our pipeline talent in revenue generating roles. Our early careers talent programmes including our Intern and Graduate programmes in our Revenue Generating, Technology and Support and Control Functions provide access to a diverse group of early talent. We also actively participate in various University Careers fairs and events, including those focused on Women in Finance and STEM, which provides further access to early women talent pools. Our job specifications are gender neutral, to ensure we attract a diverse candidate pool. We continue to provide training and resources to hiring managers on the importance of inclusivity and diversity in hiring practices.

Approach to Compensation

TD Global Finance is committed to providing fair pay for all employees. To do so, we design compensation programs and monitor them to ensure they deliver fair and appropriate outcomes.

Fair pay is part of a broader commitment to providing an inclusive environment for all employees.

Inclusive benefits and supports

We continue to expand and evolve our employee benefits to support employees and their families during moments that matter. TD Global Finance offers competitive compensation, flexible benefits and other resources such as private medical insurance, financial planning support, wellness support, along with parental and other family leave. In 2024, we introduced the provision of backup childcare and elder care benefits for all employees, underlining our commitment to provide family focused support.



Talent Development and Succession Planning

We actively manage high-potential women employees via our annual Talent Development and Succession Planning process. High-potential women have leadership sponsors and development plans to prepare them for future roles. They are also considered whenever potential promotion and development opportunities arise. With 15 international offices across TD Securities, there are purposeful development opportunities for women across the organisation, globally.

Inclusion and Diversity Leadership Council

Our Inclusion and Diversity Leadership Council is chaired by Regional Senior Executives who provide leadership focus and are accountable for driving representation changes within their business where our greatest opportunity exists.

Women at TD and Employee Resource Councils

Women at TD and Employee Resource Councils are designed in partnership with external expertise. The programmes provide practical insights and support on proactive career management, mentorship, flexibility at work, and personal branding to women building their career at TD Global Finance.



At TD Global Finance, we are known for our inclusive culture, and we have a strong track record of attracting and retaining the best people. To build on our strong employment brand and deliver on our promise, we know that we must create an inclusive and diverse workforce at all levels. We remain committed to creating an environment where everyone has the opportunity to develop, grow personally and professionally, and succeed.

To support these efforts, we are a member of the Women in Banking and Finance. TD Global Finance is also a member of the 30% Club which focuses on building a meaningful, sustainable gender balance in business leadership.

In 2025, through sponsorship of the European Inclusion and Diversity Council, a new pilot development programme was introduced for Female Director Talent across Europe - 'Together We Propel'. The structured programme offers an opportunity for female participants to grow their skills in a collaborative workshop setting, focussing on personal branding, leadership skills, communication and high-performance mindset, underpinned by a robust personal strengths assessment, external coaching and mentoring.

Inclusive Leadership

Annually, all People Managers have the opportunity to attend training that includes a focus on diversity and unconscious bias which sets a clear expectation of the leadership behavior required to create an inclusive workplace at TD Global Finance.



Enda Kilcullen

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TD Global Finance



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TD Securities

¹ The Toronto-Dominion Bank has been ranked one of the World's 50 Safest Banks by Global Finance from 2009-2022. Global Finance's ratings apply to the world's largest 500 banks by asset size. Global Finance calculates the rankings based on the long-term foreign currency ratings issued by Fitch Ratings, Standard & Poor's and Moody's Investors Service.

² The Toronto-Dominion Bank and its subsidiaries are collectively known as TD Bank Group ("TD" or the "Bank"). TD is the sixth largest bank in North America by assets and serves over 28.1 million customers in four key businesses operating in a number of locations in financial centers around the globe: Canadian Personal and Commercial Banking, including TD Canada Trust and TD Auto Finance Canada; U.S. Retail, including TD Bank, America's Most Convenient Bank®, TD Auto Finance U.S., and TD Wealth (U.S.); Wealth Management and Insurance, including TD Wealth (Canada), TD Direct Investing, and TD Insurance; and Wholesale Banking, including TD Securities and TD Cowen. TD also ranks among the world's leading online financial services firms, with more than 18 million active online and mobile customers. TD had \$2.0 trillion in assets on July 31, 2025. The Toronto-Dominion Bank trades under the symbol "TD" on the Toronto Stock Exchange and New York Stock Exchange.

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