

WORKFORCE DISCLOSURES

EMPLOYEE DATA

GENDER BY EMPLOYEE CATEGORY

	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Men	62%	58%	42%	36%
Women	38%	42%	58%	64%

AGE BY EMPLOYEE CATEGORY

	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Less than 30	0%	0%	2%	15%
30 to 50	43%	63%	66%	61%
Greater than 50	57%	37%	32%	24%

EMPLOYEE TURNOVER

Age Group	Men		Women	
	Number	%	Number	%
Less than 30	87	1.3%	82	1.2%
30 to 50	204	3.0%	261	3.9%
Greater than 50	61	0.9%	71	1.1%
Total	352	5.2%	414	6.2%

NEW HIRES

Age Group	Men		Women	
	Number	%	Number	%
Less than 30	189	2.8%	177	2.7%
30 to 50	321	4.8%	464	6.9%
Greater than 50	56	0.8%	82	1.2%
Total	566	8.4%	723	10.8%

SUMMARY OF BENEFITS

Benefits	Available to permanent employees	Available to temporary employees	Notes
Flex time	Yes	Yes	
Paid personal days	Yes	Yes	
Job sharing	Yes	Yes	<i>Not available to Addenda Capital or Sovereign General employees</i>
Flexible work options (i.e., from home, remotely, etc.)	Yes	Yes	<i>Not available to Addenda Capital employees</i>
Health club on-site/negotiated health club rates	Yes	Yes	
WorkPerks/Employee discounts on insurance	Yes	Yes	
Public transit discount	Yes	Yes	<i>Applies only to employees in the Guelph and Regina locations</i>
Employee Assistance Program	Yes	Yes	
Pension Plan	Yes	Yes	
Scholarships	Yes	No	
Phased retirement	Yes	No	<i>Not available to Addenda Capital employees</i>
Relocation programs	Yes	No	<i>Not available to Addenda Capital or Sovereign General employees</i>
Long-time service awards	Yes	No	
Company share-purchase program	Yes	No	
Paid sick days	Yes	No	
Disability Benefits	Yes	No	
Top-up programs (pregnancy and compassionate care leaves)	Yes	No	

TOTAL WORKFORCE

Includes full-time and part-time permanent and temporary employees. Totals are based on headcount and include all employees on short-term leave; they do not include retirees, staff on banked vacation prior to retirement, board members, self-employed financial representatives, and employees on long-term disability. Includes employees from Premier group of companies and The Edge Benefits Inc., which we acquired in 2015.

TOTAL WORKFORCE BY CONTRACT TYPE

	Men	Women	Total
Permanent	2,611	4,351	6,962
Temporary	99	135	234

TOTAL WORKFORCE BY EMPLOYMENT TYPE

	Men	Women	Total
Full-time	2,652	4,347	6,999
Part-time	58	139	197

TOTAL WORKFORCE BY PROVINCE AND CONTRACT TYPE

Employment Contract	AB	BC	MB	NB	NL	NS	NT	ON	PE	QC	SK	YT
Permanent	724	286	34	508	59	34	1	4,100	9	574	632	1
Temporary	22	2	2	5	2	1	0	136	1	36	27	0
Total	746	288	36	513	61	35	1	4,236	10	610	659	1