

2025 WORKFORCE DISCLOSURES

EMPLOYEE DATA

GENDER BY EMPLOYEE CATEGORY

	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Men	62.5%	54%	38%	38%
Women	37.5%	46%	62%	62%

AGE BY EMPLOYEE CATEGORY

	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Less than 30	0%	0%	1%	14%
30 to 50	39%	57%	71 %	64%
Greater than 50	61%	43%	28%	22%

EMPLOYEE TURNOVER

Age Group	Men		Women	
	Number	%	Number	%
Less than 30	78	1.1%	69	0.9 %
30 to 50	204	2.8 %	265	3.6 %
Greater than 50	48	0.7 %	77	1.1 %
Total	330	4.5%	411	5.6%

NEW HIRES

Age Group	Men		Women	
	Number	%	Number	%
Less than 30	210	2.9%	211	2.9%
30 to 50	322	4.4%	472	6.4%
Greater than 50	29	0.4%	84	1.1%
Total	561	7.6%	767	10.4%

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	Not available to Addenda Capital or Sovereign General employees
Health club on-site/negotiated health club rates	Yes	Yes	
WorkPerks/Employee discounts on insurance	Yes	Yes	Not available to Addenda Capital employees
Public transit discount	Yes	Yes	Applies only to employees in major office locations
Employee Assistance Program	Yes	Yes	
Pension Plan	Yes	Yes	Temporary employee participation in the pension plan is subject to conditions
Student Scholarship Program	Yes	No	Not available to Addenda Capital employees
Phased retirement	Yes	No	Not available to Addenda Capital employees
Relocation programs	Yes	No	Not available to Addenda Capital or Sovereign General employees
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 of: Carson, Dunlop & Associates Ltd.; CU Agencies Alliance Ltd.; Custodia Group Inc.; Premier group of companies; Smart Employee Benefits Inc.; and The Edge Benefits Inc.

Our HR systems are configured to capture inclusive options (i.e. another gender), however we do not have sufficient data for reporting.

TOTAL WORKFORCE BY CONTRACT TYPE

	Men	Women	Total
Permanent	3,025	4,794	7,828
Temporary	105	137	243

TOTAL WORKFORCE BY EMPLOYMENT TYPE

	Men	Women	Total
Full-time	3,097	4,798	7,905
Part-time	33	133	166

TOTAL WORKFORCE BY PROVINCE AND CONTRACT TYPE*

Employment Contract	AB	BC	MB	NB	NL	NS	NT	ON	PE	QC	SK
Permanent	862	227	24	759	47	51	3	4,558	1	705	578
Temporary	13	1	0	2	1	0	0	169	0	46	11
Total	875	228	24	761	48	51	3	4,727	1	751	589

*NPI Group, a subsidiary of Carson, Dunlop & Associates Ltd., has 15 full-time and 2 part-time employees in Nebraska.