

WORKFORCE DISCLOSURES

EMPLOYEE DATA

GENDER BY EMPLOYEE CATEGORY

	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Men	66%	59%	44%	35%
Women	34%	41%	56%	65%

AGE BY EMPLOYEE CATEGORY

	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Less than 30	0%	0%	3%	16%
30 to 50	46%	60%	64%	60%
Greater than 50	54%	40%	33%	24%

MINORITY STATUS BY EMPLOYEE CATEGORY ¹

Belong to a minority	EVPs and VPs	AVPs	Manager/Supervisor	All Other Employees
Overall	7%	5%	10%	18%
Gender	Men: 5% Women: 2%	Men: 3% Women: 2%	Men: 6% Women: 4%	Men: 8% Women: 10%

1. Based on responses to our 2021 annual employee engagement survey.

EMPLOYEE TURNOVER

Age Group	Men		Women	
	Number	%	Number	%
Less than 30	91	1.4%	95	1.5%
30 to 50	167	2.6%	228	3.6%
Greater than 50	41	0.6%	81	1.3%
Total	299	4.6%	404	6.4%

NEW HIRES

Age Group	Men		Women	
	Number	%	Number	%
Less than 30	170	2.7%	187	2.9%
30 to 50	284	4.4%	319	5.0%
Greater than 50	40	0.6%	97	1.5%
Total	494	7.7%	603	9.4%

COMPENSATION AND BENEFITS

MEDIAN HOURLY PAY BY GENDER

	Men	Women
2019	\$37.02	\$33.39
2020	\$37.79	\$34.11
2021	\$37.24	\$35.00

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	
Disability Benefits	Yes	No	
Top-up programs (pregnancy and compassionate care leaves)	Yes	No	

HEALTH AND SAFETY

EMPLOYEE INJURY RATE

Year	Number of incidents per 200,000 hours worked
2021	0.18
2020	0.18
2019	0.41

- The Co-operators provides permanent employees paid sick days, Short-Term and Long-Term Disability Benefits due to illness or injury.
- There were no work-related fatalities in 2020 and 2021.

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	2,481	4,163	6,644
Temporary	101	113	214

TOTAL WORKFORCE BY EMPLOYMENT TYPE

	Men	Women	Total
Full-time	2,532	4,127	6,659
Part-time	50	149	199

TOTAL WORKFORCE BY PROVINCE AND CONTRACT TYPE

Employment												
Contract	AB	BC	MB	NB	NL	NS	NT	ON	PE	QC	SK	YT
Permanent	681	302	46	554	65	56	2	3,726	7	555	649	1
Temporary	18	3	1	5	1	2	1	131	0	37	15	0
Total	699	305	47	559	66	58	3	3,857	7	592	664	1