

# TD Securities Hong Kong Branch

## Remuneration Disclosure

For the Fiscal Year Ended October 31, 2019

### Introduction

The following document outlines the remuneration practices for the Hong Kong operations of TD Securities (The Toronto-Dominion Bank, Hong Kong Branch).

### Remuneration Governance and Policies

Oversight of remuneration at TD Bank Group (“TD”) globally is a key function of the Human Resources Committee (“TD HRC”) of the Board of Directors. Additional oversight of remuneration for the Toronto-Dominion Bank Hong Kong Branch is provided by the International Remuneration Committee (“IRC”) whose mandate includes ensuring alignment with regulatory requirements in Europe and Asia-Pacific.

### TD Bank Group Human Resources Committee

The TD HRC is the committee of the TD Bank Group Board of Directors that is responsible for overseeing TD’s total rewards programs including remuneration (i.e., variable incentives including deferred remuneration), pension, benefits, and perquisites on a global basis. In addition, the TD HRC is responsible for overseeing the talent management strategy and succession planning for the senior-most executives of the bank, as well as for setting objectives and evaluating the performance of the Chief Executive Officer (CEO) of the bank.

### Committee Composition

In keeping with best practices, the TD HRC is composed entirely of independent directors who are knowledgeable about issues related to human resources, leadership, talent management, remuneration, governance and risk management. To assist in executing its responsibilities, the TD HRC hires an independent remuneration advisor who reports solely to the TD HRC and does not provide any services to management.

### International Remuneration Committee “IRC”

The IRC is the committee of the Europe and Asia-Pacific Supervisory Committee (“EAPSC”) that has been authorized to play a critical role in the oversight of remuneration. The EAPSC acts as the governing body for the TD Securities entities in Europe and Asia-Pacific, and as the representative of the shareholder for the Europe and Asia-Pacific subsidiaries.

The IRC is responsible for providing effective oversight of remuneration policy and practices, and ensuring that remuneration processes and practices:

- Are aligned with the business and compensation strategy;
- Are compliant with regulatory expectations and best practices; and
- Enable TD Securities entities in the Europe and Asia-Pacific regions to attract, retain, and motivate high performing personnel, to create sustainable value for shareholders over the long term.

As part of the oversight responsibilities, the IRC is responsible for identifying Senior Management and Key Personnel; for reviewing and approving individual remuneration for all Senior Management/Key Personnel; and, for reviewing and approving the aggregate incentive awards for all employees.

The IRC also approves the Remuneration Policy for TD Securities Asia-Pacific, which includes a summary of the remuneration policies, procedures, and related governance processes that are applicable to TD Securities Hong Kong Branch employees. The Remuneration Policy was last approved by the IRC in October 2019.

The IRC met three times in 2019.

### Committee Composition

The IRC is composed of at least three members, all of whom are independent of the day to day management and oversight of activities. No individual is involved in decisions relating to his or her own remuneration.

The Committee may engage external advisors for independent advice and counsel. In fiscal 2019, the Committee did not engage any external advisors.

### Senior Management and Key Personnel

Senior Management is defined as those who are responsible for oversight of the TD Securities Hong Kong Branch’s strategy or those with oversight over material business lines. Key Personnel is defined as individual employees whose duties or activities in the course of their employment involve the assumption of material risk or taking on of material exposures on behalf of the TD Securities Hong Kong Branch.

In identifying Key Personnel, all employees that can have a material impact on TD Securities Hong Kong Branch’s risk profile are considered. The final list is determined by the IRC after

assessing a number of factors including role, accountabilities, ability to impact risk, remuneration, and size and composition of team.

Each year, the IRC reviews and approves the individuals identified as Senior Management and Key Personnel.

## Design and Structure of Remuneration for Key Personnel

Remuneration for Key Personnel consists of fixed pay, variable incentive pay (non-deferred and deferred incentives) and pension and benefits.

## Elements of Remuneration

TD ensures that fixed remuneration (e.g., base salary) is sufficient to maintain an appropriate balance between fixed and variable remuneration.

All variable incentive pay is dependent on the achievement of financial and non-financial measures at the bank, segment, team and individual level (additional details on the metrics in the different incentive plans is provided further below). All variable incentive pay includes consideration of adherence to effective risk management at both the plan and individual level.

Variable incentive pay is delivered in two parts – non-deferred incentives and deferred incentives. Generally, the more senior or more highly paid the employee, the greater the portion of variable remuneration that is delivered as deferred remuneration. Deferred incentives (share based) are used to align employees with shareholders over the long term, and the ultimate value realized is based on performance over time.

Deferred incentives are generally delivered through a Restricted Share Unit Plan. Share units awarded under the plan typically vest at the end of a minimum of three years. To ensure that remuneration is aligned with risks over the medium term, at maturity, deferred remuneration awards are subject to a discretionary reduction to the value of outstanding awards in unusual circumstances prior to payout, based on consideration of risk outcomes during the deferral period.

Details regarding performance measurement, risk adjustment, and deferred remuneration can be found in TD's annual Management Proxy Circular found at the following site: [www.td.com/document/PDF/investor/2019/E-2019-Proxy-Circular.pdf](http://www.td.com/document/PDF/investor/2019/E-2019-Proxy-Circular.pdf)

Annual incentive awards for Key Personnel are delivered through the Executive Compensation Plan (“ECP”), the Performance Compensation Plan (“PCP”) or the Employee Incentive Plan (“EIP”).

## Executive Compensation Plan

Under the ECP, each executive has an individual remuneration target. At year-end, the aggregate pool of funds available to award as incentive remuneration is equal to the sum of the individual targets multiplied by a business performance factor.

For fiscal 2019, the key metrics used to determine the business performance factor include Net Income After Tax (“NIAT”), Customer Experience and Return on Tangible Common Equity (“RoTCE”) results for the bank and for business segments as applicable. In addition, relative performance is evaluated against a peer group of companies on a comprehensive scorecard of financial and shareholder measures. The final business performance factor is subject to a discretionary risk adjustment that is approved by the TD HRC after considering performance against the bank's risk appetite.

To protect against conflict of interest, NIAT, Customer Experience and RoTCE results for executives in control functions are based on TD's enterprise performance, not on the performance of TD Securities or TD Securities Hong Kong.

Individual awards are based on an evaluation of a number of factors including individual performance against objectives, leadership, future potential, and an evaluation against a standard set of accountabilities regarding risk and control behaviours. Individual awards can be higher or lower than their variable remuneration target multiplied by their applicable business performance factor (funds available). The sum of individual awards should not exceed the aggregate funds available under the plan on a global basis.

## Performance Compensation Plan

Annual incentive awards for front office employees, and other employees who directly support revenue generating positions, are delivered through the Performance Compensation Plan (“PCP”) for which there is one global pool.

The PCP plan is a fully discretionary incentive plan, under which aggregate funding is allocated to individual participants after considering performance during the year, including any risk, control or other applicable conduct issues.

The aggregate pool is determined based on adjusted contribution to profit with modifiers based on TD's enterprise performance (based on the Executive Compensation Plan Corporate multiplier) and TD Securities Scorecard performance. The pool is also subject to a risk adjustment that is approved by the TD HRC after considering performance against the bank's risk appetite, as well as other discretionary adjustments (as approved by the TD HRC).

The approved global pool is allocated to senior business leaders by the Chairman, President and CEO of TD Securities at his discretion. Factors considered when allocating the pool include, but are not limited to, the following: business performance, strategic initiatives, risk management, and market levels of remuneration.

Senior business leaders are responsible for allocating their portion of the approved pool to the individual employees within their business. Individual award decisions are determined as a total remuneration award. They are discretionary and there are no formulae or explicit guidelines for making award decisions. Factors considered include, but are not limited to, the following: individual and business performance, teamwork, risk management, market environment, market levels of remuneration, and potential future contribution to the firm. To ensure appropriate consideration of non-financial performance measures, each employee is evaluated on a scorecard of governance, control and risk management measures in conjunction with the determination of the annual award.

## Employee Incentive Plan

Annual incentive awards for TD employees in support and control functions are delivered through the Employee Incentive Plan. Under the Employee Incentive Plan, each individual has an incentive target which is multiplied by a business performance factor as well as an individual performance factor. Similar to those of the Executive Compensation Plan, the key metrics under the plan include NIAT and Customer Experience results for the bank and for business segments, as applicable. The Employee Incentive Plan also includes a discretionary adjustment to account for risk or other factors.

To protect against conflict of interest, NIAT and Customer Experience results for employees in control functions are based on TD's enterprise performance, not on the performance of TD Securities or TD Securities Hong Kong.

Individual awards are based on an evaluation of a number of factors including individual performance against objectives, and consideration of a scorecard which assesses governance, control and risk management behaviours. Awards to individual employees may be higher or lower than their funds available (i.e., their variable remuneration target x their applicable business performance factor x their applicable individual performance multiplier). However, the sum of individual awards should not exceed the aggregate funds available under the plan.

Annually, the IRC reviews and approves the aggregate ECP, PCP and EIP awards, ensuring they are aligned with and support the current and future financial status of TD Securities Hong Kong.

## Link Between Remuneration and Performance

### Risk Adjustments

#### Risk Adjustments to Variable Incentive Pools

Under all incentive plans, the TD HRC and the IRC have the ability to reduce or cancel awards in the event of poor performance, significant risk related issues, or other unusual circumstances. To facilitate appropriate risk adjustments to incentive plans, the TD Chief Risk Officer presents an annual Enterprise Risk Appetite Scorecard to a joint session of the TD HRC and the TD Risk Committee of the TD Board of Directors. This process allows the HRC to appropriately consider risk when determining global incentive pools, and to ensure that remuneration is appropriately linked to the bank's risk adjusted performance. The IRC is advised of the Risk Scorecard results for consideration when determining annual awards for TD Securities Hong Kong.

#### Individual Risk Adjustments

All TD Securities employees are evaluated on a scorecard of governance, control, and risk management behaviours as part of the performance assessment process. In addition, TD Bank titled executives are evaluated against a standard set of accountabilities regarding risk and control behaviours.

Results on the TD Securities scorecards and standard executive risk and control accountabilities are considered when year-end performance and remuneration decisions are made. In addition, there is an enterprise-wide risk and control process, whereby material risk and control events are identified and documented (with input from risk and control function heads) and then individual performance and remuneration impacts are considered. The IRC reviews the results from the risk and control process and approves any adjustments to individual remuneration for TD Securities Hong Kong Branch employees.

## Misconduct and Compliance with Code of Conduct and Ethics

All employees are expected to act ethically and with integrity, and in a manner consistent with the bank's risk appetite. All variable incentive awards are subject to compliance with the Code of Conduct and Ethics and may be adjusted (including reduction, forfeiture or clawback as appropriate) in the event of misconduct, actions taken that are outside of the bank's risk appetite or other unusual circumstances as appropriate. Adjustments can be made to in-year remuneration, outstanding deferred compensation or awards paid.

## Malus Adjustments

All deferred remuneration plans are subject to a discretionary reduction to the value of outstanding awards in unusual circumstances prior to payout. The IRC reviews and approves all malus adjustments for TD Securities Hong Kong Branch employees.

## Clawback

All variable incentive awards made under ECP and PCP are subject to clawback in the event of a material misrepresentation resulting in the restatement of financial results or in the event of a material error. Clawback may be applied to some or all of any variable compensation awarded or paid within a 36 month look-back period.

In addition, clawback may be applied, in the event of employee conduct constituting cause for discipline or dismissal, including, but not limited to:

- Breaching the TD Code of Conduct and Ethics;
- Breaching employment or post-employment duties or obligations to TD;
- Any behaviour that could have a negative impact on the reputation, market performance or financial performance of TD.

In the situations above, clawback may be applied to some or all variable compensation awarded or paid to groups of individuals or to specific individuals as appropriate after a comprehensive investigation of the circumstances.

The IRC reviews and approves all clawback adjustments for TD Securities Hong Kong Branch employees.

## Remuneration Awarded to Senior Management and Key Personnel

For the year ended October 31, 2019, TD Securities Hong Kong Branch employed one individual identified as Senior Management. To preserve employee confidentiality and data protection, we have not disclosed remuneration details.