Canada Benefits Guide

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Segal

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Welcome

Segal offers a comprehensive benefits program for eligible employees and their families. From supplemental health coverage to a pension plan, the company provides an array of benefit choices and services to meet your needs. The following summary is an overview of the benefits and programs available as of January 1, 2025.

Please keep in mind that Segal, in order to meet changing needs, may in its sole discretion amend or terminate its benefits, policies and programs or change its benefits carriers and benefits package from time to time without advance notice to employees.

This summary cannot cover all the details. Those details can be found in the official policies and plan documents that legally govern all aspects of the plans. **In the event of a discrepancy between the documents and this summary, the terms and conditions of the policies and plan documents will govern.**

This summary is subject to change and does not create a contract between the company and any employee or prospective employee, nor does anything in this summary constitute a guarantee of continued employment (or any particular term of employment).

If you have any questions or if you need any additional information about the company's benefits, ask your manager, your human resources business partner (HRBP) or a member of the human resources team.

Section 1: Segal Employee Benefit Plans

Segal provides a supplemental healthcare benefits program, including extended healthcare and dental care, designed to supplement provincial health insurance coverage.

All active full-time and part-time staff (excluding special project workers (SPWs) and interns) that are regularly scheduled to work at least 60 percent of the employee's office's standard work hours and are insured under a provincial plan are eligible to participate in the supplemental healthcare benefits program. Your benefits coverage will become effective on the first of the month that is closest to the date upon which you complete six (6) weeks of continuous service.

The current supplemental healthcare provider is Manulife Financial. The choice of benefits provider and the benefit plan provisions are reviewed from time to time and are subject to change by Segal, in its sole discretion, and Segal will provide notice where required by applicable law.

The company currently pays the full cost of your extended healthcare and dental care coverage.

Extended healthcare

The extended healthcare provides benefits designed to supplement provincial health insurance coverage. Benefits payable are subject to a $25 per person, $50 per family calendar year deductible (does not apply to hospital, vision care, and out of province/out of Canada). Coinsurance is 50 percent for psychoanalysts (Quebec residents only) and 100 percent for all other covered expenses. Some of the covered expenses include:

- Hospital (within home province, semi-private, unlimited days)
- Rehabilitation hospital (within home province, semi-private for 180 days maximum stay for each period of disability)
- Prescription drugs (dispensing fee maximum of $10 per prescription or refill, overall drug maximum of $15,000 per calendar year)
- Professional services ($500 per calendar year for each of the following unless otherwise indicated and subject to amounts payable under provincial plans): chiropractor, osteopath, podiatrist/chiropodist (combined), naturopath, speech therapist, physiotherapist, psychologist, acupuncturist, Christian Science practitioner, psychotherapist and for Quebec residents only a psychoanalyst ($1,000 per calendar year)
- Vision care (Eye exams $50 per 24 months for persons age 18 and over, 12 months if under age 18, and prescription glasses, contact lenses or laser eye surgery (combined) $100 per 24 months for persons age 18 and over, 12 months if under age 18)
- Medical services and supplies (Private duty nursing $10,000 in any 36 month period, orthopedic shoes and custom orthotics $100 per calendar year, out-of-province and out-of-Canada maximum $1,000,000 per lifetime (emergency and referral combined), hearing aids $400 per 5-year period)

Healthcare online (Akira)

Healthcare online gives plan members on-demand 24/7 secure access (from your mobile device or computer) to healthcare professionals who support primary care, mental health and other wellness needs. Please visit Manulife Healthcare Online to register or for more information. For assistance in setting up your Akira account through Manulife Healthcare Online, please follow these set up instructions.

The company currently pays the cost for the basic services. Members may pay an additional fee for online access to dietitians, naturopaths and mental health therapists.

Dental care

Under the dental care benefit, services are subject to a $25 calendar year deductible for an individual and a $50 calendar year deductible for a family. The deductible is not applicable to Level V orthodontics benefits.

The benefit percentages (coinsurance) are:

- 100 percent for Level I routine care
- 100 percent for Level II routine care
- 50 percent for Level III dentures
- 50 percent for Level IV crowns and bridgework
- 50 percent for Level V orthodontics (applicable to dependent children under age 21 only)

The benefit maximums applicable to the above are:

- $2,000 per calendar year combined for Level I and Level II
- $1,000 per calendar year combined for Level III and Level IV
- $1,500 per lifetime for Level V orthodontics (for dependent children under age 21 only)

The dental fee guide is the current fee guide for general practitioners approved by the provincial Dental Association in the province in which the services are rendered, if rendered in Canada, and home province if rendered outside Canada, subject to inflationary adjustments by Manulife Financial.

Retiree supplemental healthcare benefits

You are eligible to continue company-provided supplemental healthcare and dental benefits in retirement if you are a retired employee who retired on or after age 55 with at least 10 years of service with the company and were eligible to immediately begin collecting your early or normal retirement pension from the Segal pension plan.

The company currently provides you with the same supplemental healthcare benefits that you had as an active employee, **except that dental benefits cease at age 65**.

Segal currently pays for the full cost of these benefits.

Insurance benefits

The Hartford is the current provider of Basic Group Term Life Insurance, Supplemental Life Insurance, Accidental Death and Dismemberment (AD&D),Supplemental AD&D, Supplemental Dependent Life and Dependent AD&D. The choice of benefit provider and benefit plan are reviewed annually and may affect the benefits provided under each category and benefits provider, which are subject to change by Segal at any time, in its sole discretion. Please refer to The Hartford's policy for more information, including exclusions, for each benefit described below.

Please note that any insurance benefit claims will be paid in U.S. dollars.

The following definitions apply only to the below summaries of the basic group term life insurance, supplemental life insurance, AD&D, supplemental AD&D, supplemental dependent life and dependent AD&D:

Bonuses: means in accordance with The Hartford's policy (and its definitions and terms therein) 1) the annual amount of monetary bonuses You received from Segal's Annual Incentive Plan (AIP), to a maximum of $40,000; plus: 2) 50 percent of the annual amount of bonuses from Segal's AIP for amount over $40,000; over: 1) the 12 month period ending the October 1st of the calendar year immediately prior to the last day you were actively at work; or 2) the total period of time you worked for Segal, if less than the above period.

Earnings: means in accordance with The Hartford's policy, your frozen annual rate of pay ending October 1 of the prior calendar year immediately prior to the last day you were actively at work, including Bonuses, but not counting commissions, tips and tokens, overtime pay or any other fringe benefits or extra compensation. If You were hired after October 1st, Earnings means your annual rate of pay as of your date of hire, but not counting commissions, Bonuses, tips and tokens, overtime pay or any other fringe benefits or extra compensation.

Full-time employee: means a regular full-time employee (other than a SPW or intern) who is schedule to work 100 percent of your office's standard work hours (at least 35 hours).

Part-time employee: means a regular part-time employee (other than a SPW or intern) who is scheduled to work at least 60 percent of your office's standard work hours (at least 21 hours).

Basic group term life insurance

As a full-time employee or part-time employee, you are eligible for basic group term life insurance on the 1st of the month following six weeks of continuous service.

You will be enrolled in basic group term life insurance equal to two times your earnings, to a maximum benefit of $250,000[1].

Segal currently pays for the full cost of this coverage.

[1] Rounded to the next higher $1,000 if not already a multiple of $1,000. However, in no event will your Basic Group Term Life Insurance be less than $10,000 before any reductions in coverage due to age apply.

Supplemental life insurance

As a full-time employee or part-time employee, you are eligible to purchase supplemental life insurance on the 1st of the month following six weeks of continuous service. You may pay a monthly rate to increase your life insurance in $10,000 increments to a maximum of $250,000 or two times your annual earnings, whichever is less, for additional coverage based on your age and whether or not you smoke.

Supplemental life insurance coverage is in addition to your basic group term life insurance coverage.

Your election will be subject to evidence of insurability (EOI) before it can be in effect.

Accidental death and dismemberment (AD&D) insurance

As a full-time employee or part-time employee, you are eligible for AD&D on the 1st of the month following six weeks of continuous service.

You will be enrolled in AD&D in conjunction with your basic life insurance (i.e., two times your annual earnings, to a maximum benefit of $250,000[1]). AD&D benefits are paid to you if an accident results in an injury, for example, the loss of the use of your limbs, or total and permanent loss of your eyesight, speech or hearing. The AD&D benefit you may receive will depend on the type of loss as provided in the policy.

Segal currently pays for the full cost of this coverage.

Supplemental accidental death and dismemberment insurance (AD&D)

As a full-time employee or part-time employee, you are eligible to purchase supplemental AD&D on the 1st of the month following six weeks of continuous service.

Supplemental AD&D Insurance coverage is in addition to your basic AD&D insurance coverage. You may purchase supplemental AD&D Insurance coverage for yourself in $10,000 increments to a maximum of $250,000 or two times your annual earnings, whichever is less[2]. Your election will be subject to evidence of insurability (EOI) before it can be in effect.

Supplemental dependent life and dependent AD&D insurance

As a regular full-time employee or part-time employee, you are eligible to elect to enroll your dependents (your spouse and/or children) in life and/or AD&D insurance on the 1st of the month following six weeks of continuous service.

Should you elect to purchase supplemental dependent life insurance, you will pay a monthly rate for spouse life insurance per $10,000 of coverage to a guaranteed issue amount of $10,000

[1] Rounded to the next higher $1,000 if not already a multiple of $1,000. However, in no event will your basic principle sum be less than $10,000.

[2] Rounded to the next higher $1,000 if not already a multiple of $1,000. However, in no event will your basic principle sum be less than $10,000.

or a maximum amount of $50,000. Supplemental dependent life insurance may be subject to preconditions including based on age and whether or not the individual smokes.

Should you elect to purchase dependent AD&D, you will pay a monthly rate for AD&D per $10,000 of coverage you elect to a maximum of $50,000 for a spouse and $10,000 for dependent children (live birth to age 26). Your election may be subject to evidence of insurability (EOI) before it can be in effect.

Travel accident or death insurance

Travel accident insurance is provided to all eligible employees through the Federal Insurance Company. If an accident occurs while you are traveling on authorized company business causes you injury or death, a travel accident benefit of up to $150,000 will be payable to your beneficiary.

Segal currently pays for the entire cost of this program.

Disability benefits

The current insured short-term disability (STD), long-term disability (LTD) and supplemental long-term disability provider is The Hartford. The choice of benefits provider and benefit options are reviewed annually and are subject to change by Segal at any time, in its sole discretion.

Please note that any insured short-term disability, long-term disability and supplemental long-term disability claims will be paid in U.S. dollars.

Short-term disability (STD) benefits

As a regular full-time or part-time employee (other than a SPW or intern) working at least 60 percent of your office's standard work hours, you are eligible for STD on the 1st of the month coincident with or next following 1 month of continuous service.

If your absence from work due to medical illness is expected to exceed eight consecutive days, you may be eligible for STD benefits. Therefore, it is important that you notify your manager, your HRBP) or a member of the Human Resources team and the insurance carrier, currently The Hartford, the earlier of 1) the date you know you will be out of the office for a medical illness expected to exceed eight consecutive days or 2) on the eighth day of your absence from work due to a medical illness. Timely notification provides your supervisor/manager with the information they will need to know to make adjustments in the department's business schedule. For Human Resources, timely notification allows us to prepare the necessary documents. The insurance carrier approves or denies your claim based on the information you and your medical provider give to them.

Based upon the information obtained, the insurance carrier may grant a disability leave for a period of medical disability. During your disability, you may be required on one or more occasions to submit proof of continued disability to the insurance carrier.

With the necessary approvals, you may be eligible to receive a portion of your salary for up to a maximum of 26 weeks. The salary replacement comes from a combination of weekly disability

benefits and supplemental salary continuation paid directly by the company for qualified disabilities. The company will not issue or continue to provide salary continuation without initial and continued approval of your disability claim. The amount to which you may be entitled depends upon your years of service with the company.

Completed Years of Service	Weeks at Full Salary	Weeks at 55 percent of Salary
<1	4	22
1–2	6	20
3–4	8	18
5–6	10	16
7	14	12
8+	15	11

Your coverage under STD begins on the eighth calendar day of absence due to disability.

If an STD due to the same or related causes recurs within 30 calendar days after you return to work, it will be considered the same period of STD as your previous absence. However, a separate period of STD will begin if at least 30 calendar days have passed since you returned to work on a full-time basis.

In no event will more than 26 weeks of salary continuation for STD be granted within a rolling 12-month period.

Any benefits you receive are fully taxable. Please note that any insured STD benefits will be paid in U.S. dollars.

Segal currently pays the full cost of this coverage.

Basic long-term disability (LTD) benefits

As a regular full-time or part-time employee (other than a SPW or intern) working at least 60 percent of your office's standard work hours, you are eligible for LTD insurance on the 1st of the month following six weeks of continuous service.

Basic LTD coverage is currently provided by the company at no cost to you.

Basic LTD coverage replaces 50 percent of your annual covered salary to a maximum covered monthly gross benefit of $2,500. Benefits received under the basic LTD plan are taxable.

During the first 24 months of your disability, you are considered unable to work if you are not able to perform one or more of the essential duties of your own occupation. After the first 24 months of your disability, you are considered disabled if you are unable to perform the essential duties of any occupation for which you may reasonably become qualified based on your education, training or experience and your capabilities are medically substantiated by your physician.

The maximum duration of benefits is subject to a maximum duration of benefits table applicable at age 62, with a reduction of duration of benefits to 12 months if disabled at age 69 and over. Please see The Hartford's policy for other age-related maximums.

If you are disabled because of (1) mental Illness that results from any cause; (2) any condition that may result from mental illness; (3) alcoholism; or (4) the non-medical use of narcotics, sedatives, stimulants, hallucinogens or any other such substance; then, subject to all other provisions of the policy, the maximum duration of benefits is limited. Benefits will be payable for as long as you are confined in a hospital or other place licensed to provide medical care for the disabling condition; or if not confined, or after you are discharged and still disabled, for a total of 24 months for all such disabilities during your lifetime.

Benefits are paid after you have been disabled for 180 days and you have been approved for payment.

LTD benefits will be reduced by workers' compensation or similar coverage, Canada or Quebec pension plans, and any government motor vehicle automobile insurance plan or policy. In addition, your LTD benefits will end if you current monthly earnings are either:

(a) equal to or greater than 80 percent of your indexed pre-disability earnings if you are receiving benefits for being disabled from your occupation

(b) are greater than the lesser of the product of your indexed pre-disability earnings and the benefit percentage for which you enrolled or the maximum monthly benefit if you are receiving benefits for being disabled from any occupation

Your benefits under the LTD plan are based on your annual covered earnings, as defined above in the insurance section referencing the Hartford's policy.

Disability benefits will be terminated for a number of reasons, including when you are no longer deemed disabled, if you fail to provide appropriate medical evidence, or if you should die.

Supplemental long-term disability (LTD) benefits

As a regular full-time or part-time employee working at least 60 percent of your office's standard work hours, you are eligible to purchase supplemental long-term disability (LTD) benefits on the 1st of the month following six weeks of continuous service.

Supplemental disability benefits will replace 50 percent of your annual covered salary to a maximum covered amount ($7,500) or 60 percent of your annual covered salary to a maximum covered amount ($10,000), depending on the option chosen at your expense pursuant to The Hartford's Policy.

Your election may be subject to evidence of insurability (EOI) before it can be in effect.

Wellness programs

Employee assistance program

Segal provides an Employee Assistance Program (EAP) to assist employees and their families with personal and work-life concerns. The EAP is available at no cost to employees and family members and employs trained professionals at locations throughout the United States and Canada, including enhanced clinical cares services that are offered as part of the care sessions. The current EAP provider is Lyra Health, which provides enhanced mental health coaching, therapy and other services in addition to traditional EAP work-life services including legal services, financial consultations, and child and eldercare referrals.

Clinical services include therapy treatment of psychological and psychiatric disorders, individual psychotherapy, marital and couples counseling, family therapy, group therapy, and psychiatric medication evaluation and management. Lyra will assist you with triage of care, matching you with the right behavioural health or counseling provider and scheduling appointments.

Lyra also offers a library of self-care resources including meditations, videos and tactics, and a mobile app.

Lyra Learn is an e-learning platform with evidence-based interactive mental health courses.

Lyra Gather is a group discussion safe space led by mental health experts.

There are on-demand courses about mental health topics such as curing burnout and managing stress.

The Lyra care navigation team will help triage your issues and find you the right care, answer your questions, and assist you with accessing educational materials. Lyra's concierge advanced care will help search for the most appropriate higher level of behavioural healthcare (ex. facilities or intensive outpatient care).

Work/life services are also available, such as:

- Unlimited access to legal and financial information and services (subject to availability)
- Family/Child care referral services (but not pet care referral services) are available.

Sign up or log in to Lyra Health at segal.lyrahealth.com or call Lyra Health at 1.800.874.3817.

Segal currently pays for the full cost of this program.

The choice of benefits provider is reviewed annually and is subject to change by Segal at any time, in its sole discretion.

Everyday well-being program

The Everyday Well-being program consists of general everyday well-being, student loan repayments and home purchase reimbursements.

As a regular employee who is regularly scheduled to work at least a 60 percent schedule of your office's standard work hours, you are eligible for the Everyday Well-being program after 90 days of benefits-eligible service. You have until March 31 of the following year to file a request for reimbursement in the prior year. The amount reimbursed is considered taxable income to you at the time of reimbursement and will be reduced by the necessary taxes before payment is made to you.

Student loan repayment

If you are an eligible full-time employee, Segal will reimburse you up to $500 per year — up to $2,500 total — to help pay back your student loans. Eligible part-time employees may be reimbursed up to $300 per year for a total of $1,500.

The reimbursement may not be used for parent loans or for parents who cosigned on a student loan.

Home purchase reimbursement

Buying a home can be an exciting time, and it almost always comes with a long list of expenses, from closing costs and transaction fees to paying for movers and new housewares. If you are an eligible full-time employee, Segal will celebrate your new home with a reimbursement of $1,000 toward the purchase of your primary residence. Eligible part-time employees may receive $600.

You may receive the home purchase reimbursement once during your time at Segal.

Section 2: Segal's Pension Plan

When do you become a participant in the plan?

Eligible employees hired on or after January 1, 2014 shall become participants on the first day of the month coincident with or immediately following the completion of 24 months of continuous service if affected by Applicable Legislation of Ontario, Nova Scotia, British Columbia or Alberta; or the calendar year in which the employee has earnings of at least 35 percent of the YMPE or 700 hours of employment, whichever is less, if affected by Applicable Legislation of Quebec.

Your spouse

Your spouse is the person who meets the definition of "spouse" as per applicable pension legislation in your province of residence. The determination of your spouse is made prior to pension commencement or, earlier, should you pass away.

Your beneficiary

Your beneficiary is the person you name to receive benefit payments that might be available if you die before or after benefits commence. The beneficiary form can be found on SegalNet under Human Resources.

How is service credited under the plan?

Your length of service determines your eligibility for a pension as well as the amount of your pension. For example, "credited service" for both purposes includes the time you work for the company, the period of an approved absence from work during which you receive pay, periods of leave required to be included in credited service by applicable employment standards legislation.

You also get credit for any time you have while on approved disability leave if you become disabled after you have become a participant and while employed by the company.

When do you become vested?

When you become a participant in the plan, you will immediately have a vested, or nonforfeitable, right to a pension even if you leave the company before you are eligible to start receiving it.

How do breaks in my employment affect my pension?

If you leave the company but you return to work before you have had five consecutive "breaks in service" — that is, before you have been away for five years you can rejoin the

plan as long as you didn't transfer your pension out of the plan previously. Of course, you will get no credit for the time you were away.

The time you were away will not count against you in causing a break if you are on an approved leave of absence, with or without pay, or if you are in military service and return to work within certain time limits as described in the plan text or pursuant to applicable legislation. An absence will not count against you if you are absent because of periods of leave required to be included in credited service by applicable employment standards legislation, including pregnancy, childbirth, or placement of an adopted child or if you are absent to care for your child immediately after birth or placement.

When we use the words "leave the company," that is only a convenient way of saying you "are no longer earning credited service." Technically, as indicated above, there are certain periods during which you continue to earn credited service credit even though you may not be working, as described in the plan text or pursuant to applicable legislation.

When are you eligible for a pension?

Normal retirement age

The normal retirement age is the later of age 65 or the age at which you complete the requirements for participation in the plan.

You become eligible to receive a pension on the first day of the month coincident with or after you reach your normal retirement age. The pension is called a normal retirement pension and it is payable in the full amount.

Early retirement age

If you stop working before your normal retirement age, your pension may begin any time after you reach 55. If your pension begins before your normal retirement age, it is called an early retirement pension and it is payable in a reduced amount.

Application

You have to apply for your retirement pension in writing before pension payments can begin. If you are retirement eligible, you should request a retirement package, which will include the application form, more than three months prior to your retirement date. If you want to get benefit estimates or you have questions about your payment options or other issues, the HR department can help you with that. Benefit estimates may not reflect actual plan benefits. The plan reserves the right to correct any errors. Specifically, if there is an inconsistency between the benefit estimate provided and plan documents, the terms of the plan documents will control. Under the law, the plan must be operated in accordance with its terms.

How much will your pension be?

If you leave the company at normal retirement age or later

The formula used to determine the amount of your monthly pension is based on your credited service and your average monthly pay during your five consecutive highest-paid years.

The normal retirement pension benefit from the plan will be an amount that is equal to the sum of the following formula:

- 1.00 percent times your final average pay multiplied by your credited service after July 8, 2021 (in no event the total service is greater than 25 years)
- 1.65 percent times your final average pay multiplied by your credited service prior to July 9, 2021, up to a maximum total service of 25 years
- If you leave the company after age 55 but before normal retirement age with 10 years of continuous service

Using the formula shown above, your normal pension is determined on your date of termination.

If you start collecting earlier, your monthly payment is reduced by 3 percent for each year (1/4 of 1 percent for each month) that you are under normal retirement age. For example, if your pension begins at age 55, you receive 70 percent of the amount that would be payable if it began at normal retirement age. If you retire at age 60, you receive 85 percent of your normal retirement pension.

If you leave the company after age 55 with less than 10 years of continuous service

If you start collecting earlier, your monthly payment is reduced by 6 percent for each year (1/2 of 1 percent for each month) that you are under normal retirement age. For example, if your pension begins at age 55, you receive 40 percent of the amount that would be payable if it began at normal retirement age. If you retire at age 60 you would receive 70 percent of your normal retirement pension.

If you leave the company before age 55

If you have attained vested status and leave the company before age 55, you are eligible to receive a deferred retirement pension beginning on your normal retirement age, or earlier, on your early retirement age, should you elect to do so.

If you leave the company because of disability

If you suffer from disability and you are insured under the company's group long-term disability contract, you will receive credit for the years of service from the day you leave until the earliest of:

- The date you reach your normal retirement age
- The date your employment terminates for any reason
- The date of your recovery
- The beginning date of your pension

Your final average pay will be your salary in the final year you work for the company plus any bonus spot awards and sales incentives included in pay (up to $40,000 plus one-half of any excess) you receive in that year.

What if you come back to work after retirement?

If you are re-employed after you start to receive pension benefits, special rules apply. If you are under age 71, your benefits will be suspended for any month in which you work.

When you leave the company again after your re-employment, your pension will be redetermined to increase your benefit for the years of credited service accumulated during the resumption of employment but reduced by the actuarial equivalent of payments received before they were suspended. The new pension will not be reduced below the amount payable before the suspension.

Pension limitations

The maximum pension benefit you can receive is limited to the lesser of:

- the defined benefit limit as defined under the Income Tax Act ($3,756.67 in 2025) times your Credited Service
- an amount that is the product of 2 percent per credited service and your highest average indexed compensation computed in accordance with the provisions of the Income Tax Regulations

What is the portability option?

If you are eligible for a deferred retirement pension, you have the option to transfer the lump sum commuted value of your deferred retirement pension to:

- A locked-in registered retirement savings plan
- The pension plan of a new employer, if that plan permits
- A retirement income fund as provided for under applicable legislation
- Purchase an immediate or deferred life annuity from an insurance company (pursuant to applicable legislation)

Any funds transferred under the portability option must be locked-in until at least age 55. The law does not permit you to take these funds as a lump sum cash payment, unless the amount falls under the small pension threshold.

You should be aware that if you choose the portability option, you will not be entitled to *any* further benefits in respect of your participation before the transfer. If you later return to employment, you will be treated as a new employee, and you must again satisfy the rules to become a participant of the plan.

How is your pension paid?

You will receive your pension monthly in the amount as calculated in the previous section or in an adjusted amount, depending on the form of payment. The several forms are described below.

If your monthly pension amount payable at normal retirement date or the commuted value of your monthly pension is less than certain thresholds, you will automatically receive your benefit in a lump sum payable as soon as practicable after your severance from service date. The threshold varies depending on your province of employment.

Standard form if you do not have a spouse

In this form, the amount of your pension is as calculated by the formula in the previous section setting forth how much your pension will be. It is payable monthly for your lifetime only.

Standard form if you do have a spouse

By law, if you have a spouse as defined by the plan and applicable legislation, when your pension begins, the standard form of payment will be a 60 percent joint and survivor pension. You will receive a reduced amount for your lifetime, and when you die, your spouse will receive 60 percent of that amount. The amount of reduction will be determined on an actuarially equivalence basis.

Your retirement pension will be paid according to the standard form that applies to you unless you decide otherwise.

- If you are single and do not want the standard form of payment, you can pick one of the optional forms listed below.
- If you are married and do not want the standard form of payment, you and your spouse may waive it in favour of another option. The waiver must be in writing, must be signed by you and your spouse and a witness who is not related, in any way, to you or your spouse. When you apply for a pension, you will be given information concerning the effect of rejecting or not rejecting the standard form. You and your spouse have the opportunity to make your decision and to change it, if you wish, during the 90-day period before your pension begins.

Optional forms

Some of the optional forms of pension included in the plan text are:

- **Your Lifetime Only** — With this form you receive the full amount of your pension, as

calculated in the previous section. This pension is payable for your lifetime only.

- **75 percent or 100 percent Joint and Survivor** — You may elect to increase the percentage of the annuity payable to your spouse to either 75 percent or 100 percent of your adjusted pension. When you die, your spouse will receive the percentage you choose (75 percent or 100 percent). The adjusted amount will be determined on an actuarially equivalent basis.

- **Level Income Option** — If your pension starts before you reach age 65, you can have it paid, under this option, in a higher amount until age 65 and in a lower amount after that. You can receive approximately as much from the plan before the Canada Pension Plan begins as you will from the plan and from the Canada Pension Plan afterward.

  The increase made when your pension begins will depend on your age and on the amount of the reduction that will be made after age 65. The adjusted amounts will be determined on an actuarially equivalent basis.

- **10-Year Guarantee (for participants in Quebec only)** — With this form you receive an adjusted amount of pension that includes a guarantee for minimum 10 years. The adjusted amount will be determined on an actuarially equivalent basis.

How are your survivors protected?

Surviving spouse annuity

If you die before your pension commences, an annuity will be paid to your surviving spouse as defined in the plan text. By annuity, we mean a steady payment made throughout your spouse's lifetime. The annuity will be payable to your spouse for life even if they later remarry. The surviving spouse annuity depends upon the following:

- You had completed 10 years of continuous service
- You were still employed at age 55 or you had stopped working before that age on account of disability and remained disabled until your death after the month in which you attained age 55 and
- You had a spouse as defined in the plan and under applicable legislation on the date of death.

The amount of the annuity is the amount your spouse would have received if you had retired on the date of death and chosen to receive your pension in the form of a 100 percent joint and survivor annuity. The value of this monthly pension cannot be less than 100 percent of the commuted value of the monthly benefit you have accrued to the date of your death.

If you do not meet the above requirements, the amount of the annuity is a monthly pension to which the value is equal to 100 percent of the commuted value of the monthly benefit you have accrued to the date of your death.

If the pension legislation of Ontario, British Columbia, Nova Scotia or Quebec apply to your spouse, instead of an immediate monthly pension, your spouse may choose a lump sum

payment payable immediately. If the pension legislation of Ontario, British Columbia or Nova Scotia apply to your spouse, they may also elect a deferred pension payable no later than age 65.

If the pension law of Alberta are applicable to you, instead of an immediate monthly pension, your spouse may elect a portability option as provided in the plan text or applicable legislation.

Where provincial legislation permits, your spouse may waive the right to the pre-retirement spouse's benefit by signing the prescribed waiver form available from the plan administrator. If your spouse chooses to sign the waiver, the death benefit will be treated as if you do not have a spouse eligible for the pre-retirement spouse's benefit, and the benefits will be paid as described below to your designated beneficiary or estate.

Lump sum death benefit payable to the designated beneficiary

If you do not have an eligible spouse and die at any age prior to commencing your pension, a death benefit equal to the commuted value of your benefits minus any death benefit payable under the company's group life insurance plan is payable to your designated beneficiary.

Death benefit: Five year guarantee

If you are a pensioner and die at any age, your surviving spouse will receive monthly payments when you die. If your surviving spouse dies, your designated beneficiary may be eligible for a lump-sum benefit subject to certain restrictions under the plan text.
The amount of the benefit will be equal to the excess, if any, of

i. 60 times the monthly annuity; over

ii. the sum of all pension payments made plus any death benefit payable under the company's group life insurance plan

Your surviving spouse or designated beneficiary must apply to the plan administrator in writing for the death benefit. The plan administrator will send your survivor the necessary forms.

What if the plan is terminated?

While it intends to maintain the plan permanently, the company reserves the right at any time to terminate it. Any surplus assets remaining after all liabilities of the plan have been satisfied, shall be paid to the company subject to applicable regulatory consents.

What else do you need to know about your plan?

The company currently pays entirely the cost of the plan. Contributions made by the company are based on the calculations of an actuary. These contributions are held in trust for the exclusive benefit of the plan's members. Surplus may be applied to reduce any future payments.

The plan is administered by the trustees. They are responsible for carrying out the provisions of the plan in a fair and equitable way.

Section 3: Canadian Profit Sharing Benefits

Segal does not maintain a formal “Deferred Profit Sharing Plan” (DPSP) in Canada but may make an annual profit-sharing contribution, at its discretion, based on the financial performance of the company.

Employees who are in active employment with the company at the end of the year and as of the date the payment is made would be eligible to receive a cash contribution based on their participation in the benefit. Participation begins from the date of employment and is automatic. The board of directors of The Segal Group, Inc. declares a contribution percentage, if any, after the year-end financial performance is known. The contribution percentage the board declares is applied to the base salary earned during the participation year for each eligible employee. The contribution is paid in cash, as wages, soon after the contribution percentage is declared, and is subject to applicable statutory deductions and withholdings.