

**Were you an employee of Scotiabank between  
December 14, 2020 and April 10, 2025?**

**A class action may affect your rights.**

A class action has been certified against The Bank of Nova Scotia (“**Scotiabank**”). The class action is for people who were employed by Scotiabank between December 14, 2020 and April 10, 2025, and who received incentive awards or other forms of variable compensation in addition to hourly wages or salary pursuant to the terms of incentive plans or pursuant to the terms of the Restricted Share Unit Plan. Officers, directors, C-suite executives, and home financing advisors (formerly, mortgage development managers) are excluded from the class.

The class action lawsuit alleges that Scotiabank did not pay employees vacation pay and holiday pay on incentive awards or other forms of variable compensation, as required by the *Canada Labour Code*.

You will automatically be included in the class action if you meet the class definition, unless you take steps to exclude yourself by opting out.

**To find out more about this class action, including how to opt out if you do not want to participate, go to: [www.bnsvacationpayclassaction.ca](http://www.bnsvacationpayclassaction.ca).**

To speak to Class Counsel:

Phillips Barristers Professional Corporation  
36 Toronto Street, Suite 1120  
Toronto ON M5C 2C5  
[Scotiabank@phillipsbarristers.ca](mailto:Scotiabank@phillipsbarristers.ca)  
647-261-4486

Randy Ai Law Office  
250 Yonge St, Suite 2201  
Toronto ON M5B 2M6  
[randy@randyai.com](mailto:randy@randyai.com)  
416-549-8004