

## Summary of the Group Retirement Savings program for the employees of CAE Inc.

### Your program goals

Your program comes with tools and services to help you achieve your retirement goals. It's part of your comprehensive retirement planning strategy. Contributions will not be tax deductible, but they will grow tax-free together with the investment earnings on those contributions. This document provides a summary of your group Tax-Free Savings Account (TFSA) set up by your Plan Sponsor.

### At a glance

	TFSA
<b>Employer name</b>	CAE Inc.
<b>Group number</b>	For your group number, refer to the top section of the <a href="#">CAE benefits website</a> for additional information.
<b>Eligibility criteria</b>	All permanent employees working 20 hours per week or more. Upon hire or after the 6 months probationary period for unionized CAE employees. You must be 18 years of age at the time of enrolment.
<b>Participation</b>	Optional
<b>Employee contributions</b>	You may contribute up to the maximum allowed under the Income Tax Act (Canada).
<b>Voluntary contributions</b>	Allowed
<b>Withdrawals during employment</b>	Allowed
<b>Transfers from another eligible plan</b>	Allowed
<b>Investment instructions</b>	You decide how to invest your contributions.
<b>Default fund</b>	Balanced Path

## Plan fees

The following table outlines the fees applicable under your program. Your financial statement also details this information, including pooled fund fees and how they're collected.

<p><b>Funds available under your program and related fees</b></p>	<p>Your investment options include pooled funds. The unit value of these funds vary according to market conditions.</p> <p>Investment and operating fees are fees covering the professional services of fund managers and the various activities related to the operation of pooled fund. More specifically, operating fees pay for costs associated with the buying and selling of securities in the funds, audits, unit value calculations and so on. These fees vary by fund and are typically charged, along with applicable sales taxes, directly to the fund before the calculation of its unit value.</p> <p>To view the range of available options, log on to your account, via <a href="https://dfs.ca/GroupPlanMember">dfs.ca/GroupPlanMember</a> or the <b>Omni Desjardins</b> app, and go to <i>My account &gt; My investments &gt; Investment options</i> where you can also see the total fees applicable to each pooled fund.</p>
<p><b>Management fees</b></p>	<p>Management fees are what you pay to Desjardins Insurance for services related to your Group retirement savings program. They're deducted monthly from each of your pooled fund balances, according to the percentage shown below.</p> <p><b>They're in addition to the investment and operation fees applicable to your pooled funds.</b> Refer to your financial statement for details on these fees.</p> <p>0.165% per year.</p>
<p><b>Fees for withdrawals and transfer out</b></p>	<p><b>Withdrawals during employment:</b></p> <p>\$25 per cash withdrawal</p> <p>\$50 per external transfer (no charge for a transfer to another Desjardins institution)</p> <p><b>Withdrawals at termination of employment:</b></p> <p>\$150 per external transfer (no charge for a transfer to another Desjardins institution)</p>
<p><b>Other fees</b></p>	<p>Other fees may apply to special or non-recurring requests. Call our Customer Contact Centre for more information.</p>

This document is a summary description of your program and its rules. It doesn't create or grant any contractual rights. For more information on your program, call our Customer Contact Centre at 1-800-968-3587, or consult the "**Additional information on the Tax-Free Savings Account (TFSA)**" document available in your account, accessible via [dfs.ca/GroupPlanMember](https://dfs.ca/GroupPlanMember) or the **Omni Desjardins** app, under **My Statements and documents > Forms and documents**.