

2022-2023

Pension Annual Report

Including financial statements

Brock
University

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This report is designed to describe, in simple terms, the Brock University Pension Plan and related matters for eligible employees as at June 30, 2023. It has been prepared for informational purposes only. Subject to legislation and collective bargaining, as applicable, future amendments may be made to the Plan. If there is a discrepancy between this report and the official Plan text, or questions of interpretation arise, the official Plan text will prevail. The official Plan text, as amended from time to time, is available on request in the Office of People & Culture.



Message from the Chair

Glenn Skrubbeltrang, Chair, Pension Committee

Welcome to the 2022-23 Annual Pension Report. As Plan members this document will provide you with a wealth of information including benefit features, governance structure, financial information, committee activities and other pension highlights.

The Pension Committee is made up of Plan stakeholders who bring different outlooks and backgrounds to the meetings and discussions. I would like to thank all Pension Committee members once again for their time and commitment to the oversight of the Plan, including the work that is completed outside of the monthly meetings.

This work, guided and supplemented by the vital contributions of Financial Services and Office of People & Culture staff, is the foundation of a strong governance model essential to the proper administration of a pension plan. We hope you find this report informative.

I would also like to take this opportunity to announce that my term as Chair has ended and Prof. Jeffery Atkinson will be the incoming Chair of the Pension Committee beginning July 1, 2023.

If you have any questions related to the Pension Plan or retirement, contact pension@brocku.ca

Planning for your retirement



The Brock University Pension Plan (the “Plan”) is an important part of an eligible employee’s compensation package from the University. This will become a major pillar of support for employees who have worked a large portion of their work career at Brock University. The financial support structure for many retired Canadians will consist of three main areas: Government Programs (Canada Pension Plan, Old Age Security and Guaranteed Income Supplement), Registered Savings vehicles (Registered Retirement Savings Plans [RRSPs] and Tax Free Savings Accounts [TFSAAs]) and Employer Sponsored Registered Programs [Group RRSP and Pension Plans.] In addition, income may be supplemented through retirement by other means, such as part-time work, home equity and non-registered savings.

Early planning is critical to making the transition from work to retirement successful and less stressful. Retirement income comes from numerous sources and it is important to consider tax implications when making retirement decisions. Most employees making this transition engage a qualified advisor (i.e. tax advisor, financial advisor) during their planning process. Service Canada provides valuable details pertaining to the government pension and retirement payment programs, which can be accessed at the following website: canada.ca/en/services/benefits/publicpensions.html

You can obtain a copy of your Canada Pension Plan Statement of Contributions by signing into your “My Service Account” at the following location: canada.ca/en/employment-social-development/services/my-account.html

Retirement planning resources and opportunities available to employees through the University include:

- **Annual pension statement** – Active and deferred Plan members receive an annual pension statement (to be provided on or before Dec. 30 of each year). The annual statement provides values as at Plan year end (June 30). The values provided include the defined contribution account balance, accrued pension as at June 30 and estimated pension amounts as at normal retirement date (age 65).
- **Brock Pension Estimator** – The Brock Pension Estimator is available to active Plan members via their employee portal. Employees can use the tool to perform pension estimates for various retirement dates and to access their annual pension statements.
- **Brock University Pension Plan Information Booklet** – The pension booklet located at brocku.ca/human-resources/wp-content/uploads/sites/81/Brock_BUPP_booklet_web.pdf contains detailed information on the operation of the pension plan and the pension benefit.
- **Pension information sessions** – Office of People & Culture conducts information sessions throughout the year that explain the hybrid plan structure, pension benefit calculation and options, as well as the pension adjustment process.
- **Retirement planning meetings** – Employees can arrange confidential meetings with Office of People & Culture staff to discuss retirement-related items, including their pension benefit.

This report will provide you with an overview of Plan operation, governance, investments and financial status. In combination with the resources mentioned above, this information will contribute to improving your knowledge of the Plan and supporting your ability to plan for retirement. Detailed information on the Plan can be found in the Brock University Pension Plan Information Booklet.



How the Plan operates

Most pension plans are either:

Defined contribution: Provides a pension based on an individual's pension account balance, adjusted for investment performance over time; or

Defined benefit: Provides a clearly defined benefit based on specific factors, such as years of pensionable service and average earnings, upon retirement.

The Brock University Plan is a hybrid pension plan that provides a Money Purchase Pension (Defined Contribution), with an underlying Minimum Guaranteed Pension (Defined Benefit) that acts as a "safety net" in the event that the Money Purchase Pension falls below the Minimum Guaranteed Pension. When this occurs, the pensioner receives a supplemental payment on top of their Money Purchase Pension amount to bring them up to their Minimum Guaranteed Pension amount.

Required contributions

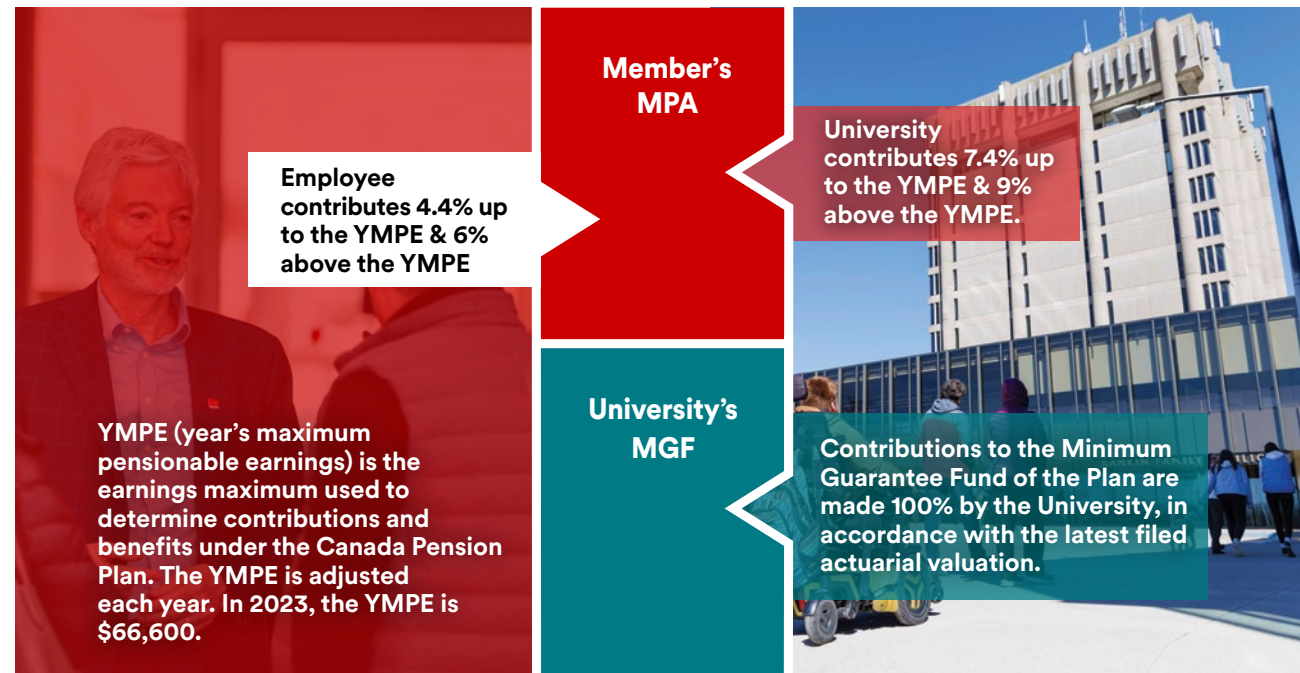
Both the employee and the University have certain contributions that they are required to make to the Plan.

Every employee enrolled in the Plan has a Money Purchase Account (MPA), which can be converted into a Money Purchase Pension at retirement. Both the employee and University contribute to this account as described in Figure 1.

In addition, the University contributes to the Minimum Guarantee Fund (MGF), which is used to provide supplemental payments to Plan members when the Money Purchase Pension has fallen below the Minimum Guaranteed Pension.

Figure 1

Contributions



Example 1

An employee's pensionable earnings are \$53,000 for the year (below the YMPE for 2023)

The employee contributes
4.4% on \$53,000 = **2,332.00**

The University contributes
7.4% on \$53,000 = **\$3,922.00**

Total contributions into your Money Purchase Account for the calendar year = \$6,254.00

Example 2

An employee's pensionable earnings are \$73,000 per year (above the YMPE for 2023)

An employee's pensionable earnings are \$73,000 per year (above the YMPE for 2023)

The member contributes 4.4% on earnings up to \$66,600 (YMPE) = **\$2,930.40**

The member contributes 6.0% on earnings above the YMPE (\$73,000 - \$66,600 = \$6,400) = **\$384**

The University contributes 7.4% on earnings up to \$66,600 (YMPE) = **\$4,928.40**

The University contributes 9.0% on earnings above the YMPE (\$73,000 - \$66,600 = \$6,400) = **\$576**

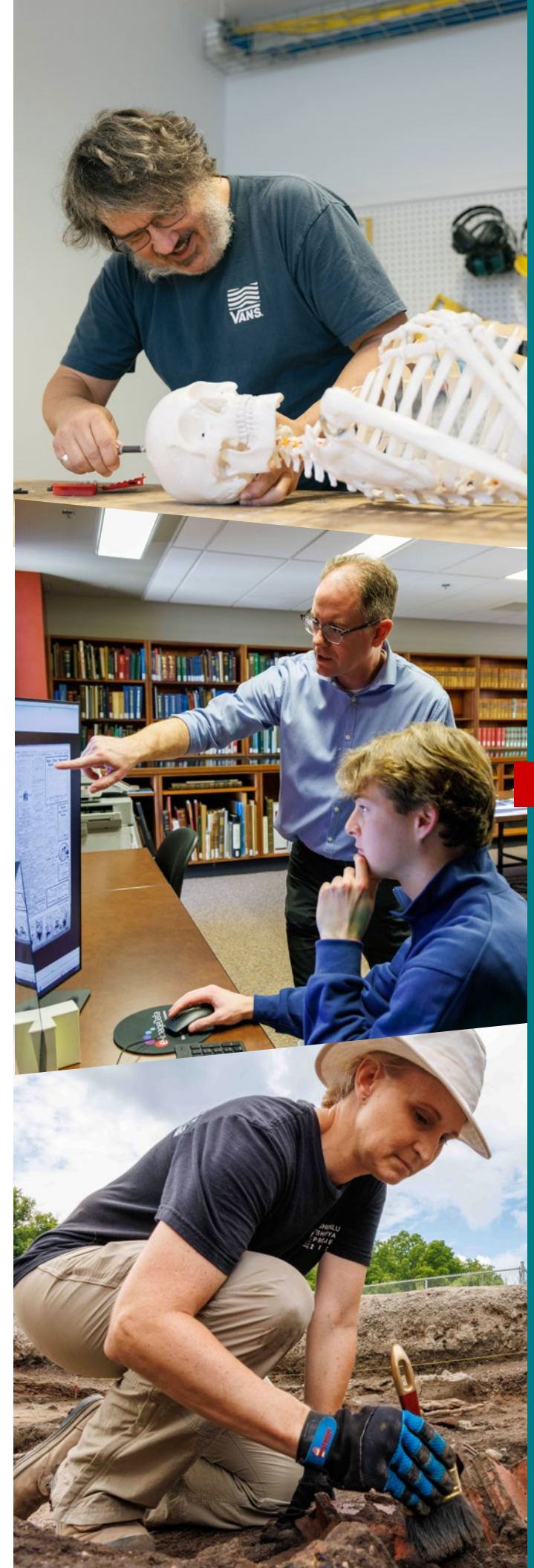
Total contribution into your Money Purchase Account for the calendar year = \$8,818.80

(All contributions are subject to Income Tax Act maximums.)

Other employee contributions

Additional Voluntary Contributions: In addition to the required contributions, employees may elect to make Additional Voluntary Contributions to the Plan, which are subject to the Income Tax Act maximums.

Special Transfer Contributions: It may be possible for employees to transfer funds into the Plan from other registered pension plans that they had with a previous employer. This option can be explored by contacting pension staff at the University.



Calculation of the pension benefit at retirement

The Brock University Pension Plan is a hybrid plan. At retirement, the Plan member will begin receiving the Money Purchase Pension if greater, or the Money Purchase Pension plus a supplement from the Minimum Guaranteed fund equal to the excess of their minimum guaranteed pension over their Money Purchase Pension (to bring their total retirement income up to the Minimum Guaranteed Pension amount).

Money Purchase Pension: The member's Money Purchase Account provides a pension benefit based on the total contributions in the member's Money Purchase Account and investment returns. A member's starting Money Purchase Pension amount is determined by dividing their Money Purchase Account balance by an annuity factor, based on actuarial factors in effect at the time:

Money Purchase Account Annuity factor

Minimum Guaranteed Pension: The Minimum Guaranteed Pension provides a pension benefit based on a predetermined formula, which considers a member's best five-year average pensionable earnings and years of pensionable service.

The formula is as follows:

$$1.7\% \times \text{best average earnings} \times \text{pensionable service} \\ \text{minus} \\ \frac{1}{35} \times (25\% \times \text{lesser of best average earnings or final average YMPE}) \times \text{pensionable service capped at 35 years}$$

The calculation is for the normal form of pension, which is a life pension guaranteed five years.

The following examples show how the pension benefit amounts are calculated for two sample members retiring at age 65.

Example 1

Emma is age 65, has a Money Purchase Account balance of \$370,000, best five-year average earnings of \$61,000 and 29 years of pensionable service. The final average YMPE is \$55,420. The annuity factor at the time of calculation for a member aged 65 is 12.4.

Money Purchase Pension
 $\$370,000 \div 12.4 = \$29,839$

Minimum Guaranteed Pension
 $(1.7\% \times \$61,000 \times 29) - \frac{1}{35} \times (25\% \times \$55,420 \times 29) = \$18,593$

Emma's annual pension
 In Emma's case, the higher pension is provided by the Money Purchase Pension; therefore, there is no supplemental payment from the Minimum Guarantee Fund.
 $\$29,839 + \$0 = \$29,839$

Example 2

Jakob is age 65, has a Money Purchase Account balance of \$670,000, best five-year average earnings of \$160,000 and 24 years of pensionable service. The final average YMPE is \$55,420. The annuity factor at the time of calculation for a member aged 65 is 12.4.

Money Purchase Pension
 $\$670,000 \div 12.4 = \$54,032$

Minimum Guaranteed Pension
 $(1.7\% \times \$160,000 \times 24) - \frac{1}{35} \times (25\% \times \$55,420 \times 24) = \$55,470$

Jakob's annual pension
 In Jakob's case, the higher pension is provided by the Minimum Guaranteed Pension and there is a supplemental payment from the Minimum Guarantee Fund.
 $\$54,032 + (\$55,470 - \$54,032) = \$55,470$

Pension benefit before or after age 65

Early retirement: Normal retirement age for the Plan is 65; however, members can begin receiving a pension as early as age 55, which will be actuarially reduced due to the early commencement of payment.

Postponed retirement: If a member continues working beyond age 65, contributions to the Plan continue until the earlier of their retirement date or Dec. 1 of the calendar year that they reach age 71. In accordance with legislation, the employee cannot continue to accrue pension benefit beyond the year that they reach age 71. If the employee continues to work at the University beyond Dec. 1 of the year that they reach age 71, they will be collecting their pension in addition to their employment income from the University.

Figure 2

Brock Pension Plan Options



Why transfer the pension benefit to a LIRA/LIF?

- Poor health may result in a shortened life expectancy
- Member may want to ensure residual funds (if any) will go to a beneficiary
- Member feels that their investments will perform better than the Plan's investments and feels confident in monitoring the performance of their funds



Possible reasons for choosing a monthly pension from the Plan.

- Minimum Guarantee Pension – Plan has a safety net which provides a known level of protection from negative investment performance
- Member feels secure knowing they will receive a monthly payment for their lifetime
- Members may live longer than average life expectancy – won't run out of funds
- Investing or monitoring investments may not be something the member feels confident or interested in

Annual adjustments to pension amounts during retirement

It is important to understand that pension amounts paid from the Plan are 'variable' in nature. After a member begins receiving their pension, the Money Purchase Pension and Minimum Guaranteed Pension amounts are adjusted annually. The adjustments are effective July 1 of each year. Each year, after adjustments are made to both pension amounts, the pensioner will begin receiving the greater of the two pension amounts. The adjustment processes for both pension amounts are detailed in Figures 4 and 5.

What are employees choosing to do at retirement?

Figure 3: Election of pension option (%)

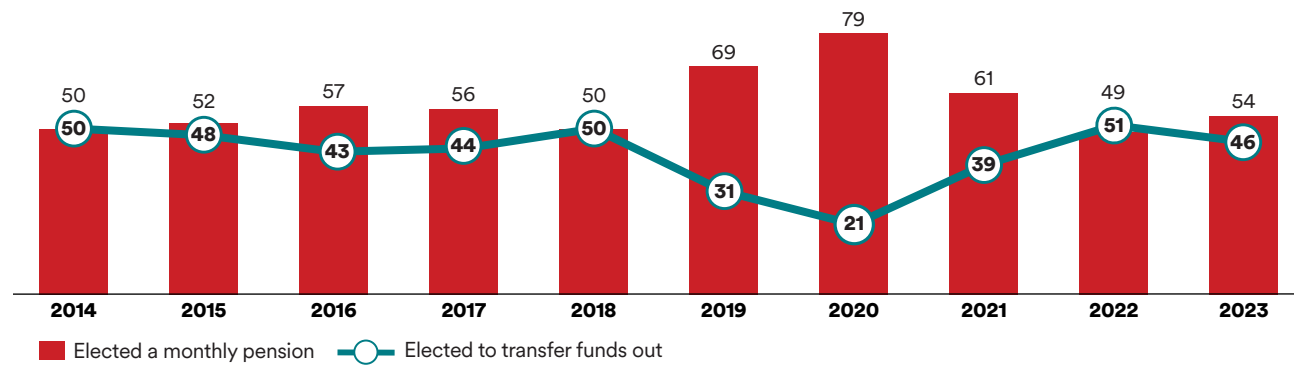


Figure 4: Money Purchase Pension annual adjustment

Pension Plan year ending	Fund rate of return (%)	Adjustment for rate of return (%)	Adjustment for mortality (%)	Adjustment for change in mortality table (%)	Total pensioner adjustment (%)
June 30, 2014	15.8129	9.8129	-1.0564		8.7565
June 30, 2015	9.5487	3.5487	-0.5040		3.0447
June 30, 2016	3.1421	-2.8579	0.5425	-1.5491	-3.8645
June 30, 2017	9.6688	3.6688	-0.0233	-3.4858	0.1597
June 30, 2018	8.3453	2.3453	-0.5230		1.8223
June 30, 2019	8.3413	2.3413	0.2851		2.6264
June 30, 2020	7.4521	1.4521	-0.2188		1.2333
June 30, 2021	12.4968	6.4968	-0.2024		6.2944
June 30, 2022	-6.8485	-12.8485	0.5920		-12.2565
June 30, 2023	11.1150	5.1150	0.6191		5.7341

Note: The figures above have been simplified to present them in additive form.

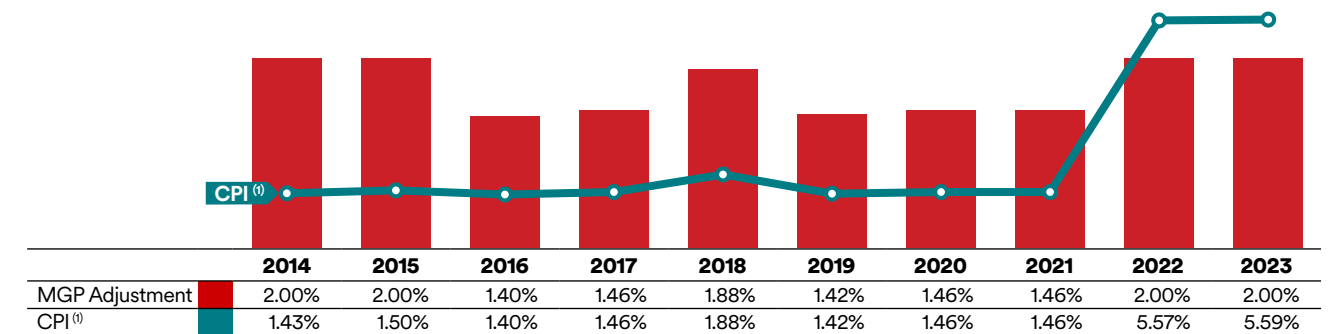
Money Purchase Pension annual adjustment

The pensioner's Money Purchase Pension is adjusted based on two factors 1) the actual rate of return of the Plan compared to the current six per cent assumed rate of return and 2) actual pensioner mortality compared to the mortality assumption used when calculating the starting Money Purchase Pension amount. In addition, the actuary monitors mortality experience of pensioners and provides advice on changes to the mortality tables used when calculating starting pension amounts. If a stronger mortality table must be enacted, pensions will be adjusted to account for the move to the new mortality table. Figure 4 details the components of the annual Money Purchase Pension (MPP) adjustments for the previous 10 years.

Minimum Guaranteed Pension annual adjustment

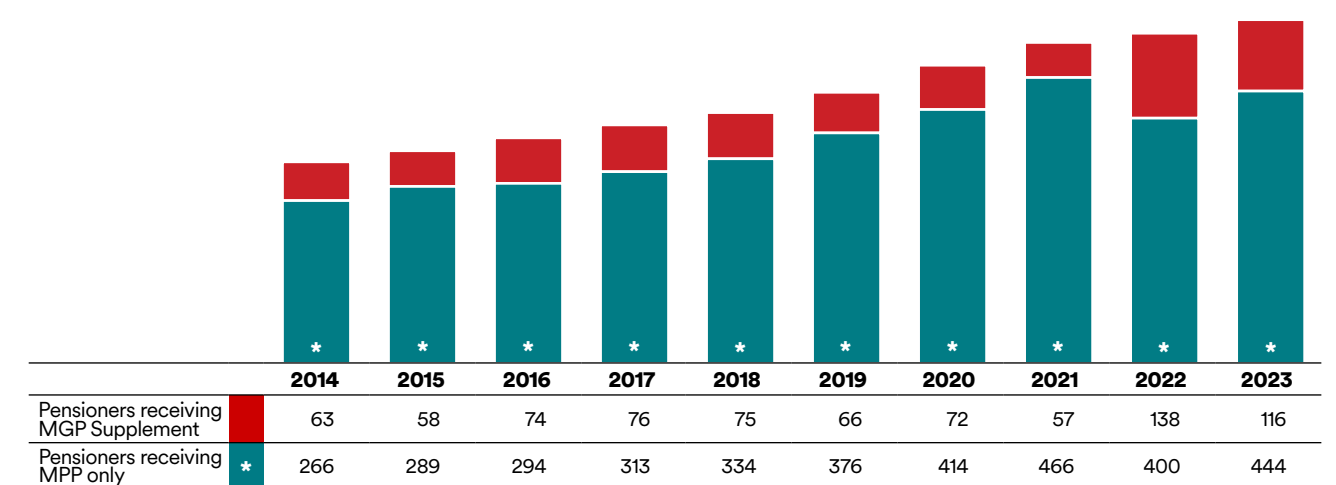
The pensioner's Minimum Guaranteed Pension is indexed with the Consumer Price Index (CPI)⁽¹⁾ to a maximum of two per cent, cumulative from pension commencement date. If CPI⁽¹⁾ is greater than two per cent in a year, that excess amount is carried over and applied to your Minimum Guaranteed Pension in future years.

Figure 5: Minimum Guaranteed Pension adjustments (%)



Note: The Minimum Guaranteed Pension is adjusted by the change in Consumer Price Index over the preceding 12 months to a maximum of 2% cumulative from pension commencement, which can result in different adjustments among pensioners depending on when the pensioner's pension commenced. The percentage listed above is the increase received by the majority of pensioners in each year.

Figure 6: Number of pensioners receiving MGP vs MPP plus supplement from the minimum guarantee fund



Death of a Plan member Death of an active or deferred member

If a Plan member passes away before beginning to receive a pension, and the deceased Plan member has a spouse (as defined by pension legislation), the spouse may elect to receive the pension benefit as:

- cash (less taxes) or
- a transfer of funds into an RRSP or
- an annual pension

If the deceased Plan member has no spouse (as defined by pension legislation), the designated beneficiary will receive the pension benefit as a cash payment (less taxes).

Death of a pensioner

When a pensioner passes away, any survivor benefit will be based on the option elected at pension commencement.

(1) Consumer Price Index, monthly, not seasonally adjusted – Table 18-1-004-01 – all items.

Pension Plan governance

Plan Sponsor

Every registered pension plan must have a Plan Sponsor that is responsible for establishing the Plan, amending the Plan and benefits, contributing as required to the Plan, and determining pension expenses. Brock University, acting through its Board of Trustees, is the Plan Sponsor.

Plan Administrator

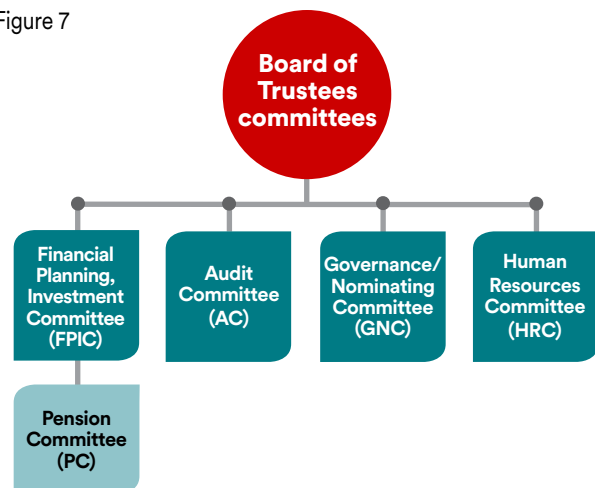
Every registered pension plan must have a Plan Administrator that is responsible for enrolling members, administering benefits, investing Plan assets, communicating with Plan members, appointing and monitoring service providers, and ensuring regulatory compliance. Brock University, acting through its Board of Trustees, is the Plan Administrator; however, in recognition that certain duties require specialized expertise, the University contracts the services of advisors with such expertise and has delegated certain duties to various internal and external parties. The Office of People & Culture has the internal delegated responsibility for Plan administration.

Internal governing committees

The University's Board Bylaws and Committee Charters outline responsibilities of the various committees pertaining to the Plan. In addition, the Pension Governance Manual provides an overview of governance pertaining to the Plan.

The Pension Committee is an advisory committee reporting to the Financial Planning and Investment Committee (FPIC) and consists of 14 members, including seven Brock University Faculty Association (BUFA) members, one Board of Trustees member, one Canadian Union of Public Employees (CUPE 1295)

Figure 7



member, one Ontario Secondary School Teachers' Federation (OSSTF) member, one Administrative Professional and Exempt Staff (AP&E) member and one pensioner from the Brock University Retirees' Association (BURA). The Associate Vice-President (AVP), Office of People & Culture and AVP, Financial Services are ex officio members of the Pension Committee.

FPIC membership 2022-23

Name and Role/affiliation

- Brian Lang (Chair and Community Member)
- Greg Berti (Vice-Chair and Community Member)
- Jonathan Davey (Community Member)
- Stephanie Thompson (Community Member)
- Debbie Zimmerman (Community Member)
- Don Cyr (Faculty, Staff or Student Member)

Ex officio members

- Mark Arthur (Chair of the Board)
- Mary De Sousa (Vice-Chair of the Board)
- Lesley Rigg (President and Vice-Chancellor)

Pension Committee membership 2022-23

Name and role/affiliation

- Glenn Skrubbeltrang (Chair, BUFA)
- Jeffrey Atkinson (Vice-Chair, BUFA)
- Lisa Price (A/P & E)
- Kristian Knibutat (Board of Trustee)
- Ivan Medovikov (BUFA)
- Doug Smith (CUPE 1295)
- Tatyana Sokolyk (BUFA)
- Terry Varcoe (BURA)
- Kayne Wignall (OSSTF)
- Lianxi Zhou (BUFA)

Ex officio members

- Amanda Villella (Acting Associate Vice-President, Office of People & Culture)
- Josh Tonnos (Chief Financial Officer and Associate Vice-President Financial Services)

Resource staff

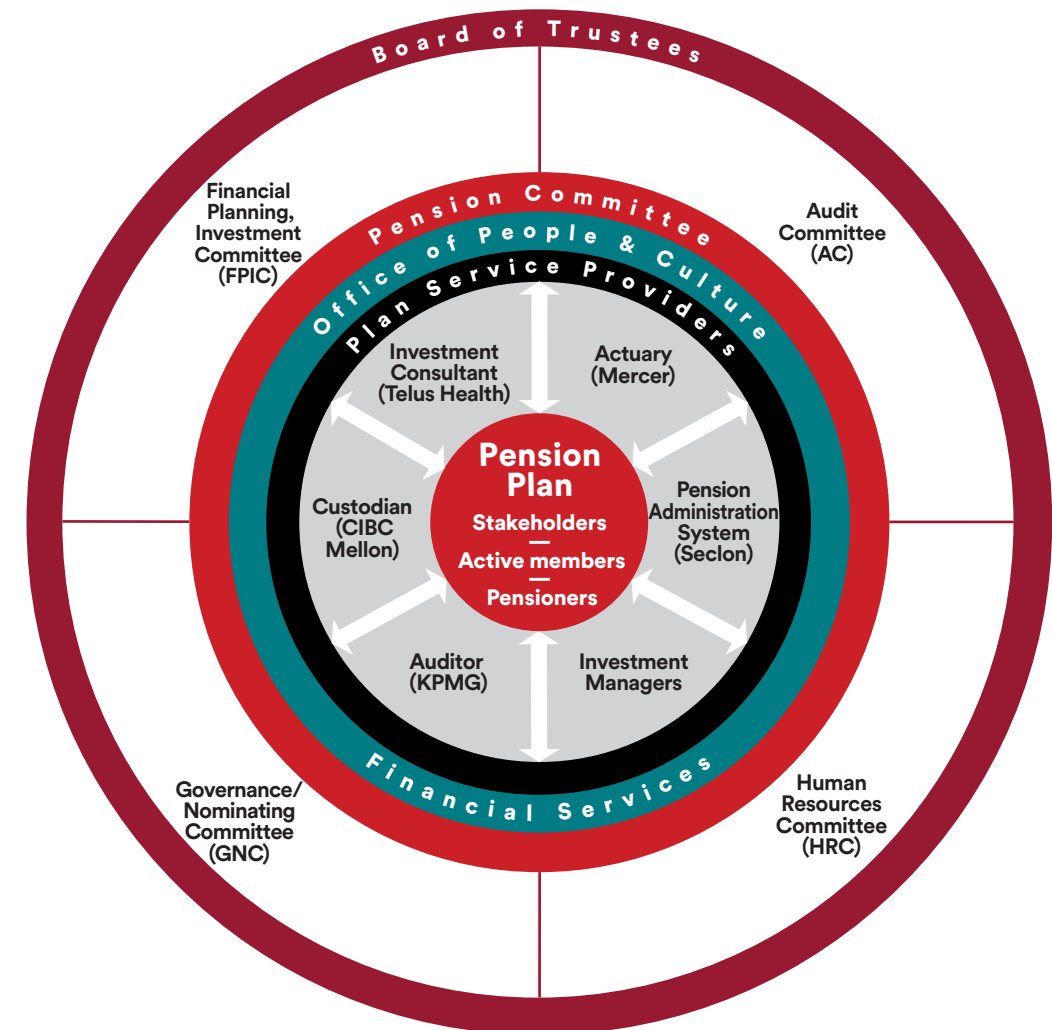
- Janice Facey (Manager, Pension & Benefits)
- Wanda Fast (Secretary)
- River Palombo (Pension Administrator)
- Lisa Price (Director, Financial Accounting and Controller)

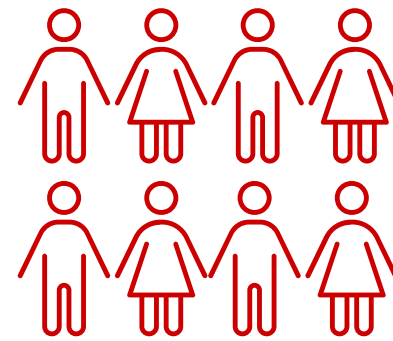
Governing documents, legislation

The Brock University Pension Plan is registered (#0327767) with the Financial Services Regulatory Authority of Ontario (FSRA) under the Pension Benefits Act (Ontario) and the Canada Revenue Agency under the Income Tax Act. The Pension Benefits Act sets minimum rights and promotes benefit security (the floor), while the Income Tax Act limits contributions and accruals (the ceiling) – the Plan must comply with both regimes. In addition, other various legal regimes

that apply to the Plan include, but are not limited to, the following: Employment Standards; Family Law; Contract Law; Human Rights; and Estate Law. In addition, there are many legal documents that are considered in the administration of the Plan. Within the University governance structure, the Pension Committee acts in an advisory capacity, making recommendations to the Financial Planning and Investment Committee.

Figure 8





Age	Active members
20-29	118
30-39	390
40-49	471
50-59	499
60-64	214
65-71	100
Total	1,792

Age of pensioners, as of June 30, 2023:

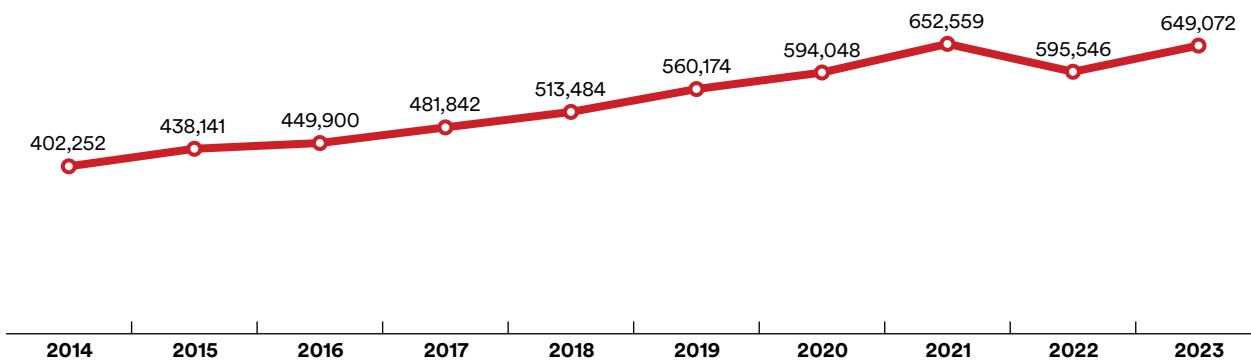
58 55-65 years old

453 66-85 years old

49 86+ years old

Fund assets

Figure 9: Total fund assets as of June 30 (\$000s)



As of June 30, 2023:



1,792 active members

412 deferred members

560 pensioners

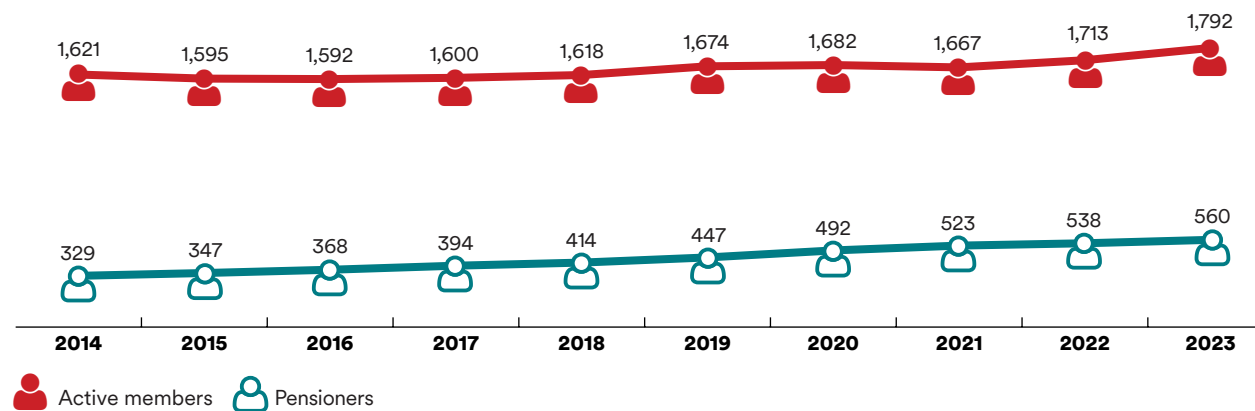
Plan year 2022-23:

243 new members enrolled in the Plan

54 active members retired from the Plan

Active participants

Figure 10: Number of active members and pensioners



Total annual contributions into the plan for the year

\$24,264,785



Pension payments for the year:

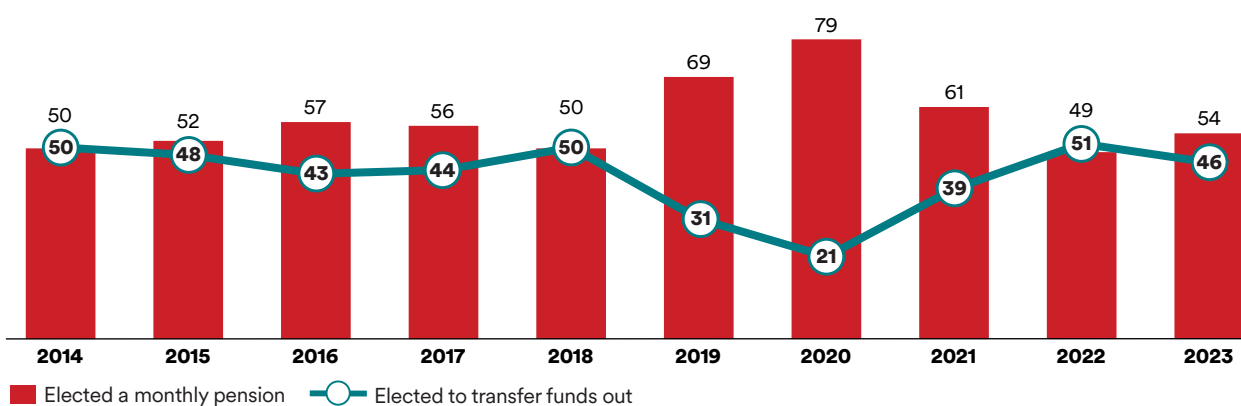
\$18,008,571

9 Pensioners have been receiving a pension for

30+ Years

Pension options

Figure 11: Election of pension option (%)



TOP 10 Equity holdings as of June 30, 2023

1. Microsoft Corp
2. Novo Nordisk A/S
3. Alphabet Inc.
4. Alimentation Couche-Tard Inc
5. LVMH Moët Hennessy Louis Vuitton SE
6. Nestle SA
7. Marsh & McLennan Cos Inc
8. LINDE PLC
9. Aon PLC
10. Bayerische Motoren Werke AG

Average age of pensioners as of June 30, 2023 is

75

Definition of pension terms

Best Average Earnings: refers to the average of your pensionable earnings during your five highest-paid years of pensionable service. If you have fewer than five years of pensionable service, the average of your total pensionable earnings is used.

Commuted Value: an estimate of money that a person would need to invest right now to give them the pension they would receive if they were to leave their pension benefit in the pension plan. The calculation is based on a number of factors, including the Plan member's age at retirement, the amount of the member's Money Purchase Pension and Minimum Guaranteed Pension and interest rates in effect at the date of retirement. Any amounts in excess of the Income Tax Act limits are paid directly to the member and are subject to income tax for lump-sum payments.

Custodian: an institution that holds a pension plan's assets and is responsible for the safekeeping of those assets. Custodial services are offered by most of the major trust and insurance companies. **Defined Benefit (DB) pension plan:** a pension plan that defines the pension benefit to be provided in accordance with a formula, usually based on years of service and earnings.

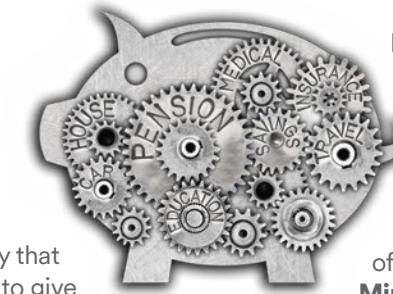
Defined Contribution (DC) plan: a pension plan that defines the amount of contributions to the pension plan. The member's retirement income is based on contributions from the member and employer, plus investment return on these contributions. At retirement, the amount of retirement income that is received is based on the accumulated contributions and investment return in the member's account.

Going-Concern Valuation: part of the triennial valuation performed to determine the financial position of the pension plan, assuming continuation of the Plan indefinitely. This also determines the Plan Administrator's ongoing contribution requirements.

Hybrid Pension Plan: a pension plan that has both a Defined Contribution (DC) component and a Defined Benefit (DB) component. The Brock University Pension Plan is a Hybrid plan. The pension benefit received will be the greater of the Money Purchase Pension (DC) or the Minimum Guarantee Pension (DB).

Life Income Fund (LIF): an arrangement that provides retirement income for life from funds that originate from a registered pension plan or LIRA. A LIF is regulated by the Income Tax Act (Canada) and governed by provincial or federal pension benefits legislation.

Locked-In Retirement Account (LIRA): similar to a RRSP for income tax purposes, a LIRA is set up with



locked-in funds that are transferred out of a pension plan. Financial institutions accepting locked-in funds must agree to administer them based on the applicable pension legislation. The range of investments offered in a LIRA depends on your financial institution, but is often the same range as for RRSPs.

Minimum Guarantee Pension: the Defined Benefit component of a member's pension based on the pension plan's formula.

Income Tax Act (ITA): federal law governing tax collection and related benefit distribution, administered by the Canada Revenue Agency. It sets maximum limits on contributions made to a retirement plan, on a tax-deferred basis, and maximum benefits a retirement plan can provide.

Money Purchase Pension: the Defined Contribution component of the member's pension benefit resulting from the member's Money Purchase Account balance being converted to a variable pension.

Pension Adjustment: the pension benefit earned by an employee during a calendar year under a registered pension plan. This amount is reported on T4 statements and is used to reduce available RRSP contribution room in the following year.

Pension Benefits Guarantee Fund (PBGF): the PBGF is a special fund that was established by the Government of Ontario to cover pension benefits for certain defined benefit pension plans if they are wound up because the employer is insolvent and there is a funding shortage. The PBGF is funded by certain employers who sponsor defined benefit pension plans and qualify for this coverage. They are responsible for making yearly payments into the PBGF, based on the pension plan's financial status and the number of Ontario plan beneficiaries who are part of the pension plan. The Brock University Pension Plan contributes to the PBGF due to the DB component of the Plan.

Special Payments: Special Payments are additional contributions made by the Plan sponsor of a Defined Benefit pension plan to fund any unfunded liabilities and solvency deficiencies. The amount and timing of payments are determined as part of the actuarial valuation.

Provision for Adverse Deviation (PfAD): the PfAD is a new regulation that provides for an additional level of funding on top of existing normal cost and going concern funding requirements. The PfAD is based on a number of factors, including the asset allocation of the plan, the discount rate, etc.

Frequently asked questions

Pension

Q: Am I contributing the maximum into the pension plan?

A: All Plan members must contribute 4.4% of their pensionable earnings up to the YMPE and 6% above the YMPE. The University must contribute 7.4% of the member's pensionable earnings up to the YMPE and 9% above the YMPE. A Plan member may contribute Additional Voluntary Contributions.

Q: What happens to my pension benefit if I die before retirement?

A: If you die before retirement, your beneficiary will receive a pension benefit based on your Money Purchase Account balance together with the commuted value, if any, of the excess of your Minimum Guaranteed Pension over your projected Money Purchase Pension. Alternatively, a surviving spouse may choose to take an annual pension. University pension staff will meet with the surviving spouse and provide documentation outlining his or her options.

Note: If you have an eligible spouse, and unless your spouse has waived his or her entitlement to the survivor benefit, your spouse will receive the survivor benefit even if he or she is not your designated beneficiary.

Q: What are my pension benefit options if I leave employment with the University (before age 55)?

A: Within 30 days of your exit, the University will provide you with a Statement and Election of Benefits on Termination form that will detail all of your pension benefits, their value and your options. Your pension benefit will include your contributions, the University's contributions, investment interest earned to date and the commuted value of the supplementary retirement benefit (subject to Income Tax Act limits), if applicable. You will have the option to:

- leave your pension benefit invested in the Plan until you are ready to begin a pension (age 55 or later)
- transfer your pension benefit to a Locked-In Retirement Account (LIRA)
- transfer your pension benefit to another registered pension plan as long as the plan is registered in Canada, accepts such transfers and the plan administrators agree to the terms of the transfer.

Q: I am an active Plan member. How can I find out for myself what my pension might be?

A: The Brock Pension Estimator allows active plan members to estimate monthly pensions with user-

defined retirement dates and other assumptions. Using this tool, you can estimate the benefits you would be entitled to from the Money Purchase Account and the Minimum Guarantee Fund. The Estimator's calculations are based on the assumption that you will remain employed by the University until your selected retirement date. You can access the Estimator from your "My Work" tab in the "my.brocku.ca" portal.

Retirement

Q: Does CPP affect my Brock University pension?

A: Your Brock University pension does not change when you begin to receive CPP. Likewise, your Brock University pension does not affect your CPP payment amount. You can contact Service Canada for more information about your CPP amount.

Q: If I retire early (prior to age 65), how does that affect my pension?

A: You can begin receiving a pension as early as age 55. The monthly pension amount will be actuarially reduced to account for the fact that you will be receiving the pension for a longer period of time.

Q: If I die while collecting a pension, who should my spouse notify?

A: A spouse must notify University pension staff of the pensioner's death. Staff will speak with the spouse regarding next steps and will notify the Custodian.

Q: Who do I contact if I do not receive my tax form (T4A statement) for my pension payments?

A: You can contact the custodian, CIBC Mellon at 1-800-565-0479 for North America or 1-519-873-2218 internationally.

Q: How do I change the account my pension payments are deposited into?

A: You can contact the Custodian, CIBC Mellon at 1-800-565-0479 for North America or 1-519-873-2218 internationally. They will inform you of the steps to take to change your banking information.

Q: When will I find out my new monthly pension payment after the annual (July 1) adjustment?

A: In September, University pension staff will send you a Pensioner Adjustment Letter, which will explain your new adjusted Money Purchase Pension amount, your new adjusted Minimum Guarantee Pension Amount and your new monthly (gross) payment amount. The new payment amount is retroactive to July 1; however, you

will receive the first adjusted payment in October. You will also receive a Pensioner Statement annually that summarizes information outlined in the Pension Benefits Act (PBA) regulations. You will note that your pension amounts on this statement are stated for the previous year, as the regulations require that pension statements be retrospective (providing information for the previous year).

Q: Who do I contact regarding a change of address?

A: You can contact University pension staff or CIBC Mellon directly at 1-800-565-0479 for North America or 1-519-873-2218 internationally. Staff will update your information and notify CIBC Mellon, if necessary.

Q: How soon will I receive my money after my retirement date?

A: If Brock University receives your paperwork in a timely fashion – that is, at least two months before pension commencement – your first pension payment will be deposited to your account within two weeks of the pension commencement date. Thereafter, the payment will be deposited into your account on the first business day of each month. If you elected to transfer your funds from the Plan, the transfer typically will be processed within three weeks of your retirement date.

Q: Does my pension amount change if my spouse dies before me?

A: No, your pension amount does not change after a spouse's death. However, you should notify University pension staff of your spouse's death if you retired with a Joint and Survivor pension, as this information is used by the actuary when calculating the annual mortality adjustments for the pensioner group.

Q: If I die while collecting a pension, does my spouse, family or estate receive a survivor benefit?

A: When a pensioner death occurs, the survivor benefit depends on the form of pension elected at pension commencement. For example, if you chose a Joint and Survivor 60 per cent pension with a 15-year guarantee, after your death, your spouse would receive 60 per cent of your pension amount for the rest of their life. Both Money Purchase and Minimum Guaranteed Pension amounts are reduced to the 60 per cent level and both amounts continue to be adjusted on an annual basis. However, using the same example, if both you and your spouse die before the end of the 15-year guarantee period, the value of any remaining payments to the end of the 15-year guarantee period would be paid to the

estate of the last living pension recipient. If you and/or your spouse live beyond the 15-year guarantee period, pension payments will end after the death of the last pension recipient and there is no payment to the estate.

Q: I am an active plan member. When should I speak with someone about my retirement options?

A: If you're thinking of retiring within two years, contact Pension staff for a meeting. Pension staff will provide a pension projection, review pension options and answer any pension-related questions. Meetings are confidential.

Q: When do I provide notice of my retirement?

A: Written notice of your retirement should be provided to the Office of People & Culture at least four months before your retirement date. The letter must include the date of retirement and your signature. It is important to note that pension payments are made on the first day of the month; therefore, an employee's last day of employment (the retirement date) would normally be the last day of the month.

Q: Where can I see my current pension account balance?

A: Pension statements are issued once per year, for the Plan's fiscal year July 1 to June 30. Active plan members can view their current pension statement and past pension statements on the Brock Pension Estimator.

Q: What happens if I remarry after pension commencement?

A: If you elected a Joint and Survivor Pension option at pension commencement, the spouse you had at pension commencement is eligible to receive a spousal pension upon your death. If you remarry or enter into a different common-law relationship after the date your pension payments begin, your new spouse is not eligible to receive the spousal benefit.

Q: Is it possible for me to have more taxes deducted from my pension?

A: Yes. You can contact CIBC Mellon directly at 1-800-565-0479 for North America or 1-519-873-2218 internationally.

Q: Do I pay taxes on my pension benefits?

A: Yes. You will pay taxes on your pension as well as benefits from CPP and OAS. However, you may benefit from being in a lower tax bracket during retirement than the bracket that currently applies to you. The Plan's custodian will deduct applicable taxes and provide you with the appropriate tax form required for you to use when preparing your income tax return.


Current state of activities

Key Pension Committee activities 2022-2023

Figure 12


Fund Performance Reviews	The Plan's investment consultant presented two detailed performance reviews for periods ending June 30/22 and December 31/22. Quarterly performance summaries were received for periods ending September 30/22 and March 31/23.
Pension Committee Education	Committee members participated in the following education sessions: <ul style="list-style-type: none"> • Fixed Income • Actuarial valuations
Fund Manager Presentations	Committee members received presentations from the following Investment managers on their investment process, organization, past performance, and market outlook <ul style="list-style-type: none"> • PH&N, a fixed income manager • AVIVA, fixed income manager • IFM Investors, an infrastructure manager • PRISA, a real estate manager • Morgan Stanley, a real estate manager
Infrastructure Assets	Axiom Infrastructure fully funded as of April 1, 2023.
Review of Audited Financial Statements	Committee members reviewed the Plan's audited financial statements for Plan year ending June 30, 2022.
Review of SIPP	Conducted annual review of Statement of Investment Policy and Procedures (SIPP).

Helpful hints for Plan Members to ensure pension records remain accurate:

- 


1 Review your annual pension statement!

 - Active plan members can login to my.brocku.ca and go to the Brock Pension Estimator link to view your latest pension statement
 - Deferred plan members and pensioners: Your statement is mailed annually to your address on record with the University. If you have moved and have not received your annual statement, contact pension staff to update your address on record with the University. If you have moved and have not received your annual statement, contact pension staff to update your contact information (see #3)



2 Your spouse and beneficiary designation, identified on your annual pension statement, should be reviewed annually and after notable life-changing events such as:

 - Change in employment (new plan member)
 - Change in spousal status
 - Death of a spouse or beneficiary
 - Need to update your spouse and beneficiary information? Click here to download and complete a new designation form.



3 Keep your contact information with the University up to date! This includes name, address, email and phone number.

 - Active plan members can update contact information in Workday
 - Pensioners and deferred plan members can contact pension staff (pension@brocku.ca) who will verify your identity and update your contact information.

Importance of a beneficiary form...

A death benefit may become payable if you die prior to retirement. In the event that a pension death benefit becomes payable, if you have no qualifying spouse, your designated beneficiary or beneficiaries will be entitled to receive a benefit from the Plan.

The beneficiary designation form

The beneficiary designation form is made available to you so that you may designate one or more beneficiaries under the Plan and keep your beneficiary information on file with Brock University (the "University"). Once you have submitted a valid beneficiary designation form, you can alter or revoke your designation at any time, including after your pension has commenced.

If a death benefit becomes payable in respect of your pension and you do not have a qualifying spouse, but you do have a valid beneficiary designation on file, the University will pay the death benefit directly to your beneficiary(ies), and the benefit will not pass through your estate.

While you are not required to complete the beneficiary designation form, it is important to understand the possible consequences of declining to designate a beneficiary for your pension benefit. This information is provided in order to assist you in making an informed decision as to whether to execute the beneficiary designation form. Plan members are strongly recommended to obtain independent financial and/or legal advice before making any decisions with respect to estate planning. The information provided here is not intended as advice regarding the planning of your estate.

If no beneficiary designated

If you do not designate a beneficiary, if a pension death benefit becomes payable and you do not have a qualifying spouse, the benefit will be payable to your estate.

The payment of a pension death benefit to your estate could have tax and other consequences. If your death benefit passes through your estate, it could be subject to Estate Administration Tax and could be accessible to creditors, if any. Passing through your estate could also result in additional delay and administrative burden in the distribution of the intended benefit. Many Plan members designate a beneficiary to avoid these consequences.

Beneficiary designated through your will

Members may designate a beneficiary through their will. However, the University cannot confirm the efficacy of a beneficiary designation made through your will.

Information to be provided

Regardless of whether your pension death benefit is payable to a designated beneficiary or to your estate, and regardless of whether any beneficiary designation was executed in the form provided by the University or through your will, the University will require the person(s) entitled to receive your pension death benefit to provide any information the University deems relevant in order to confirm entitlement to and pay such benefits. The Pension Benefits Act specifically requires the University, as Plan administrator, to request information required to calculate and pay benefits and entitled recipients are required by the Pension Benefits Act to provide such information prior to payment.



Changes to Canada Pension Plan Phase Two in effect January 1, 2024

The Canada Pension Plan (CPP) is a defined benefit pension plan that provides most of the Canadian workforce and their families with a pension/benefit in the event of retirement, disability or death. CPP is jointly administered by the Canada Revenue Agency (CRA) and Employment and Social Development Canada and is funded through matching contributions from the employee and employer (contribution rates are set by administrators of CPP), along with any investment gains.

In 2016, the federal and provincial governments agreed to enhance CPP to improve the retirement security of Canadians. Legislation was passed and effective Jan. 1, 2019, contributions and benefits under CPP increased.

What are the changes and how will they affect employees?

1. Enhancing retirement income:

The main objective of enhancing CPP was to improve the retirement security of Canadians; therefore, the retirement income that will be paid from CPP to future retirees will increase gradually from 25% to 33% of pensionable earnings.

Contributing to the enhanced CPP will allow employees to accumulate partial additional benefits. It is estimated that full enhanced CPP benefits will be available after approximately 40 years of making enhanced CPP contributions. However, partial benefits will be available sooner and will be based on the employee's years of contributions and the amount of contributions. Individuals already receiving CPP benefits and those that will retire prior to implementation will not benefit from these changes.

2. Increase in contributions:

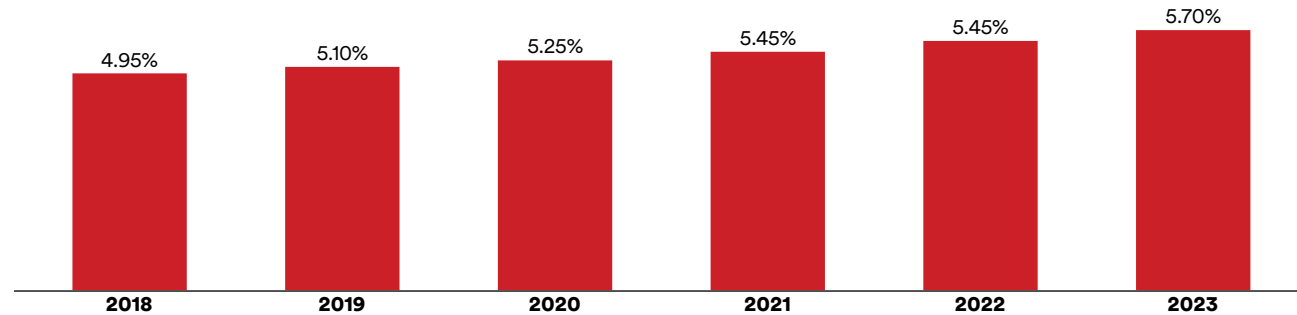
In 2018, employees contributed 4.95% to CPP on earnings below the Year's Maximum Pensionable Earnings (YMPE) (2018 YMPE = \$55,900). This contribution is matched by the employer for a total contribution to each employee's CPP of 9.9%. The YMPE is adjusted each year consistent with general wage increases in Canada. There are no contributions for earnings below the Year's Basic Exemption amount (\$3,500) or above the YMPE. Starting Jan. 1, 2019, the contribution rate increases began phasing-in over seven years, in two phases.

The increase in contribution rates are required in order to pay for the benefit enhancements outlined above.

Phase 1:

Phase 1 extended over five years, with contribution rates increasing annually on earnings below the YMPE (2019 YMPE = \$57,400), from January 1, 2019 to January 1, 2023. To the right is a synopsis of the contribution rate increases for employees and employers.

Figure 13: CPP Phase 1 – contribution increases



Example 1:

The table below shows an example of how an employee who earns \$50,000 (below YMPE) is affected by the contribution rate increases in Phase 1 (2019 – 2023).

Figure 14: CPP contribution change for earnings below YMPE

Year	Earnings (A)	Year's Basic Exemption Amount (B)	YMPE (C)	Matching Contribution Rate up to the YMPE (D)	Employee Yearly Contribution in dollars (A)-(B)x(D)	University Yearly Contribution in dollars (A)-(B)x(D)
2018 (Current)	\$50,000	\$3,500	\$55,900	4.95%	\$2,302	\$2,302
2019	\$50,000	\$3,500	\$57,400	5.10%	\$2,372	\$2,372
2020	\$50,000	\$3,500	\$58,700	5.25%	\$2,441	\$2,441
2021	\$50,000	\$3,500	\$61,600	5.45%	\$2,534	\$2,534
2022	\$50,000	\$3,500	\$64,900	5.70%	\$2,651	\$2,651
2023	\$50,000	\$3,500	\$66,600	5.95%	\$2,767	\$2,767

Example 2:

The table below shows an example of how an employee who earns \$70,000 (above YMPE) is affected by the contribution rate increases in Phase 1 (2019 – 2023).

Figure 15: CPP contribution change for earnings above YMPE

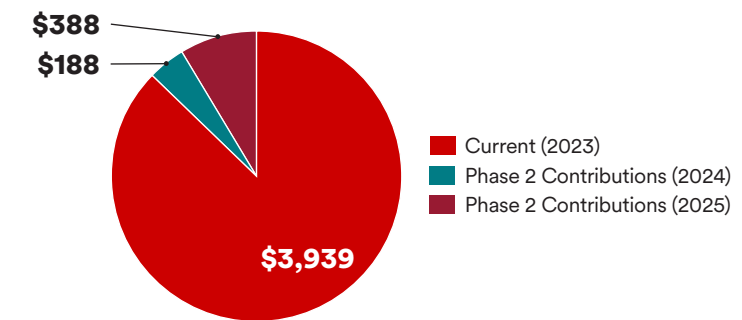
Year	Earnings (A)	Year's Basic Exemption Amount (B)	YMPE (C)	Matching Contribution Rate up to the YMPE (D)	Employee Yearly Contribution in dollars ((C)-(B))x(D)	Employer Yearly Contribution in dollars ((C)-(B))x(D)
2018	\$70,000	\$3,500	\$55,900	4.95%	\$2,594	\$2,594
2019	\$70,000	\$3,500	\$57,400	5.10%	\$2,749	\$2,749
2020	\$70,000	\$3,500	\$58,700	5.25%	\$2,898	\$2,898
2021	\$70,000	\$3,500	\$61,600	5.45%	\$3,166	\$3,166
2022	\$70,000	\$3,500	\$64,900	5.70%	\$3,500	\$3,500
2023	\$70,000	\$3,500	\$66,600	5.95%	\$3,754	\$3,754

Phase 2:

Phase 2 will begin in 2024 with the introduction of a higher earnings ceiling covered by CPP. This new ceiling will be referred to as the Year's Additional Maximum Pensionable Earnings (YAMPE). Employees and employers will be required to contribute 4% of their earnings between the YMPE and the YAMPE. In 2024, the YAMPE will be 7% higher than the YMPE. In 2025, the YAMPE will increase to 14% higher than the YMPE and will maintain this for future years.

The graph below shows an example of what the contribution breakdown amounts will be in 2025 after all contribution increases have been phased in for an employee who earns \$80,000 annually. In 2025, the projected YMPE is \$69,700 and the projected YAMPE is \$79,400.

Figure 16: Contribution breakdown amounts 2025



The table below shows an example of how an employee who earns \$80,000 is affected by the enhancements to CPP. It is assumed that earnings will remain constant over the seven-year phase-in period.

Figure 17: CPP Contributions Phase 1 and Phase 2

Year	Earnings	YMPE	Year's Basic Exemption Amount	Projected YAMPE	Contribution rate up to the YMPE	Contribution rate above YMPE up to YAMPE	Employee Contribution Amount up to YMPE*	Employee Contribution amount above YMPE up to YAMPE*
2018	\$80,000	\$55,900	\$3,500		4.95%		\$2,593.80	
2019	\$80,000	\$57,400	\$3,500		5.10%		\$2,748.90	
2020	\$80,000	\$58,700	\$3,500		5.25%		\$2,898.00	
2021	\$80,000	\$61,600	\$3,500		5.45%		\$3,166.45	
2022	\$80,000	\$64,900	\$3,500		5.70%		\$3,499.80	
2023	\$80,000	\$66,600	\$3,500		5.95%		\$3,754.45	
2024	\$80,000	\$68,500	\$3,500	\$73,200	5.95%	4.00%	\$3,867.50	\$188.00
2025**	\$80,000	\$69,700	\$3,500	\$79,400	5.95%	4.00%	\$3,938.90	\$388.00

*Contributions will be matched by employers **Projected amounts

What do employees need to do?

Legislation was passed to enhance CPP and the above changes to CPP happen automatically. Employees do not need to do anything.

The financial support structure for many retired Canadians will consist of three main areas: government programs (CPP, OAS), personal savings vehicles (RRSP, TFSA) and employer sponsored pension plans.

For questions or further information, please visit the Service Canada website: canada.ca/en/services/benefits/publicpensions/cpp.html or call 1-800-622-6232.

Financial overview of the Plan

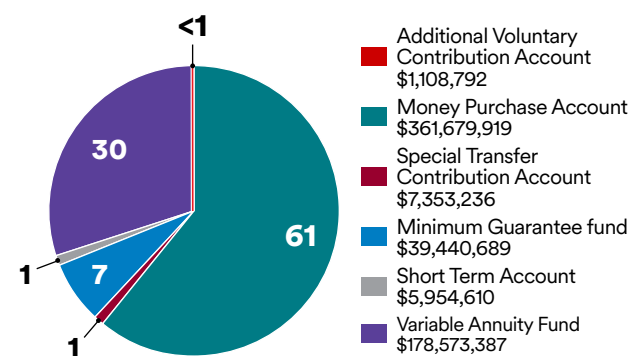
The Plan

The Plan is comprised of a number of separate accounts held together under one Trust Fund and administered by professional fund managers. The Pension Committee closely monitors performance of the fund and the fund managers, supported by the Plan's investment consultant.

Trust Fund

The Plan's actuary confirms amounts that make up the Trust Fund at each actuarial valuation date – the total Trust Fund value as at the last valuation (July 1, 2022) was \$594 million. The chart below provides a breakdown of the allocation of funds in the Trust Fund.

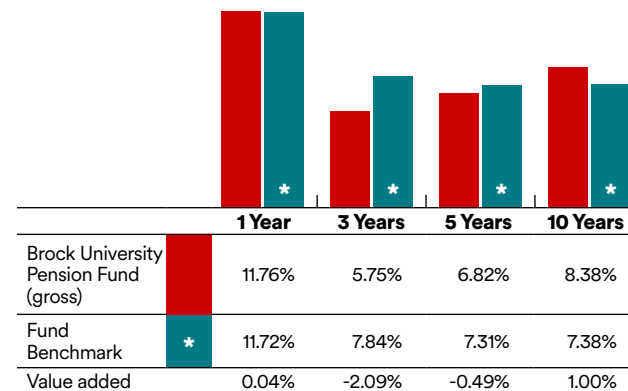
Figure 18: Trust Fund allocation – July 1, 2022 valuation (%)



Fund and investment manager performance

The Pension Committee regularly monitors performance of the fund and individual investment managers. The Plan's investment consultant provides quarterly reports to support the monitoring process. Figure 17 provides details on the total fund performance.

Figure 21: Annualized rates of return – as of June 30, 2023 gross of expenses



The Plan's investment structure and market value of funds by asset class, as at June 30, 2023, are shown in Figure 19 and Figure 20.

Figure 19: Fund managers as at June 30, 2023

Asset Class	Fund managers	Located
Fixed Income	• Aviva • PH&N	• Toronto • Toronto
Global Equities	• C Worldwide • Mawer • Walter Scott	• Montreal • Calgary • Edinburgh
Real Estate	• Morgan Stanley • Prudential (PGIM)	• New York • New Jersey
Infrastructure	• Axiom • IFM Investors	• Toronto • Melbourne

Figure 20: Asset mix as at June 30, 2023

Asset class	Market value	Allocation (as a % of the fund)	Policy allocation	Range	
				Minimum	Maximum
Fund Value	\$649M				
Equities					
Cash/Cash Equivalents	\$7M	1.05%	0.00%	0.00%	5.00%
Fixed Income	\$177M	27.53%	30.00%	22.50%	37.50%
Global Equity	\$322M	50.15%	50.00%	40.00%	60.00%
Real Assets	\$137M	21.28%	20.00%	10.00%	30.00%

Market Value amounts have been rounded, so percentages are based on actual amounts. Does not include Short Term Fund.

Figure 22 provides details on the performance of each fund the Plan is invested in.

Figure 22: Annual manager performance at June 30

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Canadian Equities										
Mawer (Canadian Equity)	31.00%	8.10%	2.60%	16.00%	7.70%	4.00%	0.00%	0.00%	0.00%	0.00%
S&P TSX Capped Composite	28.70%	-1.20%	-0.20%	11.00%	10.40%	3.90%	0.00%	0.00%	0.00%	0.00%
Value Added	2.30%	9.30%	2.80%	5.00%	-2.70%	0.10%	0.00%	0.00%	0.00%	0.00%
Global Equities										
Mawer (Global Equity)	27.00%	20.60%	7.90%	15.00%	14.60%	12.60%	9.20%	19.90%	-6.40%	20.42%
MSCI World (Net) (CAD)	25.20%	18.90%	1.10%	18.20%	12.50%	5.70%	6.90%	26.60%	-10.80%	21.57%
Value Added	1.80%	1.70%	6.80%	-3.20%	2.10%	6.90%	2.30%	-6.70%	4.30%	-1.15%
C Worldwide Equity	21.40%	32.40%	1.10%	16.80%	13.80%	10.30%	14.30%	22.50%	-13.40%	21.58%
MSCI World (Net) (CAD)	25.20%	18.90%	1.10%	18.20%	12.50%	5.70%	6.90%	26.60%	-10.80%	21.57%
Value Added	-3.80%	13.50%	0.00%	-1.40%	1.30%	4.60%	7.40%	-4.10%	-2.60%	0.01%
Walter Scott	20.10%	20.80%	7.30%	16.00%	17.40%	12.80%	10.10%	23.40%	-12.30%	26.59%
MSCI World (Net) (CAD)	25.20%	18.90%	1.10%	18.20%	12.50%	5.70%	6.90%	26.60%	-10.80%	21.57%
Value Added	-5.10%	1.90%	6.20%	-2.20%	4.90%	7.10%	3.20%	-3.20%	-1.50%	5.02%
Fixed Income										
Aviva (Alliance Bernstein results to 2021)	6.60%	5.80%	6.10%	0.90%	7.00%	7.70%	4.80%	0.30%	-12.50%	3.99%
FTSE TMX Universe Bond	5.30%	6.30%	5.20%	0.00%	8.00%	7.40%	7.90%	-2.40%	-12.20%	3.15%
Value Added	1.30%	-0.50%	0.90%	0.90%	-0.10%	0.30%	-3.10%	2.70%	-0.30%	0.84%
PH&N (Alliance Bernstein results to 2021)	6.60%	5.80%	6.10%	0.90%	7.00%	7.70%	4.80%	0.30%	-12.30%	4.30%
FTSE TMX Universe Bond	5.30%	6.30%	5.20%	0.00%	8.00%	7.40%	7.90%	-2.40%	-12.20%	3.15%
Value Added	1.30%	-0.50%	0.90%	0.90%	-0.10%	0.30%	-3.10%	2.70%	-0.10%	1.15%
Real Estate										
Morgan Stanley Prime Real Estate	16.00%	37.40%	17.60%	9.90%	11.00%	7.00%	5.90%	-2.40%	33.50%	-3.61%
NCREIF Fund Index-Opend End Diversified Core	13.40%	34.20%	17.10%	7.80%	10.00%	6.30%	6.70%	-0.90%	34.60%	-9.23%
Value Added	2.60%	3.20%	0.50%	2.10%	1.00%	0.70%	-0.80%	-1.50%	-1.20%	5.62%
PRISA Prudential Real Estate	15.10%	33.60%	17.30%	7.50%	10.10%	6.60%	6.70%	-2.30%	33.90%	-6.11%
NCREIF Fund Index-Opend End Diversified Core	13.40%	34.20%	17.10%	7.80%	10.00%	6.30%	6.70%	-0.90%	34.60%	-9.23%
Value Added	1.70%	-0.60%	0.20%	-0.30%	0.10%	0.30%	0.00%	-1.40%	-0.70%	3.12%
Infrastructure										
IFM Global Infrastructure								14.10%	12.50%	10.67%
10.0% Per Annum							10.00%	10.00%	10.00%	10.00%
Value Added								4.10%	2.50%	0.67%
Axiom Infrastructure										
10.0% Per Annum										
Value Added										

Mawer Canadian Equity portfolio was liquidated and redispersed to global equities in December 2019. Mawer Global Equity and Carnegie Worldwide Equity returns prior to August 2016 represent manager returns sourced from eVestment. Aviva funded December 2021. Returns are YTD at June 30, 2022. Previous years' results are Alliance Bernstein. PH&N funded December 2021. Returns are YTD at June 30, 2022. Previous years' results are Alliance Bernstein. Morgan Stanley Prime Real Estate returns prior to September 2017 were sourced from the manager. PRISA Prudential Real Estate returns prior to 30 March 2018 were sourced from the manager. IFM Global Infrastructure was funded in October 2019. Axiom fully funded as of April 2023 – no annual returns available.

Actuarial valuation

Rate of return and expenses

The chart below shows the funds' gross rate of return as well as the Plan's expenses for the 10 previous fiscal years. A breakdown of plan expenses can be found in the financial statements on page 34.

Additional historical rates of return can be found on the pension website at brocku.ca/human-resources/pension

Figure 23: Pension Plan fiscal year-end June 30

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Fund Return – Gross	16.7%	10.3%	3.7%	10.4%	9.2%	9.1%	8.3%	13.6%	-6.1%	12.0%
Expenses	0.9%	0.8%	0.6%	0.7%	0.8%	0.7%	0.8%	0.8%	0.7%	0.9%
Fund Return – Net	15.8%	9.5%	3.1%	9.7%	8.4%	8.3%	7.5%	12.5%	-6.8%	11.1%

What is an actuarial valuation?

What is an actuarial valuation? What is an actuarial valuation and why is it important to the University and Plan members?

An actuarial valuation is a mathematical analysis of the financial position of a defined benefit pension plan and is prepared at least once every three years. Given that the University's hybrid pension plan has an underlying defined benefit pension, an actuarial valuation must be conducted for the Plan. The valuation determines the financial position of the Plan and the future obligations. The analysis requires making assumptions about future investment returns, inflation rates and salary increases, as well as retirement ages and life expectancies of the Plan's membership.

There are three different calculations performed during the valuation:

Going Concern Basis: Assumes the Plan will continue indefinitely. Assumptions are set by the actuary with the employer's input and are subject to actuarial standards of practice. Going Concern deficits are amortized over a 10-year period. The Brock University Pension Plan has a Going Concern deficit of \$5.27 million, which the University is funding by making additional payments into the Plan. Funds to make these payments come from

the University's operating budget, thus years of higher Going Concern deficit payments reduce the amount of funds available for other operational expenditures.

Wind-up Basis: Assumes that the Plan will hypothetically terminate on the valuation date and uses prescribed assumptions. The Brock University Pension Plan has a Wind-up deficit of \$50 million.

Solvency Basis: This calculation is identical to the Wind-up valuation, with the exception that regulations allow certain adjustments to be made (e.g. future indexing can be excluded). Solvency deficits are amortized over a five-year period. The Brock University Pension Plan has a Solvency surplus of \$29.9 million and, therefore, based on current funding rules, no solvency special payments are required.

The values noted above are associated with the most recent valuation, effective July 1, 2022.

In addition to the contributions required to the defined contribution portion of the Plan, the University is also making Current Service contributions and Going Concern deficit contributions into the defined benefit portion of the Plan. The payment of these contributions comes from the University's operating budget.

The University's required contributions for the past eight years are illustrated in Figure 24.

Figure 24: Required contributions to Plan (July 1 to June 30)

	2014/15	2015/16	2016/17 (Valuation Year) July 1, 2017	2017/18	2018/19	2019/20 (Valuation Year) Jan. 1 2020	2020/21	2021/22	2022/23
Employee contributions to the Plan									
DC – Employee	\$6,980,217	\$7,120,641	\$7,271,883	\$7,384,301	\$7,670,863	\$7,822,920	\$7,760,984	\$7,859,530	\$8,445,827
University contributions to the Plan									
DC – University	\$11,113,619	\$11,334,319	\$11,569,413	\$11,755,991	\$12,222,287	\$12,462,710	\$12,386,669	\$12,562,846	\$13,336,184
DB – Current Service Cost	\$1,199,073	\$1,231,871	\$1,257,956	\$1,816,580	\$1,879,361	\$1,916,615	\$1,765,275	\$1,816,067	\$1,019,770
DB – Going Concern Deficit	\$132,658	\$413,000	\$413,000	\$540,167	\$1,939,000	\$1,938,999	\$1,661,336	\$1,463,004	\$1,463,004
Total University	\$12,445,350	\$12,979,190	\$13,240,369	\$14,112,738	\$16,040,648	\$16,318,324	\$15,813,280	\$15,841,917	\$15,818,958
University/Employee Required Contribution Ratio	1.8	1.8	1.8	1.9	2.1	2.1	2.0	2.0	1.9

DC = Defined Contribution
DB = Defined Benefit



The Plan’s financial position for the past five valuations are illustrated in Figure 25.

Figure 25

	July 1, 2008	July 1, 2011	July 1, 2014	July 1, 2017	Jan. 1, 2020	July 1, 2022
Financial position of the Plan Going Concern Basis						
Funding excess (shortfall)	(\$4,203,000)	(\$35,442,000)	(\$3,557,000)	(\$17,882,000)	(\$12,711,000)	(\$5,265,000)
Funding ratio	98%	89%	99%	96%	98%	99%
Financial position of the Plan Wind-up Basis						
Wind-up excess (shortfall)	(\$5,732,000)	(\$45,902,000)	(\$69,207,000)	(\$124,097,000)	(\$130,954,000)	(\$49,974,000)
Wind-up ratio	98%	86%	85%	79%	82%	92%
Financial position of the Plan Solvency Basis						
Solvency excess (shortfall)	\$6,674,000	\$1,871,000	\$183,730,000	\$21,689,000	\$32,464,000	\$29,878,000
Solvency ratio	102%	105%	105%	105%	106%	105%



Going Concern liability breakdown

The \$5.27-million Going Concern liability identified in the 2020 valuation is allocated to the Plan membership as outlined in Figure 26. The breakdown of the active member liability between the various employee groups at the University is illustrated in Figure 27.

Figure 26

Going Concern liability by plan membership

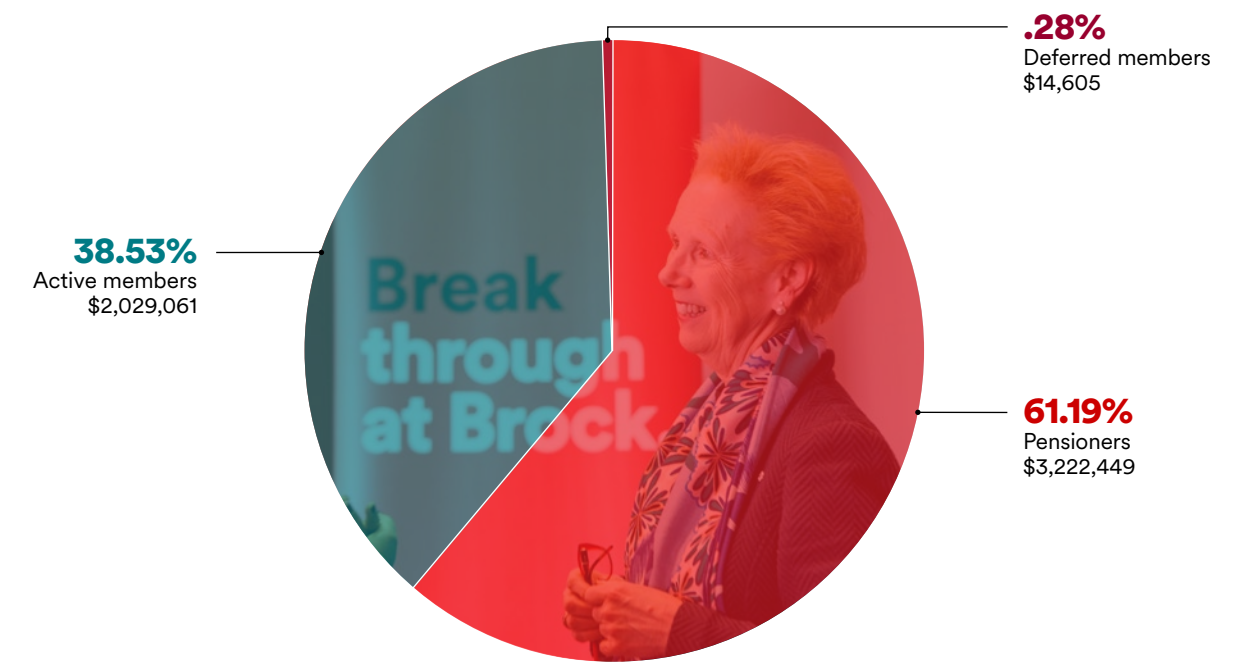


Figure 27

Active member Going Concern liability by employee group



Financial Statements of BROCK UNIVERSITY PENSION PLAN

(Registration Number 327767)
And Independent Auditors' Report thereon, year ended June 30, 2023



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INDEPENDENT AUDITOR'S REPORT

To the Administrator of the Brock University Pension Plan

Opinion

We have audited the fund financial statements of Brock University Pension Plan (the Plan), which comprise:

- the statement of net assets available for benefits as at June 30, 2023
- the statement of changes in net assets available for benefits for the year then ended
- and notes to the fund financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as at June 30, 2023, and its changes in net assets available for benefits for the year then ended in accordance with the financial reporting provisions of Section 76 of Regulation 909 of the Pension Benefits Act (Ontario).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditor's Responsibilities for the Audit of the Financial Statements**" section of our auditors' report.

We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Financial Reporting Framework

We draw attention to Note 1(a) in the financial statements, which describes the applicable financial reporting framework and the purpose of the financial statements.

As a result, the financial statements may not be suitable for another purpose.

Our opinion is not modified in respect of this matter.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the financial reporting provisions of Section 76 of Regulation 909 of the Pension Benefits Act (Ontario) and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants, Licensed Public Accountants

Hamilton, Canada

September 28, 2023

BROCK UNIVERSITY PENSION PLAN

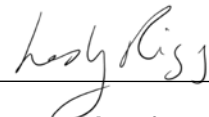
Statement of Net Assets Available for Benefits

June 30, 2023, with comparative
information for 2022.

	2023	2022
Assets		
Contributions receivable:		
Employer	\$1,096,460	\$1,203,592
Employee	700,118	673,043
	1,796,578	1,876,635
Investments (note 2)	649,072,177	595,545,803
Total assets	650,868,755	597,422,438
Liabilities		
Accrued liabilities (note 4)	740,680	678,895
Net assets available for benefits	\$650,128,075	\$596,743,543

See accompanying notes to the fund financial statements.

On behalf of the Board of Trustees:



Lesley Rigg
President and Vice-Chancellor



Mark Arthur
Chair, Board of Trustees

BROCK UNIVERSITY PENSION PLAN

Statement of Changes in Net Assets Available for Benefits

June 30, 2023, with comparative
information for 2022.

	2023	2022
Increase in net assets available for benefits:		
Investment income (note 5)	\$11,614,722	\$13,467,251
Change in net unrealized gain in investments	35,588,396	-
Net realized gain on sale of investments	19,524,072	21,442,329
Transfers from other pension plans	114,273	146,200
Change in fair value of forward foreign currency contracts	3,598,275	-
	70,439,738	35,055,780
Contributions (note 6):		
Employer	15,818,958	16,082,984
Employee	8,445,827	8,119,984
	24,264,785	24,202,968
	94,704,523	59,258,748
Decrease in net assets available for benefits:		
Benefit payments (note 7)	36,038,880	38,259,621
Administrative expenses and professional fees (note 8)	5,281,111	5,274,237
Change in net unrealized loss in investments	-	69,085,033
Change in fair value of forward foreign currency contracts	-	3,513,977
	41,319,991	116,132,868
Increase (decrease) in net assets available for benefits	53,384,532	(56,874,120)
Net assets available for benefits, beginning of year	596,743,543	653,617,663
Net assets available for benefits, end of year	\$650,128,075	\$596,743,543

See accompanying notes to the fund financial statements.

AUGUST 13, 2023: The 2022 Niagara Canada Summer Games welcomed athletes, coaches, managers, officials and administrators. Brock University enthusiastically served as the Athletes Village for 5,000 athletes and hosted several events on campus including diving, swimming, cycling's criterium competition, and the first-ever women's rugby sevens competition in Canada Games history.



BROCK UNIVERSITY PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023.

The Brock University Pension Plan (the “Plan”) is a registered pension plan in the Province of Ontario under registration number 327767. The Plan is a hybrid defined benefit money purchase pension plan, which contains both a defined contribution component and a defined benefit component. The defined contribution component of the plan is funded by Brock University (the “University”) and member contributions and provides a benefit to members based on their accumulated account. The defined benefit component of the Plan is funded by University contributions and provides for a guaranteed minimum benefit. The Plan provides pension benefits to substantially all permanent employees of the University.

1. Significant accounting policies:

(a) Basis of presentation:

As permitted by the Financial Services Regulatory Authority of Ontario (“FSRA”), the Plan may prepare financial statements in accordance with Canadian accounting standards for pension plans as outlined in the Chartered Professional Accountants Canada (“CPA Canada”) Handbook, Section 4600, excluding pension obligations and any resulting surplus or deficit.

The Plan has prepared financial statements in accordance with Section 4600 excluding pension obligations and any resulting surplus or deficit.

In selecting or changing accounting policies that do not relate to its investment portfolio or pension obligations, Section 4600 requires the Plan comply (on a consistent basis) with either International Financial Reporting Standards (“IFRS”) in Part 1 of the CPA Canada Handbook - Accounting or Canadian accounting standards for private enterprises in Part II of the CPA Canada Handbook – Accounting. The Plan has chosen to comply on a consistent basis with IFRS.

These financial statements are prepared in accordance with the financial reporting provisions of Section 76 of Regulation 909 of the Pension Benefits Act (Ontario). The purpose of these financial statements is to assist the Pension Committee in meeting the requirements of the FSRA under Section 76 of Regulation 909 of the Pension Benefits Act (Ontario). As a result, these fund financial statements may not be suitable for another purpose.

The financial statements of the Plan do not purport to show the adequacy of the Plan’s assets to meet its pension obligation. Such an assessment requires additional information, such as the Plan’s actuarial reports and information about the University’s financial health.

(b) Basis of measurement:

The financial statements have been prepared on the historical cost basis except for financial instruments which are measured at fair value through the statement of changes in net assets available for benefits.

(c) Functional and presentation currency:

These financial statements are presented in Canadian dollars, which is the Plan’s functional currency.

1. Significant accounting policies (continued):

(d) Financial assets and financial liabilities:

(i) Non-derivative financial assets:

Financial assets are recognized initially on the trade date, which is the date that the Plan becomes a party to the contractual provisions of the instrument. Upon initial recognition, attributable transaction costs are recognized in the statement of changes in net assets available for benefits as incurred.

The Plan measures all of its investments at fair value through the statement of changes in net assets available for benefits. All other non-derivative financial assets including contributions receivable are measured at amortized cost.

The Plan derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred or in which the Plan neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control of the financial asset.

On derecognition of a financial asset, the difference between the carrying amount of the asset and consideration received is recognized in the statement of changes in net assets available for benefits as a net realized gain or loss on sale of investments.

(ii) Non-derivative liabilities:

All financial liabilities are recognized on the trade date at which the Plan becomes a party to the contractual provisions of the instrument.

The Plan derecognizes a financial liability when its contractual obligations are discharged, cancelled or expired.

The Plan considers its accrued liabilities to be a non-derivative financial liability.

(iii) Derivative financial instruments:

Derivative financial instruments are recognized initially at fair value and attributable transaction costs are recognized in the statement of changes in net assets available for benefits as incurred. Subsequent to initial recognition, derivatives are measured at fair value, and all changes are recognized immediately in the statement of changes in net assets available for benefits.

Financial assets and liabilities are offset and the net amount presented in the statement of net assets available for benefits, when, and only when, the Plan has a legal right to offset the amounts and it intends either to settle on a net basis or to realize the asset and settle the liability simultaneously.

1. Significant accounting policies (continued):

(e) Fair value measurement:

In determining fair value, the Plan follows the guidance in IFRS 13, Fair Value Measurement (“IFRS 13”), in Part I of the CPA Canada Handbook – Accounting.

All changes in fair value, other than investment income and expense, are recognized in the statement of changes in net assets available for benefits as part of the change in net unrealized gains in investments.

The investments are stated at fair value.

The Plan is invested in pooled fund investments as disclosed in note 2. Pooled fund investments are valued at the unit values supplied by the investment manager, which represent the Plan’s proportionate share of underlying net assets at fair values determined using closing market prices.

(f) Net realized gain on sale of investments:

The net realized gain on sale of investments is the difference between proceeds received and the average cost of investments sold.

(g) Investment income:

Investment income, which is recorded on the accrual basis, includes interest income, dividends and pooled fund distributions.

(h) Foreign currency translation:

The fair values of foreign currency denominated investments included in the statement of net assets available for benefits are translated into Canadian dollars at the year end rate of exchange. Gains and losses arising from translations are included in the change in net unrealized gains on investments.

Foreign currency denominated transactions are translated into Canadian dollars at the rate of exchange on the date of the related transaction. Cost of investments, as disclosed in note 2, are translated into Canadian dollars at the rate of exchange on the date of purchase.

(i) Forward foreign currency contracts:

The Plan entered into forward foreign currency contracts (the “contracts”) to hedge approximately one half of the currency exposure of foreign equity investments. The fair value of the contracts is based on amounts quoted by the Plan’s investment manager to realize favourable contracts or settle unfavourable contracts, taking into account current foreign exchange rates. The net unrealized gain on contracts is included in the current period change in fair value of forward foreign currency contracts and recognized in the statement of changes in net assets available for benefit. When the contracts are closed out the net gain or loss is reflected in the net realized gain or loss on sale of investments.

1. Significant accounting policies (continued):

(j) Income taxes:

The Plan is not subject to income taxes since it is a Registered Pension Trust as defined by the Income Tax Act (Canada).

(k) Use of estimates:

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities at the date of the statement of net assets available for benefits and the reported amounts of changes in net assets available for benefits during the year. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future years affected.



2. Investments:

The following is a summary of investments, including all individual investments with a cost or fair value in excess of 1% of the cost or market value of the total Plan, as required by the Pension Benefits Act (Ontario):

	2023		2022	
	Cost	Fair value	Cost	Fair value
Equity funds:				
Walter Scott and Partners Canadian Institutional Trust Global Equity Fund	\$94,553,978	\$130,726,452	\$97,098,048	\$120,231,581
Mawer Global Equity Fund Class O	88,517,139	128,442,771	102,844,109	127,031,618
Pier 21 World Wide Equity Pool	41,498,016	62,482,130	47,852,430	62,910,169
	224,569,133	321,651,353	247,794,587	310,173,368
Fixed income funds:				
Aviva Core Plus Fund	66,379,165	59,006,860	64,012,124	56,187,898
PH&N Core Plus Fund	135,136,086	117,560,859	130,715,127	12,699,551
Mawer Canadian Money Market Fund	6,506,809	6,506,809	5,954,610	5,954,610
	208,022,060	183,074,528	200,681,861	174,842,059
Real estate and infrastructure:				
Morgan Stanley-Prime Property Fund LLC	28,769,627	33,728,598	27,337,518	35,381,253
Prudential Prisa LP	27,731,995	35,233,409	26,479,744	37,929,355
Axiom Infrastructure	30,845,000	31,084,384	155,000	155,000
IFM Global Infrastructure	26,381,631	36,305,233	26,088,147	32,804,802
	113,728,253	136,351,624	80,060,409	106,270,410
CIBC USD Hedge	-	1,156,726	-	(2,441,549)
Cash and cash equivalents	6,837,946	6,837,946	6,701,515	6,701,515
	\$553,157,392	\$649,072,177	\$535,238,372	\$595,545,803

Cash and cash equivalents includes pending investments, benefit and expense payments held by CIBC Mellon.

3. Forward foreign currency contracts:

The Plan uses financial instruments to reduce risks associated with its investments and is committed under various forward foreign currency contracts to both purchase and sell various foreign currencies with a notional amount in Canadian dollars totaling \$83,245,355 (2022 – \$93,575,060). The fair value of these forward foreign currency contracts as at June 30, 2023 is \$1,156,726 (2022 – \$(2,441,549)) and has been recognized in the statement of changes in net assets available for benefit. Notional amounts are the contract amounts used to calculate the cash flows to be exchanged. These are a common measure of volume of outstanding transactions but do not represent credit or market risk.

The forward foreign currency contracts mature on July 24, 2023.

4. Accrued liabilities:

	2023	2022
Portfolio administration fees	\$695,174	\$653,498
Actuarial and other professional fees	21,504	6,003
Audit fees	13,542	13,179
Custodial fees	10,460	6,215
	\$740,680	\$678,895

5. Investment income:

	2023	2022
Pooled funds:		
Bonds and debentures	\$6,251,000	\$9,162,718
Global equity	4,390,412	4,204,836
Real estate	756,980	73,185
Money market	216,330	26,512
	\$11,614,722	\$13,467,251

6. Contributions:

Contributions received by the Plan were as follows:

2023	Regular	Voluntary	Special	Total
Employer	\$14,355,954	\$ –	\$1,463,004	\$15,818,958
Employee	8,327,813	118,014	–	8,445,827
	\$22,683,767	\$118,014	\$1,463,004	\$24,264,785

2022	Regular	Voluntary	Special	Total
Employer	\$14,619,980	\$ –	\$1,463,004	\$16,082,984
Employee	8,000,296	119,688	–	8,119,984
	\$22,620,276	\$119,688	\$1,463,004	\$24,202,968

7. Benefit payments:

	2023	2022
Pension benefits	\$18,008,572	\$18,896,600
Transfers to other retirement funds	5,400,403	15,722,596
Cash refunds	1,606,968	2,255,012
Death benefits	1,022,937	1,385,413
	\$36,038,880	\$38,259,621

8. Administrative expenses and professional fees:

	2023	2022
Portfolio administration fees	\$4,554,590	\$4,548,852
Actuarial and other professional fees	652,109	647,246
Custodial fees	61,308	63,494
Audit fees	13,104	14,645
	\$5,281,111	\$5,274,237

9. Related party transactions:

The University provides certain administrative services to the Plan. The cost to the Plan for these services in the year ended June 30, 2023 were \$190,597 (2022 – \$221,475), being the exchange amount agreed to by the parties, and is included in administrative expenses and professional fees in the statement of changes in net assets available for benefits. At June 30, 2023 accounts payable and accrued liabilities included \$1,138 (2022 – nil) owing to the University relating to such services.

10. Fair value of financial instruments:

The objective of the Plan is to accumulate funds for the purpose of providing lifetime income in retirement for Members of the Plan. The objectives of the Administrator are to meet the fund objectives outlined in the Plan's Statement of Investment Policies & Procedures (see note 11).

The Plan manages the following risks by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds in accordance with the approved Statement of Investment Policies and Procedures. The Pension Committee reviews on a quarterly basis the performance of investments invested by the Plan's investment managers.

(a) Fair values:

The fair values of investments are described in note 1(e) and disclosed in note 2. The fair value of forward foreign currency contracts is described in note 1(i). The fair value of other financial assets and liabilities, being contributions receivable and accrued liabilities, approximates their carrying value due to the short term nature of these instruments.

Fair value measurements recognized in the statement of net assets available for benefits are categorized using a fair value hierarchy that reflects the significance of inputs used in determining the fair values.

10. Fair value of financial instruments (continued):

(a) Fair values:

Level 1 – unadjusted quoted prices in active markets for identical assets and liabilities:

Level 2 – inputs other than quoted prices included in Level 1 that are observable for the assets or liabilities, either directly or indirectly; and

Level 3 – inputs for assets and liabilities that are not based on observable market data.

All investments are categorized as Level 2 at June 30, 2023. There has been no change in the category of any of the Plan's financial instruments during the year.

(b) Associated risks:

(i) Market price risk:

Market price risk is the risk that the value of an instrument will fluctuate as a result of changes in market prices, whether caused by factors specific to an individual investment, its issuer or all other factors affecting all instruments traded in the market. As all of the Plan's financial instruments are carried at fair value with fair value changes recognized in the statement of changes in net assets available for benefits, all changes in market conditions will directly result in a change in net assets available for benefits. Market price risk is managed by the Plan by investing in a diversified portfolio of instruments traded on various markets and across various industries.

As at June 30, 2023, had the equity prices of all equity benchmarks increased or decreased by 10% and assuming there is a perfect positive correlation between the Plan's equities and the benchmarks, with all other variables held constant, the value of the Plan's investments would have increased or decreased, by approximately \$32,165,135 (2022 – \$31,017,337).

(ii) Foreign currency risk:

Foreign currency risk is the risk that fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign currency rates. Through the pooled fund investments the Plan holds investments in financial instruments and enters into transactions denominated in various foreign currencies. Consequently, the Plan is exposed to risks that the exchange rate of the foreign currency may change in a manner that has an adverse effect on the value of the portion of the Plan's assets or liabilities denominated in currencies other than Canadian dollars. The Plan's overall currency positions and exposures are monitored on a regular basis by the Plan Administrator.

10. Fair value of financial instruments (continued):

(b) Associated risks (continued):

(ii) Foreign currency risk (continued):

Real estate investments are not hedged. Presently, approximately half of equity investments are hedged as the Plan has adopted a mechanism to apply a United States dollar hedge under certain market conditions. Of the total PH&N Core Plus Bond Fund, 5.66% (2022 – 6.50%) is held in foreign currency with 0.11% (2022 – 0.00%) of the portfolio not hedged back to the Canadian dollar. Of the Aviva Core Plus Bond Fund, 0.40% (2022 – 1.33%) is held in foreign currency with 0.00% (2022 – 0.00%) of the portfolio not hedged back to the Canadian dollar.

The Plan's non-Canadian currency exposure of its equity, real estate and infrastructure investments as at June 30 is as follows:

	2023		2022	
	Canadian dollar equivalent	Percentage of total	Canadian dollar equivalent	Percentage of total
United States dollar (unhedged)	\$160,302,612	24.70	\$154,991,444	26.03
United States dollar (hedged)	83,245,355	12.83	93,575,060	15.71
Euro	43,746,932	6.74	31,934,000	5.36
United Kingdom pound	19,511,847	3.01	17,748,584	2.98
Japan yen	17,416,439	2.68	18,839,250	3.16
Switzerland franc	15,466,777	2.38	16,230,271	2.73
Denmark krone	11,791,084	1.82	11,793,653	1.98
Other currencies	17,793,608	2.74	18,765,047	3.16
	\$369,274,654	56.90	\$363,877,309	61.11

As at June 30, 2023, if the Canadian dollar strengthened or weakened by 5% in each respective foreign currency, with all other factors remaining constant, the following table summarizes the estimated impacts:

	Net exposure	Estimated impact
United States dollar (unhedged)	\$160,302,612	\$8,015,131
Euro	43,746,932	2,187,347
United Kingdom pound	19,511,847	975,592
Japan yen	17,416,439	870,822
Switzerland franc	15,466,777	773,339
Denmark krone	11,791,084	589,554
Other currencies	17,793,608	889,680
	\$286,029,299	\$14,301,465

10. Fair value of financial instruments (continued):

(b) Associated risks (continued):

(iii) Liquidity risk:

Liquidity risk is the risk that the Plan will not be able to meet its obligations as they fall due. The Plan maintains an investment policy, as approved by the Plan, which contains asset mix guidelines which help to ensure the Plan is able to liquidate investments to meet its pension benefits or other obligations.

The accrued liabilities are all due within 90 days or less.

Equity and fixed income investments are considered to be highly liquid as their underlying assets are listed on recognized stock exchanges and can be quickly liquidated at amounts close to their fair market value in order to meet liquidity requirements. Real estate and infrastructure investments, which make up approximately 20% of the portfolio, generally require a redemption notification of 3 months but may be longer. The Plan also maintains some cash on hand which totalled \$6,837,946 at June 30, 2023 (2022 – \$6,701,515).

(iv) Interest rate risk:

Interest rate risk refers to the adverse consequences of interest rate changes on the Plan's cash flows, financial position and income. The value of the Plan's assets is affected by short term changes in interest rates. Interest rate changes directly impact the value of any fixed income securities in the pooled funds.

As at June 30, 2023, had the prevailing interest rates increased or decreased by 1% with all other variables remaining unchanged, the Plan's net assets available for benefits would have decreased or increased by approximately \$13,160,060 (2022 – \$12,430,019).

(v) Credit risk:

Credit risk is the risk that an issuer or counterparty will be unable or unwilling to meet a commitment that it has entered into with the Plan. Credit risk is generally higher when a non exchange traded financial instrument is involved because the counterparty for non exchange traded financial instruments is not backed by an exchange clearing house.

11. Capital risk management:

The Plan defines its capital as the net assets available for benefits. The main objective of the defined benefit component of the Plan is to sustain a certain level of net assets in order to meet the pension obligations of the University, which are not presented or discussed in these financial statements. The primary investment objective of the defined contribution component of the Plan is to permit members to accumulate assets within the Plan in order to provide an appropriate level of retirement income, considering contribution rates under the Plan and the investment objectives and risk tolerances of Stakeholders. The benefits a retiree or employees receives at retirement or on termination under this defined contribution plan are not predetermined. Income distribution or benefits are based on the assets within the retiree or employee individual retirement plan account at the time they retire. The Plan fulfills its primary objective by adhering to specific investment policies outlined in its Statement of Investment Policies and Procedures (the "SIPP"),

Capital risk management (continued):

which is reviewed annually by the Pension Committee. The SIPP states investment objectives, guidelines and benchmarks used in investing the capital of the Plan, permitted categories of investment, asset-mix diversification and rate of return expectations. The Plan manages net assets available for benefits by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds (current year’s employer contributions) in accordance with the approved SIPP. The SIPP was last amended effective May 4, 2023. This amendment included minor verbiage updates and there is no change to the long-term asset mix. There is no change in the manner in which the capital is managed in the current year.

The SIPP permits four categories of assets. The Plan’s investment was allocated within the allowed asset categories range, as of the date of these financial statements. The following table presents the asset allocation of each asset category and total investments, along with appropriate benchmark:

Asset categories	SIPP ranges*	Asset allocation (%)	
		2023	2022
Equity	40.00% - 60.00%	50.15%	52.39%
Fixed income	22.50% - 37.50%	27.53%	28.53%
Real assets	10.00% - 30.00%	21.26%	17.95%
Cash and cash equivalents	0.00% - 5.00%	1.06%	1.13%
Total investments		100.00%	100.00%

*Long Term Allocation

Asset categories	Benchmark
Global equity	MSCI World Index
Fixed income	TSE Canada Universe Bond Index
Real estate	NCREIF Fund Index – Open End Diversified Core
Infrastructure	No External benchmark – Adopted an 8%-10% return target

Although there are no regulatory requirements relating to the level of net assets available for benefits, the funding to be maintained by the defined benefit component of the Plan is determined through triennial actuarial valuations. More details on employer contributions that were paid during the year can be found in note 6. Contributions past due as of June 30, 2023 are presented as contributions receivable on the statement of net assets available for benefits.

The Plan is required to file financial statements with the FSRA annually.





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Strategic Priorities



Student
Experience



Research



Community
Engagement



Inclusivity