# POWER CORPORATION SUPERANNUATION PLAN

## ANNUAL REPORT

SaskPower
Powering our future®

2021

# YEAR AT A GLANCE

- A pension benefit increase of 0.4% became effective April 1, 2021, representing 70% of the increase in the consumer price index (CPI) for Saskatchewan for the prior year.
- During 2021, the Plan paid $59 million in pension benefits.
- The Plan's actual return in 2021 was 10.8% compared to 9.4% for the benchmark return.
- Net assets available for benefits were $683 million at the end of 2021, an increase of $6 million from 2020.
- The Plan ended 2021 with an estimated funding surplus of $32 million.

MISSION STATEMENT

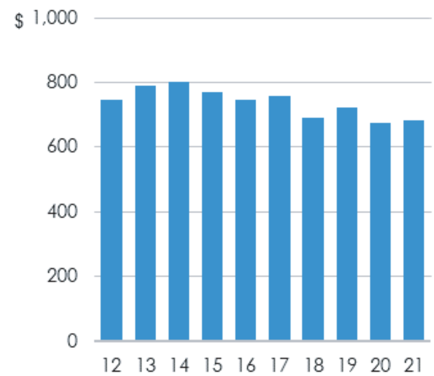
To provide continuous pension benefits for Plan members through:

- careful stewardship of assets and liabilities
- effective plan administration under current legislation

# OVERVIEW

## FINANCIAL HIGHLIGHTS

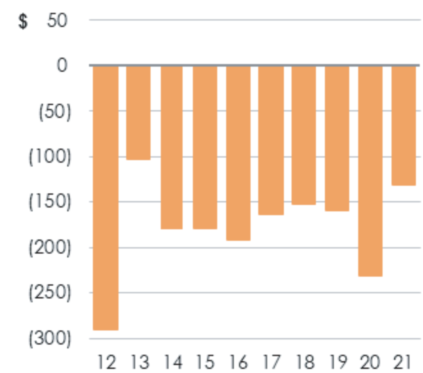
| (in millions) | 2021 | 2020 |
|---|---|---|
| **Investments** | | |
| Bonds | **$ 244** | $ 256 |
| Equities | **353** | 347 |
| Real estate | **35** | 34 |
| Infrastructure | **54** | 40 |
| **Receivables** | **3** | 2 |
| **Cash** | **2** | 6 |
| **Total assets** | **691** | 685 |
| **Liabilities** | **8** | 8 |
| **Net assets available for benefits** | **683** | 677 |
| **Pension obligations** | **814** | 907 |
| **Deficit** | **$ (131)** | $ (230) |




**NET ASSETS AVAILABLE FOR BENEFITS AS AT DECEMBER 31 (millions)**

## CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

| (in millions) | 2021 | 2020 |
|---|---|---|
| **Increases:** | | |
| Investment income | **$ 14** | $ 16 |
| Increase in fair value of investments | **53** | 3 |
| Increase in fair value of currency hedges | **1** | - |
| | **68** | 19 |
| **Decreases:** | | |
| Decrease in fair value of currency hedges | **-** | 2 |
| Benefit payments | **59** | 61 |
| Administration expenses | **3** | 3 |
| | **62** | 66 |
| **Changes in net assets** | **$ 6** | $ (47) |




**ACTUARIAL ACCOUNTING DEFICIT AS AT DECEMBER 31 (millions)**

## INVESTMENT PERFORMANCE

| Rates of return (%) | 2021 | 2020 |
|---|---|---|
| Plan rate of return | **10.8** | 2.4 |
| Plan benchmark | **9.4** | 10.8 |
| Four-year rolling average return | **6.8** | 6.9 |
| Four-year rolling benchmark | **8.6** | 8.7 |

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This report summarizes certain provisions of the **Power Corporation Superannuation Plan** (the Plan). This report does not create any rights to benefits not provided for in the actual terms of the Plan. In the event of any conflicts or omissions the legal requirements of the Plan will govern in all cases.

# CHAIR'S MESSAGE

It is my pleasure to present the Power Corporation Superannuation Plan 2021 annual report. The report is intended to provide plan members with relevant information about their pension plan.

The Plan performed well during the year returning 10.8% compared to a benchmark of 9.4%. The estimated funding valuation for the Plan at December 31, 2021 shows the funded status at 105%. Accordingly, the Plan continues to be financially sound and is well situated to provide benefits into the future.

Throughout the year, the Board continued prudently monitoring the performance of its global low volatility equity allocation given the significant underperformance of this asset class in 2020 (the Plan's investment manager posted a negative 11% return compared to a positive 14% benchmark return). The underperformance began at the onset of the global pandemic in March 2020 and continued throughout 2020. The Board chose this asset class in 2015 based on its long history of protecting value during periods of market stress. Unfortunately, the asset class did the opposite of what was expected during the market stress caused by the global pandemic in 2020 and increased volatility for the Plan. In 2021, after carefully assessing its options, the Board engaged its investment consultant to complete an asset liability study to determine if there was a more suitable asset class for the Plan's allocation to global low volatility equity.

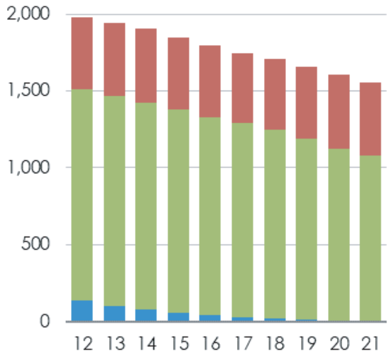
The objective of an asset liability study is to determine the most suitable asset mix to maximize returns given an acceptable level of risk. After prudent consideration of the investment consultant's recommendation, the Board approved replacing its global low volatility equity allocation with global equity. By the end of 2021, the Plan's global low volatility equity investment manager matched the 18 percent benchmark for the year allowing the Plan to recover some of the unrealized losses from 2020 before liquidating its low volatility equity assets in April 2022. Based on the asset liability study, the Board also approved increasing its exposure to real estate and infrastructure with a corresponding decrease to fixed income. These changes are expected to position the Plan well as we navigate a world characterized by muted expected returns, elevated volatility and historically low interest rates, even though interest rates have recently started trending upward, they are expected to remain relatively low.

Looking ahead to 2022 there are several factors impacting the global economy: geopolitical challenges, inflation has reached levels not seen in decades causing uncertainty around interest rate policies, a large-scale transition to a low-carbon economy and there are lingering impacts of the pandemic on labour and supply chains. These factors present challenges as well as opportunities. I look forward to continuing our team effort to mitigate the challenges and capitalize on the opportunities throughout 2022.

Thank you to the Board and staff for their dedication in 2021.

Grant Ring

**Grant Ring**
Chair
Power Corporation Superannuation Board




PLAN MEMBERSHIP (NUMBER OF MEMBERS)

- SURVIVORS
- SUPERANNUATES AND DEFERRED
- ACTIVE

## PLAN PROFILE

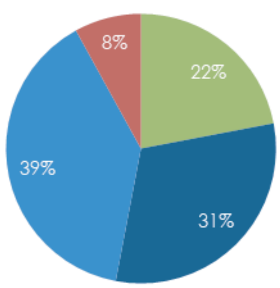
The Power Corporation Superannuation Plan (the Plan) originated with the passing of *The Power Commission Superannuation Act* in 1944. This defined benefit pension plan is governed by *The Power Corporation Superannuation Act* (the Act) and *The Superannuation (Supplementary Provisions) Act*. The Power Corporation Superannuation Board is responsible for administering the Act. The Plan comprises members who were hired prior to October 1, 1977, and who did not elect to transfer to the defined contribution plan before October 1, 1978.

In accordance with the Act, the Saskatchewan Power Corporation (SaskPower) shall pay each member's basic pension, regardless of the financial status of the Plan. The value of the basic pension depends on a number of factors, including salary and years of service at retirement. Pension options, such as joint life of 60%, 75% or 100% and enhanced bridging, require the consideration of additional factors, such as a member's age and the spouse's age.

The Plan holds a well-diversified portfolio of bonds, equity, real estate and infrastructure investments. Net assets totalled $683 million at year-end, an increase of $6 million over the previous year. Of this total, approximately $330 million or 48% of assets was invested in Canadian: bonds, equities, and real estate while the remaining 52% was invested in bonds, equities and infrastructure in over 38 different countries throughout the world. This diversification helps to maximize the return on assets and minimize the impact of volatility in individual markets.

Both members and employers (SaskPower and designated institutions) have contributed to funding. Since inception, cumulative contributions total $329 million. Of this amount, cumulative employer contributions represent 64% or $211 million of the total and cumulative employee contributions total 36%, or $118 million. During the year, the Plan paid $59 million in benefits; $61 million was paid in 2020.

The SaskPower Board approved a Power Corporation Superannuation Plan funding policy. SaskPower uses this policy as a guideline to ensure that the Plan is adequately funded. At a minimum, an actuarial valuation for funding purposes is prepared every three years in accordance with the funding policy. In accordance with the policy, no contributions were made by SaskPower during 2021.




2021 PENSIONERS BY AGE

- 60-69
- 70-79
- 80-89
- OVER 89

## PLAN DEMOGRAPHICS

The Plan has been closed to new members since October 1, 1977. As a result, the number of active members has decreased steadily, primarily through retirement.

Over 99% of total members are receiving benefits. At December 31, 2021, there were 1,547 receiving a pension and 7 active members.

Included in the Plan's active membership are SaskPower employees, as well as employees of SaskEnergy and other corporations that have been designated institutions by the Lieutenant Governor in Council. Effective June 28, 2001, these institutions were required to make contributions at a rate recommended by the Plan actuary.

## SIGNIFICANT COMMUNICATIONS AND EVENTS

### ANNUAL REPORT

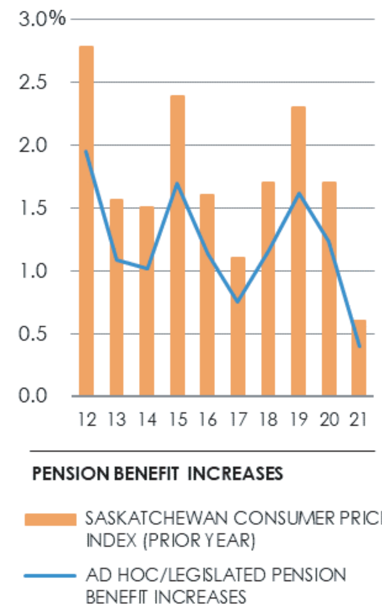
The Power Corporation Superannuation Plan Annual Report is made available to all members.

### PENSION COMMUNICATIONS

A Pension Update newsletter is mailed to all members annually.

### INDEXATION

In the fall of 2006, the provincial government introduced legislation to set indexing for the Plan and other related provincial plans to 70% of the increase in the Saskatchewan consumer price index (CPI). Based on this methodology, an increase of 0.4% was granted in 2021.




PENSION BENEFIT INCREASES

### INVESTMENT PERFORMANCE

The Plan's overall return in 2021 was 10.8% compared to the benchmark of 9.4%. The Plan's investment managers detracted value over a 10-year cycle with an 8.4% return versus the benchmark return of 9.0%.

### FUNDED STATUS

The Plan's estimated funded surplus at the end of 2021 was $32 million. This is an increase of $53 million from the previous year end.

## PLAN GOVERNANCE

### AUTHORITY

The Power Corporation Superannuation Board is responsible for the overall governance and administration of the Plan. Board Members are appointed by the Lieutenant Governor in Council pursuant to *The Power Corporation Superannuation Act*. The mandate of the Board is to ensure the Plan is administered in accordance with the provisions of *The Power Corporation Superannuation Act*, *The Superannuation (Supplementary Provisions) Act* and *The Superannuation Acts Uniform Regulations*.

## ROLE OF THE BOARD

The Board selects the Plan's actuary, custodian and investment managers, and sets the Plan's investment policy. The Board is also responsible for stewardship; overseeing the identification and management of principal risks; reviewing investment policies and the performance of investment managers; evaluating the pension obligation; adopting policies that provide effective communication and maintain the integrity of internal controls; and ensuring that the financial statements are audited by an independent external auditor.

The Board bases its decisions on comprehensive research and input from expert advisors and staff. The Board serves as a vital check to ensure the prudent management of the Plan's assets and monitors the Plan's overall administration to ensure that members, superannuates and survivors receive the benefits to which they are entitled by governing legislation.

| **BOARD COMPOSITION**<br>***AS AT DECEMBER 31, 2021*** | |
|---|---|
| **Grant Ring**<br>Chair | Vice-president, Supply Chain, SaskPower |
| **Rachelle Verret Morphy**<br>Vice-chair | Vice-president, Corporate and Regulatory Affairs and<br>Acting Vice-president Human Resources and Safety, SaskPower |
| **Troy King** | Acting President and Chief Executive Officer, SaskPower |
| **Maria McCullough**<br>SaskEnergy representative | Vice-president, Human Resources and Environment, SaskEnergy |
| **Ken Pielak**<br>Superannuate Representative<br>Power Pioneers Association Inc. | SaskEnergy (retired) |
| **Kerry Friesen**<br>Superannuate Representative<br>Power Pioneers Association Inc. | SaskPower (retired) |
| **Kathy Zwick**<br>Superannuate Representative<br>Power Pioneers Association Inc. | SaskPower (retired) |

## BOARD MEMBER TRAINING

Board Members bring forward the benefits associated with diverse experiences and a variety of professional attributes. However, it is important they are knowledgeable in pension related matters and that they remain current with respect to the many issues surrounding prudent management of a pension plan. To this end, annual training, development and maintenance for the Board (including travel and related costs) are paid for by the Plan. In 2021, Board Member costs totalled $5 thousand.

These costs do not include any Board Member training that may have been paid by SaskPower or any other institution. Board Members do not receive compensation for their services.

## BOARD AND MANAGEMENT

Although the Board is responsible for overseeing the administration of the Plan, SaskPower is responsible for its day-to-day operations. SaskPower staff that work with the Plan are expected to act within Board-approved policies and directives.

On a monthly basis, SaskPower staff members are involved in monitoring the activities of the investment managers and reviewing the asset mix. SaskPower staff report to the Board on a regular basis, providing summarized information relating to financial transactions, investments, retirement benefit activity and overall performance.

## INDEPENDENT EXPERTS

The Plan's Statement of Investment Policies and Procedures (SIP&P) provides guidelines for investment and monitoring assets. These principles were established to optimize the Plan's return on investments based on a given level of risk acceptable to the Board. The Board reviews the policies annually and changes are made as necessary. The policies outline a governance structure that allows the Board to retain the services of independent experts to assist it in fulfilling its responsibilities. The Board contracts independent actuarial and investment professionals, as well as a custodian.

The Board is required to meet at least quarterly with the investment advisor and annually with each of the investment managers to discuss past performance, strategies and expected future performance, as required by the SIP&P. As well, the Board reviews valuation results with the actuary. It also meets with the Plan's external auditor before and after the annual audit of the financial statements. In 2021, the Board met quarterly to review financial results, performance and retirement benefit activity.

### INVESTMENT MANAGERS

Investment managers at December 31, 2021, were:

| ASSET CLASS | INVESTEMENT MANAGER |
|---|---|
| Real estate | TD Asset Management Inc. |
| Bonds | Phillips, Hager & North Investment Management |
| Global equity | TD Asset Management Inc. |
| Global equity | Mawer Investment Management Limited |
| Infrastructure | Macquarie Capital Markets Canada Limited |
| Currency hedging | First Quadrant, L.P. |

Investment managers are chosen based on their expertise and investment style within a particular asset class. The Board has a formal agreement with each investment manager that contains a mandate formulated to obtain an acceptable risk/return profile for each asset class. The investment managers report results to the Board on a regular basis.

### INVESTMENT CONSULTANT

Eckler is the Plan's investment consultant and provides an analytical review of the total fund, asset classes and investment managers' performance. This assessment is completed relative to peer and plan benchmarks, as well as each manager's style and risk characteristics. The investment advisor subsequently comments on the acceptability of performance, while advising the Board on overall investment policy and management that would best achieve objectives.

### CUSTODIAN

RBC Investor & Treasury Services (RBC I&TS) serves as custodian. In this role, RBC I&TS holds custody of assets and is responsible for executing investment transactions while collecting income. The custodian also provides record-keeping services and monitors investments to ensure they are in compliance with both individual investment manager mandates and the SIP&P.

### ACTUARY

Eckler prepares actuarial valuations for accounting purposes every three years. Also, every three years or as requested, Eckler provides valuations for funding purposes.

### AUDITORS

An independent external auditor, Deloitte LLP, was contracted to perform the 2021 annual audit of the Plan's financial statements. The audit is conducted in accordance with Canadian generally accepted auditing standards. Deloitte LLP's professional opinion on the financial statements is found in its Independent Auditor's Report, attached to the financial statements. On an annual basis, the Provincial Auditor reviews the independent external auditor's work on the financial statements. The Independent Auditor's Report is found on page 12.

## INVESTMENT HIGHLIGHTS

### INVESTMENT STRATEGY

The investment objective of the Plan is to meet current and future pension payment obligations. Assets are invested in a diversified portfolio; the funds are placed with a number of investment managers for investment in a wide range of securities and asset classes. Managers are assigned specific mandates and their performance is monitored against pre-determined benchmarks. By holding a combination of different types of investments in a portfolio, the negative effect of fluctuations in the markets is minimized and the risk of having a large loss is reduced.

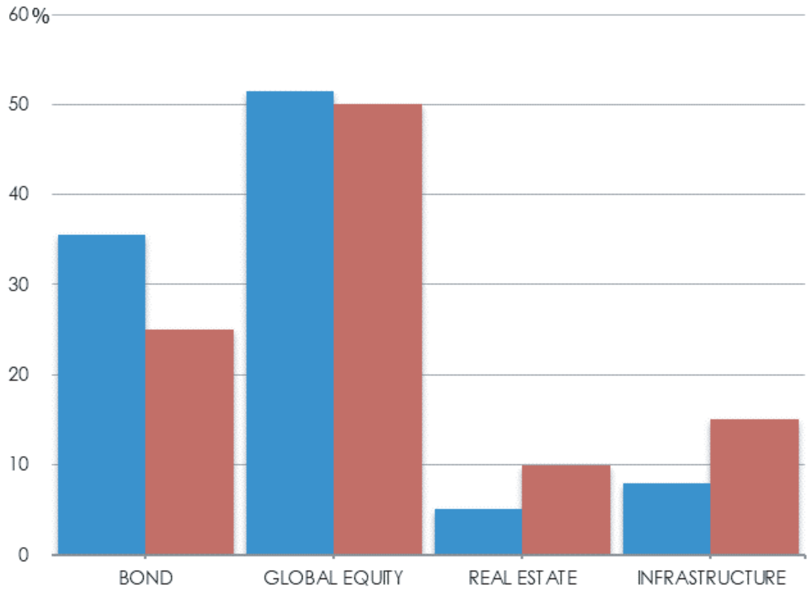
### INVESTMENT POLICIES

The Plan's SIP&P is approved by the Power Corporation Superannuation Board, and is consistent with *The Power Corporation Superannuation Act, The Superannuation (Supplementary Provisions) Act,* and *The Superannuation Acts Uniform Regulations*. The SIP&P communicates a philosophy of diversification and protection of capital to investment managers with an objective of optimizing the Plan's risk/return relationship. To achieve acceptable levels of diversification and risk control, the SIP&P sets out guidelines for asset mix, individual equity/bond holdings, industrial sector holdings, bond ratings and bond duration.

At present, the target asset mix for the Plan is 50% equity, 25% bonds, 10% real estate and 15% infrastructure. The 50% target for equities is comprised of global mandates. The actual mix at any one time, however, may differ from this target due to fluctuations in the market. With the exception of bonds and real estate, the Plan's asset mix at the end of the year was in compliance with the guidelines laid out in the SIP&P.

In December 2021 the Board approved a change to the Plan's asset mix, reducing the allocation to bonds by 10% and increasing the allocations to real estate by 5% and infrastructure by 5%. The Plan is in the process of implementing these asset mix changes. Real estate and infrastructure investment managers call capital over time. This prevented the Plan from being in compliance with the target asset mix at December 31, 2021 which was expected given the illiquidity of these asset classes. The Plan expects the real estate and infrastructure managers to call enough capital by December 31, 2022 to bring the Plan's asset mix in compliance with the SIP&P. In December 2021, the Board also completed a review of the hedging program with Eckler and the Board terminated its currency hedging program and the Plan's active currency manager.

The Plan's primary investment objective is to achieve a return higher than the asset mix benchmark return. A secondary objective is to achieve a long-term rate of return of the average increase in the CPI for Canada plus 4% per annum. These two objectives should be viewed as an average annual compound rate to be sought over one or more complete capital market cycles or over a four to 10-year period.




**2021 ASSET MIX**

A benchmark return, based on the actual return of a market index, is identified in the SIP&P for each of the Plan's investment mandates. The market index used for each mandate is as follows:

- 50% FTSE TMX Universe Bond Index for the bond mandate;
- Morgan Stanley All Country World Index for the global equity mandate;
- Investment Property Databank for the real estate mandate; and
- Consumer Price Index plus acceptable return approach for the infrastructure mandate.

The Plan's benchmark return has been determined using the actual returns of the above noted market indices, weighted based on the target asset mix for the investment mandate for which each index serves as a benchmark. Monitoring performance is a key activity in supporting the investment objectives. The policies outline a benchmark portfolio comprising market index assets weighted at the same asset allocation of the Plan. While broadly diversified, the benchmark portfolio emphasizes equity over bond investments on the basis of substantial evidence that, over time, equities provide superior returns.

### INVESTMENT PERFORMANCE

The Plan's performance is measured by comparing its return to the benchmark portfolio. During 2021, the Plan achieved a rate of return of 10.8%, compared to the benchmark return of 9.4%.

A common standard within the pension fund industry is to calculate performance on a four-year cycle and, where possible, on a 10-year cycle. These longer-term measures have greater relevance and lower volatility than a one-year measurement. Over the period 2018-2021, the Plan averaged an annual return of 6.8%, compared to the benchmark average of 8.6%. Over the past 10 years, the Plan has averaged an annual return of 8.4% compared to the benchmark of 9.0%. The largest contributor to the Plan's four- and ten-year underperformance, compared to the benchmark, was the Plan's 35% allocation to global low volatility equity during 2020. The Plan's manager for this asset class experienced significant underperformance in 2020 as the global pandemic impacted markets (negative 11.3% compared to the benchmark of 14.2%). In 2021, the manager's performance was stronger than the prior year, matching the benchmark return of 17.5%.

While returns fluctuate from year to year, the underlying volatility of individual asset class returns is even more pronounced as evidenced by the global low volatility equity return in 2020. Because the investment policies set out a diversification strategy designed to mitigate the effects of volatility, the Plan's returns have historically been more stable than the returns of any single asset class.

## FINANCIAL HIGHLIGHTS

Overall, the Plan ended the year with net assets available for benefits totalling $683 million, an increase of $6 million over the previous year. Over the past five years, the Plan had a decrease in net assets available for benefits of $63 million while paying out $305 million in benefits.

In 2021, the Plan paid $59 million in benefits and $3 million in administrative expenses. The administrative expenses represent fees paid to the investment managers, investment advisor and custodian for managing, monitoring and recording investments. These fees are based on the fair value of assets under management.

## ACTUARIAL VALUATION

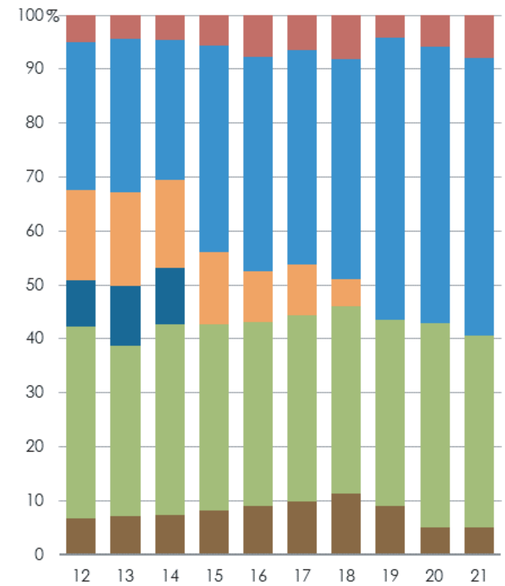
The obligation of any defined benefit pension plan is to fulfill its pension promise — a commitment to provide lifetime periodic payments to eligible retired members. Meeting this pledge within the Plan requires a sound financial base. To assess the financial status of the Plan, two methods are used to value the Plan:

- An actuarial valuation for funding purposes is prepared every three years. It determines the long-term financial health of the Plan. In preparing the funding valuation, the actuary projects the Plan's benefit costs (including inflation protection) and compares them to plan assets.

- An actuarial valuation for accounting purposes is performed every three years at September 30 and extrapolated to December 31 annually. The valuations and extrapolations are based on best estimates in accordance with Chartered Professional Accountants (CPA) Handbook Section 4600.

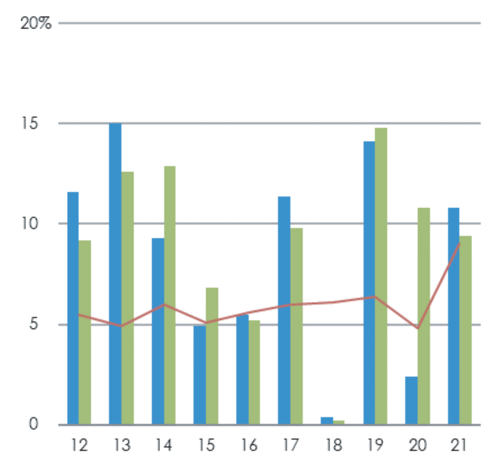
### ACTUARIAL METHODOLOGY AND ASSUMPTIONS

In completing an actuarial valuation, certain future events must be considered. A number of assumptions are made and future events are deemed to occur according to these assumptions. The actuarial assumptions are management's best estimate and attempt to arrive at the most likely outcome. The discount rate for the accounting valuation has been determined in accordance with International Financial Reporting Standards (IFRS) and International Accounting Standard (IAS) 19. The discount rate is prescribed to approximate the long-term high quality Canadian Corporate bond yield as at December 31, 2021.




**ASSET ALLOCATION**

- REAL ESTATE
- US EQUITIES
- GLOBAL EQUITIES
- BONDS (FIXED INCOME)
- CANADIAN EQUITIES
- INFRASTRUCTURE




**PLAN PERFORMANCE**

- TOTAL PLAN
- BENCHMARK
- CPI (CANADA) + 4%

In 2014, the Canadian Institute of Actuaries (Institute) completed a broad study on Canadian pensioner mortality levels and trends. The Institute updated its mortality tables based on its findings. In 2014, SaskPower, partnered with other Saskatchewan public sector pension plans to engage an actuary (Aon Hewitt) to analyze these public sector plans to make an estimate of life expectancy based on the combined historical data. Aon Hewitt recommended, and SaskPower adopted, the mortality assumption which most closely matched the Plan's experience: the 2014 Private Sector Mortality Table (CPM2014Priv) with 95% scaling for male mortality rates, 110% scaling factor for female mortality rates and two-dimensional generational mortality improvements using Improvement Scale B (CPM-B).

The actuarial assumptions are based on published five-year forecasts, investment policy and specific characteristics of the Plan membership, with extrapolation to the end of the benefit period. To value the liabilities, the actuary examines the Plan's demographics — the age, length of service and salary ranges of the membership. Information is processed on active members, pensioners, and surviving spouses who receive benefits. In addition, mortality, disability and termination of employment data are reviewed and factored into the valuation assumptions.

| **Actuarial assumptions** | **2021** | 2020 |
|---|---|---|
| Discount rate, beginning of year | **2.30%** | 3.00% |
| Discount rate, end of the year | **2.85%** | 2.30% |
| Long-term inflation rate | **2.00%** | 2.00% |
| Assumptions for benefit increases (% of Saskatchewan CPI) | **70.00%** | 70.00% |

## ACTUARIAL VALUATION FOR FUNDING PURPOSES

The actuarial assumptions for the funding valuation are management's best estimate and attempt to arrive at the most likely outcome. With the exception of the discount rate, the assumptions for the funding valuation are consistent with the assumptions for the accounting valuation. The discount rate for the funding valuation is management's estimate of the return on the Plan's assets.

| **Actuarial funding surplus (deficit)** (in millions) | | **2019** | | 2017 |
|---|---|---|---|---|
| Actuarial value of assets | **$** | **695** | $ | 738 |
| Total liabilities | | **696** | | 730 |
| **Surplus (deficit)** | **$** | **(1)** | $ | 8 |

SaskPower has a funding policy which specifies the amount of funding into the Plan by SaskPower in a given year shall be a range. The minimum amount, when the Plan's funded status is 95% or greater, is zero and when the Plan's funded status is less than 95%, is the funding deficit divided by 10. The maximum amount of funding into the Plan is the funding deficit. Funding into the Plan in a given year shall take place within 3 months following the actuary finalizing its Funding Valuation for the Plan.

In interim years, to the three-year requirement for an actuarial valuation for funding purposes, an estimate is prepared. At December 31, 2021, the Plan's estimated funded status was 105% with a surplus of $32 million.

## ACTUARIAL VALUATION FOR ACCOUNTING PURPOSES

In 2021, the Plan recognized an actuarial accounting deficit of $131 million (financial statement reporting), compared to a $230 million deficit at the previous year end. The pension obligations decreased by $93 million primarily due to the discount rate increasing from 2.3% at the beginning of the year to 2.85% at the end of the year.

Net assets available for benefits have ineased by $6 million.

| **Actuarial accounting deficit** (in millions) | | **2021** | | 2020 |
|---|---|---|---|---|
| Net assets available for benefits | **$** | **683** | $ | 677 |
| Pension obligations | | **814** | | 907 |
| **Deficit** | **$** | **(131)** | $ | (230) |

The following illustrates the sensitivity of some of the major assumptions used in preparing the December 31, 2021, actuarial extrapolation:

**Retirement age:** Assuming a retirement age equal to the earliest age that a member can retire with a reduced pension would not change the deficit.

**Discount rate:** An increase in the discount rate of 1.00% (from 2.85% to 3.85%) would decrease liabilities, reducing the plan deficit by $75 million.

**Inflation:** An inflation rate assumption that is 1.00% higher than the assumed rate (from 2.00% to 3.00%) would reduce the deficit by $27 million. A higher inflation rate assumption increases both the discount rate and future pension obligation increases.

**Mortality:** A change in the mortality assumption so that each member is one year older would decrease liabilities, reducing the plan deficit by $27 million.

# REPORT OF MANAGEMENT

The financial statements of the Power Corporation Superannuation Plan (the Plan) are the responsibility of management and have been prepared in accordance with Canadian accounting standards for pension plans. The preparation of financial statements necessarily involves the use of estimates based on management's best judgment, particularly when transactions affecting the current period cannot be finalized with certainty until future periods. In management's opinion, the financial statements have been properly prepared within the framework of selected accounting policies summarized in the financial statements and incorporate, within reasonable limits of materiality, information available up to March 18, 2022. The financial information presented in the Management's Discussion & Analysis (MD&A) and elsewhere in this report is consistent with that in the financial statements.

Management maintains appropriate systems of internal control which provide reasonable assurance that the Plan's assets are safeguarded and appropriately accounted for, that financial records are relevant, reliable, and accurate and that transactions are executed in accordance with management's authorization. This system includes policies and procedures, as well as the appropriate delegation of authority and segregation of responsibilities. SaskPower's internal audit function independently evaluates the effectiveness of these controls.

The Power Corporation Superannuation Board is responsible for ensuring that management fulfills its responsibility for financial reporting and internal control. At regular meetings, the Board reviews audit, internal control and financial matters with management and the external auditors to satisfy itself that each is properly discharging its responsibilities. The annual report, financial statements and the Independent Auditor's Report have been reviewed and approved by the Board. The external auditor has full and open access to the Board with and without the presence of management.

The financial statements have been audited by Deloitte LLP, Chartered Professional Accountants, as appointed by the Lieutenant Governor in Council. The independent external auditor's responsibility is to express its opinion on whether the financial statements are fairly presented in all material respects in accordance with Canadian accounting standards for pension plans.

On behalf of management,

Jolene Beblow

**Derek Bjornson**
Director, Business Analysis & Treasury
SaskPower
March 31, 2022

**Jolene Beblow**
Manager, Pension Administration
SaskPower

# INDEPENDENT AUDITOR'S REPORT

To the Members of the Legislative Assembly of Saskatchewan

**Opinion**
We have audited the financial statements of the Power Corporation Superannuation Plan (the "Plan"), which comprise the statement of financial position as at December 31, 2021, and the statements of changes in net assets available for benefits and changes in pension obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Plan as at December 31, 2021 and the changes in net assets available for benefits and changes in pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans ("ASPP").

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

**Other Information**
Management is responsible for the other information. The other information comprises the information, other than the financial statements and our auditor's report thereon, in the Annual Report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We obtained the Annual Report prior to the date of this auditor's report. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in this auditor's report. We have nothing to report in this regard.

**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 ASPP, 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 GAAS 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 these financial statements.

As part of an audit in accordance with Canadian GAAS, 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, misrepresentation, 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.

We 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.

Deloitte LLP

Chartered Professional Accountants
March 31, 2022
Regina, Saskatchewan

# STATEMENT OF FINANCIAL POSITION

As at December 31
(in thousands)

| | 2021 | 2020 |
|---|---|---|
| **Assets** | | |
| **Investments** *(Note 4)* | | |
| Bonds | **$ 243,516** | $ 255,738 |
| Equities | **352,817** | 346,562 |
| Real estate | **34,792** | 34,199 |
| Infrastructure | **54,466** | 39,838 |
| | **685,591** | 676,337 |
| **Receivables** | | |
| Accrued investment income | **3,060** | 671 |
| Currency forwards *(Note 6)* | **-** | 1,009 |
| | **3,060** | 1,680 |
| **Cash** | **2,070** | 6,398 |
| **Total assets** | **690,721** | 684,415 |
| **Liabilities** | | |
| Currency forwards *(Note 6)* | **1,136** | - |
| Accounts payable and other liabilities | **6,679** | 7,836 |
| | **7,815** | 7,836 |
| **Net assets available for benefits** | **$ 682,906** | $ 676,579 |
| **Pension obligations and deficit** | | |
| Pension obligations | **$ 813,804** | $ 906,955 |
| Deficit | **(130,898)** | (230,376) |
| **Pension obligations and deficit** | **$ 682,906** | $ 676,579 |

*See accompanying notes*

On behalf of the Board:

**Grant Ring**
Chair

**Troy King**
Member

# STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the year ended December 31
(in thousands)

| | | 2021 | | 2020 |
|---|---|---|---|---|
| **Increase in net assets** | | | | |
| Investment income | | | | |
| Bond interest | **$** | **6,295** | $ | 7,652 |
| Dividends | | **8,161** | | 8,857 |
| | | **14,456** | | 16,509 |
| Increase in fair value of investments | | **53,044** | | 2,596 |
| Increase in fair value of currency forwards | | **765** | | - |
| | | **53,809** | | 2,596 |
| **Total increase in net assets** | | **68,265** | | 19,105 |
| **Decrease in net assets** | | | | |
| Decrease in fair value of currency forwards | | **-** | | 2,071 |
| Benefit payments | | **58,608** | | 60,512 |
| Death benefit payments | | **309** | | - |
| Administrative expenses *(Note 10)* | | **3,021** | | 3,125 |
| **Total decrease in net assets** | | **61,938** | | 65,708 |
| **Changes in net assets** | | **6,327** | | (46,603) |
| **Net assets available for benefits, beginning of year** | | **676,579** | | 723,182 |
| **Net assets available for benefits, end of year** | **$** | **682,906** | $ | 676,579 |

*See accompanying notes*

# STATEMENT OF CHANGES IN PENSION OBLIGATIONS

For the year ended December 31
(in thousands)

| | 2021 | 2020 |
|---|---|---|
| **Increase in pension obligations** | | |
| Interest on obligations | **$ 23,495** | $ 25,327 |
| Actuarial losses | **-** | 63,225 |
| | **23,495** | 88,552 |
| **Decrease in pension obligations** | | |
| Benefits paid | **58,608** | 60,512 |
| Refunds, transfers and death benefits | **309** | - |
| Actuarial gains | **50,094** | - |
| Experience gains | **7,635** | 3,420 |
| | **116,646** | 63,932 |
| **Pension obligations, beginning of year** | **906,955** | 882,335 |
| **Pension obligations, end of year** | **$ 813,804** | $ 906,955 |

*See accompanying notes*

# NOTES TO THE FINANCIAL STATEMENTS

## 1. DESCRIPTION OF THE PLAN

The following description of the Power Corporation Superannuation Plan (the Plan) is a summary only. For more complete information, reference should be made to *The Power Corporation Superannuation Act, The Superannuation (Supplementary Provisions) Act* and *The Superannuation Acts Uniform Regulations*.

### (a) General

The Plan is a defined benefit pension plan maintained by Saskatchewan Power Corporation (the Corporation; SaskPower) for those employees who were hired prior to October 1, 1977, and who did not elect to transfer to the Public Employees Pension Plan, a defined contribution plan, before October 1, 1978. The Plan is administered by a seven-person Board appointed by the Lieutenant Governor in Council.

### (b) Funding policy

In accordance with *The Power Corporation Superannuation Act* (Act), the Corporation contributes such amounts as are necessary to fund the payments provided by the Plan. The Act does not require the Plan to be funded but states that SaskPower is responsible for funding any deficiency.

The Corporation hires an actuary to determine the funded status of the Plan every three years. The most recent funding valuation was completed for the year ended December 31, 2019.

The Corporation has a funding policy which specifies the amount of funding into the Plan by the Corporation in a given year shall be a range. The minimum amount, when the Plan's funded status is 95% or greater, is zero and when the Plan's funded status is less than 95%, is the funding deficit divided by 10. The maximum amount of funding into the Plan is the funding deficit. Funding into the Plan in a given year shall take place within 3 months following the actuary finalizing its Funding Valuation for the Plan.

### (c) Employee and employer contributions

By December 31, 2013 all plan members reached the maximum pensionable years of service (35 years) and are no longer required to contribute to the Plan. As a result, employer current service contributions have also ceased.

### (d) Retirement allowances

The Plan provides an unreduced retirement allowance at age 65 with at least five years pensionable service, at age 60 with at least 20 years pensionable service, or upon completion of 35 years pensionable service. Retirement allowances are based on 2% of the best five-year average annual salary multiplied by the years of pensionable service, up to a maximum of 35 years, subject to Canada Revenue Agency maximums. At age 65, the retirement allowance is reduced due to integration with the Canada Pension Plan for pensionable service from January 1, 1966.

Pension obligations are increased at a rate equal to 70% of the increase in the consumer price index (CPI) for Saskatchewan in the preceding calendar year. Increases are subject to the maximum increase permitted under the *Income Tax Act* (Canada).

**(e) Survivors' allowances**

Death benefits are available to a qualifying surviving spouse in the form of a survivor allowance. A qualifying surviving spouse is the spouse at the time of retirement. The retirement allowance paid to the spouse will be based upon the member's selection at retirement. Effective June 27, 2003, retired members who have had a change in marital status after retirement may apply to convert their retirement allowance to recognize their new spouse, provided certain criteria are met. The revised retirement allowance for the member and the retirement allowance paid to the new spouse will be based on data at the time of conversion.

Members may select the basic retirement allowance that will pass 60% of the retirement allowance to their spouse upon their death. For death prior to age 65, the surviving spouse will receive 60% of the deceased member's lifetime retirement allowance, plus 60% of the bridge benefit (the amount due to Canada Pension Plan integration payable until the member would have turned age 65).

Alternatively, members may select the 75% (effective April 1, 2002) or the 100% option. The spouse will receive 75% or 100% of the lifetime retirement allowance, plus 75% or 100% of the bridge benefit, until the member would have turned age 65.

On and after June 28, 2001, and in the event of pre-retirement death, the spouse will receive a retirement allowance based upon the member's credited service as of the date of death. The survivor's allowance would be based on the greater of the basic retirement allowance of 60% plus any children's payments, or 100% actuarial equivalent. The spouse would receive the applicable percentage of the members' lifetime pension plus the bridge benefit.

If no one is eligible to receive a survivor's allowance from the Plan, then the total of the member's contributions, plus legislated interest, less any retirement allowances paid up to the member's time of death, will be paid to the member's estate.

**(f) Income taxes**

The Plan is a registered pension plan as defined in the *Income Tax Act* (Canada) and is not subject to income taxes. Retirement allowances paid from the Plan are subject to source deductions that are withheld and remitted to the Canada Revenue Agency.

## 2. BASIS OF PREPARATION

**(a) Statement of compliance**

The financial statements for the year ended December 31, 2021, have been prepared in accordance with Canadian accounting standards for pension plans as outlined in Part IV of the Chartered Professional Accountants (CPA) Handbook Section 4600, *Pension Plans*. For matters not addressed in Section 4600, the Plan follows the requirements of International Financial Reporting Standards (IFRS). The financial statements were authorized for issue by the Board on March 18, 2022.

**(b) Functional and presentations currency**

These financial statements are presented in Canadian dollars, which is the Plan's functional currency. All financial information presented in Canadian dollars has been rounded to the nearest thousand.

**(c) Use of estimates and judgments**

The preparation of the Plan financial statements in conformity with Canadian accounting standards for pension plans requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of the pension obligation, the fair value of investments and investment related receivables and liabilities. 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 periods affected.

## 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**(a) Pension obligation**

The value of accrued pension benefits payable in the future to members and changes therein during the year are based on an actuarial valuation prepared by an independent firm of actuaries. It uses the projected benefit method pro-rated on service and best estimate assumptions, as at the valuation date, of various economic and non-economic future events (Note 8). The triennial valuation for funding purposes is described in Note 1b above.

**(b) Investment income**

Investment income is recorded when allocated by the pooled fund. It includes pooled-fund interest and pooled-fund dividends.

**(c) Benefits**

Payments of pensions, refunds and transfers out of the Plan are recorded on an accrual basis.

**(d) Foreign currency translation**

Transactions in foreign currencies are translated into Canadian dollars using the exchange rate in effect at the transaction date. Financial assets and liabilities denominated in foreign currency are adjusted to reflect exchange rates at the reporting date. Foreign currency translation gains and losses are included in the increase or decrease in fair value of investments.

**(e) Financial instruments**

Classification and measurement

The Plan classifies its financial instruments at fair value through profit or loss. All financial instruments are measured at fair value on initial recognition and recorded on the statement of financial position.

Financial instruments classified as fair value through profit or loss are subsequently measured at fair value, with changes in fair value recognized in the statement of changes in net assets available for benefits in increase/decrease in fair value of investments.

Derivative financial instruments, including forward exchange contracts are recognized as a financial asset or a financial liability on the trade date. All derivative financial instruments are classified as fair value through profit or loss and recorded at fair value on the statement of financial position as currency forwards. Subsequent changes in fair value of these derivative financial instruments are recognized in the statement of changes in net assets available for benefits as increase/decrease in fair value of currency forwards.

Fair value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants in the principal or most advantageous market at the measurement date.

The Plan has classified the fair value of its investments as level 1, 2, or 3 *(Note 5)* as defined below:

Level 1 – Fair values are determined using inputs that are quoted prices (unadjusted) in active markets for identical assets or liabilities to which the Plan has immediate access. Investments in equities are recorded at fair value which is determined using year-end market prices from recognized security dealers. Transactions in equities are recorded as of the trade date.

Level 2 – Fair values are determined using inputs other than quoted prices included in level 1 that are observable for the asset or liability, either directly or indirectly. To the extent possible, valuations reflect indicative secondary pricing for these securities. In all other circumstances, valuations are determined with reference to similar actively traded instruments.

Investments in bonds are recorded at fair value which is determined using year-end mid-market prices from a recognized security dealer. Transactions in bonds are recorded as of the trade date.

Derivative financial instruments, including forward exchange contracts, are valued at year-end quoted market prices.

Pooled funds are recorded based on the net asset value per unit of the underlying investments determined using year-end market prices.

Level 3 – Fair values are determined based on inputs for the asset or liability that are not based on observable market data.

Real estate is in a pooled fund and is recorded based on the net asset value per unit of the underlying investments determined using independent appraisals.

Infrastructure investments are valued by the infrastructure manager using one or more valuation techniques (e.g., the market approach or the income approach) for which sufficient and reliable data is available. The use of the market approach generally consists of using comparable market transactions, while the use of the income approach generally consists of the net present value of estimated future cash flows, adjusted as appropriate for liquidity, credit, market and/or other risk factors. The discounted cash flow model is the primary valuation method to estimate the fair value of the infrastructure investments.

## 4. INVESTMENTS

**Schedule of investments**

The primary investment objective is to ensure the Plan has sufficient assets to meet pension payments. The second objective is to optimize the risk/return relationship of the Plan. Due to the long-term horizon of the Plan's liabilities, the Plan takes a long-term investment perspective. The strategy employed to achieve these objectives is to invest the Plan's assets into a diversified pool of investments, such as global equities, money market securities, bonds and alternative investments. The Plan's target asset mix is 50% equity, 25% bonds, 10% real estate and 15% infrastructure. The schedule below summarizes the Plan's investments as at December 31:

| (in thousands) | 2021 | 2020 |
|---|---|---|
| **Bonds** | | |
| Government of Canada and federally-guaranteed | **$ 62,086** | $ 26,577 |
| Provincial and provincially-guaranteed *(Note 9)* | **81,285** | 84,557 |
| Corporate (Canadian) | **65,597** | 75,991 |
| Corporate (Global) | **10,108** | 19,980 |
| Other | **24,440** | 48,633 |
| | **243,516** | 255,738 |
| **Equities** | | |
| Global | **352,817** | 346,562 |
| | **352,817** | 346,562 |
| **Alternatives** | | |
| Real estate | **34,792** | 34,199 |
| Infrastructure | **54,466** | 39,838 |
| | **89,258** | 74,037 |
| **Total investments** | **$ 685,591** | $ 676,337 |

**Bonds**
The Plan's bond portfolio consists of pooled fund investments and is invested as follows at December 31:

| (in thousands) | | 2021 | | 2020 | |
|---|---|---|---|---|---|
| | Years to maturity | **Fair value** | **Average yield to maturity (%)** | Fair Value | Average yield to maturity (%) |
| **Federal bonds** | 0-5 | **$ 50,152** | **1.1** | $ 16,906 | 0.4 |
| | 6-10 | **6,044** | **1.4** | 3,977 | 0.5 |
| | 11-15 | **-** | **-** | 600 | 0.7 |
| | 16-20 | **3** | **1.7** | - | - |
| | 20+ | **5,887** | **1.7** | 5,094 | 1.2 |
| | | **62,086** | | 26,577 | |
| **Provincial bonds** | 0-5 | **3,999** | **1.5** | 876 | 0.6 |
| | 6-10 | **26,703** | **1.9** | 26,620 | 1.1 |
| | 11-15 | **7,296** | **2.3** | 11,307 | 1.7 |
| | 16-20 | **5,754** | **2.4** | 7,094 | 1.8 |
| | 20+ | **37,533** | **2.5** | 38,660 | 2.1 |
| | | **81,285** | | 84,557 | |
| **Canadian Corporate bonds** | 0-5 | **17,512** | **2.3** | 21,958 | 1.7 |
| | 6-10 | **24,870** | **2.7** | 26,815 | 2.3 |
| | 11-15 | **6,758** | **2.8** | 8,034 | 2.2 |
| | 16-20 | **4,163** | **3.2** | 5,600 | 2.9 |
| | 20+ | **12,294** | **3.5** | 13,584 | 3.0 |
| | | **65,597** | | 75,991 | |
| **Global Corporate bonds** | 0-5 | **3,639** | **5.6** | 6,601 | 5.3 |
| | 6-10 | **4,683** | **4.6** | 9,562 | 4.5 |
| | 11-15 | **497** | **4.5** | 751 | 4.5 |
| | 16-20 | **203** | **3.1** | 263 | 3.7 |
| | 20+ | **1,086** | **5.2** | 2,803 | 4.8 |
| | | **10,108** | | 19,980 | |
| **Other bonds**[1] | 0-5 | **19,119** | **1.8** | 42,606 | 0.8 |
| | 6-10 | **3,731** | **3.7** | 3,852 | 3.5 |
| | 11-15 | **606** | **5.5** | 903 | 4.4 |
| | 16-20 | **292** | **6.2** | 433 | 4.9 |
| | 20+ | **692** | **6.5** | 839 | 6.4 |
| | | **24,440** | | 48,633 | |
| **Total bonds** | | **$ 243,516** | | $ 255,738 | |

1. Includes global sovereign bonds, cash, emerging market foreign exchange and mortgages

The bond portfolio breakdown is as follows at December 31:

| (in thousands) | | **2021** | | 2020 | |
|---|---|---|---|---|---|
| | Bond Asset class | **Fair value** | **% of Plan investments** | Fair value | % of Plan investments |
| Phillips Hager & North Investment Management | Pooled | **$ 243,516** | **35.5** | $ 255,738 | 37.8 |
| **Total bond assets** | | **$ 243,516** | **35.5** | $ 255,738 | 37.8 |

**Equities**

The Plan's equity investments consist of pooled fund investments. Equity investments are generally limited to stocks that are publicly traded on a recognized stock exchange. In 2021, the Plan held $352,817 thousand in equities invested in global mandates (2020 - $346,562 thousand).

Dividends are generally declared on a quarterly basis and allocated by the pooled funds to the Plan on an annual basis. These investments have no fixed maturity date.

**Pooled funds**

A pooled fund contains funds from many individual investors that are aggregated for the purpose of investment. The unit price of the pooled fund is determined by the fair value of the assets in the fund. The equity pooled fund breakdown is as follows at December 31:

| (in thousands) | | **2021** | | 2020 | |
|---|---|---|---|---|---|
| | Asset class | **Fair value** | **% of Plan investments** | Fair value | % of Plan investments |
| TD Asset Management Inc. | Global equity | **$ 206,066** | **30.1** | $ 229,820 | 34.0 |
| Mawer Investment Management Limited | Global equity | **146,751** | **21.4** | 116,742 | 17.3 |
| **Total pooled fund equity assets** | | **$ 352,817** | **51.5** | $ 346,562 | 51.3 |

**Real estate**

The Plan's real estate portfolio is a Canadian-based pooled fund that is diversified through all parts of Canada and holds office, retail and industrial properties.

| | | **2021** | | 2020 | |
|---|---|---|---|---|---|
| | Asset class | **Fair value** | **% of Plan investments** | Fair value | % of Plan investments |
| TD Asset Management Inc. | Real estate | **$ 34,792** | **5.1** | $ 34,199 | 5.1 |
| **Total real estate assets** | | **$ 34,792** | **5.1** | $ 34,199 | 5.1 |

**Infrastructure**

The Plan's infrastructure portfolio is comprised of four funds managed by Macquarie Capital Markets Canada Limited. One fund is based primarily in Europe, two are focused on the United States and Canada and the fourth is a global fund primarily focused on Europe and North

America. Information on each fund follows at December 31:

| (in thousands) | 2021 | | | | | | | | 2020 |
|---|---|---|---|---|---|---|---|---|---|
| | Capital commitment | | Cash contributed | | Undrawn capital commitment | | Undrawn capital commitment CDN | Fair value of investment CDN | Fair value of investment CDN |
| MIP II Fund[1] | $ 15,000 | USD | $ 14,240 | USD | $ 760 | USD | $ 964 | $ 146 | $ 4,965 |
| MIP III Fund[2] | 15,000 | USD | 12,811 | USD | 2,189 | USD | 2,775 | 19,660 | 16,552 |
| MEIF III Fund[3] | 11,250 | EUR | 11,250 | EUR | - | EUR | - | 176 | 773 |
| MIGS II Fund[4] | 35,000 | USD | 25,105 | USD | 9,895 | USD | 12,545 | 34,484 | 17,548 |
| **Total** | | | | | | | $ 16,284 | $ 54,466 | $ 39,838 |

1. Macquarie Infrastructure Partners II
2. Macquarie Infrastructure Partners III
3. Macquarie European Infrastructure Fund III
4. Macquarie Infrastructure and Real Assets Infrastructure Global Solution II

Subsequent to December 31, 2021, the Plan committed capital of $10,000 thousand USD to Macquarie Global Infrastructure Fund and 25,000 thousand EUR to Macquarie European Infrastructure Fund 7.

The infrastructure manager requests capital from the Plan as needed. The Plan is contractually obligated to honour the manager's capital calls until the undrawn capital commitment is depleted. The Plan has adequate liquidity to honour its undrawn capital commitments.

The infrastructure manager uses internal valuation policies to establish a fair value for the underlying assets. The valuations are prepared quarterly and take into account various economic, operational and financial assumptions.

## 5. FINANCIAL INSTRUMENTS

The following table categorizes the Plan's financial instruments, by level (refer to *Note 3e*) as at December 31:

| (in thousands) | 2021 | | | | 2020 | | | |
|---|---|---|---|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total | Level 1 | Level 2 | Level 3 | Total |
| Cash | $ 2,070 | $ - | $ - | $ 2,070 | $ 6,398 | $ - | $ - | $ 6,398 |
| Bonds | - | 243,516 | - | 243,516 | - | 255,738 | - | 255,738 |
| Equities | - | 352,817 | - | 352,817 | - | 346,562 | - | 346,562 |
| Real estate | - | - | 34,792 | 34,792 | - | - | 34,199 | 34,199 |
| Infrastructure | - | - | 54,466 | 54,466 | - | - | 39,838 | 39,838 |
| Currency forwards | - | (1,136) | - | (1,136) | - | 1,009 | - | 1,009 |
| **Total** | $ 2,070 | $ 595,197 | $ 89,258 | $ 686,525 | $ 6,398 | $ 603,309 | $ 74,037 | $ 683,744 |

Note: Receivables, accounts payable and other liabilities are all short-term in nature and as such their carrying value approximates fair value.

During the year ended December 31, the reconciliation of investments measured at fair value using unobservable inputs (Level 3) is presented as follows:

| (in thousands) | 2021 | | | 2020 | | |
|---|---|---|---|---|---|---|
| | **Real estate** | **Infrastructure** | **Total** | Real estate | Infrastructure | Total |
| Beginning balance, January 1 | **$ 34,199** | **$ 39,838** | **$ 74,037** | $ 63,973 | $ 29,677 | $ 93,650 |
| Purchases | **-** | **15,493** | **15,493** | - | 22,733 | 22,733 |
| Sales | **(4,000)** | **(5,215)** | **(9,215)** | (29,000) | (7,239) | (36,239) |
| Return of capital | **-** | **(1,985)** | **(1,985)** | - | (6,847) | (6,847) |
| Realized gains[1] | **2,395** | **701** | **3,096** | 17,065 | 13,037 | 30,102 |
| Change in unrealized gains (losses) | **2,198** | **5,634** | **7,832** | (17,839) | (11,523) | (29,362) |
| **Ending balance, December 31** | **$ 34,792** | **$ 54,466** | **$ 89,258** | $ 34,199 | $ 39,838 | $ 74,037 |

1. The infrastructure realized gains resulted from the sale of one of the assets in Macquarie European Infrastructure Fund III (MEIF III) by the Limited Partner.

## 6. CURRENCY FORWARDS

The Plan entered into foreign exchange forward contracts to hedge some of its foreign currency exposure in global equity and infrastructure. Foreign exchange forward contracts are obligations in which two counterparties agree to exchange one currency for another at a specified exchange rate for settlement on a predetermined date in the future.

The Plan's objective for the active currency manager was to mitigate the impact of a change in foreign exchange rates on the Plan. Until November 2021, the Plan updated its managed portfolio monthly by communicating a minimum of 85% of the Plan's total foreign currency exposure to the currency manager. The Board had approved a benchmark hedge ratio of 50% of the managed portfolio, although the manager had the discretion to hedge between 0% and 100% of the managed portfolio. Currency hedging reduced annualized returns over the past ten years by 0.4% versus an unhedged program. In December 2021, the Board completed a review of the hedging program with Eckler and the Board terminated its currency hedging program and the Plan's active currency manager. The foreign exchange forward contracts that were executed prior to the termination have a maturity of March 16, 2022.

At December 31, 2021, the Plan's total foreign currency exposure, before currency forwards, was $360,255 thousand (2020 – $350,638 thousand). Based on the forward exchange rates at December 31, 2021, the forward contracts fair value result in an unrealized loss of $1,136 thousand (2020 – unrealized gain of $1,009 thousand).

## 7. FINANCIAL RISK MANAGEMENT

### (a) Market risk

The Plan invests in publicly traded equities and bonds available on domestic and foreign exchanges. The value of these securities is affected by market changes and fluctuations. The Plan manages market risk by diversifying its investments in both domestic and foreign markets and through the establishment and review of asset mix ranges and limits for various investments.

The global pandemic declared by the World Health Organization on March 11, 2020 due to the outbreak of COVID-19 has cast uncertainty on the estimates, assumptions, and critical judgements exercised by investment managers. Although the development of successful vaccine candidates towards the end of 2020 signalled a turning point in the pandemic, ongoing variants and the uncertainty of the impact of governments relaxing public health restrictions indicate that the pandemic may continue to negatively impact the global economy for the foreseeable future.

Interest rate risk

Interest rate risk refers to the adverse impact that interest rate changes have on the Plan's investment returns and financial position. On the investment side, when interest rates fall the fair value of bonds rise, while the yields on new investments in bonds fall.

As at December 31, 2021, had prevailing interest rates increased or decreased by 1.0%, assuming a parallel shift in the yield curve and all other variables held constant, the fair value of the Plan's bond holdings would have decreased or increased (respectively) by approximately 8.1%, or $19,822 thousand (2020 – 8.2%, or $20,940 thousand). The bond holdings' sensitivity to interest rate fluctuations was estimated using the weighted average duration of the bond holdings. In practice, actual results may differ from this sensitivity analysis and the difference could be material.

Foreign currency risk

Foreign currency exposure arises from the Plan holding assets denominated in currencies other than the Canadian dollar. Fluctuations in the relative value of the Canadian dollar against these foreign currencies result in a positive or negative effect on the fair value of the Plan's net assets.

To manage the Plan's foreign currency risk, in 2009 the Board approved currency management to manage a portion of the Plan's exposure to changes in the value of foreign currencies. Currency exposure management began in the first quarter of 2010 (refer to *Note* 6) and ended in the fourth quarter of 2021.

At December 31, the Plan's foreign currency exposure expressed in equivalent Canadian dollars and excluding the impact of currency forwards is as follows:

| (in thousands) | **2021** | | 2020 | |
|---|---|---|---|---|
| | **Fair value** | **% of Plan assets** | Fair value | % of Plan assets |
| Global equity | **$ 303,601** | **44.0** | $ 295,098 | 43.1 |
| Infrastructure | **54,227** | **7.9** | 39,634 | 5.8 |
| Core plus bonds | **2,427** | **0.4** | 15,906 | 2.3 |
| **Total foreign currency exposure** | **$ 360,255** | **52.3** | $ 350,638 | 51.2 |

At December 31, the foreign currency exposure in the Plan, in Canadian dollars, can be further broken down as follows:

| (in thousands) | **2021** | | | 2020 | | |
|---|---|---|---|---|---|---|
| | **Exposure prior to hedging** | **Currency forwards** | **Net exposure** | Exposure prior to hedging | Currency forwards | Net exposure |
| United States dollar | **$ 187,622** | **$ -** | **$ 187,622** | $ 168,067 | $ (60,857) | $ 107,210 |
| Euro | **34,931** | **-** | **34,931** | 26,751 | (9,015) | 17,736 |
| British pound sterling | **20,178** | **-** | **20,178** | 20,576 | (10,640) | 9,936 |
| Japanese yen | **33,885** | **-** | **33,885** | 28,260 | (8,150) | 20,110 |
| Swiss franc | **23,557** | **-** | **23,557** | 27,444 | (12,797) | 14,647 |
| Australian dollar | **6,874** | **-** | **6,874** | - | - | - |
| Other | **53,208** | **-** | **53,208** | 79,540 | - | 79,540 |
| **Total** | **$ 360,255** | **$ -** | **$ 360,255** | $ 350,638 | $(101,459) | $ 249,179 |

As at December 31, including the impact of currency forwards, assuming the Canadian dollar appreciated or depreciated by 10% compared to the following foreign currencies, the fair value of the Plan's net assets would have decreased or increased (respectively) by the following amounts (assuming all other variables held constant):

| (in thousands) | Change in value of Canadian dollar | | **2021** | | 2020 |
|---|---|---|---|---|---|
| United States dollar | +/- 10% | **+/-** | **$ 18,762** | +/- | $ 10,721 |
| Euro | +/- 10% | **+/-** | **3,493** | +/- | 1,774 |
| British pound sterling | +/- 10% | **+/-** | **2,018** | +/- | 993 |
| Japanese yen | +/- 10% | **+/-** | **3,389** | +/- | 2,011 |
| Swiss franc | +/- 10% | **+/-** | **2,356** | +/- | 1,465 |
| Australian dollar | +/- 10% | **+/-** | **687** | +/- | - |
| Other | +/- 10% | **+/-** | **5,321** | +/- | 7,954 |
| **Total fair value impact** | | **+/-** | **$ 36,026** | +/- | $ 24,918 |

Equity price risk

The Plan is exposed to changes in equity prices in Canadian and global markets. Equities comprise 52% (2020 – 51%) of the carrying value of the Plan's total investments. Individual stock holdings are diversified by geography, industry type and corporate entity.

Had equity values at December 31, increased or decreased (respectively) by 10% assuming all other variables held constant, the total fair value impact on equities would have been a $35,282 thousand increase or decrease (2020 - $34,656 thousand increase or decrease). Due to active management, the Plan's portfolio does not correlate directly to any market indices.

Real estate and infrastructure price risk

Risk in the real estate portfolio is managed through diversification across types and locations. Adverse impacts in any one segment of the market or geographic location are minimized by having holdings diversified across property type, geographic location and investment size. Risk in the infrastructure portfolio is also managed through diversification across types and locations.

**(b) Credit risk**

Credit risk arises from the potential for a debtor or for a counterparty to default on its contractual obligation to the Plan. The Plan limits the credit risk by diversifying its fixed income investment portfolio and dealing with counterparties that are considered to be high quality.

The credit ratings used to describe these securities are based on the DBRS Morningstar or other recognized credit rating agencies.

The maximum credit risk to which the Plan is exposed at December 31, is limited to the carrying value of the financial assets summarized as follows:

| (in thousands) | 2021 Carrying value | 2020 Carrying value |
|---|---|---|
| Bonds | **243,516** | 255,738 |
| Receivables | **3,060** | 1,680 |
| Cash | **2,070** | 6,398 |
| **Total credit risk** | **$ 248,646** | $ 263,816 |

Credit risk for bonds and short-term investments is managed through the investment policy that limits the majority of debt instruments to those of high credit quality (minimum rating for short-term investments is R1) along with limits to the maximum notional amount of exposure with respect to any one issuer. Phillips, Hager & North Investment Management manages the Plan's core plus pooled fund which allows a portion of the pooled fund to invest in unrated debt instruments. Credit exposure and counterparty ratings in the pooled fund are monitored daily.

Phillips, Hager & North Investment Management invests primarily in bonds that are investment grade (minimum credit rating of BBB) as rated by a recognized rating agency which reflects a high likelihood of repayment, (89.6% of the pooled fund at December 31, 2021). Phillips, Hager & North Investment Management's investment policy for the Core Plus Bond Fund specifies: 25% as the maximum that is to be invested in BB+ and below (non-investment grade) credit quality; 5% as the maximum that is to be invested in CCC+ and below credit quality and 5% is the maximum that is to be invested in unrated credit quality. At December 31, the debt rating on the Plan's bonds is as follows:

| (in thousands) | **2021** | | 2020 | |
|---|---|---|---|---|
| **Debt rating** | **Fair value** | **% of bond portfolio** | Fair value | % of bond portfolio |
| AA or higher | **$ 149,007** | **61.2** | $ 135,106 | 52.8 |
| A | **39,912** | **16.4** | 45,752 | 17.9 |
| BBB | **29,295** | **12.0** | 40,841 | 16.0 |
| BB & Below | **14,441** | **5.9** | 22,505 | 8.8 |
| Unrated | **10,861** | **4.5** | 11,534 | 4.5 |
| **Total bonds** | **$ 243,516** | **100.0** | $ 255,738 | 100.0 |

Receivables are primarily made up of accrued investment income and investment disposal proceeds. Accrued investment income is received on the next scheduled payment date, generally either annually or semi-annually. Proceeds of investment disposals are generally received within two days.

**(c) Liquidity risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting its financial commitments as they become due or can do so only at excessive cost. The Plan manages liquidity risk by maintaining adequate cash and liquid investments (bonds and equities) and monitoring actual and forecasted cash flows to support the Plan's operating needs.

## 8. PENSION OBLIGATIONS

The present value of pension obligations is determined using the projected benefit actuarial cost method prorated on services and reflects management's best estimates of inflation, future pension indexing and mortality. The valuation for accounting purposes was prepared as at September 30, 2019 by Eckler Ltd. and extrapolated to December 31, 2021. The effective date of the next valuation for accounting purposes will be September 30, 2022.

The actuarial assumptions used in determining the value of pension obligations may change from year to year depending on current and long-term market conditions. The actuarial assumptions are based on management's expectations, independent actuarial advice and guidance provided by IFRS. The following is a summary of the actuarial assumptions:

| | **2021** | 2020 |
|---|---|---|
| Discount rate, beginning of year | **2.30%** | 3.00% |
| Discount rate, end of the year | **2.85%** | 2.30% |
| Long-term inflation rate | **2.00%** | 2.00% |
| Assumptions for benefit increases (% of Saskatchewan CPI) | **70.00%** | 70.00% |

The salary increase assumption is no longer necessary as all active members at the valuation date are assumed to retire immediately given their age and service levels.

The discount rate was based on the Fiera curve for high-quality Canadian corporate bonds as at December 31, 2021 with cash flows that resemble those of the expected benefit payments.

The mortality assumption used the 2014 Private Sector Mortality Table (CPM2014Priv) with 95% scaling factor for male mortality rates, 110% scaling factor for female mortality rates and two-dimensional generational mortality improvements using Improvement Scale B (CPM-B).

The actuarial present value of pension obligations is deducted from the net assets available for benefits to calculate the actuarial deficit for accounting purposes.

The following illustrates the sensitivity of some of the major assumptions used in preparing the December 31, 2021, actuarial extrapolation:

**Retirement age:** Assuming a retirement age equal to the earliest age that a member can retire with a reduced pension would not change the deficit.

**Discount rate:** An increase in the discount rate of 1.00% (from 2.85% to 3.85%) would decrease liabilities, reducing the plan deficit by $75 million.

**Inflation:** An inflation rate assumption that is 1.00% lower than the assumed rate (from 2.00% to 1.00%) would increase the deficit by $29 million. A lower inflation rate assumption reduces both the discount rate and future pension obligation increases.

**Mortality:** A change in the mortality assumption so that each member is one year older would decrease liabilities, reducing the plan deficit by $27 million.

## 9. RELATED PARTY TRANSACTIONS

### (a) Administration

As indicated in *Note 10*, certain administration costs are paid by the Corporation.

### (b) Investments

| (in thousands) | 2021 | | 2020 | |
|---|---|---|---|---|
| | **Investment fair value** | **Investment income** | Investment fair value | Investment income |
| Province of Saskatchewan bonds | **$ 3,189** | **$ 87** | $ 4,013 | $ 102 |

## 10. ADMINISTRATIVE EXPENSES

*The Superannuation (Supplementary Provisions) Act* permits the Board to engage technical and professional advisers, specialists and consultants for the purposes of managing, investing and disposing of Plan assets, with the related costs to be paid by the Plan.

The costs to administer the Plan are borne by the Corporation and are therefore not reflected in the Plan financial statements. The costs typically paid for by the Corporation include audit and actuarial fees as well as general administration costs. In 2021, the Corporation paid $284 thousand (2020 – $306 thousand) for costs relating to the Plan. These figures do not include salaries paid to employees of the Corporation who serve as staff advisors or administrators of the Plan and are not included in the table below:

| (in thousands) | **2021** | 2020 |
|---|---|---|
| Investment manager fees | **$ 2,724** | $ 2,945 |
| Custodian fees | **166** | 109 |
| Consulting fees | **126** | 70 |
| Board member training and development | **5** | 1 |
| **Total administrative expenses** | **$ 3,021** | $ 3,125 |

## 11. INVESTMENT PERFORMANCE

The investment manager makes the day-to-day decisions on buying or selling specific investments in order to achieve the long-term performance objectives set by the Board. The Board reviews the investment performance of the Plan in terms of the performance of the benchmark portfolio over a rolling four-year period. The Plan's benchmark has been determined using the actual returns of market indexes such as the FTSE TMX Universe Bond Index; Morgan Stanley Capital All Country World Index; Investment Property Databank; and a Consumer Price Index plus acceptable return approach.

The primary long-term investment objective for the entire portfolio is to out-perform a benchmark portfolio. The following is a summary of the Plan's investment performance as provided by Eckler:

| | **2021** | | 2020 | |
|---|---|---|---|---|
| Rates of return (%) | **Investment return** | **Investment benchmark return** | Investment return | Investment benchmark return |
| Bonds | **(1.8)** | **(2.5)** | 13.4 | 10.3 |
| Global equities | **19.8** | **17.5** | (4.4) | 14.2 |
| Real estate | **14.6** | **7.9** | (1.9) | (3.8) |
| Infrastructure | **16.5** | **10.0** | 8.9 | 5.8 |
| Annual rate of return (unhedged) | **10.6** | **9.4** | 2.6 | 10.8 |
| Currency forwards[1] | **0.2** | **n/a** | (0.2) | n/a |
| Annual rate of return (hedged) | **10.8** | **n/a** | 2.4 | n/a |
| Four-year rolling average return (hedged) | **6.8** | **8.6** | 6.9 | 8.7 |

1. This represents the impact of currency forwards on the total portfolio (calculated as the difference between the hedged and unhedged return).

## 12. CAPITAL MANAGEMENT

The Plan's capital is invested in a number of asset classes including bonds, mortgages, equities, real estate, infrastructure, and currency forwards. In December 2021, the Board terminated its currency hedging program and approved a ten percent decrease to bonds, with a corresponding five percent increase to both real estate and infrastructure. The Plan's target asset mix is disclosed in Note 4. The Plan periodically receives new capital from contributions that are required by the Corporation's Funding Policy (refer to *Note 1b*). The Plan also receives investment income and market value increases on its invested capital. Investment performance for the various asset classes is disclosed in Note 11.

The Board's objective for managing its capital is outlined in the Plan's Statement of Investment Policies and Procedures (SIP&P). The SIP&P communicates a philosophy of diversification and protection of capital to investment managers with an objective of optimizing the Plan's risk/return relationship. The risk policies, procedures and objectives have not changed materially from the prior year. To achieve acceptable levels of diversification and risk control, the SIP&P sets out guidelines for asset mix, individual equity/bond holdings, industrial sector holdings, debt ratings and bond duration.

The Board delegates the operational investment decisions to a number of investment managers through different investment mandates as defined in the SIP&P.

# FIVE-YEAR REVIEW

## FINANCIAL POSITION

As at December 31
(in thousands)

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|---|---|---|---|---|
| **Assets** | | | | | |
| **Investments** | | | | | |
| Short-term | **$ -** | $ - | $ - | $ 3,706 | $ 2,139 |
| Bonds | **243,516** | 255,738 | 249,018 | 242,822 | 261,139 |
| Equities | **352,817** | 346,562 | 375,284 | 320,725 | 372,635 |
| Real estate | **34,792** | 34,199 | 63,973 | 79,543 | 74,392 |
| Infrastructure | **54,466** | 39,838 | 29,677 | 56,342 | 49,439 |
| | **685,591** | 676,337 | 717,952 | 703,138 | 759,744 |
| **Receivables** | | | | | |
| Accrued investment income | **3,060** | 671 | 704 | 1,546 | 1,300 |
| Currency forwards | **-** | 1,009 | 2,634 | - | 2,761 |
| | **3,060** | 1,680 | 3,338 | 1,546 | 4,061 |
| **Cash** | **2,070** | 6,398 | 7,857 | 1,598 | 1,083 |
| **Total assets** | **690,721** | 684,415 | 729,147 | 706,282 | 764,888 |
| **Liabilities** | | | | | |
| Currency forwards | **1,136** | - | - | 5,026 | - |
| Accounts payable and other liabilities | **6,679** | 7,836 | 5,965 | 9,699 | 5,893 |
| | **7,815** | 7,836 | 5,965 | 14,725 | 5,893 |
| **Net assets available for benefits** | **$ 682,906** | $ 676,579 | $ 723,182 | $ 691,557 | $ 758,995 |
| **Pension obligations and deficit** | | | | | |
| Pension obligations | **$ 813,804** | $ 906,955 | $ 882,335 | $ 843,466 | $ 921,573 |
| Deficit | **(130,898)** | (230,376) | (159,153) | (151,909) | (162,578) |
| **Pension obligations and deficit** | **$ 682,906** | $ 676,579 | $ 723,182 | $ 691,557 | $ 758,995 |

# FIVE-YEAR REVIEW

## CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the year ended December 31
(in thousands)

| | **2021** | 2020 | 2019 | 2018 | 2017 |
|---|---|---|---|---|---|
| **Increase in net assets** | | | | | |
| Investment income | | | | | |
| Bond interest | **$ 6,295** | $ 7,652 | $ 9,315 | $ 8,899 | $ 9,020 |
| Dividends | **8,161** | 8,857 | 14,203 | 8,272 | 9,562 |
| | **14,456** | 16,509 | 23,518 | 17,171 | 18,582 |
| Increase in fair value of investments | **53,044** | 2,596 | 66,894 | - | 56,630 |
| Increase in fair value of currency forwards | **765** | - | 6,309 | - | 4,014 |
| | **53,809** | 2,596 | 73,203 | - | 60,644 |
| **Total increase in net assets** | **68,265** | 19,105 | 96,721 | 17,171 | 79,226 |
| **Decrease in net assets** | | | | | |
| Decrease in fair value of investments | **-** | - | - | 8,980 | - |
| Decrease in fair value of currency forwards | **-** | 2,071 | - | 10,218 | - |
| Benefit payments | **58,608** | 60,512 | 61,442 | 61,741 | 62,273 |
| Refunds and transfers | **-** | - | 76 | - | - |
| Death benefit payments | **309** | - | 186 | 40 | - |
| Administrative expenses | **3,021** | 3,125 | 3,392 | 3,630 | 3,748 |
| **Total decrease in net assets** | **61,938** | 65,708 | 65,096 | 84,609 | 66,021 |
| **Changes in net assets** | **6,327** | (46,603) | 31,625 | (67,438) | 13,205 |
| **Net assets available for benefits, beginning of year** | **676,579** | 723,182 | 691,557 | 758,995 | 745,790 |
| **Net assets available for benefits, end of year** | **$ 682,906** | $ 676,579 | $ 723,182 | $ 691,557 | $ 758,995 |

# GLOSSARY

**Active Plan member**
Plan member making (or deemed to be making) regular contributions to the Plan, including those on an approved leave of absence (with or without pay), those receiving benefits from a short-term illness and injury plan or approved long-term disability plan, and those who are no longer required to contribute.

**Actuarial assumptions**
Estimates of future events that will affect a plan's obligation for future employee's benefits. Examples of these estimates are: discount rate, inflation, termination rates, retirement age, mortality, dependency status, future salary and benefit levels.

**Actuarial valuation**
Prepared by an actuary to determine the financial status of the Plan. It considers the value of Plan assets and determines whether the contribution rates are adequate.

**Actuary**
Professional trained in technical aspects of pensions.

**Asset allocation**
The dividing of assets among different categories such as equities, bonds and international investments.

**Bridge benefits**
A temporary pension to supplement the regular lifetime pension. Payable from the early retirement age to the end of the month in which the member turns 65.

**Bonds**
Long-term debt instrument from a company that provides regular interest payments to the bond-holder and repays the face value at maturity.

**Consumer price index (CPI)**
The consumer price index measures monthly and yearly changes in the cost of 300 goods and services commonly bought by Canadians. If the combined cost of this "basket" of items goes up, then there has been inflation. The greater the increase, the higher the inflation rate has become. The pension is indexed to the cost of living, and the consumer price index is one of the factors used to calculate annual cost of living increases for pension benefits.

**Counterparty**
An individual or organization with whom one transacts business.

**Custodian**
Holds assets for safekeeping for the Plan, may collect income and dividends and do simple reporting on assets. The custodian does not have fiduciary responsibility.

**Deferred pension**
A pension payable at a later date, either because the Plan member terminates employment before the earliest date at which the pension may begin, or because the Plan member chooses to have the pension commence at a later date. For example, a Plan member may choose to defer a pension in order to later receive an unreduced pension.

**Defined benefit plan**
Pension plan that provides a defined benefit based on a formula including factors such as years of service and average earnings.

**Equities**
Common stock or ownership in a company.

**Fair value**
Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants in the principal or most advantageous market at the measurement date.

**Funding**
The systematic depositing of current service contributions and special payments into the pension fund.

**Futures**
Contractual agreements to either buy or sell an asset at a specified price and date in the future.

**Governance**
The decision-making structures and supporting policies and procedures that enable an organization to achieve its pension objectives and discharge its pension obligations to its legal owners and others.

**Index**
Method of measuring the investment manager's performance through benchmarks of similar assets.

**Investment advisor**
Provides analytical review of the total fund, asset classes and the investment managers' performance, relative to peers and Plan benchmarks.

**Investment manager**
Devises and implements an investment strategy within mandates.

**Median**
The middle of a distribution: half the scores are above the median and half are below the median.

**Money market**
A market for short term debt instruments.

**Notional value**
Amount to which a rate or price is applied in order to calculate the exchange of cash flows.

**Plan**
Power Corporation Superannuation Plan.

**Plan sponsor**
Employer sponsoring the pension plan.

**Pooled funds**
Group of individual securities managed by an investment manager.

**Securities**
Stocks, bonds and notes that give evidence to and assure the fulfillment of a commitment.

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