



Pension Plan for the Academic & Administrative
Employees of the University of Regina
Defined Contribution (DC)
2023 Annual Report to Members

Plan Overview

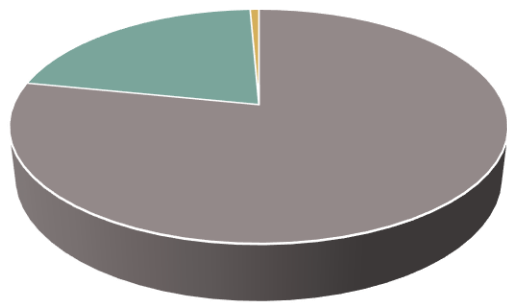
The Academic and Administrative Pension Plan was established on July 1, 1965. Until January 1, 2000, the plan was solely a defined benefit (DB) plan. The University closed the DB component of the pension plan to new members and introduced a defined contribution (DC) component for eligible members who joined the University on or after January 1, 2000.

Effective July 1, 2011, DC members were provided a choice of two investment approaches: a hands-off “help me do it” portfolio made up of target date funds and a “let me do it” portfolio that allows you to create your own portfolio from a list of specially selected funds.

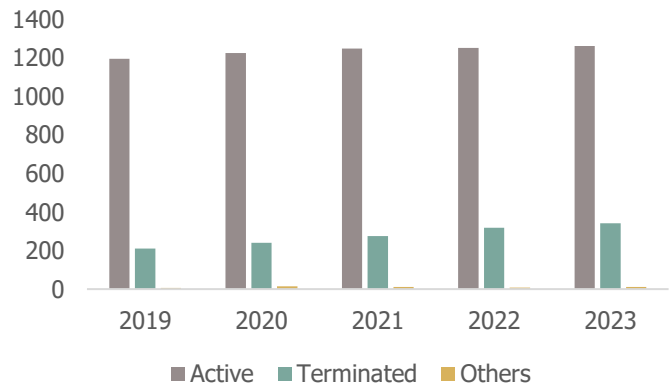
Your pension income at retirement is determined by your contributions, employer contributions plus any return on investment. The Plan provides resources designed to support you with your retirement savings objectives.

Plan Membership

The membership profile at December 31, 2023 along with the membership movement over the past five years is illustrated below.



■ 1263 Active ■ 342 Terminated ■ 11 Others



Pension Contributions as at January 1, 2023

	Pensionable Earnings
Administrative, Professional & Technical (APT) and Out-of-Scope - Employee Paid	7.5%
Administrative, Professional & Technical (APT) and Out-of-Scope - Employer Paid	7.5%
APT/Out-of-Scope Staff - Total Combined	15.0%
Academic (including Sessionals) – Employee Paid	8.0%
Academic (including Sessionals) – Employer Paid	8.0%
Academic Staff - Total Combined	16.0%
The Plan limits the annual pension contributions based on the defined benefit earnings limit (\$175,333.50 in 2023) for active members.	

Resources Available

A wide variety of resources are available to help you map your journey and reach your financial destination at retirement. You are encouraged to take advantage of the following resources:

Account Information	Secure online pension account information at sunlife.ca/uregina lets you view your account balance 24/7 and review and make changes to your investments. You can make changes on-line or over the phone.
Sun Life Mobile App	The app makes it possible to access your account on the go, and: <ol style="list-style-type: none"> 1) check your balances; 2) view your most recent plan activity; 3) try some financial planning tools; 4) update your investment choices; and 5) change your beneficiary. The app is free of charge. To learn more, visit sunlife.ca/mobile .
Pension Statement	In addition to viewing detailed account information on-line, Sun Life Financial provides semi-annual statements at June 30 th and December 31 st each year.
sunlife.ca/uregina	sunlife.ca/uregina is one of the best resources. The site hosts a wealth of information on all aspects of the Plan. Morningstar, a highly respected tool containing details about each investment is made available to you in the Plan. You can access the Asset allocation tool which is designed to help determine risk tolerance and help you make investment decisions. Tools are also available to help you project your retirement income.
Education Sessions	Sun Life Financial will be available throughout the year to provide education and information. Online webinars, videos and articles are also available. 2024 webinar topics , dates, times and registration information can be found at sunlife.ca/mymoney
Sun Life Customer Care Centre	Available to answer your general questions about the plan and assist you with any transactions you want to perform on any business day from 8 a.m. to 8 p.m. E.T. by calling 1-866-733-8612 . Service is available in 190 languages.
Sun Life Retirement Consultant	Available to answer your retirement income questions and assist in helping you make a retirement plan on any business day between 8 a.m. and 6 p.m. ET at 1-866-244-3906 (option 1) .
360 Plan Advice	Call the Sun Life client solutions centre at 1-866-634-4840 to get personalized advice tailored to your needs and to build a relationship with your dedicated Sun Life consultant.
Pension & Benefits, HR, UofR	For questions about your eligibility for retirement, phased retirement or other questions, please contact 306-585-4808 or email pension.benefits@uregina.ca

Your Responsibilities

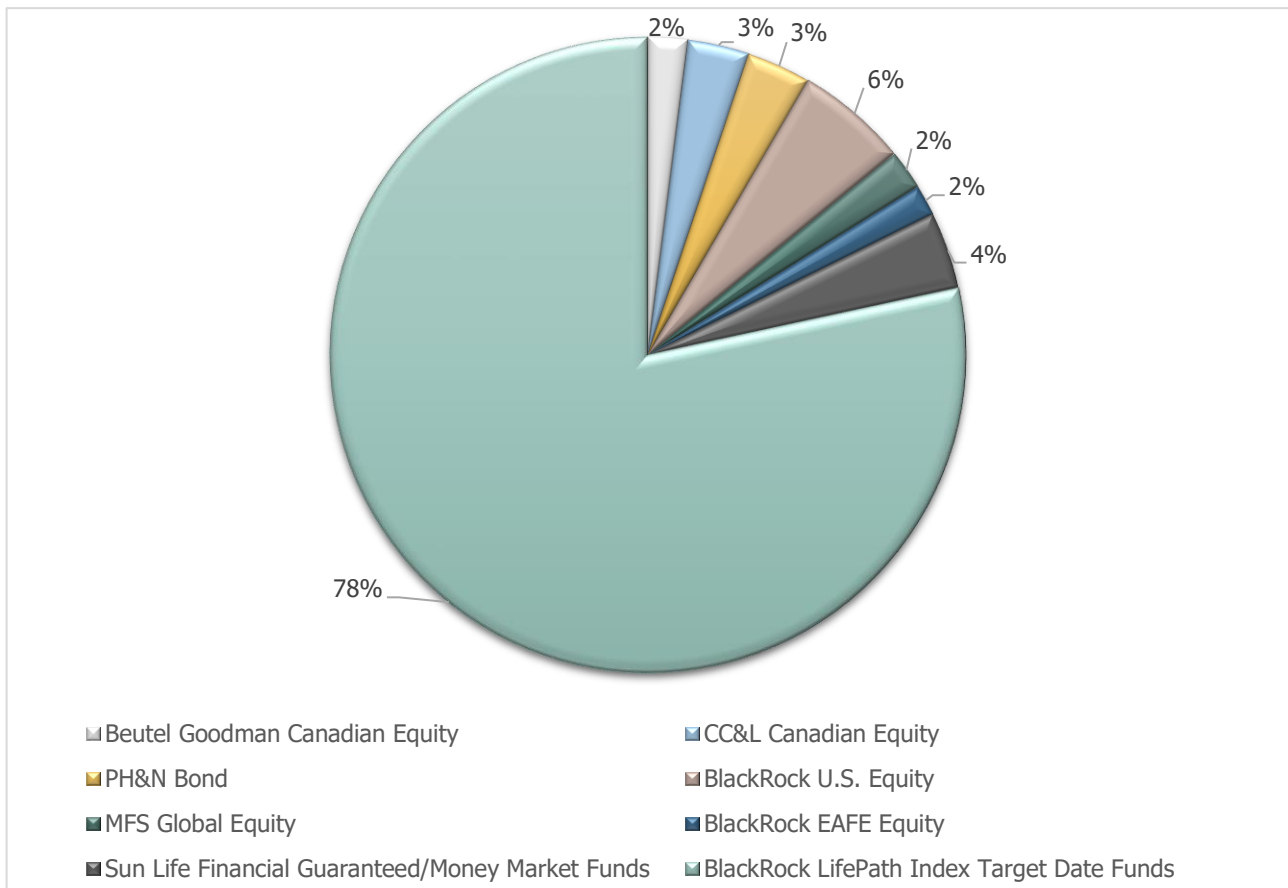
- Understanding and choosing your investments;
- Monitoring your savings and investments;
- Choosing a retirement date;
- Choosing a retirement income vehicle;
- Designating beneficiaries;
- Seeking financial advice as needed.

Pension Plan Investment Options

The Plan offers a suite of target date funds, six investment funds covering the major asset classes and four guaranteed/money market funds offered through the Plan's record keeper, Sun Life. You determine your own investment mix by selecting from the range of options as reviewed and recommended by the Academic and Administrative Benefits Committee (AABC). The investment options offer varying risk/return profiles.

If you do not make an election, contributions will automatically be deposited to the Plan's default fund. The default fund is the BlackRock LifePath Index Segregated Fund with the maturity date closest to, without exceeding, your normal retirement date. Your normal retirement date, as per the Plan, is June 30th coincident with or next following your 65th birthday.

Distribution of Assets – December 31, 2023



Market Value

The market value of the DC component of the **Academic and Administrative Pension Plan** assets at the end of 2023 totalled **\$299.6 million**.

The Markets

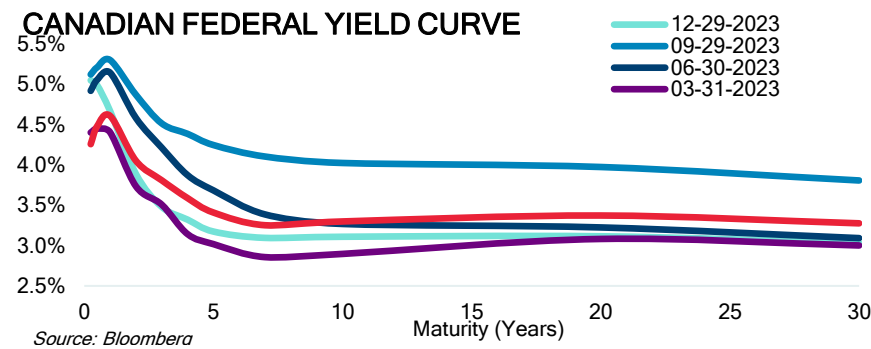
After a difficult 2022, global markets rebounded in 2023. A major reason for the resurgence was monetary policy pauses by the major central banks and increasing expectations of rate cuts in 2024. Another important factor was the strong leadership of a handful of U.S. technology stocks that have been boosted by the Artificial Intelligence theme. Heading into 2024, the likelihood of recession, the trajectory of inflation, and the extent of rates cuts will be the key focus areas for the markets.

Equities

Global equities generated strongly positive returns over the last twelve months with the MSCI All Country World Index up 18.9%. Returns were driven by a small number of stocks branded the “Magnificent 7”. These seven stocks, Apple, Microsoft, Alphabet, Amazon, Nvidia, Meta Platforms and Tesla, accounted for 39% of the total MSCI ACW Index return in 2023, driven by Artificial Intelligence themes. U.S. Equities were the strongest region in the year, returning 26.3% in local currency terms, or 22.9% in Canadian dollar terms. Domestic markets also did well, with the S&P/TSX Composite returning 11.8%. As in the U.S., Information Technology was the strongest sector, returning 69%, with results driven by one single stock, Shopify, which returned 119% in the year, accounting for 20% of the Index return.

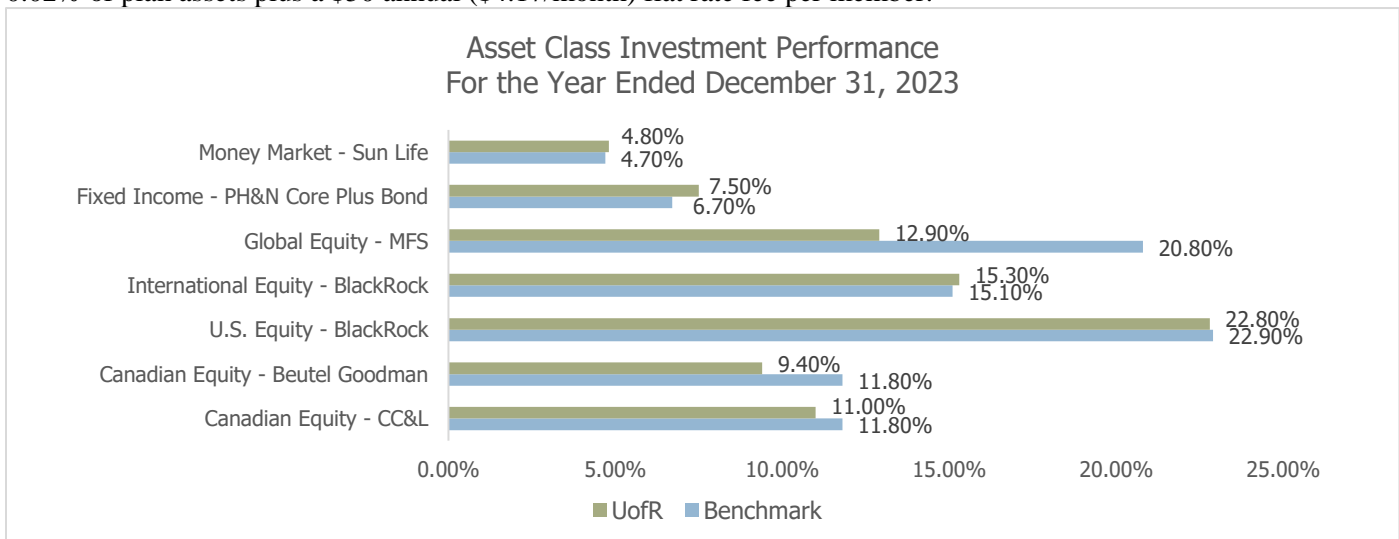
Fixed Income

Bond yields ended 2023 near the same level they started, with the yield for the FTSE Canada Universe Bond Index falling from 4.28% at the end of 2022 to 3.94% at the end of 2023. However, it was a volatile year for bonds as yields moved meaningfully throughout the year, as see in the chart below. Yield shifts during the year reflected the market’s view on interest rate expectations and monetary policy. After raising rates three times in the first half of the year, the Bank of Canada held rates steady at 5% citing growing evidence that past rate hikes are having their intended effect on the economy and inflation. Overall, the FTSE Canada Universe Bond Index returned 6.7% in 2023.

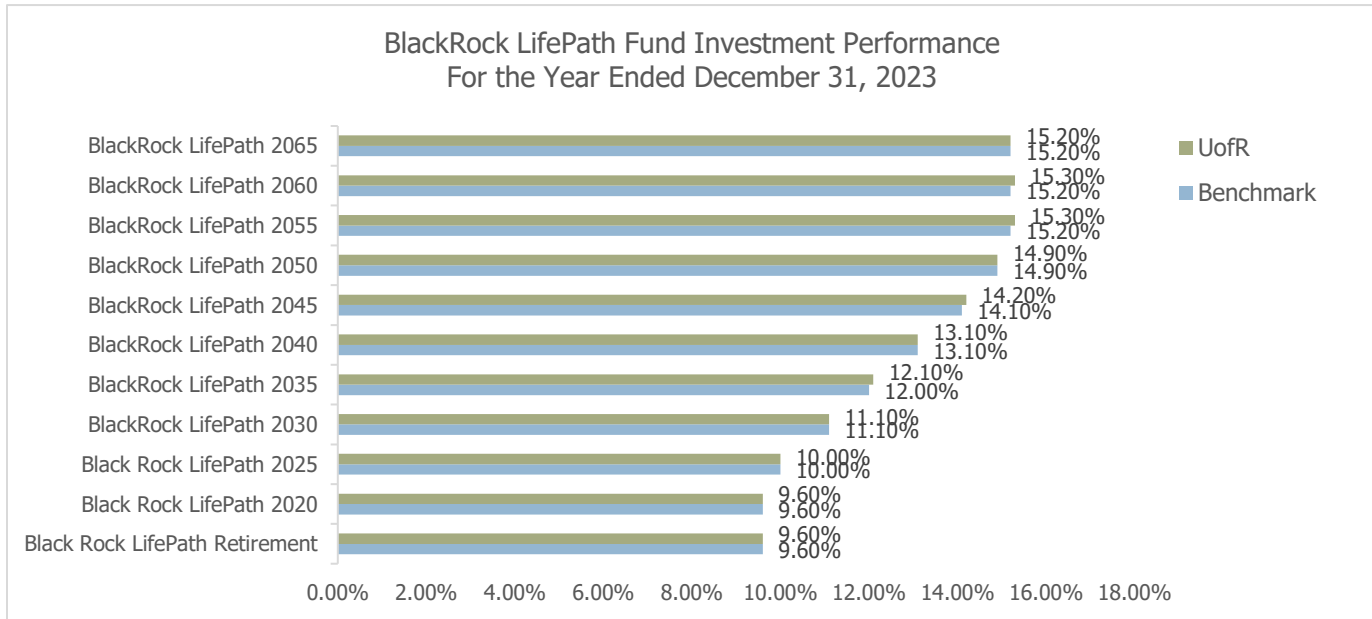


Investment Performance

Your investment returns have a direct impact on the income you can generate at retirement. Your return is based on the performance of the investments you have chosen less fees. Fund management fees include, but are not limited to, fund operating expenses and investment management fees plus applicable sales tax. A University of Regina levy charge is also deducted from your account to cover administrative and consulting costs. The levy charge at December 31, 2023 was 0.02% of plan assets plus a \$50 annual (\$4.17/month) flat rate fee per member.



Approximately 78% of the plan membership was invested in the “help me do it” BlackRock LifePath Funds at December 31, 2023. The BlackRock LifePath Fund investment performance is illustrated below.



University of Regina Group Retirement Fund

When the time comes to convert your retirement savings to retirement income, you can choose to direct your money to the University of Regina customized prescribed retirement income fund (PRIF). You will benefit from paying lower fees than would generally be available to you as an individual investor at a mutual fund company or other financial institution.

You also enjoy access to a licensed retirement consultant at no cost. The Sun Life retirement consultant will provide advice and guidance on the investment funds included in the Plan and assist in meeting your unique retirement goals. Contact a Sun Life retirement consultant for additional information at 1-866-244-3906 (option 1).

The market value of the UofR Group PRIF/RRIF at December 31, 2023 totalled approximately \$16.4 million.

Governance Structure

The Board of Governors is the Plan’s legal administrator and as such accepts the associated fiduciary responsibilities associated with the Plan.

The Board delegates the majority of the governance duties associated with the pension plan to University administration and the Academic and Administrative Benefits Committee (AABC), both of which report on a regular basis back to the Board through the Human Resources and Finance & Facilities Committees.

Academic and Administrative Benefits Committee (AABC)

The AABC is a Board of Governors appointed Committee. Its mandate is to advise the Board on pension and benefit related matters. The AABC consists of three members recommended by URFA, one retired member and three University representatives. At **December 31, 2023**, the AABC consisted of the following members:

Gregory Bawden, Centre for Continuing Education	Gaynor Kybett, URAAPA
Dean Biesenthal, Human Resources	Lamont Stradeski, Financial Services
Peter Douglas, Mathematics and Statistics (Chair)	Dr. Zhou (Joe) Zhang, Business Administration
Dianne Ford, Executive Offices	<i>Recording Secretary: Temple Maurer, Human Resources</i>

Meetings of the Committee

The Committee relies on the expertise of numerous consultants and investment managers in their oversight role. The AABC met on six occasions (excluding the Joint Pension Investment Committee meetings) throughout 2023. The key DC pension plan activities have been outlined in the following table.

➤ Reviewed the Semi-Annual Investment Performance and Investment Manager Evaluation Reports	➤ Reviewed the Administrative Expense Levy
➤ Approved the 2022 Pension Plan Expenses	➤ Reviewed and Approved the 2024 Budget and Workplan.
➤ Recommended the Replacement of the custodian from CIBC Mellon to Northern Trust	➤ Reviewed and Recommended the Board approve an updated Statement of Investment Policies & Goals (SIP&G)

Other Agents of the Plan

Actuaries and Pension Consultants	Jacob Schwartz and David Larsen, Aon
Performance Measurement Consultants	Erin Achtemichuk and Don Olsen, Aon
Asset Servicing Provider (Custodian)	The Northern Trust Company, Canada
Record Keeper/Service Provider	Sun Life Financial

The primary purpose of this report is to:

- provide defined contribution plan members an overview of the Plan at December 31, 2023
- review investment options and investment performance in 2023
- report on the 2023 activities of the Academic & Administrative Benefits Committee (AABC)

Please contact the Pension and Benefits unit in Human Resources or any member of the AABC if you have any questions about the items covered in this report.

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The information provided in this report is designed to give you an overview of the Academic & Administrative Pension Plan (defined contribution component) at December 31, 2023. Full details contained in the legal plan documents as well as applicable legislation will govern in all cases.