

Communiqué

Financial Health (unaudited)

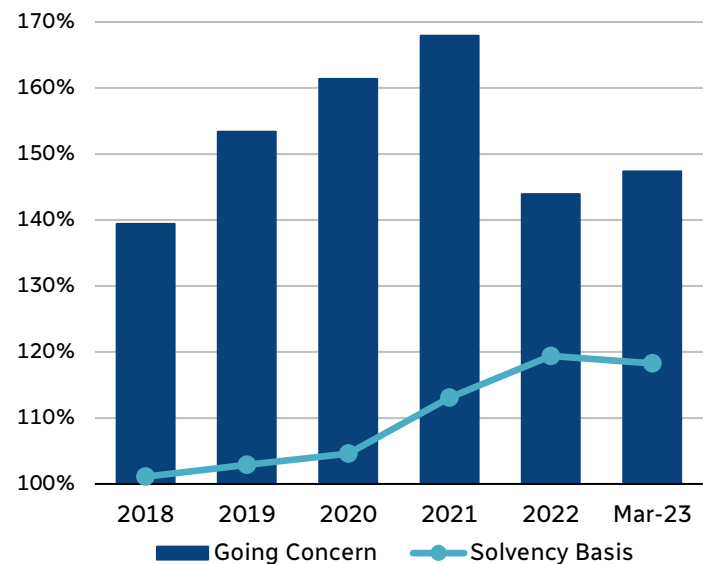
The CBC Pension Plan continues to be in a sound financial position with the Plan’s key measures of overall pension plan financial health remaining positive in the quarter. We remain committed to careful management and oversight of the investments to ensure your pension remains secure.

The Plan had a going-concern funding surplus of \$2.56 billion on March 31, 2023, an increase of \$197 million from the start of the year. The Plan’s going-concern funding ratio was 147.4% at the end of the first quarter, an increase of 3.5% from the start of the year.

The Plan’s solvency (or windup basis) funded status was in a surplus of \$1.23 billion on March 31, 2023, a decrease of \$29 million since the start of the year. The Plan’s solvency funding ratio at the end of the first quarter was 118.3%, a decrease of 1.1% from the start of the year.

Please note that the current period results are based on estimates and do not include changes in membership assumptions or the impact of any regulatory changes that may result in further adjustments to the Plan’s funded status.

Funded Status

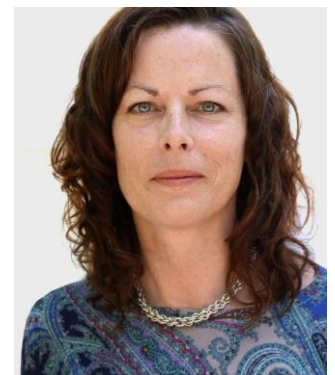


Get to know your Board Members

Sandra Mason, Chair

Pension Board member since 2020

Sandra Mason, who was reappointed as Chair of the Board of Trustees in March 2023, is a highly accomplished financial professional with over 20 years of experience on the financial side of Canada's media industry. Previous governance experience includes being a Member of the Pension Management Committee with The Globe and Mail. Sandra is a Professional Accountant (CPA, CA), with a Bachelor of Commerce degree, a double major in Finance and Economics and sits on the Board of CBC/Radio-Canada.



	March 31, 2023	December 31, 2022
Net Assets Available for Benefits	\$ 7,951 million	\$ 7,728 million
Going Concern Funding Surplus	\$ 2,556 million	\$ 2,359 million
Solvency Funding Surplus	\$ 1,228 million	\$ 1,257 million
Number of Pensions Being Paid	10,248	10,252
Number of Plan Contributors	7,616	7,556

Financial Performance (unaudited)

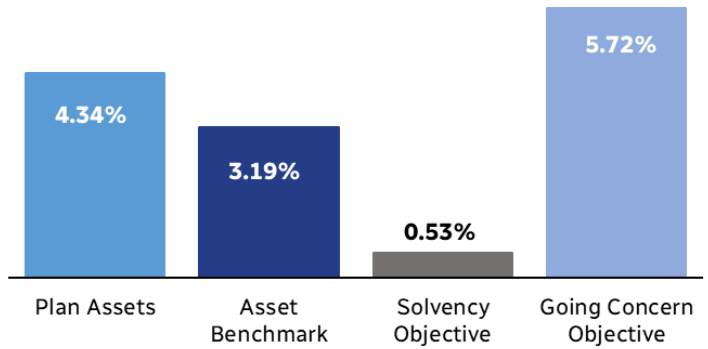
The Plan had net assets of \$7.9 billion on March 31, 2023, an increase of \$223 million for the year. The increase in the Plan's assets was a result of positive fixed income and equity market returns in the first quarter of the year.

Illustrating the mature nature of the Plan, the Plan made pension payments of \$82 million to pensioners and received contributions of \$15 million from employees in the first quarter of 2023.

The Plan focuses on longer-term measures of performance in assessing our success in achieving our mission. The Plan's annualized 4-year return of 4.34% outperformed its asset benchmark return of 3.19% and its solvency objective but underperformed the going-concern objective over the past 4 years due to hedging losses in 2022.

The Plan's Liability-Driven Investment strategy continues to provide significant value. The strategy targets returns that match the growth in the Plan's solvency pension obligations over the long term. This results in more stable funded positions and enhances benefit security. The Plan's Liability-Driven Investment strategy continues to perform as expected with both the Plan's funded status measures remaining positive. We regularly review and adapt our investment strategy to ensure we can provide sustainable long-term returns and benefit security to our members.

Plan Return Annualized 4-yr Returns - Mar 31, 2023



Member Services

In Q1 2023, total Plan membership reached 20,000 members! The Plan welcomed 197 new active and 72 newly retired members.

The Plan's members rated pension administration services with an overall satisfaction of 96% during the first quarter of 2023. This was based on a survey of members who called the pension administration center. The Plan strives to deliver a high-quality pension administration service to Plan members in a cost-effective manner.



We are continually looking for ways to improve the timeliness of member communications and reduce the costs of administering the Plan. If you are a retired member and you would prefer to receive your future communications such as the Pension News by e-mail, please send an e-mail with your instructions to pension@cbc.ca.

Governance Matters

At the June 2023 Pension Board meeting, as part of good governance practices, the Trustees completed the annual self-assessment process. The outcome of this process helps identify areas for training and on-going education items to assist Trustees in carrying out their fiduciary and other responsibilities.

The **2022 CBC Pension Plan Annual Report – Investing for YOUR Future**, is now available on the Plan's website at: <http://cbc-radio-canada-pension.ca/publications/annual-reports/>

A summary of the Pension Board's 2021 - 2025 Strategic Plan and the status of key objectives is included in the infographic on the next page.





A glossary of common pension terms can be found at cbc-radio-canada-pension.ca/help/glossary-of-terms

(under the "Help" tab on the Plan's web site) *Communiqué* is the CBC Pension Board's quarterly report to Plan members.

For more information on the Plan and operations of the CBC Pension Plan please visit the Pension Board website – cbc-radio-canada-pension.ca

Activity 2023 HIGHLIGHTS

✔ Achieved
 ⋯ Underway/Planned
 ✘ Incomplete/Not Met

STRATEGIC GOALS	KEY PERFORMANCE INDICATOR (KPI) As at March 31, 2023	STATUS	2023 OBJECTIVES As at March 31, 2023	STATUS	DESIRED OUTCOME BY 2025
<p style="font-size: 2em; font-weight: bold; margin: 0;">1</p> <p style="margin: 0;">Deliver risk-adjusted net returns to support the financial viability and liquidity needs of the pension plan</p>	<ul style="list-style-type: none"> 4-year Fund return to exceed benchmark portfolio by 0.50%. 4-year Fund return to equal or exceed actuarial required return. * Surplus-at-Risk (SAR) volatility trades within Risk tolerance expectations. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">✘</p> <p style="text-align: center;">✔</p>	<ul style="list-style-type: none"> Invest in a way to exceed the benchmark portfolio by 50 bps net of costs over a 4-year period. Implement 2023 strategic asset allocation changes. Increase private debt exposure towards strategic target allocation. Continue to refine our responsible investment processes. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">⋯</p>	<ul style="list-style-type: none"> Plan maintains fully funded status. Our strategic asset allocation processes remain best in class. Internal investment processes are enhanced. <div style="text-align: right; margin-top: 20px;">  </div>
<p style="font-size: 2em; font-weight: bold; margin: 0;">2</p> <p style="margin: 0;">Provide quality and efficient member pension services while continuously improving our communications with both members and stakeholders</p>	<ul style="list-style-type: none"> Make pension payments on time. Achieve member experience survey results of 80% or higher. Provide member services consistent with targets. Perform annual assessment of relationship with Sponsor. Provide timely, comprehensive, and clear communications to members. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">✔</p> <p style="text-align: center;">✔</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">✔</p>	<ul style="list-style-type: none"> Manage the provision of member services to meet agreed service levels. Explore opportunities for expanding digital services to members. Coordinate with CBC/Radio-Canada on the upgrade of their human resource management system. Provide updates to members and conduct annual presentations to stakeholders. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">⋯</p>	<ul style="list-style-type: none"> Deliver cost effective services that meet member expectations. Members receive timely, comprehensive, and clear communications through their preferred channel (e.g. opt in for digital only delivery). Improve communication with stakeholders. <div style="text-align: right; margin-top: 20px;">  </div>
<p style="font-size: 2em; font-weight: bold; margin: 0;">3</p> <p style="margin: 0;">Maintain effective governance and organizational structures to meet fiduciary obligations and business requirements</p>	<ul style="list-style-type: none"> Meet all regulatory requirements. ** Obtain an unqualified audit opinion free of any material adjustments. Achieve Trustee meetings and education evaluation grades of good or higher. Cost effective management measured by the benchmark. Achieve Trustee Self-Assessment rating of satisfactory. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">✔</p> <p style="text-align: center;">✔</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">✔</p>	<ul style="list-style-type: none"> Implement any new regulatory requirements and conduct 2022 actuarial valuation and audit. Transition the Plan's custody and accounting services to a new financial institution. Assess upgrading the Plan's cloud information technology infrastructure. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">⋯</p>	<ul style="list-style-type: none"> Ensure organization is well resourced with competent Trustees and management team capable of managing the organization into the future. Achieve best practices in plan governance and oversight. <div style="text-align: right; margin-top: 20px;">  </div>
<p style="font-size: 2em; font-weight: bold; margin: 0;">4</p> <p style="margin: 0;">Support a culture of diversity, innovation, continuous learning, and accountability</p>	<ul style="list-style-type: none"> Ensure continuing education items are regularly offered. 	<p style="text-align: center;">✔</p>	<ul style="list-style-type: none"> Provide continuing education for existing trustees as well as orientation for incoming Trustee(s). Support and grow a diverse and inclusive workforce. Provide training and development opportunities for staff to support our goal of being a learning organization. 	<p style="text-align: center;">✔</p> <p style="text-align: center;">⋯</p> <p style="text-align: center;">⋯</p>	<ul style="list-style-type: none"> Attract and retain a highly motivated and diverse team that seeks innovative strategies that add value over the long-term. <div style="text-align: right; margin-top: 20px;">  </div>

* The Plan's 4-year return continued to exceed its solvency objectives but did not meet its going-concern objectives. The Plan's significant exposure to fixed income investments has resulted in the Fund underperforming the going-concern return objectives as fixed income investments have posted negative returns over the last four years.

** Due to technical issues, some member statements were produced and mailed after the prescribed due date.