

# Communiqué

## Financial Health (unaudited)

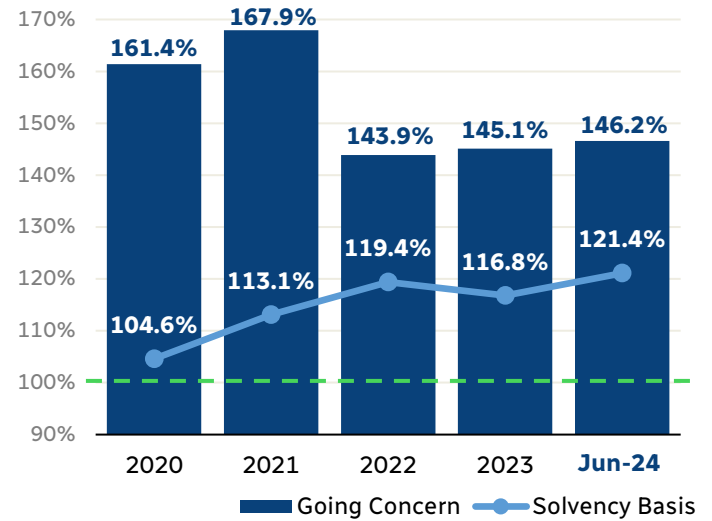
### The Plan's funded status continues to be strong

The CBC Pension Plan continues to be in a sound financial position, with key measures of overall pension plan financial health remaining positive in this quarter. Member benefit security is our number one priority.

The chart on the right shows that the Plan's funded status exceeds 100%, both on a going concern and solvency basis, signifying a strong and secure financial position.

As of June 30, 2024, the Plan had an estimated going concern funding surplus of \$2.5 billion, an increase of \$80 million from the start of the year. The Plan's estimated going concern funding ratio was 146.2% at quarter end, an increase of 1.1% from the start of the year.

### Our Funded Status as of June 30, 2024



The Plan's estimated solvency (or windup basis) funded status was in a surplus of \$1.4 billion on June 30, 2024, an increase of \$275 million since the start of the year. The Plan's estimated solvency funding ratio at quarter end was 121.4%, an increase of 4.6% from the start of the year.

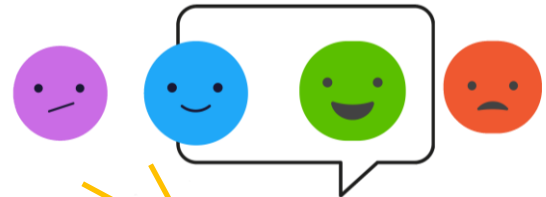


### Our Member Survey 2024 is LIVE Your opinion matters:

Help us improve our future communications and interactions with you!

Over **2,000** active and retired members have already shared their feedback!

You have until **September 25, 2024**, to participate!  
*The survey is open to all active and retired members.*



**We want to hear from you!**

	June 30, 2024	December 31, 2023
Pension Payments Year to Date (YTD)	\$167.9 million	\$328.1 million
Average Annual Pension	\$31,379	\$30,554
Number of Pensions Being Paid	10,315	10,283
Contributions Received YTD	\$31.4 million	\$59.4 million
Number of Plan Contributors	7,534	7,641
Net Assets Available for Benefits	\$8,048 million	\$7,916 million

## Asset Performance (unaudited)

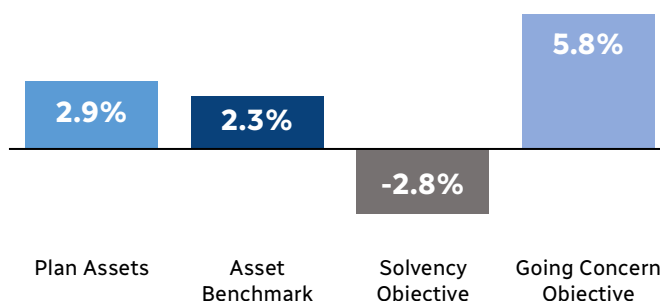
The Plan had net assets of \$8.1 billion on June 30, 2024, an increase of \$132.6 million for the year. The increase in the Plan's assets is primarily a result of strong public equity market returns in the first half of the year.

The Plan made pension payments of \$167.9 million to pensioners and received contributions of \$31.4 million from employees in the first half of 2024. Due to the Plan's high funded status, CBC/Radio-Canada is currently required to suspend employer contributions.

The Plan's annualized 4-year return of 2.9% outperformed its asset benchmark return of 2.3% as well as its solvency objective but underperformed the going concern objective. This was primarily the result of the 2022 market sell off which caused negative equity and fixed income returns for the year. While markets can be volatile over short periods over the longer term, we remain confident in our ability to earn strong returns in all asset classes in which we invest. Our focus remains on the long-term and ensuring member benefit security remains strong.

### Plan Return

Annualized 4-yr Returns as of June 30, 2024



## Member Services

**In Q2 2024, the Plan welcomed 135 new active and 78 newly retired members.**

The Plan's members rated pension administration services with an overall satisfaction of 92% during the second quarter. This was based on a survey of members who called the pension administration center.



Minimum service levels are set for the Plan's member services and these levels are monitored closely to ensure members receive the best service possible. During the quarter, minimum service levels were met, except for production of some member statements. Action plans are in place with our external service provider to improve processes and ensure minimum service levels are met.

## Governance Matters

After serving as a Trustee for more than 6 years, François Roy's term with the Pension Board has concluded. We extend sincere gratitude for his dedication and leadership.

In June, the Office of the Superintendent of Financial Institutions approved the distribution of surplus assets from the Plan for 2021 and 2022 to eligible members. Thanks to the dedication of everyone involved, the distribution was successfully completed in July.

The Pension Board prioritizes Trustee education as part of its governance practices. In September, the Board hosted a full day of education sessions featuring expert insights on pension regulatory developments, member communication trends and a global economic update.

The **2023 CBC Pension Plan Annual Report – Investing for YOUR Future**, is now available on our website: <https://cbc-radio-canada-pension.ca/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 <https://cbc-radio-canada-pension.ca/help/glossary-of-terms/>

The 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](#)

# Activity 2024 HIGHLIGHTS

✔ Achieved 
 ⋯ Underway/Planned 
 ✘ Incomplete/Not Met

STRATEGIC GOALS	KEY PERFORMANCE INDICATOR (KPI) As at June 30, 2024	STATUS	2024 OBJECTIVES As at June 30, 2024	STATUS	DESIRED OUTCOME BY 2025
<b>1</b> Deliver risk-adjusted net returns to support the financial viability and liquidity needs of the pension plan	<ul style="list-style-type: none"> <li>Funding ratios greater than 100%.</li> <li>4-year Fund return to exceed benchmark portfolio by 0.50%.</li> <li>Surplus-at-Risk volatility trades within Risk tolerance expectations.</li> </ul>	<ul style="list-style-type: none"> <li>✔</li> <li>✔</li> <li>✔</li> </ul>	<ul style="list-style-type: none"> <li>Deliver strong investment returns over the long-term.</li> <li>Assess refinements to the Plan's investment strategy.</li> <li>Align private market investments with target allocation.</li> <li>Continue implementation of the Plan's Investment Climate Action Plan.</li> </ul>	<ul style="list-style-type: none"> <li>✔</li> <li>✔</li> <li>⋯</li> <li>⋯</li> </ul>	<ul style="list-style-type: none"> <li>Plan maintains fully funded status.</li> <li>Our strategic asset allocation processes remain best in class.</li> <li>Internal investment processes are enhanced.</li> </ul> 
<b>2</b> Provide quality and efficient member pension services while continuously improving our communications with both members and stakeholders	<ul style="list-style-type: none"> <li>Make pension payments on time.</li> <li>Member experience survey results of 80% or higher.</li> <li>Provide member services consistent with targets. *</li> <li>Perform annual assessment of relationship with Sponsor.</li> <li>Provide timely, comprehensive, and clear communications to members.</li> </ul>	<ul style="list-style-type: none"> <li>✔</li> <li>✔</li> <li>⋯</li> <li>✔</li> <li>✔</li> </ul>	<ul style="list-style-type: none"> <li>Deliver high quality service to members and monitor service levels.</li> <li>Engage members in the update of our communications strategy.</li> <li>Coordinate surplus distribution with CBC/Radio-Canada upon regulatory approval.</li> <li>Regularly update members and conduct annual presentations to stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>⋯</li> <li>⋯</li> <li>⋯</li> <li>⋯</li> <li>⋯</li> </ul>	<ul style="list-style-type: none"> <li>Provide cost effective delivery of services.</li> <li>Members receive timely, comprehensive, and clear communications through their preferred channel.</li> <li>Improve communication with stakeholders.</li> </ul> 
<b>3</b> Maintain effective governance and organizational structures to meet fiduciary obligations and business requirements	<ul style="list-style-type: none"> <li>Meet all regulatory requirements.</li> <li>Obtain an unqualified audit opinion free of any material adjustments.</li> <li>Achieve Trustee meetings and education evaluation grades of good or higher.</li> <li>Cost effective management measured by the benchmark.</li> <li>Achieve Trustee Self-Assessment rating of satisfactory.</li> </ul>	<ul style="list-style-type: none"> <li>⋯</li> <li>✔</li> <li>✔</li> <li>✔</li> <li>✔</li> </ul>	<ul style="list-style-type: none"> <li>Conduct biennial assessment of the Plan's key risks.</li> <li>Implement advanced multi-asset class investment analytics system.</li> <li>Conduct 5-year review of the Plan's key governance documents.</li> <li>Implement enhanced information security measures.</li> </ul>	<ul style="list-style-type: none"> <li>⋯</li> <li>⋯</li> <li>⋯</li> <li>⋯</li> </ul>	<ul style="list-style-type: none"> <li>Ensure organization is well resourced with competent Trustees and management team capable of managing the organization into the future.</li> <li>Achieve best practices in plan governance and oversight.</li> </ul> 
<b>4</b> Support a culture of diversity, innovation, continuous learning, and accountability	<ul style="list-style-type: none"> <li>Ensure continuing education items are regularly offered.</li> </ul>	<ul style="list-style-type: none"> <li>✔</li> </ul>	<ul style="list-style-type: none"> <li>Provide continuing education for existing trustees as well as orientation for incoming Trustee(s).</li> <li>Support and grow a diverse and inclusive workforce.</li> <li>Provide training and development opportunities for personnel to support our goal of being a learning organization.</li> </ul>	<ul style="list-style-type: none"> <li>✔</li> <li>✔</li> <li>✔</li> </ul>	<ul style="list-style-type: none"> <li>Attract and retain a highly motivated and diverse team that seeks innovative strategies that add value over the long-term.</li> </ul> 

\*Further information can be found in the Member Services section of the Communiqué.