

Financial Statements of
TEACHERS' PENSION PLAN
Year ended December 31, 2023



KPMG LLP

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INDEPENDENT AUDITOR'S REPORT

To the Teachers' Pension Plan Trustee Inc.

Opinion

We have audited the financial statements of Teachers' Pension Plan (the Entity), which comprise:

- the statement of financial position as at December 31, 2023
- the statement of changes in net assets available for benefits for the year then ended
- the statement of changes in pension obligation for the year then ended
- the statement of changes in deficit for the year then ended
- and notes to the financial statements, including a summary of material accounting policy information

(Hereinafter referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2023, its changes in net assets available for benefits and its changes in pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

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

We are independent of the Entity 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.

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 Canadian accounting standards for pension plans, 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 Entity'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 Entity or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

We also:

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

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity'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 Entity'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 Entity to cease to continue as a going concern.



Page 3

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG LLP

Chartered Professional Accountants

The engagement partner on the audit resulting in this auditor's report is David MacGowan.

Halifax, Canada

April 25, 2024

Financial Statements of TEACHERS' PENSION PLAN Year ended December 31, 2023

Contents

Financial Statements

Statement of Financial Position	5
Statement of Change in Net Assets Available for Benefits	6
Statement of Change in Pension Obligations and Changes in Deficit	7
Notes to Financial Statements	8

Financial Statements

Statement of Financial Position

December 31, 2023, with comparative information for 2022 **2023** **2022**

(in thousands of dollars)

	2023	2022
Net assets available for benefits		
Assets		
Cash	\$ 189,362	\$ 127,768
Contributions receivable:		
Employers'	6,746	8,197
Employees'	3,163	2,655
Receivable from pending trades	39,350	25
Accounts receivable	1,429	1,437
Prepaid expenses	2	-
Accrued investment income	13,256	10,727
Investments (note 5)	5,593,724	5,379,691
Total assets	5,847,032	5,530,500
Liabilities		
Due to administrator (note 12)	768	813
Payable for pending trades	81,608	33,012
Accounts payable and accrued liabilities	2,983	2,805
Investment-related liabilities (note 5)	2,253	14,166
Total liabilities	87,612	50,796
Net assets available for benefits	\$ 5,759,420	\$ 5,479,704
Accrued pension obligation and deficit		
Accrued pension obligation (note 7)	\$ 7,376,462	\$ 7,298,511
Deficit (note 7)	(1,617,042)	(1,818,807)
Commitments (note 8)		
Accrued pension obligation and deficit	\$ 5,759,420	\$ 5,479,704

The accompanying notes are an integral part of these financial statements.

On behalf of the Board:



John Rogers
Chair



Sara Halliday
Director



Kyle Marryatt
Director

Financial Statements

Statement of Changes in Net Assets Available for Benefits

December 31, 2023, with comparative information for 2022	2023	2022
(in thousands of dollars)		
Increase in assets		
Contributions (note 4)	\$ 327,770	\$ 295,541
Transfers from other pension plans	4,422	3,999
Investment income (note 5)	158,564	128,460
Change in market value of investments (note 5)	250,587	-
Total increase in assets	741,343	428,000
Decrease in assets		
Benefits paid (note 9)	439,241	426,112
Transfers to other pension plans	3,064	2,395
Administrative expenses (note 10)	19,322	18,357
Change in market value of investments (note 5)	-	356,955
Total decrease in assets	461,627	803,819
Increase (decrease) in net assets available for benefits	279,716	(375,819)
Net assets available for benefits, beginning of year	5,479,704	5,855,523
Net assets available for benefits, end of year	\$ 5,759,420	\$ 5,479,704

The accompanying notes are an integral part of these financial statements.

Financial Statements

Statement of Changes in Pension Obligation

December 31, 2023, with comparative information for 2022	2023	2022
(in thousands of dollars)		
Accrued pension obligation, beginning of year	\$ 7,298,511	\$ 7,095,756
Increase in accrued pension benefits		
Interest on accrued pension obligation	408,397	397,025
Benefits accrued	166,859	160,059
Transfers from other pension plans	4,422	3,999
Changes in actuarial assumptions (note 7)	-	36,297
Net experience losses (note 7)	65,914	33,882
	645,592	631,262
Decrease in accrued pension benefits		
Benefits paid	439,241	426,112
Transfers to other pension plans	3,064	2,395
Changes in actuarial assumptions (note 7)	125,336	-
	567,641	428,507
Net increase in accrued pension benefits	77,951	202,755
Accrued pension obligation, end of year	\$ 7,376,462	\$ 7,298,511

Statement of Changes in Deficit

December 31, 2023, with comparative information for 2022	2023	2022
(in thousands of dollars)		
Deficit, beginning of year	\$ 1,818,807	\$ 1,240,233
(Increase) decrease in net assets available for benefits	(279,716)	375,819
Net increase in accrued pension obligation	77,951	202,755
Deficit, end of year	\$ 1,617,042	\$ 1,818,807

See accompanying notes to financial statements.

Notes to Financial Statements

Year ended December 31, 2023
(in thousands of dollars)



Authority and description of Plan

The following description of the Teachers' Pension Plan (the "Plan") is a summary only. For more complete information, reference should be made to the Plan legislative documents and agreements.

General

The Plan is governed by the *Teachers' Pension Act* (the "Act") as part of the Acts of Nova Scotia. It is a contributory defined benefit pension plan covering public school and community college teachers and is co-sponsored by the Province of Nova Scotia (the "Province") and the Nova Scotia Teachers' Union (the "Union"). The Act established the Nova Scotia Teachers' Pension Fund (the "Fund") for the purpose of crediting employer and employee contributions, investment earnings and meeting the Plan's obligations.

The detailed provisions of the Plan, including pension eligibility criteria and benefit formulas, are contained in the Act and in the Regulations made under the Act.

As part of the June 22, 2005 Agreement between the Province and the Union, the Province and the Union agreed to joint and equal participation in the governance of the Plan including the sharing of any actuarial surpluses or deficits between the Province and the beneficiaries of the Plan upon the transfer of the Plan to a newly formed trustee entity. Teachers' Pension Plan Trustee Inc. (the "TPPTI") was incorporated to act as trustee of the Fund and on April 1, 2006, the TPPTI became the trustee of the Fund. The 2005 Agreement was rescinded and replaced in 2014 with a new agreement, last amended on November 17, 2015. However, there were no changes to the governance of the Plan or the sharing of actuarial surpluses or deficits.

The TPPTI is responsible for the administration of the Plan and the investment management of the Fund assets. The investment of the Fund assets is guided by the Fund's Statement of Investment Policies & Goals (the "SIP&G") as written by the TPPTI. The SIP&G sets out the parameters within which the investments are made. These parameters include permissible investments and the policy asset mix. The Investment Beliefs, also found within the SIP&G, state the general principles upon which the investments are made.

Funding

Plan benefits are funded by contributions and investment earnings. Contributions are made by active members of the Plan and are matched by either the Province or participating employers. The determination of the value of the benefits and required contributions is made based on periodic actuarial valuations (note 7).

In accordance with the Plan regulations, employers and employees are required to contribute 11.3% of salary up to the Year's Maximum Pensionable Earnings (the "YMPE") per the Canada Pension Plan (the "CPP") and 12.9% of salary above the YMPE.

Authority and description of Plan (continued)

Retirement benefits

The pension benefit consists of two components. The lifetime pension, for every year of pensionable service, is 1.3% times the 5-year highest average salary at retirement (the “HAS-5”) up to the average YMPE, plus 2.0% times the portion of the HAS-5 in excess of the average YMPE (if applicable). The bridge benefit, for every year of pensionable service, is 0.7% times the lesser of (i) the HAS-5, and (ii) the average YMPE. The lifetime pension is payable for life, while the bridge benefit is payable until age 65, at which point it ceases as a result of integration with the CPP.

Plan members are eligible for a pension upon reaching any of the following criteria:

- 35 years of service;
- age 50 with 30 years of service (reduced pension);
- age 55 with an age plus service factor of 85 “Rule of 85”;
- age 55 with two years of service (reduced pension);
- age 60 with 10 years of service;
- age 65 with two years of service.

Indexing

For pensions with an effective date before August 1, 2006, the rate is equal to the increase in the 12-month average Consumer Price Index (“CPI”) for Canada, less 1%, to a maximum of 6%.

Indexing in a given year for pensions with an effective date on or after August 1, 2006, as well as those of existing pensioners who opted for the new indexing arrangement, depends on the funding level of the Plan. If the funding level as at December 31 of the preceding fiscal year is less than 90%, no indexing will be provided. At a funding level of between 90% and 100%, indexing may be granted at 50% of the increase in the 12-month average CPI up to a maximum of 6%, at the discretion of the Board of Trustees.

If the funding level is greater than 100%, indexing will be provided at 100% of the increase in the 12-month average CPI up to a maximum of 6%, to the extent that it does not reduce the funding level to below 100%; however, pensions will be increased by at least 50% of the increase in the 12-month average CPI up to a maximum of 6%. For the purposes of the valuation, it was assumed that indexing would not be paid in years in which it is discretionary.

Disability benefits

Prior to August 1, 2014, active members who became mentally or physically disabled were entitled to apply for a disability pension from the Plan. Effective August 1, 2014, however, disability coverage was moved to the Union’s long-term disability insurance plan, and the ability to apply for a disability pension from the Plan was discontinued except in very limited circumstances.

Authority and description of Plan (continued)

Death benefits

Upon the death of a vested member, the surviving spouse is entitled to receive 60% of the vested member's pension benefit payable for life, or a higher percentage if the member elected an optional form of pension. Eligible children are entitled to receive 10% of the vested member's pension benefit, payable until age 18 (or 25 while still in school).

Termination benefits

Upon termination of employment, a vested member may choose to defer their pension until they satisfy one of the above eligibility criteria, or they may remove their funds from the Plan in the form of a commuted value (or refund of contributions, for service prior to January 1, 1988).

Refunds

The benefit payable upon termination or death of a non-vested member, or upon death prior to retirement of a vested member with no eligible survivors, is a lump sum refund of the member's contributions with interest.

2.

Basis of preparation

a. Basis of presentation

These financial statements are prepared in Canadian dollars, which is the Plan's functional currency in accordance with the accounting standards for pension plans in Part IV of the Chartered Professional Accountants (CPA) Canada Handbook (Section 4600). Section 4600 provides specific accounting guidance on investments and pension obligations. For accounting policies that do not relate to either investments or pension obligations, the Plan must consistently comply with either International Financial Reporting Standards ("IFRS") in Part I or Accounting Standards for Private Enterprises in Part II of the CPA Canada Handbook. The Plan has elected to comply on a consistent basis with IFRS in Part I of the CPA Canada Handbook. To the extent that IFRS in Part I is inconsistent with Section 4600, Section 4600 takes precedence.

Consistent with Section 4600, investment assets and liabilities are presented on a non-consolidated basis even when the investment is in an entity over which the Plan has effective control. Earnings of such entities are recognized as income as earned and as dividends are declared. The Plan's total investment income includes valuation adjustments required to bring the investments to their fair value.

These financial statements are prepared on a going concern basis and present the aggregate financial position of the Plan as a separate reporting entity.

These financial statements were authorized for issue by the Board of Trustees of the Teachers' Pension Plan Trustee Inc. on April 25, 2024.

b. Basis of measurement

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

c. Use of estimates and judgments

The preparation of the financial statements in conformity with Section 4600 and IFRS requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities at the date of the statement of financial position, the reported amounts of changes in net assets available for benefits and accrued pension benefits during the year. Actual results may differ from those estimates. Significant estimates included in the financial statements relate to the valuation of real estate, infrastructure, agriculture & timber and the determination of the accrued pension obligation.

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

3.

Significant accounting policies

a. Investment transactions, income recognition and transaction costs

i. Investment transactions:

Investment transactions are accounted for on a trade date basis.

ii. Income recognition:

Investment income is recorded on an accrual basis and includes interest, dividends, and distributions. Change in market value of investments includes gains and losses that have been realized on disposal of investments and the unrealized appreciation and depreciation in the fair value of investments.

iii. Transaction costs:

Brokers' commissions and other transaction costs are recorded in the statement of changes in net assets available for benefits when incurred.

b. Foreign currency translation

Transactions denominated in foreign currencies are translated into Canadian dollars at the rates of exchange prevailing on the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are re-translated into Canadian dollars at the exchange rate at that date.

Foreign currency differences arising on re-translation are recognized in the statement of changes in net assets available for benefits as a change in market value of investments.

c. Financial assets and liabilities

i. Non-derivative financial assets:

Financial assets are recognized initially on the trade date, which is the date that the Plan becomes a party to the contractual provisions of the instrument.

The Plan classifies all its financial assets at fair value through the statement of changes in net assets available for benefits. Financial assets are designated at fair value through the statement of changes in net assets available for benefits if the Plan manages such investment and makes purchase and sale decisions based on their fair value in accordance with the Plan's documented risk management or investment strategy. Upon initial recognition, attributed transaction costs are recognized in the statement of changes in net assets available for benefits as incurred. Financial assets at fair value through the statement of changes in net assets available for benefits are measured at fair value and changes therein are recognized in the statement of changes in net assets available for benefits.

ii. Non-derivative financial liabilities:

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

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

The Plan considers its amounts payable to be a non-derivative financial liability.

Significant accounting policies (continued)

iii. Derivative financial instruments:

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

Derivative-related assets and liabilities are presented in the statement of financial position. The net amount is presented in the statement of financial position, when and only when, the Plan has a legal right to offset the amounts and it intends either to settle on a net basis or to realize the asset and settle the liability simultaneously.

d. Fair value measurement

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date.

As allowed under IFRS 13, if an asset or a liability measured at fair value has a bid and an ask price, the price within the bid-ask spread that is the most representative of fair value in the circumstances shall be used to measure fair value. The Plan uses closing market price as a practical expedient for fair value measurement.

When available, the Plan measures the fair value of an instrument using quoted prices in an active market for that instrument. A market is regarded as active if quoted prices are readily and regularly available and represent actual and regularly occurring market transactions on an arm's length basis.

If a market for a financial instrument is not active, then the Plan establishes fair value using a valuation technique. Valuation techniques include using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, discounted cash flow analyses and option pricing models.

The best evidence of the fair value of a financial instrument at initial recognition is the transaction price, i.e. the fair value of the consideration given or received, unless the fair value of that instrument is evidenced by comparison with other observable current market transactions in the same instrument or based on a valuation technique whose variables include only data from observable markets. When a transaction price provides the best evidence of fair value at initial recognition, the financial instrument is initially measured at the transaction price and any difference between this price and the value initially obtained from a valuation model is subsequently recognized in profit or loss on an appropriate basis over the life of the instrument but not later than when the valuation is supported wholly by observable market data or the transaction is closed out.

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

Significant accounting policies (continued)

Fair values of investments are determined as follows:

- i. Fixed income securities and equities are valued at year-end quoted closing prices, where available. Where quoted prices are not available, estimated fair values are calculated using comparable securities.
- ii. Short-term notes, treasury bills, term deposits, and agreements to repurchase or resell securities maturing within one year, and promissory notes payable on demand are stated at cost, which together with accrued interest income approximates fair value given the short-term nature of these investments.
- iii. Pooled fund investments include investments in fixed income, equities, real estate and commodities. Pooled funds are valued at the unit values supplied by the pooled fund administrator, which represent the Plan's proportionate share of underlying net assets at fair values determined using closing market prices. These net asset values are reviewed by management.
- iv. Directly held real estate is valued based on estimated fair values determined by appropriate techniques and best estimates by management, appraisers, or both. Where external appraisers are engaged to perform the valuation, management ensures the appraisers are independent and compares the assumptions used by the appraisers with management's expectations based on current market conditions and industry practice to ensure the valuation captures the business and economic conditions specific to the investment.
- v. Private fund investments include investments in real estate, infrastructure, and agriculture & timber assets. The fair value of a private fund investment where the Plan's ability to access information on underlying individual fund investments is restricted, such as under the terms of a limited partnership agreement, is equal to the value provided by the fund's general partner unless there is a specific and objectively verifiable reason to vary from the value provided by the general partner. These net asset values are reviewed by management.
- vi. Derivatives, including futures, credit default swaps, interest rate swaps, total return swaps, and currency forward contracts, are valued at year-end quoted market prices, interest, spot and forward rates, where available. Where quoted prices are not available, appropriate alternative valuation techniques are used to determine fair value. The gains or losses from derivative contracts are included in the realized and unrealized gains or losses on investments.
- vii. Absolute return strategy investments, comprised of hedge funds, are recorded at fair value based on net asset values obtained from each of the hedge funds' administrators. These net asset values are reviewed by management.

Significant accounting policies (continued)

e. Non-investment assets and liabilities

The fair value of non-investment assets and liabilities are equal to their amortized cost value and are adjusted for foreign exchange where applicable.

f. Receivable/payable for pending trades

For securities transactions, the fair value of receivable from pending trades and payable for pending trades approximate their carrying amounts due to their short-term nature.

g. Accrued pension obligation

The value of the accrued pension obligation of the Plan is based on a going concern method actuarial valuation prepared by an independent firm of actuaries using the projected unit credit method. The accrued pension obligation is measured in accordance with accepted actuarial methods using actuarial assumptions and methods adopted by TPPTI for the purpose of establishing the long-term funding requirements of the Plan. The actuarial valuation included in the financial statements is consistent with the valuation for funding purposes.

h. Contributions

Basic contributions from employers and members are recorded on an accrual basis. Service purchases that include but are not limited to leaves of absence and transfers from other pension plans are recorded and service is credited when the purchase amount is received.

In certain years, an additional contribution to the Plan may be required from the Minister of Finance and Treasury Board. In any indexing period in which there is an actuarial deficit and clause 27B(3)(a) of the Teachers' Pension Plan Regulations applies, the Minister must contribute to the Plan, no later than the beginning of the following indexing period, an amount equal to the actuarial value, as calculated by the Plan's actuary at the beginning of the indexing period, of the difference between:

- i. the indexing of all pensions to which subsection 27B(3) applies for that indexing period at a rate of one-half of the percentage increase in the 12-month average CPI for that indexing period over the 12-month average CPI for the preceding indexing period to a maximum of 6% and, for all future indexing periods, at a rate of one-half of the assumed percentage increase in the 12-month average CPI determined in accordance with the actuarial assumptions and methods; and
- ii. no indexing of all pensions to which subsection 27B(3) applies for that indexing period and, for all future indexing periods, indexing at a rate of one-half of the assumed percentage increase in the 12-month average CPI determined in accordance with the actuarial assumptions and methods.

Significant accounting policies (continued)

i. Benefits

Benefit payments to retired, surviving and disabled members, commuted value payments and refunds to former members, and transfers to other pension plans are recorded in the period in which they are paid. Accrued benefits are recorded as part of the accrued pension benefit obligation.

j. Administrative expenses

Administrative expenses, incurred for plan administration and direct investment management services, are recorded on an accrual basis. Plan administration expenses represent expenses incurred to provide direct services to the Plan members and employers. Investment management expenses represent expenses incurred to manage the Fund. Base external manager fees for portfolio management are expensed in investment management expenses as incurred.

k. Income taxes

The Fund is the funding vehicle for a registered pension plan, as defined by the *Income Tax Act* (Canada) and, accordingly is not subject to income taxes.

l. Future changes to accounting policies

No relevant new guidance has been issued by the International Accounting Standards Board.

4.

Contributions

	2023	2022
(in thousands of dollars)		
Employer		
Matched current service	\$ 119,966	\$ 116,876
Matched past service	50	5
	120,016	116,881
Employee		
Matched current service	119,966	116,876
Matched past service	50	5
Unmatched past service	725	137
	120,741	117,018
Special contribution from the Province of Nova Scotia	87,013	61,642
	\$ 327,770	\$ 295,541

5.

Investments and investment-related liabilities

- a. The fair value of the Plan's investments and investment-related liabilities along with the related income as at and for the year ended December 31 are summarized in the following tables:

	2023		2022	
(in thousands of dollars)		%		%
Investments				
Fixed income				
Money market	\$ 168,324	3.0	\$ 109,839	2.0
Canadian bonds & debentures	199,336	3.6	214,921	4.0
Non-Canadian bonds & debentures	893,785	16.0	826,084	15.4
Canadian real return bonds	175,011	3.0	171,103	3.2
Equities				
Canadian	258,334	4.6	236,067	4.4
US	692,119	12.4	754,456	14.0
Global	761,363	13.6	676,761	12.6
Real assets				
Real estate	814,022	14.6	941,875	17.5
Infrastructure	836,724	15.0	728,248	13.5
Agriculture & timber	116,287	2.0	113,672	2.1
Absolute return strategies				
Hedge funds	565,446	10.1	587,422	10.9
Investment-related receivables				
Agreements to resell securities	33,756	0.6	-	-
Promissory note	14,592	1.2	14,592	0.3
Derivative-related, net	64,625	0.3	4,651	0.1
	\$ 5,593,724	100.0	\$ 5,379,691	100.0
Investment-related liabilities				
Derivative-related, net	\$ 2,253	100.0	\$ (14,166)	100.0
	\$ 2,253	100.0	\$ (14,166)	100.0
Net investments	\$ 5,591,471		\$ 5,365,525	

Investments and investment-related liabilities (continued)

2023

	Investment income	Changes in market value of investments and derivatives		
		Realized	Unrealized	Total
Fixed income	\$ 63,721	\$ (14,251)	\$ 44,847	\$ 30,596
Equities	31,410	145,663	57,035	202,698
Real assets	57,403	42,432	(94,365)	(51,933)
Absolute return strategies	6	5,366	16,559	21,925
Derivatives	(368)	(21,108)	71,887	50,779
Other	6,392	-	(3,478)	(3,478)
	\$ 158,564	\$ 158,102	\$ 92,485	\$ 250,587

2022

	Investment income	Changes in market value of investments and derivatives		
		Realized	Unrealized	Total
Fixed income	\$ 52,125	\$ (24,130)	\$ (152,258)	\$ (176,388)
Equities	30,733	126,220	(386,319)	(260,099)
Real assets	42,137	30,331	111,524	141,855
Absolute return strategies	-	35,531	20,117	55,648
Derivatives	6	(105,360)	(12,611)	(117,971)
Other	3,459	-	-	-
	\$ 128,460	\$ 62,592	\$ (419,547)	\$ (356,955)

b. Derivatives

Derivatives are financial contracts, the value of which is “derived” from the value of underlying assets or interest or exchange rates. The Plan utilizes such contracts to provide flexibility in implementing investment strategies and for managing exposure to interest rate and foreign currency volatility.

Notional amounts of derivative contracts are the contract amounts used to calculate the cash flows to be exchanged. They represent the contractual amount to which a rate or price is applied for computing the cash to be paid or received. Notional amounts are the basis upon which the returns from, and the fair value of, the contracts are determined. They do not necessarily indicate the amounts of future cash flows involved or the current fair value of the derivative contracts. They are a common measure of volume of outstanding transactions but do not represent credit or market risk exposure. The derivative contracts become favourable (assets) or unfavourable (liabilities) as a result of fluctuations in either market rates or prices relative to their terms. The aggregate notional amounts and fair values of derivative contracts can fluctuate significantly.

Investments and investment-related liabilities (continued)

Derivative contracts transacted either on a regulated exchange market or in the over-the-counter (“OTC”) market, directly between two counterparties include the following:

Futures

Futures are transacted in standardized amounts on regulated exchanges and are subject to daily cash margining. The futures contracts that the Plan enters into are as follows:

- Government futures - contractual obligations to either buy or sell at a fixed value (the contracted price) government fixed income financial instruments at a predetermined future date. They are used to adjust interest rate exposure and replicate government bond positions. Long future positions are backed with high grade, liquid debt securities.
- Money market futures - contractual obligations to either buy or sell money market financial instruments at a predetermined future date at a specified price. They are used to manage exposures at the front end of the yield curve. Futures are based on short-term interest rates and do not require delivery of an asset at expiration. Therefore, they do not require cash backing.

Credit default swaps

Credit default swaps (“CDS”) provide protection against the decline in value of the referenced asset as a result of specified events such as payment default or insolvency. The purchaser pays a premium to the seller of the CDS in return for payment related to the deterioration in the value of the referenced asset. The referenced asset for CDS is a debt instrument. They are used to manage credit exposure without buying or selling securities outright. Written CDS increase credit exposure (selling protection), obligating the Plan to buy bonds from counterparties in the event of a default. Purchased CDS decrease exposure (buying protection), providing the right to “put” bonds to the counterparty in the event of a default. Net long exposures are backed with high grade, liquid debt securities. Underlying credit exposures are continuously monitored.

Interest rate swaps

Interest rate swaps involve contractual agreements between two counterparties to exchange fixed and floating interest payments based on notional amounts. They are used to adjust interest rate yield curve exposures and substitute for physical securities. Long swap positions increase exposure to long-term interest rates and short positions decrease exposure. Long swap positions are backed with high grade, liquid debt securities.

Investments and investment-related liabilities (continued)

Total return swaps

Total return swaps are contractual agreements under which the total return receiver assumes market and credit risk on a bond or loan, where the total return payer forfeits risk associated with market performance but takes on the credit exposure that the total return receiver may be subject to. The total return receiver receives income and capital gains generated by an underlying loan or bond. In return, the total return receiver must pay a set rate and any capital losses generated by the underlying loan or bond over the life of the swap.

Currency forwards

Currency forwards are contractual obligations to exchange one currency for another at a specified price or settlement at a predetermined future date. Forward contracts are used to manage the currency exposure of investments held in foreign currencies. The notional amount of a currency forward represents the contracted amount purchased or sold for settlement at a future date. The fair value is determined by the difference between the market value and the notional value upon settlement.

Investments and investment-related liabilities (continued)

The following tables set out the notional values of the Plan's derivatives and their related assets and liabilities as at December 31:

2023					
(in thousands of dollars)					
	Notional value	Fair value			
		Assets	Liabilities	Net	
Derivatives					
Futures	\$ 12,932	\$ 1,459	\$ (858)	\$ 601	
Credit default swaps	8,113	464	-	464	
Interest rate swaps	47,690	294	(924)	(630)	
Total return swaps	164,332	13,898	-	13,898	
Currency forwards	2,364,455	45,287	-	45,287	
	\$ 2,597,522	\$ 61,402	\$ (1,782)	\$ 59,620	
Cash collateral		3,223	(471)	2,896	
Notional and fair value	\$ 2,597,522	\$ 64,625	\$ (2,253)	\$ 62,372	

2022					
(in thousands of dollars)					
	Notional value	Fair value			
		Assets	Liabilities	Net	
Derivatives					
Futures	\$ 24,808	\$ 17	\$ (743)	\$ (726)	
Credit default swaps	2,400	80	-	80	
Interest rate swaps	53,900	1,537	(2,509)	(972)	
Total return swaps	97,980	-	(2,183)	(2,183)	
Currency forwards	2,266,404	-	(8,610)	(8,610)	
	\$ 2,445,492	\$ 1,634	\$ (14,045)	\$ (12,411)	
Cash collateral		3,017	(121)	2,896	
Notional and fair value	\$ 2,445,492	\$ 4,651	\$ (14,166)	\$ (9,515)	

Investments and investment-related liabilities (continued)

The following tables set out the contractual maturities of the Plan's derivatives and their net related assets and liabilities as at December 31:

2023						
(in thousands of dollars)	Under 1 year	1 to 5 years	5 to 10 years	Over 10 years	Total	
Derivatives, net						
Futures	\$ 601	\$ -	\$ -	\$ -	\$ 601	
Credit default swaps	42	422	-	-	464	
Interest rate swaps	(635)	(95)	35	65	(630)	
Total return swaps	-	13,898	-	-	13,898	
Currency forwards	45,287	-	-	-	45,287	
	\$ 45,295	\$ 14,225	\$ 35	\$ 65	\$ 59,620	
Cash collateral, net						2,752
Fair value, net	\$ 45,295	\$ 14,225	\$ 35	\$ 65	\$ 62,372	

2022						
(in thousands of dollars)	Under 1 year	1 to 5 years	5 to 10 years	Over 10 years	Total	
Derivatives, net						
Futures	\$ (726)	\$ -	\$ -	\$ -	\$ (726)	
Credit default swaps	-	80	-	-	80	
Interest rate swaps	-	(972)	-	-	(972)	
Total return swaps	-	(2,183)	-	-	(2,183)	
Currency forwards	(8,610)	-	-	-	(8,610)	
	\$ (9,336)	\$ (3,075)	\$ -	\$ -	\$ (12,411)	
Cash collateral, net						2,896
Fair value, net	\$ (9,336)	\$ (3,075)	\$ -	\$ -	\$ (9,515)	

Cash is deposited or pledged with various financial institutions as collateral if the Plan was to default on payment obligations on its derivative contracts. On the statement of financial position, collateral is represented as part of the net balance of derivative-related receivables and liabilities.

6.

Financial Instruments

a. Fair Values

The fair values of investments and derivatives are as described in note 3(d). The fair values of other financial assets and liabilities, being cash, contributions receivable, receivable from pending trades, accrued investment income, and payable for pending trades, approximate their carrying values due to the short-term nature of these financial instruments.

Fair value measurements recognized in the statement of financial position are categorized using a fair value hierarchy that reflects the significance of inputs used in determining the fair values.

Level 1: Fair value is based on inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Investment Manager has the ability to access at the measurement date. Level 1 primarily includes publicly listed investments.

Level 2: Fair value is based on valuation methods that make use of inputs other than quoted prices included in Level 1, that are observable for the asset or liability, either directly or indirectly, including inputs in markets that are not considered to be active. Level 2 primarily includes debt securities and derivative contracts not traded on a public exchange and public equities not traded in an active market.

Level 3: Fair value is based on valuation methods where inputs that are based on non-observable market data have a significant impact on the valuation. Level 3 primarily includes real return bonds, real estate, infrastructure, and agriculture & timber investments valued based on financial statements and or investor statements. Promissory notes are valued at cost.

Financial Instruments (continued)

2023				
(in thousands of dollars)				
	Level 1	Level 2	Level 3	Total
Investments				
Fixed income				
Money market	\$ 32,151	\$ 136,173	\$ -	\$ 168,324
Canadian bonds & debentures	42,360	156,976	-	199,336
Non-Canadian bonds & debentures	26,605	867,180	-	893,785
Canadian real return bonds	-	106,028	68,983	175,011
Equities				
Canadian	167,478	90,856	-	258,334
US	395,762	296,357	-	692,119
Global	671,542	89,821	-	761,363
Real assets				
Real estate	-	32,120	781,902	814,022
Infrastructure	-	-	836,724	836,724
Agriculture & timber	-	-	116,287	116,287
Absolute return strategies				
Hedge funds	-	565,446	-	565,446
Investment-related receivables				
Agreements to resell securities	-	33,756	-	33,756
Promissory notes	-	-	14,592	14,592
Derivative-related, net	4,682	59,943	-	64,625
	\$ 1,340,580	\$ 2,434,656	\$ 1,818,488	\$ 5,593,724
Investment-related liabilities				
Derivative-related, net	1,329	924	-	2,253
	\$ 1,329	\$ 924	\$ -	\$ 2,253
Net investments	\$ 1,339,251	\$ 2,433,732	\$ 1,818,488	\$ 5,591,471

Financial Instruments (continued)

2022					
	Level 1	Level 2	Level 3	Total	
Investments					
Fixed income					
Money market	\$ 8,118	\$ 101,721	\$ -	\$ 109,839	
Canadian bonds & debentures	53,123	161,798	-	214,921	
Non-Canadian bonds & debentures	79,628	746,456	-	826,084	
Canadian real return bonds	-	103,999	67,104	171,103	
Equities					
Canadian	148,665	87,402	-	236,067	
US	361,467	392,989	-	754,456	
Global	590,444	86,317	-	676,761	
Real assets					
Real estate	-	40,722	901,153	941,875	
Infrastructure	-	-	728,248	728,248	
Agriculture & timber	-	-	113,672	113,672	
Absolute return strategies					
Hedge funds	-	587,422	-	587,422	
Investment-related receivables					
Agreements to resell securities	-	-	-	-	
Promissory notes	-	-	14,592	14,592	
Derivative-related, net	3,034	1,617	-	4,651	
	\$ 1,244,479	\$ 2,310,443	\$ 1,824,769	\$ 5,379,691	
Investment-related liabilities					
Derivative-related, net	(864)	(13,302)	-	(14,166)	
	\$ (864)	\$ (13,302)	\$ -	\$ (14,166)	
Net investments	\$ 1,243,615	\$ 2,297,141	\$ 1,824,769	\$ 5,365,525	

There were no significant transfers between level 1, level 2, and level 3 financial instruments during the years ended December 31, 2023, and 2022.

Financial Instruments (continued)

The following tables present the changes in the fair value measurement in Level 3 of the fair value hierarchy:

2023

(in thousands of dollars)

	Fixed income	Real assets	Investment- related receivables	Total
Balance, beginning of year	\$ 67,104	\$ 1,743,073	\$ 14,592	\$ 1,824,769
Purchases, contributed capital	-	138,938	-	138,938
Sales, capital returned	(1,345)	(96,032)	-	(97,377)
Realized gains	333	39,230	-	39,563
Unrealized gains (losses)	2,891	(90,296)	-	(87,405)
Balance, end of year	\$ 68,983	\$ 1,734,913	\$ 14,592	\$ 1,818,488

2022

(in thousands of dollars)

	Fixed income	Real assets	Investment- related receivables	Total
Balance, beginning of year	\$ 80,035	\$ 1,206,176	\$ 22,183	\$ 1,308,394
Purchases, contributed capital	-	480,116	-	480,116
Sales, capital returned	(2,205)	(78,905)	(7,591)	(88,701)
Realized gains	502	16,962	-	17,464
Unrealized gains (losses)	(11,228)	118,724	-	107,496
Balance, end of year	\$ 67,104	\$ 1,743,073	\$ 14,592	\$ 1,824,769

The total realized and unrealized gains included in the change in market value of investments from level 3 financial instruments held as at December 31, 2023 and 2022, respectively, was (\$47,842) and \$124,960.

Fair value assumptions and sensitivity

Level 3 financial instruments are valued using various methods. Listed real return bonds are valued by a third-party using broker prices and comparable securities. Certain unlisted real estate, infrastructure, and agriculture & timber funds are valued using various methods including overall capitalization method and discount rate method. Real estate subsidiaries are valued using the overall capitalization method and discount rate method and the valuations are significantly affected by non-observable inputs, the most significant of which are the capitalization rate and the discount rate.

Financial Instruments (continued)

Significant unobservable inputs used in measuring fair value:

The table below sets out information about significant unobservable inputs used at December 31, 2023 in measuring financial instruments categorized as level 3 in the fair value hierarchy.

(in thousands of dollars)				
Description	2023 Fair value	2022 Fair value	Valuation technique	Unobservable inputs
Unlisted real estate subsidiaries	\$ 655,656	\$ 736,222	Income approach technique: overall capitalization rate method and discounted cash flow method	Capitalization rates, discount rates
Unlisted funds: real estate, infrastructure, agriculture & timber	1,079,256	1,006,851	Net asset value - audited financial statements	Information not available
Listed real return bond	68,983	67,104	Vendor supplied price - proprietary price model	Information not available
Unlisted promissory notes	14,592	14,592	Issued by subsidiaries; valued at cost	N/A
	\$ 1,818,488	\$ 1,824,769		

The following analysis illustrates the sensitivity of the Level 3 valuations to reasonably possible capitalization rate and discount rate assumptions for real estate properties where reasonably possible alternative assumptions would change the fair value significantly.

Valuations determined by the direct capitalization method and discount cash flow method are most sensitive to changes in the capitalization rates and discount rates.

	2023	2022
(in thousands of dollars)		
Unlisted direct real estate subsidiaries		
Direct capitalization method		
Minimum capitalization rate	3.50%	3.50%
Maximum capitalization rate	7.50%	7.25%
Increase of 25 basis points in capitalization rate	\$ (36,927)	\$ (40,543)
Decrease of 25 basis points in capitalization rate	\$ 40,194	\$ 44,801
Discounted cash flow method		
Minimum discount rate	3.35%	3.40%
Maximum discount rate	9.77%	9.52%
Increase of 25 basis points in discount rate	\$ (23,091)	\$ (18,395)
Decrease of 25 basis points in discount rate	\$ 23,816	\$ 18,454

Note: 1 basis point is equal to 0.01%

Financial Instruments (continued)

The Plan does not have access to underlying information that comprises the fair market value of real return bonds, and certain real estate and infrastructure fund investments. The fair market value is provided by the general partner or other external managers. In the absence of information supporting the fair market value, no other reasonably possible alternative assumptions could be applied.

Significant investments

The Plan's investments, each having a fair value or cost exceeding one per cent of the fair market value or cost of net investment assets and liabilities are as follows:

As At December 31, 2023

(in thousands of dollars)

	Number of investments		Fair value		Cost
Public market investments	1	\$	68,983	\$	25,972
Private market investments	20		2,267,637		1,800,924
	21	\$	2,336,620	\$	1,826,896

As At December 31, 2022

(in thousands of dollars)

	Number of investments		Fair value		Cost
Public market investments	1	\$	67,104	\$	26,984
Private market investments	21		2,426,735		1,860,251
	22	\$	2,493,839	\$	1,887,235

The Plan's significant private market investments consist of fixed income and equity pooled funds, commodities, real estate, infrastructure, and agriculture & timber.

Financial Instruments (continued)

b. Investment risk management

Risk management relates to the understanding and active management of risks associated with all areas of the business and the associated operating environment. Investments are primarily exposed to interest rate volatility, market price fluctuations, credit risk, foreign currency risk and liquidity risk. The Plan has set formal goals, policies, and operating procedures that establish an asset mix among equity, fixed income, real assets, absolute return strategy investments and derivatives that requires diversification of investments within categories and set limits on the size of exposure to individual investments and counterparties. Risk and credit committees have been created to regularly monitor the risks and exposures of the Plan. Trustee oversight, procedures and compliance functions are incorporated into Plan processes to achieve consistent controls and to mitigate operational risk.

i. Interest rate risk

Interest rate risk refers to the fact that the Plan's financial position will change with market interest rate changes, as fixed income securities are sensitive to changes in nominal interest rates. Interest rate risk is inherent in the management of a pension plan due to prolonged timing differences between cash flows related to the Plan's assets and cash flows related to the Plan's liabilities. To properly manage the Plan's interest rate risk, appropriate guidelines on the weighting and duration for the bonds and other fixed income investments are set and monitored.

Financial Instruments (continued)

2023

(in thousands of dollars)

	Under 1 year	1 to 5 years	5 to 10 years	Over 10 years	Total	Average yield (%)(1)
Fixed income						
Money market	\$ 166,329	\$ -	\$ -	\$ -	\$ 166,329	-
Bonds & debentures	22,082	203,673	205,841	209,226	640,822	4.1
Real return bonds (2)	-	-	-	68,983	68,983	5.3
	\$ 188,411	\$ 203,673	\$ 205,841	\$ 278,209	\$ 876,134	3.4
Pooled funds					560,322	
Total fixed income					\$ 1,436,456	

2022

(in thousands of dollars)

	Under 1 year	1 to 5 years	5 to 10 years	Over 10 years	Total	Average yield (%)(1)
Fixed income						
Money market	\$ 107,346	\$ -	\$ -	\$ -	\$ 107,346	-
Bonds & debentures	72,618	192,303	191,701	172,829	629,451	4.3
Real return bonds (2)	-	-	-	67,104	67,104	5.3
	\$ 179,964	\$ 192,303	\$ 191,701	\$ 239,933	\$ 803,901	3.8
Pooled funds					518,046	
Total fixed income					\$ 1,321,947	

1. The average effective yield reflects the estimated annual income of a security as a percentage of its year-end fair value. The total average yield is the weighted average of the average yields shown.
2. Real return bond yields are based on real interest rates. The ultimate yield will be impacted by inflation as it occurs.

The fair value of the Plan's investments is affected by short-term changes in nominal interest rates. Pension liabilities are exposed to the long-term expectation of rate of return of the Fund as well as expectations of inflation and salary escalation.

Financial Instruments (continued)

Interest rate sensitivity

The Plan's investments in fixed income and fixed income related derivatives are sensitive to interest rate movements. The following table represents the assets held in the Plan as at December 31, subject to interest rate changes, average duration due to a one percent increase (decrease) in interest rate and the change in fair value of those assets:

	2023	2022
(in thousands of dollars)		
Interest rate sensitive assets	\$ 927,644	\$ 802,997
Average duration for 1% increase in interest rates	(4.2)	(4.9)
Sensitivity to 1% increase in interest rates	(39,274)	(39,480)
Fair value after 1% increase in rates	\$ 888,370	\$ 763,517
Average duration for 1% decrease in interest rates	4.2	4.9
Sensitivity to 1% decrease in interest rates	39,274	39,480
Fair value after 1% decrease in rates	\$ 966,918	\$ 842,477

ii. Market price risk

Market price risk is the risk of fluctuation in market values of investments from influences specific to a particular investment or from influences on the market as a whole, such as geopolitical risk. Market price risk does not include interest rate risk and foreign currency risk which are also discussed in this note. As all of the Plan's financial instruments are carried at fair value with fair value changes recognized in the statement of changes in financial position, all changes in market conditions will directly result in an increase (decrease) in net assets. Market price risk is managed by the Plan through the construction of a diversified portfolio of instruments traded on various markets and across various industries.

Financial Instruments (continued)

Market sensitivity

The Plan's investments in equities are sensitive to market fluctuations. The following table represents the change in fair value of the Plan's investment in public equities due to a ten percent increase (decrease) in fair market values as at December 31:

	2023	2022
(in thousands of dollars)		
Total equity	\$ 1,711,816	\$ 1,667,284
10% increase in market values	171,182	166,728
Fair value after 10% increase in market values	\$ 1,882,998	\$ 1,834,012
10% decrease in market values	(171,182)	(166,728)
Fair value after 10% decrease in market values	\$ 1,540,634	\$ 1,500,556

iii. Credit risk

Credit risk is the risk of loss in the event the counterparty to a transaction fails to discharge an obligation and causes the other party to incur a loss. Credit risk is generally higher when a non-exchange traded financial instrument is involved because the counterparty for the traded financial instrument is not backed by an exchange clearing house. Credit risk associated with the Plan is regularly monitored and analyzed through risk and credit committees.

Fixed income

The Plan's Fixed Income Program includes two main sectors: the Government Sector and the Corporate Sector. One benefit to managing these two pieces separately is to provide the opportunity to access physical government bonds when required. When markets are at their utmost distress these may be the only securities available for liquidation. Managing the Corporate Sector and the Government Sector separately allows for the adjustment of credit risk within the Fixed Income Program by changing the allocation between these two sectors - increasing the Government Sector through periods of market duress and increasing the Corporate Sector through periods of stability. This approach also allows the active management of the Corporate Sector and taking active decisions where returns can be maximized. In order to minimize the exposure to credit risk, a comprehensive investment policy has been developed. There were no significant concentrations of credit risk in the portfolio in 2023, and 2022.

Financial Instruments (continued)

The fair values of the Plan's fixed income investments exposed to credit risk are categorized in the following table as at December 31:

	2023	2022
(in thousands of dollars)		
Fixed income		
Canadian		
Governments	\$ 164,318	\$ 133,269
Corporate	160,695	153,076
Non-Canadian		
Governments	26,605	79,628
Corporate	524,516	437,928
	\$ 876,134	\$ 803,901
Pooled funds	560,322	518,046
Total fixed income	\$ 1,436,456	\$ 1,321,947

Financial Instruments (continued)

Derivatives

The Plan is exposed to credit-related losses in the event counterparties fail to meet their payment obligations upon maturity of derivative contracts. The Plan limits derivative contract risk by dealing with counterparties that have a minimum “A” credit rating. In order to mitigate this risk, the Fund:

- i. Deals only with highly rated counterparties, with whom International Swap and Derivative Association agreements have been executed, normally major financial institutions with a minimum credit standard of “A” rating, as supported by a recognized credit rating agency; and
- ii. Credit risk represents the maximum amount that would be at risk as at the reporting date if the counterparties failed completely to perform under the contracts, and if the right of offset proved to be non-enforceable. Credit risk exposure on derivative contracts is represented by the receivable replacement cost of contracts with counterparties, less any prepayment collateral or margin received, as at the reporting date.

Securities lending

The Plan engages in securities lending to enhance portfolio returns (see note 11). Through a securities lending program at the Plan’s custodian, the Plan lends securities for a fee to approved borrowers. Credit risk associated with securities lending is mitigated by requiring the borrowers to provide high quality collateral. In the event that a borrower defaults completely or in part, the custodian will replace the security at its expense. Regular reporting of the securities lending program ensures that its various components are continuously being monitored.

iv. Foreign currency risk

Foreign currency risk is the risk that the value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Plan primarily invests in financial instruments and enters into transactions denominated in various foreign currencies, other than its measurement currency. Consequently, the Plan is exposed to risk that the exchange rates of the various currencies may change in a manner that has an adverse effect on the value of the portion of the Plan’s investment and non-investment assets or liabilities denominated in currencies other than the Canadian dollar. Foreign currency risk is hedged by using foreign exchange forward contracts. A policy of hedging up to 100% of the currency exposure helps to mitigate this risk.

The Plan’s currency policy allows for the management of risk of investment and non-investments assets and liabilities held in the Fund through hedging strategies that are implemented through the purchase of forward currency contracts. The forward currency contracts offset the Plan’s foreign currency exposure, hence reducing the Plan’s foreign currency risk.

Financial Instruments (continued)

The Plan's investment and non-investment assets and liabilities that are held in the Fund are represented as unhedged and hedged currency exposures as at December 31 in the following table:

December 31, 2023	Unhedged		Hedged	
(in thousands of dollars)				
Summary FX exposure				
Canadian dollar	\$	1,811,057	\$	4,095,084
United States dollar		3,092,431		1,428,463
Euro		324,198		(77,580)
British pound sterling		143,758		62,440
Japanese yen		120,126		120,016
Other		214,846		123,280
	\$	5,706,416	\$	5,751,703

December 31, 2022	Unhedged		Hedged	
(in thousands of dollars)				
Summary FX exposure				
Canadian dollar	\$	1,820,970	\$	3,945,688
United States dollar		2,933,490		1,387,374
Euro		287,292		(123,718)
British pound sterling		135,710		53,924
Japanese yen		98,325		98,656
Other		203,537		108,789
	\$	5,479,324	\$	5,470,713

After the effect of hedging, and without change in all other variables, a ten percent increase (decrease) in the Canadian dollar against all other currencies would (decrease) increase the fair value of the Plan's investment and non-investment assets and liabilities held in the Fund, respectively.

Financial Instruments (continued)

The following table below represents these changes in the Plan's investment and non-investment assets and liabilities held in the Fund as at December 31:

	2023	2022
(in thousands of dollars)		
Fund assets and liabilities	\$ 5,751,702	\$ 5,470,713
10% increase in Canadian Dollar	(150,602)	(138,639)
Fund assets and liabilities after increase	\$ 5,601,100	\$ 5,332,074
10% decrease in Canadian Dollar	184,069	169,447
Fund assets and liabilities after decrease	\$ 5,935,771	\$ 5,640,160

v. Liquidity risk:

Liquidity risk is the risk that the Plan's does not have sufficient cash to meet its current payment liabilities and acquire investments in a timely and cost-effective manner. Liquidity risk is inherent in the Plan's operations and can be impacted by a range of situation specific and market-wide events including, but not limited to, credit events and significant movements in the market. Cash obligations are fulfilled from contributions to the Plan, cash income of the Plan and planned dispositions of Plan assets as required. Cash requirements of the Plan are reviewed on an ongoing basis to provide for the orderly availability of resources to meet the financial obligations of the Plan. The Plan's cash management policy ensures that the quality and liquidity of the investment vehicles within the cash portfolios are consistent with the needs of the Plan.

Approximately 35% (2022 - 33%) of the Plan's investments are in liquid securities traded in public markets, consisting of fixed income and equities. Pooled funds consisting of exchange traded fixed income, equities, and real estate are approximately 18.6% (2022 - 21%) of the Plan's investments and are liquid within 30 days or less. Although market events could lead to some investments becoming illiquid, the diversity of the Plan's portfolios should ensure that liquidity is available for benefit payments. The Plan also maintains cash on hand for liquidity purposes and for payment of Plan liabilities. At December 31, 2023, the Plan had cash in the amount of \$189,362 (2022 - \$127,768).

7.

Accrued pension obligation

a. Actuarial assumptions

The actuarial present value of the accrued pension obligation is an estimate of the value of pension obligations of the Plan in respect of benefits accrued to date for all active and inactive members including pensioners and survivors. As the experience of the Plan unfolds, and as underlying conditions change over time, the actual value of accrued benefits payable in the future could be materially different than the actuarial present value.

Actuarial valuations of the Plan are required every year by the Act and provide an estimate of the accrued pension obligation (Plan liabilities) calculated using various economic and demographic assumptions, based on membership data as at the valuation date. The Plan's consulting actuaries, Eckler Limited, performed a valuation as at December 31, 2023 and issued their report in April 2024. The report indicated that the Plan had an unfunded liability of \$1,617,042 (2022 - \$1,818,807).

The actuarial valuation calculates liabilities for each member on the basis of service earned to date and the employee's projected five-year highest average salary at the expected date of retirement, or in the case of pensioners and survivors, on the basis of the amount of pension being paid to them. The projected unit credit method was adopted for the actuarial valuation to determine the current service cost and actuarial liability.

	2023	2022
Discount rate	5.80% per annum	5.70% per annum
Inflation	2.00% per annum	2.10% per annum
Salary	2.00% per annum plus promotional ranging from 0.00% to 7.50%	2.10% per annum plus promotional ranging from 0.00% to 7.50%
YMPE and maximum pension increase	2024: YMPE \$68,500.00, maximum pension \$3,610.00 2025+: increase at 2.75% per annum	2023: YMPE \$66,600.00, maximum pension \$3,507.67 2024+: increase at 2.85% per annum
Indexing	1.10% per annum for retirements prior to August 1, 2006 and no indexing for retirements on or after August 1, 2006	1.20% per annum for retirements prior to August 1, 2006 and no indexing for retirements on or after August 1, 2006
Retirement age	50% of active members who achieve eligibility for an unreduced pension under the rule of 85 prior to age 62 will retire when they first become eligible; the remainder of active and all inactive members will retire at the earliest of: age 65 with 2 years of service, 35 years of service; and age 62 with 10 years of service	50% of active members who achieve eligibility for an unreduced pension under the rule of 85 prior to age 62 will retire when they first become eligible; the remainder of active and all inactive members will retire at the earliest of: age 65 with 2 years of service, 35 years of service; and age 62 with 10 years of service
Mortality	107% (male)/99% (female) of 2014 Public Sector Mortality Table projected generationally with CPM improvement Scale B	107% (male)/99% (female) of 2014 Public Sector Mortality Table projected generationally with CPM improvement Scale B

Accrued pension obligation (continued)

The assumed real rates of increases in pensionable earnings (i.e. increase in excess of the assumed inflation rate) are dependent on the attained age of the members.

Demographic assumptions are used to estimate when future benefits are payable to members and beneficiaries, including assumptions about mortality rates, termination rates, and patterns of early retirement. Each of these assumptions is updated periodically, based on a detailed review of the experience of the Plan and on the expectations for future trends.

b. Experience losses

Experience losses of \$65,914 arose during the year ending December 31, 2023 (2022 - losses of \$33,882), from differences between the actuarial assumptions and actual results, causing an increase to the accrued pension obligation.

8.

Commitments

The Plan has committed capital to investments in real estate, infrastructure, and agriculture & timber over a definitive period of time. The future commitments are generally payable on demand based on the capital needs of the related investment. The table below indicates the capital amount committed and outstanding as at December 31, 2023.

December 31, 2023	Committed	Outstanding
(in thousands of dollars)		
United States dollar		
Real estate	25,000	4,343
Infrastructure	538,537	95,510
	USD 563,537	USD 99,853
Euro		
Infrastructure	75,000	27,157
	EUR 75,000	EUR 27,157
Canadian dollar		
Infrastructure	5,000	25
	CAD 5,000	CAD 25

9.

Benefits

	2023	2022
(in thousands of dollars)		
Pension benefits paid	\$ 383,303	\$ 376,125
Survivor benefits paid	32,760	27,149
Disability benefits paid	18,954	18,891
Refunds paid to terminated members	4,224	3,947
	\$ 439,241	\$ 426,112

10.

Administrative Expenses

The Plan is charged by its service providers, including Nova Scotia Pension Services Corporation, a related entity, for professional and administrative services. The following is a summary of these administrative expenses.

	2023	2022
(in thousands of dollars)		
Plan administration:		
Office and administration services	\$ 6,234	\$ 5,724
Actuarial & consulting services	191	98
Audit services	56	58
Legal services	41	59
Other professional services	29	30
	6,551	5,969
Investment expenses:		
Investment management services	9,574	9,131
Transaction costs	452	647
Custody services	515	506
Advisory & consulting services	317	307
Information services	224	215
	11,082	10,806
HST	1,689	1,582
	\$ 19,322	\$ 18,357

Investment management and performance fees included in the unrealized gains/ (losses) on investments consisting of pooled funds, limited partnerships and subsidiaries are estimated at \$30,127 (2022 - \$24,664) using financial statements and or investor statements where available, and when not available, estimates based on investment management contracts. These fees are not direct expenses of the Plan and therefore are not included in administrative expenses.

11.

Securities lending

The Plan participates in a securities lending program where it lends securities that it owns to third parties for a fee. For securities lent, the Plan receives a fee and the borrower provides readily marketable securities of higher value as collateral which mitigates the credit risk associated with the program. When the Plan lends securities, the risk of failure by the borrower to return the loaned securities is alleviated by such loans being continually collateralized. The securities lending agent also provides indemnification if there is a shortfall between collateral and the lent security that cannot be recovered. The securities lending contracts are collateralized by securities issued by, or guaranteed without any limitation or qualification by, the government of Canada or the governments of other countries.

The following table represents the estimated fair value of securities that were loaned out and the related collateral as at December 31:

	2023		2022	
(in thousands of dollars)				
Securities on loan	\$	138,486	\$	154,928
Collateral held	\$	148,345	\$	167,026

12.

Related party transactions

Investments held by the Plan include bonds & debentures of the Province of Nova Scotia. The total fair value of these investments is \$781 (0.01% of Fund assets and liabilities) as at December 31, 2023 (\$904 (0.02% of Fund assets and liabilities) at December 31, 2022).

The Plan's administrator, Nova Scotia Pension Services Corporation, an entity co-owned by Teachers' Pension Plan Trustee Inc. and Public Service Superannuation Plan Trustee Inc. for the purpose of providing pension plan administration and investment services, charges the Plan at cost, an amount equal to the expenses incurred to service the Plan. As Nova Scotia Pension Services Corporation operates on a cost recovery basis, the Plan loans cash to its administrator, as required to pay upcoming expenses or to purchase capital assets. The administration expense charged to the Plan for the year ending December 31, 2023 was \$6,531 (2022 - \$6,032). The amount due to the administrator as at December 31, 2023 was \$768 (2022 - \$813).

13.

Interest in subsidiaries

The Plan's subsidiaries were created for the purposes of providing investment earnings from real estate, infrastructure and other investment arrangements. The Plan's subsidiaries are presented on a non-consolidated basis. The following table shows the fair values of the Plan's subsidiaries as at December 31:

Subsidiary	Purpose	Ownership %	2023 Fair value	2022 Fair value
(in thousands of dollars)				
TPP Investments RE Inc.	Real estate	100	\$ 609,626	\$ 719,057
TPP Investments CS Inc.	Infrastructure	100	224,743	233,564
NT Combined Investments Inc.	Equities	48	207,273	308,802
TPP Investments BR Inc.	Infrastructure	100	140,513	102,589
TPP Investments II Inc.	Real estate	100	139,538	146,487
TPP Investments AX Inc.	Infrastructure	100	60,509	58,441
HV Combined Investments Inc.	Hedge funds	37	35,654	25,182
TPP Investments ES Inc.	Real estate	100	32,738	35,609
TPP Investments MU Inc.	Infrastructure	100	29,795	21,013
TPP Investments KA Inc.	Infrastructure	100	28,928	20,873
TPP Investments AC Inc.	Infrastructure	100	17,912	13,856
TPP Investments HY Inc.	Infrastructure	100	6,924	-
			\$ 1,534,153	\$ 1,685,473

The Plan either has 100% controlling interest or significant influence over its subsidiaries' cash flows. Funding is made via capital investment from the Plan. Certain subsidiaries have commitments that must be funded directly through capital investment by the Plan. These amounts are included in the Plan's commitments (note 8). Financing is provided as required via shareholder loans and is payable on demand to the Plan.

14.

Capital management

The main objective of the Fund is to sustain a certain level of net assets in order to meet the Plan's pension obligations. The TPPTI (see note 1) manages the contributions and plan benefits as required by the Act and its related Regulations. The TPPTI approves and incurs expenses to administer the commerce of the Fund as required by agreement between the Province and the Union.


Under the direction of the TPPTI, the Fund provides for the short-term financial needs of current benefit payments while investing members' contributions for the longer-term security of pensioner payments. The TPPTI exercises duly diligent practices and has established written investment policies and procedures, and approval processes. Operating budgets, audited financial statements, yearly actuarial valuations and reports, and as required, the retention of supplementary professional, technical and other advisors, are part of the Fund governance structure.

The Fund fulfils its primary objective by adhering to specific investment policies outlined in its SIP&G, which is reviewed annually by TPPTI. The Fund manages net assets by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds (current year's employee and employer contributions) in accordance with the SIP&G. Increases in net assets are a direct result of investment income generated by investments held by the Fund and contributions into the Fund by eligible employees and participating employers. The main use of net assets is for benefit payments to eligible Plan members.

Under the 2014 Agreement, minimum funding targets were established, with objectives of having assets of the Plan reach levels of 80-90% of the actuarial liabilities on or before December 31, 2025, at least 85-95% on or before December 31, 2030, and at least 90-100% on or before December 31, 2035. These funding targets are required to be regularly reviewed, including a comprehensive review in 2020 and further reviews every 5 years thereafter.





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