

Communiqué

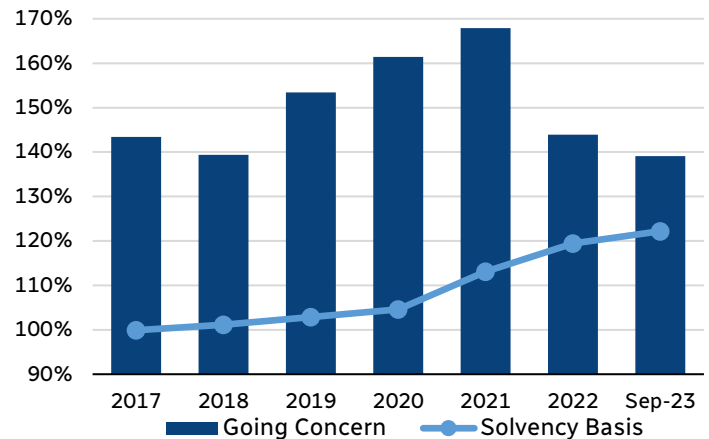
Financial Health¹ (unaudited)

The CBC Pension Plan’s continues to be fully-funded on both a going concern and solvency basis, two key measures of the Plan’s overall pension plan financial health. We remain committed to careful management and oversight of the Plan’s investments to ensure your pension remains secure.

The Plan had a going concern funding surplus of \$2.13 billion on September 30, 2023, a decrease of \$229 million from the start of the year. The Plan’s going concern funding ratio was 139.1% at the end of the third quarter, a decrease of 4.8% from the start of the year.

The Plan’s solvency (or windup basis) funded status was in a surplus of \$1.37 billion on September 30, 2023, an increase of \$117 million since the start of the year. The Plan’s solvency funding ratio at the end of the third quarter was 122.2%, an increase of 2.8% from the start of the year.

Funded Status



Welcoming Jon Soper to the Pension Board

Jon is a former journalist and senior producer with CBC/Radio-Canada who retired from the corporation in 2019. Jon is returning as Trustee having previously served as the English employees’ nominee on the Board. As the retiree nominee, Jon’s deep understanding of employee and retiree benefits, gained through his 24-year tenure on the Consultative Committee of Staff Benefits (CCSB) and his prior role as a Trustee, are invaluable assets. Jon is also a Director of the CBC Pensioners National Association (PNA). We look forward to Jon's contributions in guiding our Pension Plan. Welcome, Jon!



	September 30, 2023	December 31, 2022
Net Assets Available for Benefits	\$ 7,575 million	\$ 7,728 million
Going Concern Funding Surplus	\$ 2,130 million	\$ 2,359 million
Solvency Funding Surplus	\$ 1,374 million	\$ 1,257 million
Number of Pensions Being Paid	10,279	10,252
Number of Plan Contributors	7,653	7,556

¹ 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.

Asset Performance (unaudited)

The Plan had net assets of \$7.58 billion on September 30, 2023, an increase of \$153.3 million for the year. The increase in the Plan's assets is primarily a result of positive equity market returns year to date.

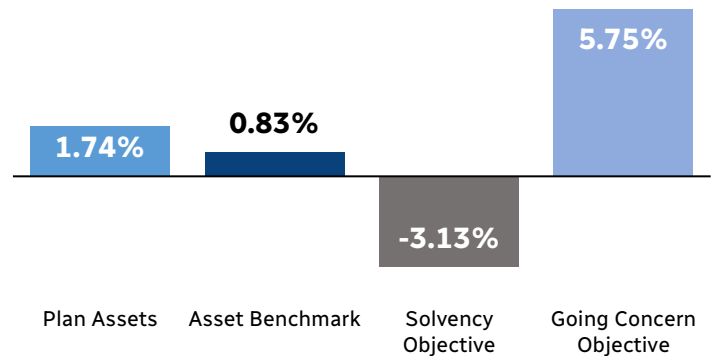
The Plan made pension payments of \$246 million to pensioners and received contributions of \$45.2 million from employees year to date. Due to the Plan's high funded status, CBC/Radio-Canada is currently required to suspend employer contributions.

The Plan focuses on long-term measures of performance when assessing our success in achieving our mission. The Plan's annualized 4-year return of 1.74% outperformed its asset benchmark return of 0.83% and its solvency objective but underperformed the going concern objective. This was primarily the result of negative fixed income returns over the past 4 years. Over the longer term we expect fixed income returns to return to their historical levels.

The going concern objective is an estimate of the Plan's long-term future expected rate of return. This estimate does not account for interim periods where actual investment returns may vary significantly from the long-term estimates impacting the Plan's ability to meet this return estimate in the short-term. The Plan continues to have a healthy going concern and solvency funded ratios. Members can rest assured their pension remains secure.

Plan Return

Annualized 4-yr Returns - September 30, 2023



Member Services

In Q3 2023, the Plan welcomed 158 new active and 75 newly retired members.

The Plan's members rated pension administration services with an overall satisfaction of 97% during the third quarter. 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 to pension@cbc.ca.

Governance Matters

After serving as a Trustee for more than 6 years, Alain Pineau recently retired from the Pension Board. The Board express their sincere gratitude for Alain's dedication and service. In August, the CBC/Radio-Canada Board of Directors approved the appointment of Jon Soper to the Pension Board.

One of the key responsibilities of the Pension Board is to develop annual objectives that align with the Plan's Strategic goals, as well as to review progress against current year objectives. At the December Pension Board meeting, the Trustee's approved the Plan's 2024 objectives and operating budget.

The **2022 CBC Pension Plan Annual Report – Investing for YOUR Future**, is available on the Plan's website at: <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 2023 HIGHLIGHTS

✔ Achieved
 ⋯ Underway/Planned
 ✘ Incomplete/Not Met

STRATEGIC GOALS	KEY PERFORMANCE INDICATOR (KPI) As at September 30, 2023	STATUS	2023 OBJECTIVES As at September 30, 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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✘ <li style="text-align: center; margin-bottom: 10px;">✔ 	<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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">⋯ <li style="text-align: center; margin-bottom: 10px;">⋯ 	<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: center; 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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">⋯ <li style="text-align: center; margin-bottom: 10px;">⋯ <li style="text-align: center; margin-bottom: 10px;">✔ 	<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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">⋯ <li style="text-align: center; margin-bottom: 10px;">⋯ <li style="text-align: center; margin-bottom: 10px;">✔ 	<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: center; 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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ 	<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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">✔ 	<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: center; 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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ 	<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. 	<ul style="list-style-type: none"> <li style="text-align: center; margin-bottom: 10px;">✔ <li style="text-align: center; margin-bottom: 10px;">⋯ <li style="text-align: center; margin-bottom: 10px;">⋯ 	<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: center; 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.