

Financial Statements of

**HEALTHCARE EMPLOYEES'  
PENSION PLAN - MANITOBA**

And Independent Auditor's Report thereon

Year ended December 31, 2024



**KPMG LLP**  
1900 – 360 Main Street  
Winnipeg, MB R3C 3Z3  
Canada  
Telephone (204) 957-1770  
Fax (204) 957-0808

## **INDEPENDENT AUDITOR'S REPORT**

To the Board of Trustees of Healthcare Employees' Pension Plan - Manitoba

### ***Opinion***

We have audited the financial statements of Healthcare Employees' Pension Plan - Manitoba (the "Plan"), which comprise the statement of financial position as at December 31, 2024, the statements of changes in net assets available for benefits and changes in pension obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies (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 Plan as at December 31, 2024, and 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 Plan 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 Plan'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 Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan'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 Plan'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 Plan'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 Plan to cease to continue as a going concern.
- 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

Winnipeg, Canada

June 13, 2025

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

## Statement of Financial Position

December 31, 2024, with comparative information for 2023

	2024	2023
<b>Assets</b>		
Cash	\$ 349,385,225	\$ 275,958,306
Contributions receivable:		
Employer	14,004,001	14,759,145
Employee	14,060,368	14,747,948
Other receivables (note 13)	6,510,262	6,454,046
Due from brokers (note 10[a][ii])	–	9,636,148
Investment income receivable	39,037,991	35,447,343
Investments (note 4)	11,758,828,844	10,183,881,721
Capital assets (note 5)	37,736,059	33,310,765
<b>Total assets</b>	<b>\$ 12,219,562,750</b>	<b>\$ 10,574,195,422</b>

## Liabilities

Accounts payable and accrued liabilities (note 13)	\$ 23,981,328	\$ 23,626,596
Due to brokers (note 10[a][ii])	17,242,161	–
<b>Total liabilities</b>	<b>41,223,489</b>	<b>23,626,596</b>
<b>Net assets available for benefits</b>	<b>12,178,339,261</b>	<b>10,550,568,826</b>
Actuarial value of pension obligations (note 14)	9,754,918,000	9,297,048,000
Commitments (note 15)		
<b>Excess of net assets available for benefits over pension obligations</b>	<b>\$ 2,423,421,261</b>	<b>\$ 1,253,520,826</b>

See accompanying notes to financial statements.

Approved by the Trustees:



Chair



Vice-Chair

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

## Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Increase in net assets:		
Pension fund contributions:		
Employer:		
Current year required	\$ 217,234,422	\$ 207,328,463
Employee:		
Current year required	217,115,252	207,187,977
Buybacks	91,872	143,003
Reciprocal transfers	3,608,703	3,249,839
Investment income (note 6)	316,626,473	274,619,979
Other interest income	4,681,583	4,462,408
Current period change in fair value of investments	1,402,757,695	800,052,071
Total increase in net assets	2,162,116,000	1,497,043,740
Decrease in net assets:		
Pension payments (note 7)	464,959,739	450,068,424
Investment management fees	52,547,764	46,662,492
Administrative expenses (note 8)	16,838,062	15,091,956
Total decrease in net assets	534,345,565	511,822,872
Increase in net assets available for benefits	1,627,770,435	985,220,868
Net assets available for benefits, beginning of year	10,550,568,826	9,565,347,958
Net assets available for benefits, end of year	\$ 12,178,339,261	\$ 10,550,568,826

See accompanying notes to financial statements.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

## Statement of Changes in Pension Obligations

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Actuarial value of pension obligations, beginning of year	\$ 9,297,048,000	\$ 8,686,280,000
Benefits accrued	376,602,000	354,242,000
Benefits paid	(464,959,000)	(450,068,000)
Interest accrued on benefits	546,227,000	509,972,000
Effect of actuarial changes	-	99,044,000
Effect of experience gains and losses	-	97,578,000
Actuarial value of pension obligations, end of year	\$ 9,754,918,000	\$ 9,297,048,000

See accompanying notes to financial statements.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements

Year ended December 31, 2024

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## 1. General:

Healthcare Employees' Pension Plan - Manitoba (the "Plan") is governed by a Board of Trustees appointed by signatory employers and unions. The Plan has received approval from Canada Revenue Agency (CRA) for registration as a Specified Multi-Employer Plan and the Manitoba Pension Commission has registered the Plan as a Multi-unit Pension Plan.

## 2. Description of the plan:

The following description of the Plan is a summary only. For more complete information reference should be made to the Plan Text.

### (a) General:

The Plan is a multi-employer defined benefit pension plan for all employees of participating healthcare facilities in the Province of Manitoba.

### (b) Funding policy:

Employers and employees are required to contribute to the Plan a certain percentage of the members' earnings up to the Year's Maximum Pensionable Earnings (YMPE) plus a certain percentage of the members' earnings in excess of the YMPE, as established by the settlors of the Plan.

The following contribution rates have been approved for 2023 and 2024:

	Employer	Employee
Below YMPE	7.9%	7.9%
Above YMPE	9.5%	9.5%

### (c) Normal retirement pension benefits:

Normal retirement pension benefits commence the first month coincident with or immediately following the attainment of age 65. The annual earned pension payable to a member at normal or postponed retirement is based on years of service and contributory earnings.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 2. Description of the plan (continued):

### (d) Early retirement pension benefits:

A member may elect to retire early provided that:

- the member has attained age 55; or
- The total of the member's age plus years of service total at least 80 for an unreduced pension.

If at the member's early retirement date:

- the member has attained age 60; or
- the member's age plus years of service total at least 80,

Then the member shall be entitled to receive pension benefits.

If at the member's early retirement date the member's age is between 55 and 60 and the member has not achieved the total of 80 based on age and years of service, pension benefits will be reduced in accordance with the Plan Text.

### (e) Postponed retirement benefits:

Retirement benefits cannot be postponed beyond the end of the year in which a member turns 71 years of age.

### (f) Death benefits:

All members are eligible for death benefits. Before retirement, members are eligible to receive the commuted value of their accrued pension for service prior to January 1, 1985 and service after December 31, 1984. After retirement, the death benefit is based on the payment form elected by the member.

### (g) Benefits on termination:

In the event of termination, the terminating member will receive either (i) a monthly pension benefit deferred to retirement; or (ii) the commuted value of their monthly pension benefit.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 2. Description of the plan (continued):

### (h) Income taxes:

The Plan is a Pension Trust as defined in the *Income Tax Act* and is not subject to income taxes.

## 3. Significant accounting policies:

### (a) Basis of presentation:

The Plan follows Canadian accounting standards for pension plans for accounting policies related to its investment portfolio and pension obligations. In selecting or changing accounting policies that do not relate to its investment portfolio or pension obligations, the Plan complies on a consistent basis with Canadian accounting standards for private enterprises (ASPE).

These financial statements are prepared on a going concern basis and present the aggregate financial position of the Plan as a separate financial reporting entity, independent of the participating employers and members. Only the net assets of the Plan and obligations to the members eligible to participate in the Plan have been included in these financial statements. These financial statements do not portray the funding requirements of the Plan or the benefit security of the individual plan members.

### (b) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and investments are subsequently measured at fair value. All other financial instruments are subsequently measured at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Plan has elected not to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs. These costs are amortized using the straight-line method.

### (c) 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.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 3. Significant accounting policies (continued):

### (c) Fair value measurement (continued):

The Plan uses closing market price 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.

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

Fair values of investments are determined as follows:

#### (i) Short-term investments:

Short-term investments are valued at cost plus accrued interest, which approximates fair value, with maturities up to one year.

#### (ii) Bonds:

Bonds are valued using published market quotations or by a yield-to-maturity calculation where published rates are not available.

#### (iii) Mortgages:

Mortgage investments held in mortgage pooled funds are recorded at fair values established by the respective fund trustee.

#### (iv) Listed equities:

All listed equities are traded on major stock exchanges and are valued based on the quoted market price as at year end. If a closing trade price is unavailable, a latest bid price is reflected. If no bid price is available, the most recent trade price is used. Equity pooled fund units are recorded at fair values established by the respective fund trustee.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 3. Significant accounting policies (continued):

### (c) Fair value measurement (continued):

#### (v) Private equities:

Private equities held in limited partnerships where observable market prices in active markets do not exist are recorded at fair value as determined by the general partner. Fair value is determined by valuation techniques that make maximum use of inputs observed from markets, including multiple of earnings derived from a set of publicly traded comparable companies, the use of recent arm's-length transactions or the current fair value of another investment that is substantially the same. Discounted cash-flow analysis, pricing models and other accepted industry valuation methods are also used when market information is not available. Investments for which observable market prices do exist are valued based on the quoted market price at year end.

#### (vi) Real estate:

Real estate investments held in corporations and limited partnerships are recorded at fair values established by the respective fund manager. Real estate properties are recorded at fair value as established by an annual appraisal conducted by qualified external real estate appraisers. Fair values are determined using an appropriate valuation methodology after considering: the history and nature of the business; operating results and financial conditions; valuation parameters such as discount rate and capitalization rate; contractual rights relating to the investment; public market comparable transactions and recent multiples, where applicable; current market yields; macroeconomic conditions; and other pertinent considerations.

#### (vii) Infrastructure:

Infrastructure investments held in limited partnerships where observable market prices in active markets do not exist are recorded at fair value as determined by the Fund Manager. Fair value is determined by considering a number of valuation methodologies, including internal or external valuation models, which may include discounted cash flow analyses. The most appropriate methodology to determine fair value is chosen on an investment by investment basis. Any control, size, liquidity or other discounts or premiums on the investment are considered by the Fund Manager in their determination of fair value.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 3. Significant accounting policies (continued):

### (d) Capital assets:

Capital assets are recorded at cost less accumulated amortization. Repairs and maintenance costs are charged to expense. Betterments which extend the estimated useful life of an asset are capitalized. When a capital asset no longer contributes to the Plan's ability to provide services, its carrying amount is written-down to its residual value. Computer software, computer hardware, office equipment and leasehold improvements, are amortized on a straight-line basis over three years.

The benefits administration system will commence amortization in 2025 as the project is now complete.

### (e) Foreign currency transactions and balances:

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

Foreign currency differences arising on translation are recognized in the statement of changes in net assets available for benefits within current period change in fair value of investments.

### (f) Investment transactions and income recognition:

#### (i) Investment transactions:

Investment transactions are accounted for on a trade date basis.

#### (ii) Income recognition:

Investment income has been accrued as reported by the issuer of the pooled funds and bonds. Dividend income from publicly traded securities is recorded as of the ex-dividend date. Interest income is accrued as earned.

### (g) Contributions:

Contributions from the members are recorded on an accrual basis. Cash received from members for credited service and cash transfers from other pension plans are recorded when received.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 3. Significant accounting policies (continued):

### (h) Benefits:

Benefit payments to members, termination refunds to former members, and transfer payments to other plans are recorded in the period in which they are paid or payable.

### (i) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of increases and decreases in net assets during the year. Significant items subject to such estimates and assumptions include the determination of the actuarial value of pension obligations. Actual results could differ from those estimates.

### (j) Change in accounting policy:

Section 4600, Pension Plans, was amended to clarify ambiguity in the standard and provide new guidance where no guidance currently existed. The amendments are effective for annual periods beginning on or after January 1, 2024. The Plan has adopted the amendments in its financial statements for the year ended December 31, 2024 with no material impact on these financial statements.

## 4. Investments:

	2024	2023
Bonds	\$ 2,764,636,135	\$ 2,291,338,928
International equities	2,332,397,130	2,147,285,000
U.S. equities	2,498,555,271	2,113,911,709
Canadian equities	1,815,567,190	1,573,094,533
Real estate	1,265,662,627	1,265,898,195
Infrastructure	763,952,373	620,999,393
Short-term investments	38,078,972	27,773,094
Mortgages	29,810,991	27,856,707
Private equities	177,696,389	95,574,289
Private debt	72,471,766	20,149,873
	<u>\$ 11,758,828,844</u>	<u>\$ 10,183,881,721</u>

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 5. Capital assets:

			2024	2023
	Cost	Accumulated amortization	Net book value	Net book value
Computer software	\$ 238,359	\$ 145,704	\$ 92,655	\$ 172,108
Computer hardware and office equipment	2,492,243	1,025,637	1,466,606	2,172,765
Leasehold Improvements	151,615	—	151,615	—
Benefits administration system	36,025,183	—	36,025,183	—
Capital projects in process	—	—	—	30,965,892
	<u>\$ 38,907,400</u>	<u>\$ 1,171,341</u>	<u>\$ 37,736,059</u>	<u>\$ 33,310,765</u>

## 6. Investment income:

	2024	2023
Bonds	\$ 112,360,758	\$ 97,173,279
International equities	68,273,277	53,416,914
U.S. equities	32,139,164	30,877,625
Canadian equities	45,404,566	43,374,089
Real estate	33,396,986	24,107,420
Infrastructure	19,201,655	14,716,379
Short-term investments	33,597	7,781,963
Security lending income	668,923	691,253
Mortgages	1,121,747	998,959
Private debt	4,025,800	1,482,098
	<u>\$ 316,626,473</u>	<u>\$ 274,619,979</u>

## 7. Pension payments:

	2024	2023
Retirement benefit payments	\$ 412,751,302	\$ 396,781,004
Termination benefit payments	52,208,437	53,287,420
	<u>\$ 464,959,739</u>	<u>\$ 450,068,424</u>

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 8. Administrative expenses:

	2024	2023
Salaries and benefits	\$ 11,335,884	\$ 9,998,049
Other administrative expenses	1,370,404	2,252,253
Custodial fees	1,328,461	1,042,424
Investment related expenses	869,963	838,183
Amortization of capital assets	899,471	380,052
Actuarial fees	400,041	263,706
Legal fees	543,587	235,957
Audit fees	90,251	81,332
	\$ 16,838,062	\$ 15,091,956

## 9. Capital risk management:

The main objective of the Plan is to sustain a certain level of net assets in order to meet the pension obligations of the Plan. The Plan fulfils its primary objective by adhering to specific investment policies outlined in its Statement of Investment Policies and Procedures (the "SIPP"), which is reviewed annually by the Plan. The Plan 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 approved SIPP. Increases in net assets are a direct result of investment income generated by investments held by the Plan, as the Plan is currently withdrawing funds to meet benefit and other payment obligations. The main use of net assets is for benefit payments to eligible Plan members.

The primary risk the Plan faces is that the Plan's asset growth and contribution rates will be insufficient to cover the Plan's liabilities (funding risk) resulting in an unfunded liability (funding deficiency). If a funding deficiency reaches a certain level, or persists, it may need to be eliminated through contribution rate increases, pension benefit reductions or a combination of the two.

The Plan's net funded position can change relatively quickly if there are changes in the value of the investments or liabilities. Either can result in a mismatch between the Plan's assets and its liabilities. The most significant contributors to funding risk are:

- declining interest rates,
- declining long-term investment rates of return, and
- unexpected increases in inflation and salary escalation.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 9. Capital risk management (continued):

The Plan's liabilities are affected by non-economic factors like changes in member demographics. The Plan's assets are subject to financial instrument risks which are explained in more detail in note 10 to these financial statements.

## 10. Risk management:

The current geopolitical environment increases uncertainty in financial markets with a possible resurgence of trade tariffs and inflation, including upward pressure on commodity prices and the potential for global supply-chain disruptions. With the recent changes in the U.S. government, the threat of protectionism increases the risk of tariffs, stagflation, turbulence in the financial markets, and a weakening of the Canadian dollar against other currencies. Management will continue to monitor the impact of geopolitical risk on its use of judgements, estimates, and assumptions.

This comprehensive process uses extensive sources of available information in providing its best estimate of the impact that these events have had on the valuation of its investments as of the date of these financial statements. However, these estimates are sensitive to key assumptions and drivers that are subject to material changes. Please refer to the risk discussions below for sensitivity analyses. The Plan is monitoring developments relating to these events and continuing to assess the ongoing impact on the Plan's investments. The situation is dynamic and the ultimate duration and magnitude of the impact on the economy and the financial effect on the Plan is not known at this time.

The Plan's exposures across all risk parameters including market, credit, and liquidity, remain within all risk limits set by the Plan.

### (a) Market risk:

#### (i) Interest rate risk:

Interest rate risk refers to the adverse consequences of interest rate changes on the Plan's cash flows, financial position and income. The Plan's fixed income investments are exposed to the risk that the value of interest-bearing investments will fluctuate due to changes in the level of market interest rates. The Plan has invested approximately 24 percent (2023 - 23 percent) of its investments in fixed income securities as at December 31, 2024. To properly manage the Plan's interest rate risk, appropriate guidelines on the weighting and duration for bonds and other fixed income investments are set and monitored.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 10. Risk management (continued):

### (a) Market risk (continued):

#### (i) Interest rate risk (continued):

The remaining terms to contractual maturity of the Plan's bond portfolio at December 31 are as follows:

	2024	2023
Less than one year	\$ 36,032,935	\$ 51,949,579
One to five years	977,770,415	770,317,147
After five years	1,750,832,785	1,469,072,202
Total carrying value	\$ 2,764,636,135	\$ 2,291,338,928

The Plan holds the above fixed income securities directly. An increase of 100 basis points in interest rates, with all other variables held constant, will impact fixed income investments by an estimated loss of \$136.2 million (2023 - \$113.6 million). The Plan's interest rate sensitivity was determined based on portfolio weighted duration.

#### (ii) Foreign currency risk:

Foreign currency risk is the risk that the value or 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. Fluctuations in the relative value of the Canadian dollar against these foreign currencies can result in a positive or a negative effect on the fair value of investments. The Plan and its investment managers have the ability to utilize derivative instruments to mitigate foreign currency risk, subject to approved policies of the Plan's Investment Committee or Board policy. The Plan is exposed to fluctuations in the U.S. dollar, Japanese yen, Hong Kong dollar and European currencies, notably the Euro, British pound sterling and Swiss franc. As at December 31, 2024, the Plan has outstanding foreign exchange contracts to purchase and sell foreign currencies, both with notional amounts of \$940,330,000 (2023 - \$764,769,000). The net unrealized loss on the contracts at December 31, 2024 of \$10,955,000 (2023 - net unrealized gain of \$20,679,000) is included in the balance due to brokers (2023 - due from brokers).

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

(a) Market risk (continued):

(ii) Foreign currency risk (continued):

The Plan's exposure in cash and investments to foreign currencies to Canadian dollars is shown below:

As at December 31, 2024	Actual currency exposure	%
Canadian	\$ 5,137,435,263	42.43
US dollar	4,728,334,416	39.05
Euro	884,983,239	7.31
Japanese yen	398,361,739	3.29
British pound sterling	385,388,548	3.18
Swiss franc	124,970,587	1.03
Australian dollar	97,904,037	0.81
Other currencies	350,836,240	2.90
	<b>\$ 12,108,214,069</b>	<b>100%</b>

As at December 31, 2023	Actual currency exposure	%
Canadian	\$ 4,432,570,396	42.39
US dollar	3,965,342,273	37.90
Euro	802,580,166	7.67
British pound sterling	353,714,527	3.38
Japanese yen	323,846,890	3.10
Swiss franc	148,174,044	1.42
Australian dollar	92,910,651	0.89
Other currencies	340,701,080	3.25
	<b>\$ 10,459,840,027</b>	<b>100%</b>

A 10 percent increase or decrease in exchange rates, with all other variables held constant, would result in a change in unrealized gains (losses) of \$697.1 million (2023 – gains (losses) of \$602.7 million).

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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(a) Market risk (continued):

(iii) Market price risk:

The Plan's investments in equities are sensitive to market fluctuations. To properly manage the Plan's other price risk, appropriate guidelines on asset diversification to address specific security, geographic, sector and investment manager risks are set and monitored. A decline of 10 percent in equity values, with all other variables held constant, will impact the Plan's equity investments by an approximate loss of \$664.7 million (2023 - \$583.4 million).

(b) Credit risk:

The Plan is exposed to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due or requested. The Plan's greatest concentration of credit risk is in its fixed income securities. The fair value of the fixed income securities includes consideration of the creditworthiness of the debt issuer.

All transactions in listed securities are settled or paid for upon delivery using by our custodian. The risk of default is considered minimal, as payment is made on a purchase once the securities have been received. For sales transactions, the securities are released once payment has been made.

The breakdown of the Plan's bond portfolio by credit rating from various rating agencies is presented below:

Credit rating	2024		2023	
	Fair value	%	Fair value	%
AAA	\$ 1,031,744,679	37.3	\$ 839,377,767	36.6
AA	113,721,512	4.1	88,855,084	3.9
A	385,805,487	14.0	293,728,257	12.8
BBB	560,082,821	20.3	510,285,276	22.3
Below BBB and not rated	673,281,636	24.3	559,092,544	24.4
	<u>\$ 2,764,636,135</u>	<u>100.0</u>	<u>\$ 2,291,338,928</u>	<u>100.0</u>

Credit risk associated with contributions and other receivables is minimized due to their nature. The majority of the receivable balances are due from member facilities and are collected from participating members through the payroll process. The carrying amounts of fixed income investments and contributions and other receivables represent the maximum credit exposure to the Plan.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 10. Risk management (continued):

### (c) Liquidity risk:

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities.

Of the Plan's investments, approximately 80 percent (2023 - 80 percent) are in liquid securities traded in public markets. These include all U.S., international and Canadian equities, which are approximately 57 percent (2023 - 57 percent) of the Plan's assets and are all exchange traded, and bonds. Although market events could lead to some investments becoming illiquid, management believes the diversity of the Plan's portfolio and current contribution levels will ensure that liquidity is available for benefit payments.

The Plan's financial statement liabilities have contractual maturities of less than one year. The Plan also maintains cash on hand for liquidity purposes and to pay accounts payable and accrued liabilities. At December 31, 2024, the Plan had cash in the amount of \$349 million (2023 - \$276 million).

The Plan's fixed income securities are diversified at December 31 as follows:

	2024		2023	
	Fair value	Average coupon rate	Fair value	Average coupon rate
Corporate	\$ 1,746,655,633	5.25%	\$ 1,469,860,384	5.22%
Federal	983,789,603	2.17%	816,767,896	1.92%
Provincial and municipal	34,190,899	4.66%	4,710,648	4.99%
Mortgages	29,810,991		27,856,707	
	\$ 2,794,447,126		\$ 2,319,195,635	

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 11. Fair value of financial instruments:

The determination of the fair value of investments is as described in note 3(c) with fair values of investments disclosed in note 4. The fair values of other financial assets and liabilities, being cash, investment income receivable, contributions receivable, other receivables, due from brokers, accounts payable and accrued liabilities, and due to brokers, approximate their carrying values due to the short-term nature of these financial instruments.

The Plan's assets which are recorded at fair value are required to be classified into one of three levels, depending on the inputs used for valuation. The hierarchy of inputs is summarized below:

- quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1);
- inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices) (Level 2); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

Changes in valuation methods may result in transfers into or out of an investment's assigned level.

The following is a summary of the inputs used as of December 31, 2024 and 2023 in valuing the Plan's investments:

	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)	Total
<b>2024</b>				
Cash	\$ 349,385,225	\$ –	\$ –	\$ 349,385,225
Bonds	5,615,345	2,570,840,495	188,180,295	2,764,636,135
International equities	2,161,305,337	515,402	170,576,391	2,332,397,130
U.S. equities	2,497,329,102	1,226,169	–	2,498,555,271
Canadian equities	1,759,678,614	55,888,576	–	1,815,567,190
Real estate	–	–	1,265,662,627	1,265,662,627
Infrastructure	–	–	763,952,373	763,952,373
Short-term investments	–	38,078,972	–	38,078,972
Mortgages	–	29,810,991	–	29,810,991
Private equities	–	–	177,696,389	177,696,389
Private debt	–	–	72,471,766	72,471,766
	<b>\$ 6,773,313,623</b>	<b>\$ 2,696,360,605</b>	<b>\$ 2,638,539,841</b>	<b>\$ 12,108,214,069</b>

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 11. Fair value of financial instruments (continued):

2023	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)	Total
Cash	\$ 275,958,306	\$ –	\$ –	\$ 275,958,306
Bonds	4,908,490	2,157,514,612	128,915,826	2,291,338,928
International equities	1,999,783,263	2,266,493	145,235,244	2,147,285,000
U.S. equities	2,113,033,361	878,348	–	2,113,911,709
Canadian equities	1,521,532,334	51,562,199	–	1,573,094,533
Real estate	–	–	1,265,898,195	1,265,898,195
Infrastructure	–	–	620,999,393	620,999,393
Short-term investments	–	27,773,094	–	27,773,094
Mortgages	–	27,856,707	–	27,856,707
Private equities	–	–	95,574,289	95,574,289
Private debt	–	–	20,149,873	20,149,873
	\$ 5,915,215,754	\$ 2,267,851,453	\$ 2,276,772,820	\$ 10,459,840,027

For the years ended December 31, 2024 and 2023, there were no transfers between Level 1 and Level 2.

The reconciliation of investments measured at fair value using unobservable inputs (Level 3) is presented as follows:

	Bonds	Equities	Real estate	Infrastructure	Private debt	Total
Balance, December 31, 2022	\$ 151,588,492	\$ 70,227,398	\$ 1,221,937,378	\$ 534,421,454	\$ –	\$ 1,978,174,722
Purchases	73,900,424	201,779,657	243,607,504	85,952,848	19,629,045	624,869,478
Sales	(94,937,910)	(29,777,066)	(182,358,231)	(56,836,819)	–	(363,910,026)
Realized gains	7,189	776,972	64,563,526	13,801,125	–	79,148,812
Current period change in fair value of investments	(1,642,369)	(2,197,428)	(81,851,982)	43,660,785	520,828	(41,510,166)
Balance, December 31, 2023	\$ 128,915,826	\$ 240,809,533	\$ 1,265,898,195	\$ 620,999,393	\$ 20,149,873	\$ 2,276,772,820
Purchases	183,636,981	94,263,801	119,740,933	103,001,938	37,761,689	538,405,342
Sales	(140,541,984)	(40,981,318)	(109,471,614)	(70,083,425)	(861,470)	(361,939,811)
Realized gains (losses)	1,888,882	5,202,084	(9,641,480)	33,777,164	(534,602)	30,692,048
Current period change in fair value of investments	14,280,590	48,978,680	(863,407)	76,257,303	15,956,276	154,609,442
Balance, December 31, 2024	\$ 188,180,295	\$ 348,272,780	\$ 1,265,662,627	\$ 763,952,373	\$ 72,471,766	\$ 2,638,539,841

The Plan did not use or consider alternative assumptions for valuation of Level 3 investments as those are valued independently by investment managers or third-party providers.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 11. Fair value of financial instruments (continued):

Section 3.29 of the *Manitoba Pension Benefits Act Regulation* requires disclosure of each investment asset that has a fair value greater than two percent of the fair value of the investment assets of the Plan. As of December 31, 2024, the Plan held the following investments that met this criterion:

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Equities:	
TD Emerald Pooled U.S. Fund	\$ 878,587,479

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## 12. Role of the actuary and auditor:

The actuary has been appointed pursuant to the Plan Text and the Trust Agreement. With respect to the preparation of financial statements, the actuary has been engaged to carry out an extrapolation of the Plan's assets and liabilities, which consists of a provision for future obligations of the Plan to the members. The extrapolation is made in accordance with accepted actuarial practice, applicable legislation and any direction received from regulatory authorities, and reported thereon to the Board of Trustees. In performing the extrapolation of the liabilities, which are by their nature inherently variable, assumptions are made as to the investment rate of return, inflation rates and salary escalation in the future, taking into consideration the circumstances of the healthcare employees and the nature of the liabilities. The actuary, in their review of the management information provided by the Plan used in the extrapolation, also makes use of the work of the external auditors. The Actuary's Report outlines the scope of their work and opinion.

The external auditors have been appointed by the Board of Trustees to conduct an independent and objective audit of the financial statements of the Plan in accordance with generally accepted auditing standards and report thereon to the Board of Trustees. In carrying out their audit, the auditors also make use of the work of the actuary and their report on the Plan's liabilities. The Auditors' Report outlines the scope of their audit and their opinion.

## 13. Related parties:

The Plan and the Healthcare Employees' Benefits Plan - Manitoba (HEBP) have a certain number of common trustees and a cost sharing agreement to allocate certain costs based on factors such as number of employees and time usage. Other receivables include an amount of \$4,080,890 (2023 - \$4,604,071) due from HEBP. The balance due from HEBP is non-interest bearing and has no fixed terms of repayment.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 13. Related parties (continued):

The Plan and the Healthcare Employees' Pension Plan - Manitoba, Cost of Living Adjustment Plan (COLA) have a certain number of common trustees and a cost sharing agreement to allocate certain costs based on factors such as square footage, number of employees and time usage. During the year, the Plan also collected contributions from active plan members and employers on behalf of COLA. Other receivables include the net amount of \$400,429 (2023 – accounts payable and accrued liabilities include a net payable of \$1,405,694 due to COLA) due from COLA. This includes a balance of \$23,710 (2023 - \$1,888,926) payable related to contributions collected, net of a balance of \$424,139 (2023 - \$483,232) receivable related to costs incurred. The balance due from COLA is non-interest bearing and has no fixed terms of repayment.

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

## 14. Pension obligations:

The latest actuarial valuation as at December 31, 2023 indicates a surplus of actuarial value of net assets over actuarial value of pension obligations of \$1,355,910,000. The going concern surplus is calculated utilizing the actuarial value of assets which resulted in an increase of \$102,389,000 from the net assets available for benefits as disclosed in the statement of financial position. The actuarial valuation at December 31, 2023 also indicated that there was a solvency surplus of \$228,094,000. In November of 2010 the Plan received confirmation of solvency exemption from the Manitoba Pension Commission. Based on this exemption, the Plan is not required to fund on a solvency basis but must still undertake a solvency valuation and disclose the current deficit, if any. The Plan is still required to apply the going concern test and fund on a going concern basis.

An extrapolation of the actuarial status of the Plan as at December 31, 2024 was estimated based on the actuarial valuation for funding purposes as of December 31, 2023. As at December 31, 2024, the actuarial value of pension obligations was \$9,754,918,000 (2023 - \$9,297,048,000). Since there is no intention of extinguishing the pension obligations in the near term, the obligations are calculated by using the going concern actuarial basis. The projected unit credit actuarial cost method was used by AON Hewitt, the actuary, to determine the actuarial value of pension obligations and the required current service contributions.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 14. Pension obligations (continued):

Four significant long-term actuarial assumptions used in the extrapolation at December 31, 2024 and the actuarial valuation for funding purposes as of December 31, 2023 were:

- (a) the liability discount rate was assumed to be 5.90 percent (2023 - 5.90 percent);
- (b) the asset rate of return was assumed to be 5.90 percent (2023 - 5.90 percent);
- (c) inflation rate was assumed to be 2.00 percent (2023 - 2.00 percent); and
- (d) the salary escalation rate was assumed to be 3.00 percent (2023 - 3.00 percent) plus merit and promotion.

The assumptions used in determining the actuarial value of pension obligations are going concern assumptions adopted by the Trustees and were developed by reference to expected long-term market conditions. As underlying conditions change over time, going concern assumptions adopted by the Trustees may also change, which could cause a material change in the actuarial value of pension obligations.

The actuarial extrapolation is prepared for financial statement purposes in accordance with the recommendations of Canadian accounting standards for pension plans and ASPE using a discount rate equivalent to the current yield on high-quality long term corporate bond and other assumptions that represent management's best estimate of future events.

The latest actuarial valuation as at December 31, 2023 was filed with the Office of the Superintendent of Pensions for assessment as to whether the Plan is appropriately funded over time. An actuarial valuation must be performed at least once every three years in accordance with the requirements of *The Pension Benefits Act*. The next actuarial valuation of the Plan will be completed as at December 31, 2024.

# HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2024

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## 15. Commitments:

- (a) As part of the Plan's investment in infrastructure and real estate investment vehicles, the Plan has committed to invest an additional \$721,833,000 (2023 - \$542,267,000) in infrastructure investments over the remaining terms of their investment agreements.
- (b) The Plan leases office space under an operating lease with an expiry date of October 31, 2028. The Plan's allocation of annual lease payments to expiry is as follows:

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2025	\$	645,000
2026		645,000
2027		645,000
2028		538,000
	\$	2,473,000

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