



AESRP

Financial Update – July 2025

The Board of Trustees for the Shared Risk Plan for Academic Employees of the University of New Brunswick (AESRP or Plan) is pleased to provide you with this annual update, as required under the *New Brunswick Pension Benefits Act*. In a shared risk plan, contributions, Cost of Living Adjustments (COLA) and benefits are linked to the financial position of the Plan. That is why the Plan is managed under strict risk management rules and it is very important for you to understand the factors that may influence your benefits over time.



Highlights

Here is an overview of the pension fund financial position as at July 1, 2025 and the evolution of the main financial indicators. Please read the following pages for more details and explanations.

	July 1, 2025	July 1, 2024	Comments
PENSION FUND ASSETS	\$506,095,000	\$463,432,000	Benchmark return for the fund for 12-month period ending July 1, 2025 was 9.0%
ANNUAL PERFORMANCE OF PENSION FUND INVESTMENTS	9.9%	9.0%	
CONTRIBUTIONS (preceding 12-month period)			
By Members	\$10,453,000	\$10,115,000	Contribution rate unchanged
By the University of New Brunswick	\$10,453,000	\$10,115,000	
FUNDING STATUS			
Plan liability	\$495,898,000	\$470,200,000	Must be greater than 105% for COLA to be granted
Open Group Funded Ratio	122.3%	120.4%	
Termination Value Funded Ratio	102.1%	98.6%	
RISK ASSESSMENT			
Primary risk management test	99.2%	99.4%	Must be at least 95.0% for COLA to be granted
Secondary risk management test	94.5%	94.2%	Goal is to meet or exceed 75%

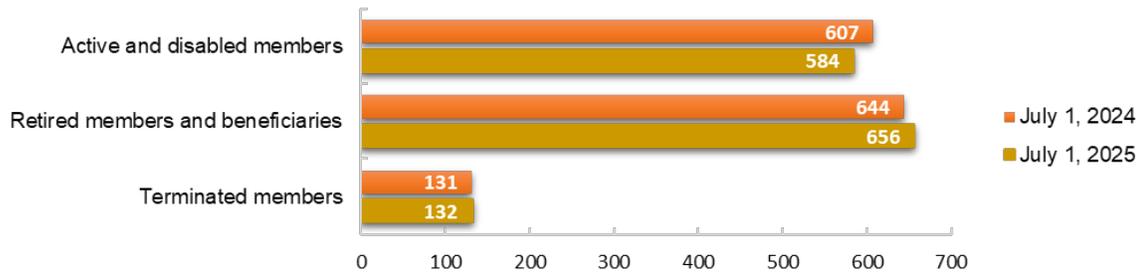
The financial position of the Plan improved from July 1, 2024 to July 1, 2025. The increase in funded ratio was mainly due to investment returns in excess of long-term return assumptions. Given the positive results, the Plan was able to maintain its high primary and secondary risk management test results and was also able to continue to provide COLA on January 1, 2026.

There has been no need to change contribution rates or otherwise alter benefits payable by the Plan as a result of the July 1, 2025 actuarial valuation. More information on the risk management tests and the granting of COLA are found later in this document.



Membership

From July 1, 2024 to July 1, 2025, the number of members changed as follows:



On July 1, 2025, the average age of active and disabled members was 51.0 and the average age of retired members and beneficiaries was 77.0.



Financial statements

Here is an overview of the changes in assets for the year ended June 30, 2024, compared to the preceding year, taken from the actuarial valuation reports.

	2025	2024
NET ASSETS, BEGINNING OF YEAR	\$463,432,000	\$427,109,000
INCREASE (DECREASE) IN ASSETS	\$42,663,000	\$36,323,000
Investment income and change in market value	\$45,851,000	\$38,260,000
Total contributions (members and UNB)	\$20,906,000	\$20,230,000
Pension benefits	(\$21,488,000)	(\$19,986,000)
Lump sum settlements	(\$954,000)	(\$576,000)
Investment and administrative expenses	(\$1,652,000)	(\$1,605,000)
NET ASSETS, END OF YEAR	\$506,095,000	\$463,432,000



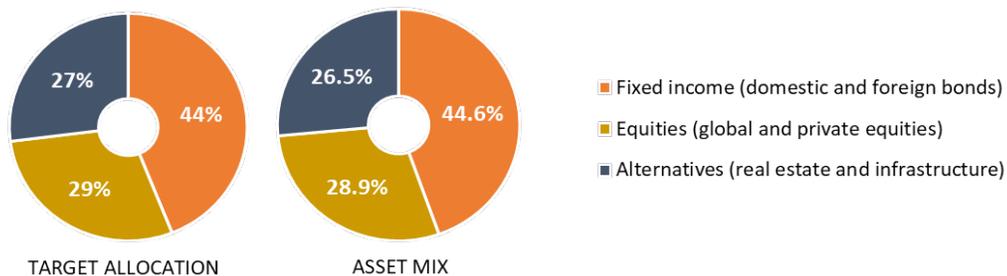
Investments

INVESTMENT RETURN

The rate of return earned on the market value of assets, from July 1, 2024 to June 30, 2025 was 9.9%. This is higher than the benchmark return for the fund of 9.0% for the same period and it also exceeds the expected long-term nominal rate of return of 6.5% per annum calculated by the actuary at July 1, 2025 for the Plan's asset mix.

ASSET ALLOCATION

Here is how the pension fund assets were invested as at June 30, 2025, compared to the target asset allocation last revised and approved by the Board of Trustees in June 2022.





Funding status

FUNDING POLICY

The Funding Policy is a key governing document. It sets the funding objectives and the conditions under which COLA can be granted, whether contributions must be increased, decreased or maintained, and, if necessary, when benefits must be reduced. You can consult the funding policy at www.unb.ca/hr/pension under *Understand your plan's governance*.

ACTUARIAL VALUATION

As required by legislation, the Plan actuary appointed by the Board of Trustees must perform an actuarial valuation of the Plan every year to closely monitor its financial status. The valuation consists of comparing Plan assets with its liability using a series of assumptions to determine the funding level and conducting risk management tests. The last valuation was conducted as at July 1, 2025.

Funded Ratios as at July 1, 2025

	Open Group Funded Ratio	Termination Value Funded Ratio
VALUE OF ASSETS	\$606,268,000	\$506,095,000
LIABILITY	\$495,898,000	\$495,898,000
FUNDED RATIO	122.3%	102.1%
PREVIOUS YEAR (JULY 2024)	120.4%	98.6%

The **Open Group Funded Ratio** indicates the long-term financial health of the Plan. In this calculation, the value of assets includes an amount representing the present value of the next 15 years of excess contributions (being the contributions expected to be deposited to the Plan in excess of the value of the benefits to be accrued during those 15 years). This ratio is mainly used to determine actions to be taken by the Board of Trustees in accordance with the terms of the Funding Policy.

The **Termination Value Funded Ratio** is a measure of the current funded position of the Plan. It is used to calculate lump sum benefits payable from the Plan upon termination of employment of members.

RISK MANAGEMENT TESTS

Under regulatory requirements, a shared risk plan must implement a risk management approach to ensure the security of benefits. The actuary must conduct risk management tests based on multiple scenarios over a 20-year period. The results of these tests for the last two Plan years are as follows:

	July 1, 2025	July 1, 2024	Target	Met
PRIMARY RISK MANAGEMENT GOAL	99.2%	99.4%	95.0%	
SECONDARY RISK MANAGEMENT GOAL	94.5%	94.2%	75.0%	

The **primary risk management goal** is defined as the probability that base benefits will not need to be reduced in any year over the next 20 years. Provided that a target of 95.0% is achieved at a valuation date, COLA may, if funded ratios allow, be granted for the following January 1st. This target was achieved at July 1, 2025.

The **secondary risk management goal** requires that, on average, over the next 20 years, active members can expect to receive at least 75% of the increase in the Consumer Price Index (CPI) on their accrued pensions before retirement and retirees, including beneficiaries, can expect to receive at least 75% of the amount of COLA that the prior formula would have provided. The 75% threshold had to be met at conversion, and when major changes are subsequently made. This target was also achieved at July 1, 2025.

The Plan has met both risk management tests as of July 1, 2025. The Board believes that with its continued focus on risk management, the Plan will be in a position to continue to meet the primary and secondary risk management goals in the future and therefore be in a position to continue to provide COLA.

COST OF LIVING ADJUSTMENT

Since the Plan converted to a shared risk plan, a COLA, both during active membership and retirement, is not automatic but rather provided only when certain financial criteria are met. To grant a COLA in a given year, the Open Group Funded Ratio must be at least 105% and the primary risk management test must meet a 95.0% threshold. The threshold of 95.0% was met at July 1, 2025, which means that COLA could be granted effective January 1, 2026. A memo dated March 2, 2026 was distributed to all members of the Plan and addressed this topic in detail.



Board of Trustees

The Board of Trustees is responsible for administering the Plan in accordance with the *Income Tax Act (Canada)*, the *New Brunswick Pension Benefits Act*, the official Plan text and the Funding Policy. Among their main responsibilities, the most important are to act in the best interest of all Plan members and to carefully manage risk. Members of the Board as at June 30, 2025 were as follows:

BOARD OF GOVERNORS' APPOINTEES

Ms. Jennifer Morrison (Co-Chair)
Ms. Karen Cunningham
Ms. Alexandra Ferris
Mr. Ryan Johnston
Mr. Tom Maston

AUNBT APPOINTEES

Dr. Norm Betts (Co-Chair)
Dr. Mehmet Dalkir
Prof. Suzanne Tucker
Dr. Alyssa Sankey
Dr. Lloyd Waugh

The day-to-day administration is conducted by the People & Culture Department of UNB.



Partners and advisors in the management of the Plan

Actuary	WTW
Custodian	Vestcor Inc.
Auditor	KPMG LLP
Legal Counsel	McInnes Cooper
Pension Administration	TELUS Health
Investment Manager	Vestcor Inc.



For more information

The detailed Financial Statements and Actuarial Valuation Reports are available at www.unb.ca/hr/pension under *Financial Information*.