

Annual Report 2024-2025

Public Service Superannuation Board

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Letters of Transmittal



Her Honour the Honourable Bernadette McIntyre, S.O.M.,
Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report of the Public Service Superannuation Board for the fiscal year ending March 31, 2025.

A handwritten signature in blue ink, appearing to read "Jim Reiter".

Honourable Jim Reiter
Deputy Premier and Minister of Finance

The Honourable Jim Reiter
Deputy Premier and Minister of Finance

May it Please Your Honour:

On behalf of the Public Service Superannuation Board, I have the honour to present herewith the Annual Report of the Public Service Superannuation Board for the fiscal year ending March 31, 2025.

A handwritten signature in blue ink, appearing to read "Sheri Lucas".

Sheri Lucas, Chair
Public Service Superannuation Board

Introduction

The primary purpose of the Public Service Superannuation Plan (PSSP) or (the Plan) is to provide pension benefits to employees in the event of retirement and secondarily in the event of termination of employment. The Plan also provides benefits to the dependents of deceased employees and superannuates in the event of death either prior, or subsequent, to retirement.

The Plan is a defined benefit pension plan, which provides a benefit based on an employee's highest earnings during specified periods taking into consideration their total years of service to a maximum of 35 years.

The Plan is governed by *The Public Service Superannuation Act*, (the Act) which came into being on May 1, 1927.

The Act also governs employees of the Anti-Tuberculosis League and the Saskatchewan Transportation Company.

The Plan was closed to new members as of October 1, 1977.

Public Service Superannuation Board

The Public Service Superannuation Board (the Board), which consists of three members appointed by the Lieutenant Governor in Council, is responsible for the administration of *The Public Service Superannuation Act*.

At March 31, 2025, the Board was composed of three members (listed in *Table 1.1*).

| Public Service Superannuation Board Members | |
|---|--------|
| Sheri Lucas | Chair |
| Lovyl Zweifel | Member |
| Peggy Atkinson | Member |

Table 1.1

Members of the Board receive no compensation for the performance of their roles as Board members. They are reimbursed for reasonable expenses for attending Board meetings and other functions in their capacity as Board members.

Administration

The Board is ultimately responsible for the Plan’s administration and communication activities. To discharge these responsibilities, the Board uses the services of various organizations.

The Public Pension and Benefits Administration Corporation, operating as Plannera Pensions and Benefits (Plannera, the Corporation) has responsibility for the operation, administration and management of several superannuation plans and other employee benefits programs. Plannera provides the following administrative services for the Public Service Superannuation Plan:

- Pension estimates on retirement, termination, death and breakdown of spousal relationships;
- Annual member statements by the end of June each year;
- Calculation of termination, pension, and death benefits;
- Collection of any contributions;
- Pension payroll; and
- Executive management services to the Board.

Plannera is responsible for ensuring that all transactions are made in accordance with *The Public Service Superannuation Act*, *The Superannuation (Supplementary Provisions) Act*, and their related regulations.

Mission

The Board’s mission as the Plan’s administrator is to manage the Plan solely in the best interests of the members.

Operational Goals and Objectives

The Board has adopted Operational Goals and Objectives for the administration of the Plan.

Annually, the results of the accomplishment of the objectives set for the Plan are reported to the Board.

The Board has identified three Operational Goals:

1. Financial Management

The Board provides sound financial management of the Plan.

2. Service Delivery and Communications

The Board provides excellent service to the members of the Public Service Superannuation Plan.

3. Performance Measurement

The Board evaluates the performance of the Plan's service providers.

Operational Goals and Objectives

1. Financial Management

The Board provides sound financial management of the Plan.

The primary focus is service delivery for retired members.

Objectives

- The Board carries out an actuarial valuation of the Public Service Superannuation Plan at least every three years.
- The Board carries out an audit of the Plan annually.
- The Board annually reviews and approves the operating budget for the Plan and monitors it quarterly.

Activities Accomplished in 2024-2025

- Actuarial valuations as at December 31, 2023 with extrapolation to March 31, 2024 were prepared for the Public Service Superannuation Plan, Saskatchewan Transportation Company Superannuation Plan, and Anti-Tuberculosis League Employees Superannuation Plan.
- The Board received the actuarial valuations as at December 31, 2023 with extrapolation to March 31, 2024 for the Public Service Superannuation Plan, Saskatchewan Transportation Company Superannuation Plan, and Anti-Tuberculosis League Employees Superannuation Plan.
- The Board reviewed the audit of the Plan for the 2023-2024 year provided by the Provincial Auditor of Saskatchewan (PAS) on June 18, 2024. In its opinion, PAS stated, for the year ended March 31, 2024:
 - In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Public Service Superannuation Plan as at March 31, 2024, and the changes in its net assets available for benefits and changes in its pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.
- The Board received quarterly updates on the 2024-2025 budget in the Quarterly Administration Report for the periods ending, March 31, June 30, September 30, and December 31, 2024.

Operational Goals and Objectives

2. Service Delivery and Communications

The Board provides excellent service to the members of the Public Service Superannuation Plan.

Objectives

- Administrative tasks are completed within service standards.
- Plan members have access to the information they require to make decisions about their retirement.
- The Board tables an annual report in the Saskatchewan Legislature prior to the deadline for tabling.

Activities Accomplished in 2024-2025

- Within 2024-2025, the Board received quarterly updates on service standard performance in quarterly administration reports for the periods ending March 31, June 30, September 30, and December 31, 2024.
- For 2024-2025, 83.0 per cent of all transactions met or exceeded service standards.
- The member booklet is available on the Plannera website.
- 2023-2024 Annual Member Statements were mailed on August 27, 2024.
- The Board’s 2023-2024 Annual Report was tabled in the Saskatchewan Legislature on July 29, 2024.

Operational Goals and Objectives

3. Performance Measurement

The Board evaluates the performance of the Plan’s service providers.

Objectives

- The Board evaluates the performance of the Plan’s actuary annually.
- Administration performance is reported to the Board on a quarterly basis.

Activities Accomplished in 2024-2025

- The Board reviewed the performance of its actuary on November 28, 2024.
- The Board received quarterly reports on administration performance from the Public Employees Benefits Agency for the periods ended March 31, June 30, September 30, and December 31, 2024.

Investments

In November 2014, the remaining assets of the Saskatchewan Transportation Company Employees Superannuation Fund were liquidated to provide retirement benefits to members. Remaining member benefits are paid out of the General Revenue Fund (GRF).

Plan Administration

The Board has delegated the day-to-day administration of the Plan and management of its assets to Plannera.

Plannera provides all services required to operate, administer, and manage the Plan in a manner consistent with and according to all statutory provisions and regulations that apply to the Plan. Plannera reports measurement against standards to the Board quarterly. *Table 1.2* provides measurement results for the 2024-2025 year.

Plannera provides Senior Executive Officer services and Executive Secretary services to the Board.

Any deficiencies in the Plan are paid out of the GRF and are the responsibility of the Government of Saskatchewan, including \$0.6 million for administrative services.

| Service Standards April 1, 2024 to March 31, 2025 | | | | |
|---|------------|-------------------------------------|--------------------------------|------------------|
| Task | Completed | Number that Meet or Exceed Standard | % that Meet or Exceed Standard | Standard* (Days) |
| Statement on Termination | - | - | N/A | 60 |
| Payments | - | - | N/A | 14 |
| Retirements | 3 | 2 | 67% | 20 |
| Deaths | 259 | 216 | 83% | 10 |
| Pension Estimates | - | - | N/A | 25 |
| Spousal Breakdown Calculations | - | - | N/A | 20 |
| Reciprocal Transfer Values | - | - | N/A | 30 |
| Purchase of Service | - | - | N/A | 30 |
| General Inquiries | N/A | N/A | N/A | 14 |
| Total | 262 | 218 | 83% | - |

* Standard is set by agreement between the Board and Plannera.

Table 1.2

Plan Expenditures and Statistics

Benefit Payments

Benefit payments are made in accordance with the Plan rules due to retirement of employees, termination of employment and death benefits (employee or a superannuate).

Annual pensions are calculated as two per cent of a member's average salary during the five years of highest salary, multiplied by the total number of years of service to a maximum of 35 years. At age 65, members' pensions are reduced due to integration with the Canada Pension Plan.

In the year ended March 31, 2025, PSSP paid a total of \$109.1 million in benefits to pensioners, including retired employees of the Saskatchewan Transportation Company and the Anti-Tuberculosis League.

Table 1.3 shows the number of active and retired employees in the Plan as of the current and prior year-end.

| Active and Retired Employees | | | | | | |
|------------------------------|----------------|----------|-----------|----------------|----------|-----------|
| | March 31, 2025 | | | March 31, 2024 | | |
| | PSSP | Anti-TB | STC | PSSP | Anti-TB | STC |
| Active Employees | 4 | - | - | 7 | - | - |
| Inactive Employees | - | - | - | - | - | - |
| Retired Employees* | <u>3,773</u> | <u>8</u> | <u>58</u> | <u>3,958</u> | <u>8</u> | <u>65</u> |
| | 3,777 | 8 | 58 | 3,965 | 8 | 65 |

* Includes superannuates, plus their dependents now in receipt of a survivor pension

Table 1.3

These tables are summaries that show the total number of death benefits paid on behalf of superannuates who died during the year and benefits upon termination of employment other than retirement.

| Death Benefit Summary | | |
|-------------------------------|----------------|----------------|
| | March 31, 2025 | March 31, 2024 |
| Superannuate Survivor Pension | 46 | 49 |
| Superannuate Cash Benefit | - | - |
| Totals | 46 | 49 |

Table 1.4

| Termination of Employment Summary | | |
|-----------------------------------|----------------|----------------|
| | March 31, 2025 | March 31, 2024 |
| Cancel Deferred * | - | - |
| Termination of Membership | - | - |
| Reciprocal Transfers | - | - |
| Totals | - | - |

Table 1.5

* Clean-up project of deferred members not eligible for retirement; paid out contributions and interest.

Plan Expenditures and Statistics

Table 1.6 summarizes all employees who retired during the year, including employees of the Saskatchewan Transportation Company and The Anti-Tuberculosis League.

The table is divided by category of retirement and includes employees who terminated and elected retirement at a future date, as well as those who died during the year.

| Employee Retirement Summary | | |
|--|----------------|----------------|
| | March 31, 2025 | March 31, 2024 |
| Attained Age 71 | - | - |
| Attained Age 60 - with reduction | - | - |
| Attained Age 60 - no reduction | - | - |
| Attained 35 Years of Service | - | - |
| Age 55 and 30 Years of Service - reduced pension | - | - |
| Ill Health Pension | - | - |
| Granted Deferred Allowance | - | - |
| Deferred Allowance Now Payable | - | - |
| Early Retirement Allowance | - | - |
| Deceased Employees | - | - |
| Totals | - | - |

Table 1.6

Management's Report

To the Members of the Legislative Assembly of Saskatchewan

Administration of the Plan is presently assigned to the Public Pension and Benefits Administration Corporation, operating as Plannera Pensions and Benefits. Management is responsible for financial administration of the funds and management of assets.

The financial statements which follow have been prepared by management in conformity with Canadian Accounting Standards for Pension Plans as outlined in the CPA Canada Handbook Section 4600, Pension Plans. For matters not addressed in Section 4600, International Financial Reporting Standards (IFRS) have been followed. Management uses internal controls and exercises its best judgment in order that the financial statements fairly reflect the financial position of the Plan.

The pension obligations are determined by an actuarial valuation. Actuarial valuation reports require best judgment in order that the financial statements reflect fairly the financial position of the Plan.

The financial statements have been audited by the Provincial Auditor whose report follows.



Jeremy Phillips
President and Chief Executive Officer
Plannera Pensions and Benefits

Regina, Saskatchewan
June 26, 2025

Actuarial Opinion

This opinion is given with respect to the Public Service Superannuation Plan (the “Plan”).

I performed a valuation based on the Plan provisions and assumptions as at March 31, 2025. The membership data was determined as at December 31, 2024. The valuation was prepared to provide the 2025 year-end information for financial statement reporting in accordance with Public Sector 3250 (“PS 3250”) and Section 4600 of the Chartered Professional Accountants Canada Handbook – Accounting (“CPA 4600”).

In my opinion, for the purposes of this actuarial valuation:

- The membership data on which the valuation is based are sufficient and reliable for the purposes of the valuation.
- The assumptions are appropriate for the purposes of the valuation.
- The calculations have been made in accordance with our understanding of the requirements of PS 3250 and CPA 4600.

This report has been prepared, and my opinion given, in accordance with accepted actuarial practice in Canada.

Actuarial valuation results are only estimates. Actuarial valuations are performed based on assumptions and methods that are in accordance with sound actuarial principles. Emerging experience differing from these assumptions may result in gains or losses. These gains or losses will be revealed in future actuarial valuations.

A handwritten signature in black ink, appearing to read 'Douglas J. Stafford'.

Douglas J. Stafford
Fellow, Canadian Institute of Actuaries

TELUS Health
768 Seymour Street, 11th Floor
VANCOUVER BC V6B 3K9

April 17, 2025

Public Service Superannuation Board
Public Service Superannuation Plan

Financial Statements
Year Ended March 31, 2025

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of the Public Service Superannuation Plan, which comprise the statement of financial position as at March 31, 2025, and 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.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Public Service Superannuation Plan as at March 31, 2025, and the changes in its net assets available for benefits and changes in its 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 report. We are independent of Public Service Superannuation 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.

Other Information

Management is responsible for the other information. The other information comprises the information included in *Public Service Superannuation Board Annual Report for 2024-25*, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or any knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in this auditor's report. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans for Treasury Board's approval, 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 Public Service Superannuation Plan 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 Public Service Superannuation Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Public Service Superannuation Plan 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 these 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 Public Service Superannuation Plan 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 Public Service Superannuation Plan 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 Public Service Superannuation 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.

We 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 identified during the audit.

Regina, Saskatchewan
June 26, 2025

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

Public Service Superannuation Plan
Statement of Financial Position

Statement 1

As At March 31

(in thousands)

| | Anti-Tuberculosis League Employees Superannuation Fund | | Sask. Transportation Company Employees Superannuation Fund | | Public Service Superannuation Fund | | Total | |
|--|--|--------|--|-----------|---------------------------------------|--------------|--------------|--------------|
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| Assets | | | | | | | | |
| Cash (Note 5) | \$ 3 | \$ 3 | \$ 12 | \$ 12 | \$ 1,163 | \$ 1,164 | \$ 1,178 | \$ 1,179 |
| Accounts Receivable | 1 | 1 | 9 | - | 133 | 134 | 143 | 135 |
| Total Assets | 4 | 4 | 21 | 12 | 1,296 | 1,298 | 1,321 | 1,314 |
| Liabilities | | | | | | | | |
| Deficiency Contribution Due to GRF (Note 3c) | 3 | 2 | 11 | 2 | 123 | 68 | 137 | 72 |
| Accounts Payable and Accrued Liabilities | 1 | 2 | 10 | 10 | 1,173 | 1,230 | 1,184 | 1,242 |
| Total Liabilities | 4 | 4 | 21 | 12 | 1,296 | 1,298 | 1,321 | 1,314 |
| Net Assets Available for Benefits (Statement 2) | - | - | - | - | - | - | - | - |
| Pension Obligations (Statement 3, Note 4) | 721 | 776 | 13,748 | 13,922 | 1,354,195 | 1,361,618 | 1,368,664 | 1,376,316 |
| Deficit | \$ 721 | \$ 776 | \$ 13,748 | \$ 13,922 | \$ 1,354,195 | \$ 1,361,618 | \$ 1,368,664 | \$ 1,376,316 |

(See accompanying notes to the financial statements)

Public Service Superannuation Plan
Statement of Changes in Net Assets Available for Benefits

Statement 2

Year Ended March 31

(in thousands)

| | Anti-Tuberculosis League Employees Superannuation Fund | | Sask. Transportation Company Employees Superannuation Fund | | Public Service Superannuation Fund | | Total | |
|---|--|--------|--|----------|---------------------------------------|------------|------------|------------|
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| Increase In Assets: | | | | | | | | |
| Deficiency Contribution from GRF (Note 3c) | \$ 121 | \$ 147 | \$ 1,285 | \$ 1,331 | \$ 107,698 | \$ 109,074 | \$ 109,104 | \$ 110,552 |
| Interest Income | - | - | 1 | - | 36 | 12 | 37 | 12 |
| Total Increase in Assets | 121 | 147 | 1,286 | 1,331 | 107,734 | 109,086 | 109,141 | 110,564 |
| Decrease In Assets: | | | | | | | | |
| Superannuation Allowances (Note 3c) | 120 | 146 | 1,285 | 1,330 | 107,730 | 109,082 | 109,135 | 110,558 |
| Administration Expenses (Note 6) | 1 | 1 | 1 | 1 | 4 | 4 | 6 | 6 |
| Total Decrease in Assets | 121 | 147 | 1,286 | 1,331 | 107,734 | 109,086 | 109,141 | 110,564 |
| Net Increase (Decrease) in Assets | - | - | - | - | - | - | - | - |
| Net Assets Available for Benefits, Beginning of Year | - | - | - | - | - | - | - | - |
| Net Assets Available for Benefits, End of Year (Statement 1) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |

(See accompanying notes to the financial statements)

Public Service Superannuation Plan
Statement of Changes in Pension Obligations

Statement 3

Year Ended March 31

(in thousands)

| | Anti-Tuberculosis League Employees Superannuation Fund | | Sask. Transportation Company Employees Superannuation Fund | | Public Service Superannuation Fund | | Total | |
|---|--|--------|--|-----------|---------------------------------------|--------------|--------------|--------------|
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| Pension Obligations | | | | | | | | |
| Beginning of Year | \$ 776 | \$ 948 | \$ 13,922 | \$ 16,044 | \$ 1,361,618 | \$ 1,435,059 | \$ 1,376,316 | \$ 1,452,051 |
| Increase in Pension Obligations | | | | | | | | |
| Interest on Accrued Benefits | 20 | 24 | 398 | 448 | 40,540 | 41,642 | 40,958 | 42,114 |
| Change in Assumptions (Note 4) | 48 | - | 762 | - | 64,625 | - | 65,435 | - |
| Net Experience Loss (Note 4) | - | - | - | - | - | 6,136 | - | 6,136 |
| | 68 | 24 | 1,160 | 448 | 105,165 | 47,778 | 106,393 | 48,250 |
| Decrease in Pension Obligations | | | | | | | | |
| Benefits Paid | 120 | 146 | 1,285 | 1,330 | 107,730 | 109,082 | 109,135 | 110,558 |
| Change in Assumptions (Note 4) | - | 3 | - | 108 | - | 12,137 | - | 12,248 |
| Net Experience Gain (Note 4) | 3 | 47 | 49 | 1,132 | 4,858 | - | 4,910 | 1,179 |
| | 123 | 196 | 1,334 | 2,570 | 112,588 | 121,219 | 114,045 | 123,985 |
| Pension Obligations, End of Year (Statement 1, Note 4) | \$ 721 | \$ 776 | \$ 13,748 | \$ 13,922 | \$ 1,354,195 | \$ 1,361,618 | \$ 1,368,664 | \$ 1,376,316 |

(See accompanying notes to the financial statements)

Public Service Superannuation Plan Notes to the Financial Statements

March 31, 2025

1. Description of the Plan

a) General

The Public Service Superannuation Board (the Board) administers the funds that make up the Public Service Superannuation Plan (the Plan, PSSP). Day-to-day administration was provided by the Public Pension and Benefits Administration Corporation, operating as Plannera Pensions and Benefits (Plannera, the Corporation).

The Plan is a defined benefit final average pension plan. Plan details are contained in *The Public Service Superannuation Act* and *The Superannuation (Supplementary Provisions) Act*. The Plan was closed to new members as of October 1, 1977. The three main components of the Plan are described as follows:

i) *Anti-Tuberculosis League Employees Superannuation Fund*

The Anti-Tuberculosis League Employees Superannuation Fund (AntiTB Fund) was established under provisions of an amendment to *The Public Service Superannuation Act*, effective April 1, 1979.

ii) *Saskatchewan Transportation Company Employees Superannuation Fund*

The Saskatchewan Transportation Company Employees Superannuation Fund (STC Fund) was established by an amendment to *The Public Service Superannuation Act*, effective April 1, 1981. The STC Fund accumulates contributions of employees of the Saskatchewan Transportation Company as of March 31, 1981.

iii) *Public Service Superannuation Fund*

Members of the Public Service Superannuation Fund (PSSF) include those public service employees who were employed prior to October 1, 1977, and did not elect to transfer to the Public Employees Pension Plan prior to October 1, 1978.

b) Retirement

Normal retirement is at age 65. Members may retire earlier under certain conditions.

c) Pensions

Annual pensions are calculated as two per cent of a member's average salary during the five years of highest salary, multiplied by the total number of years of service to a maximum of 35. Members' pensions are reduced due to a bridge benefit granted from retirement to age 65. Pensions are indexed each April 1, based upon 70 per cent of the year-over-year increase in the Consumer Price Index.

d) Income Tax

The Plan is a registered pension plan as defined by the *Income Tax Act* (Canada) and accordingly, is not subject to income taxes. Allowances and refunds are subject to withholding taxes that are remitted to Canada Revenue Agency.

2. Basis of Preparation

a) Statement of compliance

The financial statements for the year ended March 31, 2025, have been prepared in accordance with Canadian Accounting Standards for Pension Plans as outlined in the CPA Canada Handbook Section 4600, *Pension Plans*. For matters not addressed in Section 4600, International Financial Reporting Standards (IFRS) have been followed.

These financial statements were authorized by the Board for issuance on June 26, 2025.

b) Basis of measurement

These financial statements have been prepared using the historical cost basis except for the pension obligations, which are measured at the present value.

c) Functional and presentation currency

These financial statements are presented in Canadian dollars, which is the Plan's functional currency, and are rounded to the nearest thousand unless otherwise stated.

3. Significant Accounting Policies

The significant accounting policies are as follows:

a) Basis of Accounting

These financial statements are prepared on the going-concern basis and present the aggregate financial position of the Plan as a separate financial reporting entity independent of the sponsor and Plan members. They are prepared to assist Plan members and others in reviewing the activities of the Plan for the fiscal period but they do not portray the funding requirements of the Plan or the benefit security of individual Plan members.

b) Use of estimates

The preparation of financial statements in accordance with Canadian Accounting Standards for Pension Plans requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates and changes in estimates are recorded in the accounting period in which they are determined. The most significant estimation process is related to the actuarial determination of the pension obligation (Note 4).

c) Deficiency Contribution to/from the General Revenue Fund

Under Section 40 of *The Public Service Superannuation Act*, all deficiency contributions received from the GRF are recorded as revenue for the Plan. No funds are set aside for the payment of future benefits. All allowances and other payments are made out of the GRF. The transactions relating to employers' and employees' contributions, superannuation allowances and refunds and transfers are recorded in these financial statements for accountability purposes.

Any deficiency of allowances and other payments over employers' and employees' contributions are recorded as a Deficiency Contribution from the GRF. The administration costs of the PSSF, STC Fund and the AntiTB Fund are borne by the GRF (Note 6).

Subsections 60.1(12) and 60.2(13) of *The Public Service Superannuation Act* state that if there is insufficient money in the STC Fund and the AntiTB Fund to pay allowances or make other payments, the Minister of Finance is obligated to pay any such deficiency out of the GRF.

d) **Interest Income**

Interest is recognized as income when earned.

e) **Pension Obligations**

Pension obligations represent the present value of the obligations for the Plan. The pension obligation is determined pursuant to an actuarial valuation or extrapolation. Any change in the liability pursuant to the valuation or extrapolation is recognized as an increase or decrease in that year's Statement of Changes in Pension Obligations.

f) **Superannuation Allowances**

Superannuation allowances are paid monthly. The monthly allowances are recognized as an expense when paid.

g) **Adoption of Amended Accounting Standards**

Effective April 1, 2024, the Plan adopted the amendments to Section 4600, Accounting standards for Pension Plans. The amendments clarify uncertainty in the standards and provide new guidance where no guidance previously existed. These amendments include:

- i. Guidance on determining the split or amalgamation of pensions;
- ii. Guidance on accounting guaranteed annuity contracts;
- iii. Clarifying the presentation requirements for combination plans; and
- iv. Requirement of additional risk disclosures for investments in master trusts.

The adoption of these amended standards had no impact on the financial statements.

4. Pension Obligations

Public Service Superannuation Fund:

An actuarial valuation of the Public Service Superannuation Plan was performed as at December 31, 2023 and extrapolated to March 31, 2025 by TELUS Health. As all active members were assumed to retire immediately, the actuary used the traditional unit credit method to determine the actuarial present value of benefit obligations in respect of service to the valuation date. This method is equivalent to the projected benefit method pro-rated on service. The next triennial valuation is due December 31, 2026.

The accrued benefit obligations is based on a number of assumptions about future events including: discount rate, mortality, retirement rates and inflation. The actual rates may vary significantly from the long-term assumptions used. The discount rate is based on a 10-year average of the Government of Saskatchewan's cost of borrowing for cash flows that match the timing and amount of expected benefit payments, as provided by the Ministry of Finance in its letter dated April 2, 2025. The discount rate increased from 3.10% per annum to 3.20% per annum. The mortality improvement scale was also updated. The net result of these changes is an increase to the accrued benefit obligation of \$64,625,000.

The actual indexing at April 1, 2025 was 1.01%, which is less than the assumed indexing of 1.40% per annum, causing a gain to the Plan of \$4,858,000.

Details of assumptions used in determining the pension obligations are as follows:

| | 2025 | 2024 |
|-----------------|--|--|
| Inflation Rate | 2.00% | 2.00% |
| Discount Rate | 3.20% | 3.10% |
| Mortality Table | Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the MI-2024 Improvement Scale | Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale |
| Indexing | 1.40% (70% CPI) | 1.40% (70% CPI) |

The following illustrates the effect of changing the discount rate and the inflation rate on the accrued benefit obligation as at March 31, 2025:

| | Long-Term Assumptions | | | |
|----------------------------------|-----------------------|---------|---------------|---------|
| | Inflation* | | Discount Rate | |
| Increase (Decrease) in rate | 1.00% | (1.00%) | 1.00% | (1.00%) |
| (Decrease) Increase in Liability | (3.10%) | 3.30% | (8.40%) | 9.80% |

*A change in the inflation rate of one per cent has a corresponding change in the discount rate of one per cent.

Anti-Tuberculosis League Employees Superannuation Fund:

An actuarial valuation of the Anti-Tuberculosis League Employees Superannuation Plan was performed as at December 31, 2023 and extrapolated to March 31, 2025 by TELUS Health. As there are only inactive members in the Plan, the actuary used the traditional unit credit method to determine the actuarial present value of benefit obligations in respect of service to the valuation date. This method is equivalent to the projected benefit method pro-rated on service. The next triennial valuation is due December 31, 2026.

The accrued benefit obligations is based on a number of assumptions about future events including: discount rate, mortality, retirement rates and inflation. The actual rates may vary significantly from the long-term assumptions used. The discount rate is based on a 10-year average of the Government of Saskatchewan's cost of borrowing for cash flows that match the timing and amount of expected benefit payments, as provided by the Ministry of Finance in its letter dated April 2, 2025. The discount rate increased from 2.80% per annum to 2.90% per annum. The mortality improvement scale was also updated. The net result of these changes is an increase to the accrued benefit obligation of \$48,000.

The actual indexing at April 1, 2025 was 1.01%, which is less than the assumed indexing of 1.40% per annum causing a gain to the Plan of \$3,000.

Details of assumptions used in determining the pension obligations are as follows:

| | 2025 | 2024 |
|-----------------|--|--|
| Inflation Rate | 2.00% | 2.00% |
| Discount Rate | 2.90% | 2.80% |
| Mortality Table | Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the MI-2024 Improvement Scale | Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale |
| Indexing | 1.40% (70% CPI) | 1.40% (70% CPI) |

The following illustrates the effect of changing the discount rate and the inflation rate on the accrued benefit obligation as at March 31, 2025:

| | Long-Term Assumptions | | | |
|----------------------------------|------------------------------|---------|---------------|---------|
| | Inflation* | | Discount Rate | |
| Increase (Decrease) in rate | 1.00% | (1.00%) | 1.00% | (1.00%) |
| (Decrease) Increase in Liability | (2.10%) | 2.20% | (5.10%) | 5.80% |

*A change in the inflation rate of one per cent has a corresponding change in the discount rate of one per cent.

Saskatchewan Transportation Company Employees Superannuation Fund:

An actuarial valuation of the Saskatchewan Transportation Company Employees Superannuation Plan was performed as at December 31, 2023 and extrapolated to March 31, 2025 by TELUS Health. As there are only inactive members in the Plan, the actuary used the traditional unit credit method to determine the actuarial present value of benefit obligations in respect of service to the valuation date. This method is equivalent to the projected benefit method pro-rated on service. The next triennial valuation is due December 31, 2026.

The accrued benefit obligations is based on a number of assumptions about future events including: discount rate, mortality, retirement rates and inflation. The actual rates may vary significantly from the long-term assumptions used. The discount rate is based on a 10-year average of the Government of Saskatchewan's cost of borrowing for cash flows that match the timing and amount of expected benefit payments, as provided by the Ministry of Finance in its letter dated April 2, 2025. The discount rate increased from 3.00% per annum to 3.10% per annum. The mortality improvement scale was also updated. The net result of these changes is an increase to the accrued benefit obligation of \$762,000.

The actual indexing at April 1, 2025 was 1.01%, which is less than the assumed indexing of 1.40% per annum causing a gain to the Plan of \$49,000.

Details of assumptions used in determining the pension obligations are as follows:

| | 2025 | 2024 |
|-----------------|--|--|
| Inflation Rate | 2.00% | 2.00% |
| Discount Rate | 3.10% | 3.00% |
| Mortality Table | Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the MI-2024 Improvement Scale | Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale |
| Indexing | 1.40% (70% CPI) | 1.40% (70% CPI) |

The following illustrates the effect of changing the discount rate and the inflation rate on the accrued benefit obligation as at March 31, 2025:

| | Long-Term Assumptions | | | |
|----------------------------------|------------------------------|---------|---------------|---------|
| | Inflation* | | Discount Rate | |
| Increase (Decrease) in rate | 1.00% | (1.00%) | 1.00% | (1.00%) |
| (Decrease) Increase in Liability | (2.70%) | 2.90% | (7.40%) | 8.50% |

*A change in the inflation rate of one per cent has a corresponding change in the discount rate of one per cent.

5. Cash

Effective January 1, 2024, the Plan's bank account was transitioned to the Plannera's Master Client Agreement.

Per Plannera's Master Client Agreement, interest is earned at a rate per annum equal to the daily value of Royal Bank Prime rate (RBP) less 1.90%. The average interest rate earned from April 1, 2024, to March 31, 2025, was 4.35 per cent. The average interest rate earned from January 1, 2024, to March 31, 2024 was 5.30 per cent.

6. Related Party Transactions

In accordance with *The Public Service Superannuation Act*, if there is insufficient monies available, payments are made out of the GRF (Note 3c). As of April 1, 2017, all operating expenditures associated with the administration of the STC Fund and AntiTB Fund were paid out of the GRF, which is consistent with the payment of PSSF administration costs. In accordance with subsection 3(3) of *The Public Service Superannuation Act*, all general administrative and employee costs required for the administration of the PSSF are paid out of the GRF. In addition to administrative expenses included Statement 2, the following fees are paid out of the GRF.

| (in thousands) | | | | | |
|----------------------|---------------|--------------|--------------|---------------|--|
| 2025 | | | | | |
| | PSSF | AntiTB Fund | STC Fund | Total | |
| Administration Costs | \$ 505 | \$ 28 | \$ 34 | \$ 567 | |
| Actuarial Fees | 13 | 5 | 5 | 23 | |
| | <u>\$ 518</u> | <u>\$ 33</u> | <u>\$ 39</u> | <u>\$ 590</u> | |

| (in thousands) | | | | | |
|---------------------------------|---------------|--------------|--------------|---------------|--|
| 2024 | | | | | |
| | PSSF | AntiTB Fund | STC Fund | Total | |
| Administration Costs - PEBA | \$ 390 | \$ 22 | \$ 26 | \$ 438 | |
| Administration Costs - Plannera | 126 | 7 | 8 | 141 | |
| Actuarial Fees | 1 | - | - | 1 | |
| | <u>\$ 517</u> | <u>\$ 29</u> | <u>\$ 34</u> | <u>\$ 580</u> | |

7. Financial Risk Management

The nature of the Plan's operations results in a statement of financial position that consists primarily of financial instruments. The risks that arise are credit risk, liquidity risk and interest rate risk.

Credit risk

Credit risk is the risk that one party does not pay funds owed to another party. The Plan's credit risk arises primarily from accounts receivable. The maximum credit risk to which it is exposed at March 31, 2025 is limited to the carrying value of the financial assets summarized as follows:

| (in thousands) | | | |
|---------------------|----|-------------|-------------|
| | | 2025 | 2024 |
| Cash | \$ | 1,178 | \$ 1,179 |
| Accounts Receivable | | 143 | 135 |

Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. Cash resources are managed on a daily basis based on anticipated cash flows. Accounts payable and accrued liabilities will be paid within the next fiscal period. All allowances and other payments are made out of the GRF (Note 3c).

Interest rate risk

The Fund is exposed to interest rates on its pension obligations. See Note 4 for impact of a one per cent change on the pension obligation liability.

8. Cash Flow Forecast

The total cash inflows are the amount of contributions expected to be received by the pension plan. The total cash outflows are the amounts required to pay all pension obligations. The forecast of cash inflows and outflows have been determined using the long-term assumptions outlined in Note 4. The expected net cash flows are based on actual dollar forecasts unadjusted for inflation.

The cash required for PSSF is the amount by which the cash outflows exceed cash inflows and is forecasted to the end of the year 2056.

| (in thousands) | |
|----------------------|--------------------------|
| Year | Cash Required |
| 2025-2026 | \$ 104,591 |
| 2026-2027 | 102,486 |
| 2027-2028 | 100,233 |
| 2028-2029 | 97,836 |
| 2029-2030 | 95,298 |
| Total within 5 years | \$ 500,444 |
| Total 5 - 10 years | \$ 433,453 |
| Total 11 - 30 years | \$ 826,312 |

The estimated net cash outflows for the AntiTB Fund for the next five years is \$0.4 million, for the next 10 years, \$0.6 million and for the next 30 years \$0.8 million. The estimated net cash outflows for the STC Fund for the next five years is \$5.7 million, for the next 10 years \$10.3 million, and for the next 30 years \$16.9 million.

9. Fair Value of Financial Assets and Financial Liabilities

For the following financial instruments, the carrying amounts approximate fair value due to the immediate or short-term nature of these financial assets and financial liabilities:

- a) Cash;
- b) Accounts receivable; and
- c) Accounts payable and accrued liabilities.

The fair value of pension obligations cannot be readily determined, however, information about the estimated provision is provided in Note 4.