
Financial statements of
The University of British Columbia
Faculty Pension Plan

December 31, 2024

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Independent Auditor's Report

To the Board of Trustees of
The University of British Columbia Faculty Pension Plan

Opinion

We have audited the financial statements of The University of British Columbia Faculty Pension Plan (the "Plan"), which comprise the statement of financial position as at December 31, 2024, and the statement of changes in net assets available for benefits for the year then ended, and notes to the financial statements, including a summary of significant accounting policies (collectively 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 the changes in its net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans ("ASPP").

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards ("Canadian GAAS"). 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 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 ASPP, 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 The University of British Columbia 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 GAAS 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 GAAS, 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.

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 that we identify during our audit.

Deloitte LLP

Chartered Professional Accountants
April 9, 2025

The University of British Columbia Faculty Pension Plan

Statement of financial position

As at December 31, 2024

(Expressed in thousands of dollars)

	Notes	2024 \$	2023 \$
Assets			
Investments	3		
Balanced Fund		2,521,623	2,274,348
Bond Fund		67,237	63,535
Canadian Equity Fund		281,234	241,638
Foreign Equity Fund		349,708	267,210
Fossil Fuel Free Fund		82,519	69,918
Guaranteed investment certificates		27,002	35,622
Short-Term Investment Fund		32,916	33,895
		3,362,239	2,986,166
Cash and cash equivalents		7,192	6,675
Investment income receivable		1,711	3,110
		3,371,142	2,995,951
Accounts and other receivable		2,645	2,634
		3,373,787	2,998,585
Commitments	10		
Liabilities			
Accounts payable and accrued liabilities		4,536	4,893
Net assets available for benefits	4	3,369,251	2,993,692

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

Approved on behalf of the Board of Trustees

 Chair

 Vice-Chair

The University of British Columbia Faculty Pension Plan
Statement of changes in net assets available for benefits

Year ended December 31, 2024

(Expressed in thousands of dollars)

	Notes	2024 \$	2023 \$
Increase in assets			
University's required contributions		59,279	56,423
Members' required contributions		30,713	28,910
Members' additional voluntary contributions		1,364	1,187
Transfers from other plans		5,176	4,036
		96,532	90,556
Investment income	5	189,862	109,131
Change in fair value of investments	6	254,792	150,469
		541,186	350,156
Decrease in net assets			
Payments to or on behalf of members			
Retirement benefits to members and beneficiaries		84,356	74,359
Death benefits		7,589	978
Members' accounts transferred and refunded		62,113	50,097
		154,058	125,434
Operations			
Administrative expenses	7	3,378	2,999
Investment			
Management fees		8,191	8,060
		165,627	136,493
Net change in net assets available for benefits		375,559	213,663
Net assets available for benefits, beginning of year		2,993,692	2,780,029
Net assets available for benefits, end of year		3,369,251	2,993,692

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

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

1. Description of Plan

The following description of The University of British Columbia Faculty Pension Plan (the "Plan") is a summary only. For more complete information, reference should be made to the Plan text.

(a) General

The Plan is a defined contribution pension plan sponsored by The University of British Columbia (the "University") and covers all eligible academic and administrative executive staff as defined in the Plan text. The Plan is registered under the Pension Benefits Standards Act of British Columbia (registration no. 85435). As a registered pension plan under the *Income Tax Act* of Canada, the Plan is exempt from taxation.

(b) Funding policy

The Plan text requires members and the University to make contributions of 5.0% and 10%, respectively, of basic salary up to the YBE, 3.2% and 8.2%, respectively, of basic salary between the YBE and the YMPE, and 5.0% and 10.0%, respectively, of basic salary in excess of the YMPE. YBE is the "year's basic exemption" and YMPE is the "year's maximum pensionable earnings", both as defined in the Canada Pension Plan.

The Trustees are authorized to receive as contributions only such amounts as are authorized by the *Income Tax Act*, and in the event excess funds are received, these are refunded to whoever made the contribution.

(c) Investment options

Members in the Money Purchase, Registered Retirement Income Fund ("RRIF"), or Life Income Fund ("LIF") type payment accounts can choose to invest their individual account balances in a Balanced Fund, Bond Fund, Canadian Equity Fund, Foreign Equity Fund, Fossil Fuel Free Fund, Guaranteed Investment Certificates or a Short-Term Investment Fund.

(d) Retirement benefits

Normal retirement is the first day of July or January following the member's 65th birthday, whichever comes first. However, a member may retire any time after attaining the age of 55 or may postpone retirement benefits until December 1 of the calendar year of the member's 71st birthday.

(e) Forms of retirement benefit

Upon retirement, the balance in a member's account may be:

- directly transferred to the Variable Payment Life Annuity account to provide a variable annuity administered by the Plan;
- directly transferred to the LIF type payment account (maximum withdrawal, which is based on the member's age, changes each year based on rates for long-term Government of Canada bonds) or RRIF type payment account (no maximum withdrawal) administered by the Plan;
- directly transferred to an approved LIF, Registered Retirement Savings Plan or RRIF administered externally;

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

1. Description of Plan (continued)

(e) *Forms of retirement benefit (continued)*

- used to purchase an annuity from a financial institution authorized to issue such products;
- withdrawn as cash from non-locked-in balances;
- deferred until December 1 in the year the member turns 71; or
- used for a combination of options.

(f) *Termination and death benefits*

Benefits are also paid on termination of employment or in the event of death of the member prior to retirement. Termination benefits are recorded on the statement of changes in net asset available for benefits when members' accounts are transferred or refunded.

Benefits on death subsequent to retirement are paid in accordance with the form of retirement benefit payment originally selected by the retired member.

2. Significant accounting policies

The accounting policies adopted in the preparation of these financial statements have been prepared on the basis of Part IV of the CPA Canada Handbook - Accounting, Canadian Accounting Standards for Pension Plans ("ASPP").

The Plan has adopted Canadian Accounting Standards for Private Enterprises in Part II of the CPA Canada Handbook - Accounting in connection with any balances or transactions outside of the scope of ASPP.

(a) *Basis of presentation*

The 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 University and Plan members. The financial statements are prepared to assist Plan members and others in reviewing the activities of the Plan for the fiscal year. The statement of financial position shows the assets under control of the Trustees of the Plan.

(b) *Use of estimates*

The preparation of financial statements in accordance with ASPP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of increases and decreases in net assets available for benefits for the reporting period. Actual results could differ from those estimates.

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

2. Significant accounting policies (continued)

(c) Investments

The Plan's investment structure comprises six segregated funds, which in turn hold pooled funds. The Plan also holds guaranteed investment certificates.

Investments are recorded on a settlement date basis at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair values of investments are determined as follows:

- (i) Segregated funds are valued using the net asset value per unit.
- (ii) Guaranteed investments certificates ("GICs") are valued using published market closing price quotations.

Adjustments to investments due to the fluctuation of fair values are reflected as part of the change in fair value of investments in the statement of changes in net assets available for benefits. Realized gains and losses are calculated based on the average cost of the investment sold. Investment income is recognized on an accrual basis. Transaction costs are included in the statement of changes in net assets available for benefits in the period incurred.

(d) Translation of foreign currency

Transactions denominated in foreign currencies are translated at the rate of exchange at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated into Canadian dollars at the rate of exchange in effect at the statement of financial position date. Unrealized exchange gains or losses on foreign currencies are included in the change in fair value of investments (Note 6).

(e) Allocation of net assets

In the allocation of net assets available for benefits to the accounts (Note 4), investment income, change in fair value of investments and operational and investment expenses are allocated monthly based on the opening account balances.

(f) Members' accounts transferred or refunded

Members' accounts transferred or refunded are recognized as a decrease in net assets on the accrual basis.

(g) Adoption of accounting standards

Effective January 1, 2024, the Plan has adopted the following amendments to CPA Handbook – Accounting, Part IV, Section 4600, which provide additional guidance to:

- Clarify that a statement of changes in pension obligations is not required for defined contribution pension plans;
- Provide guidance on determining the split or amalgamation for pension plans;
- Provide recognition, measurement and disclosure guidance on the accounting for guaranteed annuity contracts (commonly referred to as "buy-in" or "buy-out" annuity contracts)
- Clarify the presentation requirements for combination plans;

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

2. Significant accounting policies (continued)

(g) Adoption of accounting standards (continued)

- Enhance risk disclosure required for interest in master trusts;

The adoption of these amendments did not impact the Plan's financial statements or require additional disclosure.

3. Investments

Information about the Plan's investments is as follows:

(a) Short-term notes

The short-term notes held in the Short-Term Investment Fund are primarily securities issued by the federal government, Canadian chartered banks, or corporations and mature at various dates within the next fiscal year, as well as investments in pooled money market funds and GICs.

(b) Bonds

Investments in bonds held in the Bond Fund, the Fossil Fuel Free Fund and the Balanced Fund consist of units held in Canadian pooled bond funds.

(c) Equities

The fair value of the equity investments held in the Balanced Fund, Fossil Fuel Free Fund, Canadian Equity Fund and Foreign Equity Fund are summarized as follows:

	2024 \$	2023 \$
Canadian Pooled equity funds	566,490	486,317
Foreign Pooled equity funds	1,268,074	1,022,841
	1,834,564	1,509,158

(d) Real estate

All real estate investments held by funds in which the Plan has invested are in Canadian as well as global properties.

(e) Infrastructure

All infrastructure funds in which the Plan has invested hold global infrastructure properties, with a meaningful exposure to the U.S. market.

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

3. Investments (continued)

(f) Fair value measurements – Hierarchy disclosure

ASPP establishes a three-tier hierarchy as a framework for disclosing fair values based on inputs used to value the Plan's investments. The hierarchy of inputs is summarized below:

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

The following is a summary of the identified hierarchy of inputs used as of December 31, 2024, and December 31, 2023, in valuing the Plan's investments carried at fair values:

	Quoted prices in Active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)	Total
	\$	\$	\$	\$
As at December 31, 2024				
Balanced Fund	—	2,521,623	—	2,521,623
Bond Fund	—	67,237	—	67,237
Canadian Equity Fund	—	281,234	—	281,234
Foreign Equity Fund	—	349,708	—	349,708
Fossil Fuel Free Fund	—	82,519	—	82,519
GICs	—	27,002	—	27,002
Short Term Investment Fund	—	32,916	—	32,916
Total Investments	—	3,362,239	—	3,362,239
	Quoted prices in Active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)	Total
	\$	\$	\$	\$
As at December 31, 2023				
Balanced Fund	—	2,274,348	—	2,274,348
Bond Fund	—	63,535	—	63,535
Canadian Equity Fund	—	241,638	—	241,638
Foreign Equity Fund	—	267,210	—	267,210
Fossil Fuel Free Fund	—	69,918	—	69,918
GICs	—	35,622	—	35,622
Short Term Investment Fund	—	33,895	—	33,895
Total Investments	—	2,986,166	—	2,986,166

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

4. Net assets available for benefits

The net assets available for benefits as at December 31 has been allocated as follows:

	2024	2023
	\$	\$
Money Purchase account	2,058,446	1,839,207
RRIF type payment account	541,453	499,499
LIF type payment account	595,718	497,811
Variable Payment Life Annuity account	173,634	157,175
	3,369,251	2,993,692

The Money Purchase account represents assets held by the Plan for the individual accounts of all active and deferred members prior to their retirement.

The RRIF type payment account represents assets held by the Plan for the individual accounts of retired members receiving Registered Retirement Income Fund type payments administered by the Plan.

The LIF type payment account represents assets held by the Plan for the individual accounts of retired members receiving Life Income Fund type payments administered by the Plan.

The Variable Payment Life Annuity account represents assets held by the Plan for the individual accounts of retired members receiving a variable annuity administered by the Plan.

5. Investment income

Investment income earned from GICs, and investments held in the segregated funds are as follows:

	2024	2023
	\$	\$
Interest income	47,329	28,139
Pooled fund distributions	142,533	80,992
	189,862	109,131

6. Change in fair value of investments

	2024	2023
	\$	\$
Realized gains on investments	21,138	5,734
Change in unrealized gains on investments	233,654	144,735
	254,792	150,469

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

7. Administrative expenses

	2024	2023
	\$	\$
Custodian	1,603	1,459
Office and administrative costs	1,444	1,368
Other professional services	136	37
Other	112	62
Audit	46	43
Actuarial services	37	30
	3,378	2,999

8. Financial risk management

As a pension plan, the Plan is fundamentally concerned with the management of financial risk. This note summarizes and quantifies these risks and the way the Plan manages them.

The Plan employs a Statement of Investment Policies and Goals (the "Policy") to identify, assess, manage and monitor the risks. The Policy provides asset mix ranges and limitations the Plan is to follow. The Policy is overseen by the Board of Trustees (the "Board").

The Board oversees management of the Plan with a view to promoting effective plan design, governance, investment policy, financing, administration and legal compliance. The Board monitors the investment performance of the Plan, including total fund, asset class, and manager performance against specified benchmarks.

The Plan's assets are invested in segregated funds. The pooled fund investments held in the segregated funds provide a more cost-effective means of achieving diversification within selected asset classes, given the size of the mandates granted to the investment managers. The managers of the pooled funds held in the segregated funds are governed by the managers' own investment policy for the pooled fund. The Board is responsible for ensuring that the detailed investment policy statement setting out the investment constraints for the managers of such funds are prepared and agreed to by the managers.

(a) Credit risk

Credit risk is the risk of financial loss to the Plan if a counterparty to a financial instrument fails to meet its contractual obligations. The Plan has no specific concentration of credit risk as no significant portion of the investments are invested in securities with similar characteristics or subject to similar economic, political or other conditions. The fair value of the Plan's assets represents the Plan's maximum exposure to credit risk.

The investment policies of the various bond managers provide limits to the credit exposure and/or sets a minimum overall average portfolio quality allowed by each manager.

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

8. Financial risk management (continued)

(a) Credit risk (continued)

The overall credit ratings of fixed income securities held in the Plan's segregated funds are as follows:

	2024 %	2023 %
AAA	38.5	35.2
AA	23.7	24.1
A	12.7	14.5
BBB	22.7	20.0
BB and below	2.4	6.2
	100.0	100.0

(b) Liquidity risk

Liquidity risk refers to the likelihood of a potential loss arising from a large percentage of requests for redemptions by Plan members. This risk is mitigated as active members and those in the Variable Payment Life Annuity ("VPLA") program cannot withdraw their funds from the Plan. The percentage of the Plan's assets with deferred, retired and LIF/RRIF members that could withdraw their funds on short notice is approximately 45% (46% in 2023).

All of the Plan's liabilities are due within one year.

The Plan's segregated funds are invested in large, pooled funds, of which, the respective segregated fund is just one of many parties invested in these pooled funds, which provides a high degree of liquidity. The investment managers typically invest in equities and bonds that are very marketable and that have a high degree of liquidity should they need to be sold in a relatively short timeframe.

(c) Interest rate risk

The Plan is subject to interest rate risk. Interest rate risk is the risk that fixed-income securities held by the segregated funds will decline in value because of increases in market interest rates as that causes a decrease in bond prices. Duration is the most common measure of this risk and quantifies the effect of changes in bond prices due to a change in interest rates. The bond portfolio has an average duration of approximately 7 years (6 years in 2023).

The University of British Columbia Faculty Pension Plan

Notes to the financial statements

December 31, 2024

(Expressed in thousands of dollars)

8. Financial risk management (continued)

(d) Currency risk

Currency risk is the risk that the fair value or future cash flows of foreign investments, measured in Canadian dollars, will decrease because of changes in currency exchange rates. Two of the Plan's three bond managers may invest a portion of their portfolio outside of Canada, but they only hold a small exposure to unhedged foreign currencies as they mostly hedge their currency exposure. Otherwise, the Plan's segregated funds' investments in U.S. and non-North American equities are generally unhedged in terms of their currency exposure. These foreign securities as of December 31, 2024, represent approximately 38% (34% in 2023) of the Plan's segregated funds' assets which consist of 38% (34% in 2023) in foreign currencies.

(e) Other price risk

The investments are exposed to other price risk due to changing market conditions. Investment managers manage the portfolio's other price risk by establishing and monitoring asset allocation strategies and by diversifying investments within the various asset classes to control overall price risk.

9. Capital management

The Plan's objectives when managing capital are to safeguard the ability to continue as a going concern, so that the Fund can provide sufficient benefits to the Plan members.

The Plan manages the capital structure and makes adjustments to it in light of changes in economic conditions and risk characteristics of underlying assets. To maintain or adjust the capital structure, the Plan may sell assets to meet immediate obligations where appropriate. The Plan is not subject to externally imposed capital requirements.

The Board is responsible for monitoring and evaluating the Plan's performance on a regular basis, as set out in the Policy.

10. Commitments

The Plan has entered into an operating lease with the University for office premises with an expiry date of October 31, 2032. As of December 31, 2024, the future minimum lease payments over the next five years and thereafter are due as follows:

	\$
2025	95
2026	95
2027	95
2028	95
2029	95
Thereafter	322
	<u>797</u>