



Canada Post
Pension Plan

Report to Members 2024

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Privacy of pension records

Canada Post Corporation is subject to the *Privacy Act* and complies with the Canada Post *Employee Privacy Policy*. Personal information, including pension information, is treated in a secure and confidential manner.

Note

For the purposes of this Report, "Plan" and "Pension Plan" refer to the Canada Post Corporation Registered Pension Plan, which includes the defined benefit component and the defined contribution component, unless otherwise specified. Canada Post Corporation provides pension benefits to members through the Plan, which is registered under the federal *Pension Benefits Standards Act, 1985*.

This Report presents the financial position and results of the operations of the Plan on an accrual basis. The financial information presented is an unaudited extract of the financial statements. This Report and the complete audited financial statements, including notes, are available at cpcpension.com or by request.

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Message from the Chair



André Hudon

Chair of the Board of Directors

On behalf of the Board of Directors, I'm pleased to present the 2024 year-end results of the Canada Post Corporation Registered Pension Plan.

The defined benefit (DB) component of the Plan again performed relatively well in 2024, with an annual rate of return of 9.0%, compared to 9.5% for the benchmark. Net assets available for benefits for the DB component grew from \$30.9 billion to \$32.5 billion.

The surplus in the DB component remained stable at \$7.6 billion on a going-concern basis for 2024. The going-concern funded ratio, or the Plan's financial position expressed as a ratio between assets and liabilities, was 130.2% at the end of the year, down slightly from 131.2% in 2023.

According to regulations administered by the Office of the Superintendent of Financial Institutions (OSFI), Canada Post was not permitted to make employer current service contributions starting in April 2023 and continuing through 2024, largely due to the Plan's strong financial position. Furthermore, no special solvency payments were required. This temporary contribution relief did not reduce or eliminate Canada Post's obligation to fully fund the Plan.

In the defined contribution (DC) component of the Plan, net assets available for benefits grew from \$213 million to \$303 million in 2024. Since DC members can choose different investment plans based on their savings goals, I encourage you to look up the personal rate of return on your assets. This rate is available on the statement mailed to your home, at mycanadalifeatwork.com or through the My Canada Life at Work mobile app.

In 2024, the DC component of the Plan also added the Islamic Global Equity Index (BlackRock) to its lineup of available funds – a reflection of the Plan's important work to embrace diversity and inclusion in its investment portfolios. The Plan continues to prioritize environmental, social and governance (ESG) factors in its decisions, ensuring these considerations are part of the Plan's investment strategy while remaining focused on returns for Plan members.

To all our employees and retirees – thank you for your dedicated service to Canada Post and to Canadians. Our people are the heart of our company, and we'll continue to work for a financially secure retirement for all of you.

Defined Benefit (DB) Component – Overview of 2024

Net assets available for benefits

\$32.5 billion

Going-concern surplus

\$7.6 billion

130.2% funded

Solvency surplus market value

\$2.6 billion

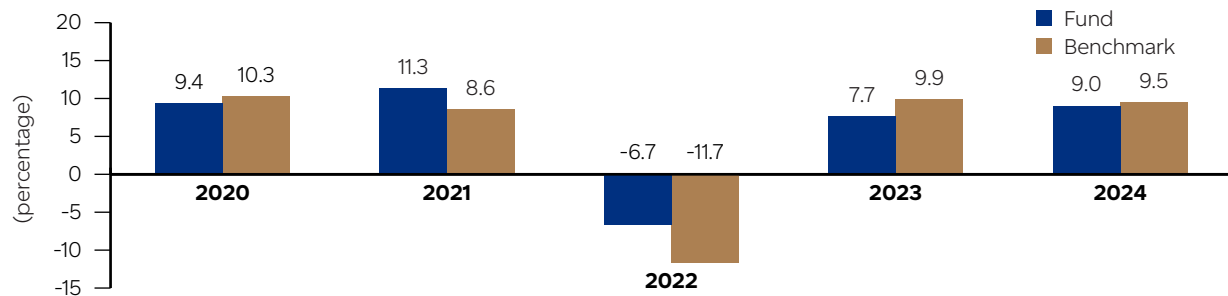
108.7% funded

Solvency surplus (three-year average)

\$2.1 billion

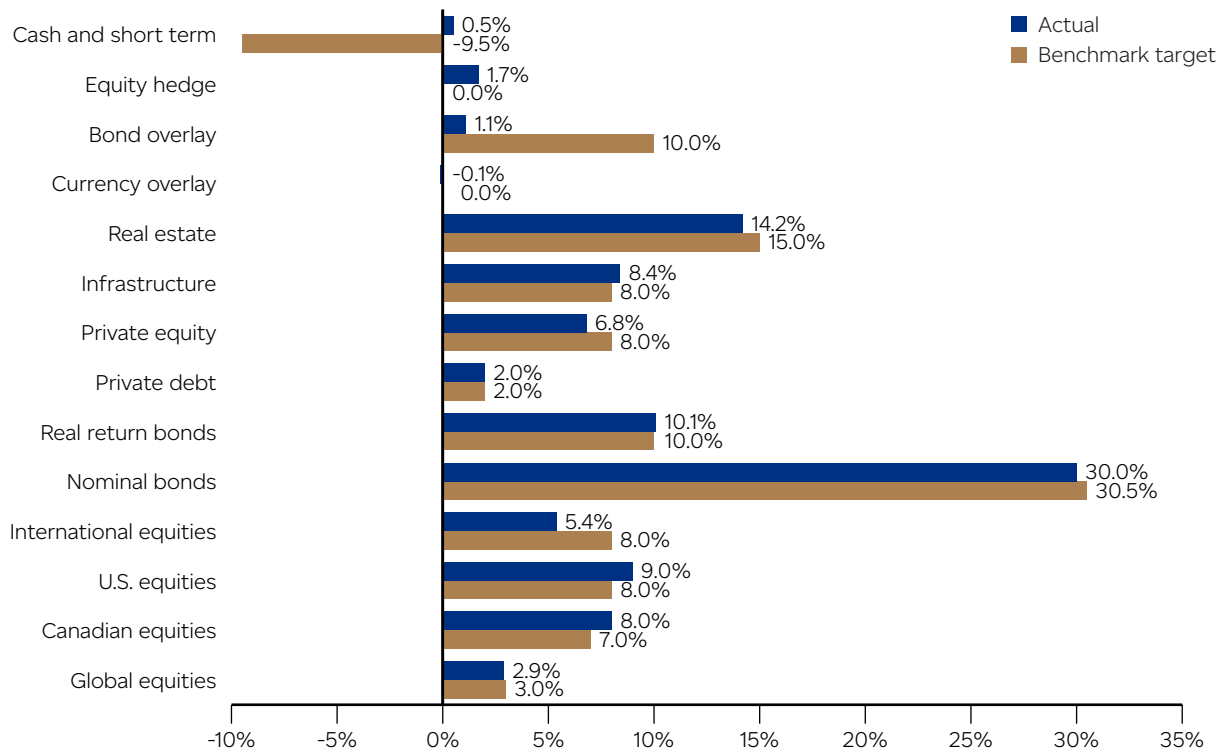
107.2% funded

Gross rate of return against benchmark



[Gross rate of return against benchmark data table](#)

Asset mix

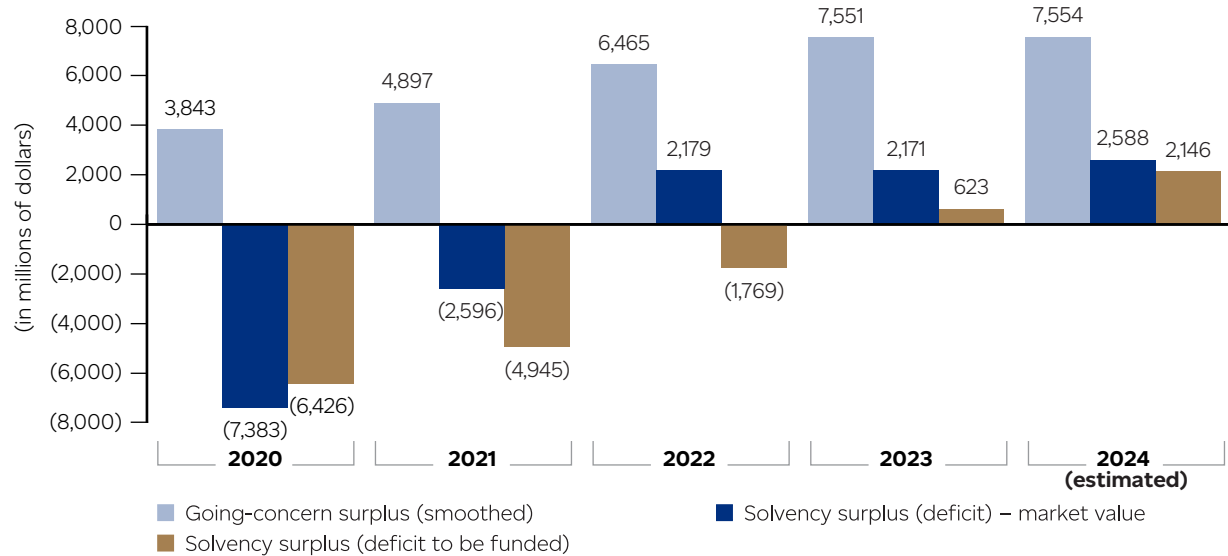


International equities include emerging markets. Nominal bonds include long bonds. Numbers may not add up due to rounding.

[Asset mix \(DB component\) data table](#)

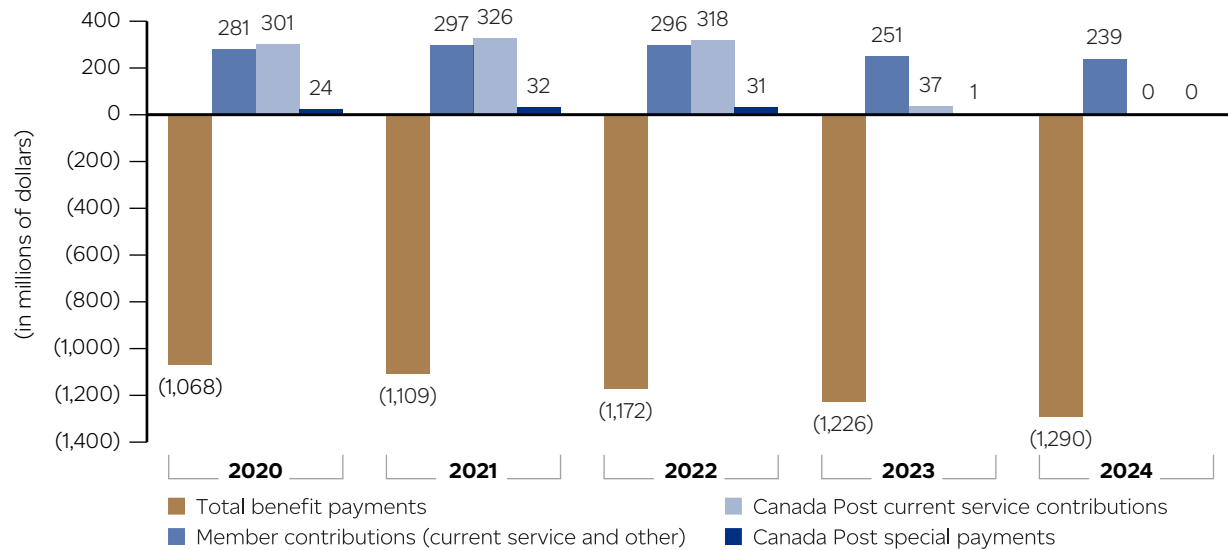
Defined Benefit (DB) Component – Overview of 2024

Plan's funded status



[Plan's funded status data table](#)

Contributions and benefit payments



Canada Post contributions represent amounts paid after taking into account mandatory contribution relief. In 2024, member contributions of \$239 million included \$2 million of elective service contributions.

[Contributions and benefit payments data table](#)

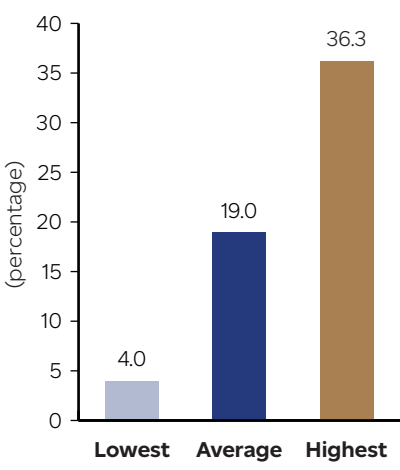
The DB Plan's new pension administrator

As of January 2025, there is a new online portal available for DB Plan members featuring key retirement resources. The new Canada Post Retirement Portal is where Plan members can access forms, applications, online calculators and more. To access the Retirement Portal, visit cpcpension.com under Retirement > Retirement Portal.

Defined Contribution (DC) Component – Overview of 2024

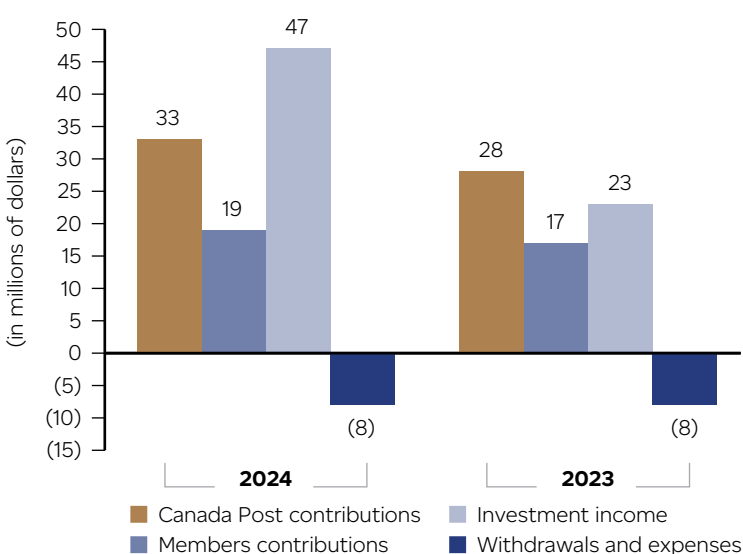
DC net assets available for benefits	\$303 million
Voluntary Savings Plan assets	\$37 million
Total assets	\$340 million

Range of return



[Range of return \(DC component\) data table](#)

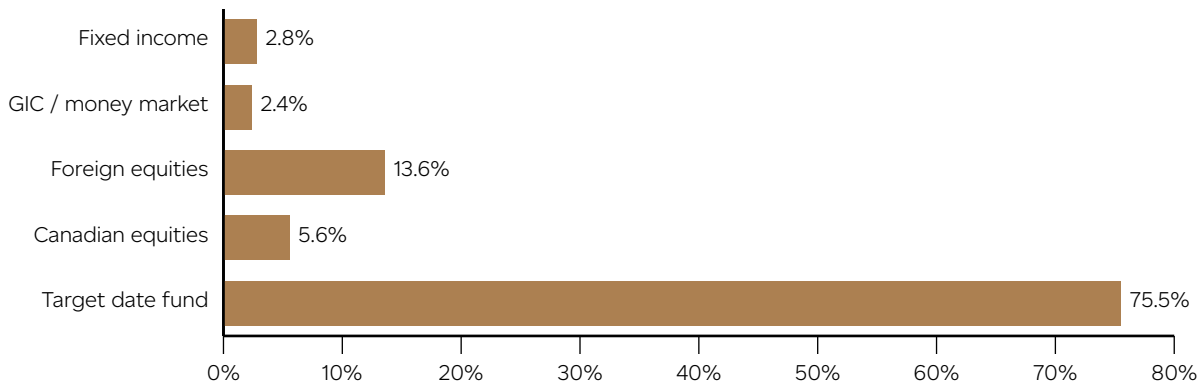
Contributions, investment income and withdrawals



[Contributions, investment income and withdrawals \(DC component\) data table](#)

Asset mix

As at December 31, 2024



[Asset mix \(DC component\) data table](#)

Want to know how your investments did in 2024?

Refer to your Canada Life personalized statement for December 31, 2024, mailed to your home, or visit mycanadalifeatwork.com.

Financial Review

Financial position (in millions of dollars)	2024			2023		
	DB	DC	Total	DB	DC	Total
Assets						
Investments	\$31,011	\$301	\$31,312	\$29,423	\$212	\$29,635
Investment-related receivables	1,588	0	1,588	1,634	0	1,634
Contribution / other receivables	74	2	76	80	1	81
Total assets	\$32,673	\$303	\$32,976	\$31,137	\$213	\$31,350
Liabilities						
Investment-related liabilities	152	0	152	213	–	213
Accounts payable and accrued liabilities	42	0	42	47	–	47
Total liabilities	\$194	\$0	\$194	\$260	\$0	\$260
Net assets available for benefits	\$32,479	\$303	\$32,782	\$30,877	\$213	\$31,090
Pension obligations and surplus (deficit)						
Pension obligations	25,020	303	25,323	24,267	213	24,480
Surplus (deficit)	7,459	0	7,459	6,610	0	6,610
Total pension obligations and surplus (deficit)	\$32,479	\$303	\$32,782	\$30,877	\$213	\$31,090

Changes in net assets available for benefits (in millions of dollars)	2024			2023		
	DB	DC	Total	DB	DC	Total
Investment income and changes to fair values of investment assets and liabilities	\$2,849	\$47	\$2,896	\$2,420	\$23	\$2,443
Contributions – Sponsor						
Current service	0	33	33	37	28	65
Special payments	0	1	1	1	–	1
Contributions – Members						
Current service	237	19	256	249	17	266
Past service and other	2	0	2	2	0	2
Total contributions	\$239	\$53	\$292	\$289	\$45	\$334
Less						
Benefits						
Retirement and survivor pensions	1,241	0	1,241	1,167	0	1,167
Commutated value transfers and other	49	8	57	59	8	67
Total benefits	\$1,290	\$8	\$1,298	\$1,226	\$8	\$1,234
Administration expenses						
Plan administration	43	0	43	33	0	33
Investment fees	153	1	154	133	1	134
Total administration expenses	\$196	\$1	\$197	\$166	\$1	\$167
Increase (decrease) in net assets	\$1,602	\$90	\$1,692	\$1,317	\$59	\$1,376

Changes in pension obligations (in millions of dollars)	2024			2023		
	DB	DC	Total	DB	DC	Total
Interest on pension obligations	\$1,382	\$0	\$1,382	\$1,341	\$0	\$1,341
Benefits accrued	513	98	611	555	67	622
Changes in plan provisions	–	–	–	89	–	89
Changes in actuarial assumptions	(33)	0	(33)	(604)	0	(604)
Net experience losses (gains)	181	0	181	(99)	0	(99)
Benefits paid	(1,290)	(8)	(1,298)	(1,226)	(8)	(1,234)
Net increase (decrease) in pension obligations	\$753	\$90	\$843	\$56	\$59	\$115

May not add up due to rounding

Membership Snapshot

	2023		2024	
	DC	DB	DC	DB
Active members	6,839	52,071	7,283	51,194
Retired members	0	47,767	0	49,430
Deferred members, survivors and beneficiaries	528	5,707	667	6,049
Total	7,367	105,545	7,950	106,673

Plan Governance

Canada Post's vision is for all Pension Plan members to have a financially secure retirement, and its mission is to prudently administer the Plan for the benefit of its members.

Canada Post, as Plan sponsor, is responsible for the funding of the Plan and its design as it determines the benefits offered to Plan members. Canada Post is also the Plan administrator and is responsible for managing the Plan and investing the pension funds.

The Board of Directors of Canada Post oversees these activities to ensure they are conducted responsibly and in the best interest of all Plan members. In carrying out its responsibilities, the Board follows its standards of conduct, which contain ethical rules on matters such as conflict of interest, care, diligence and skill (available at canadapost.ca > Our company > About us > Leadership and governance > Corporate governance).

A robust governance structure was established by the Board for the Plan.

The committees that report directly to the Board are made up of selected Board members with expertise in pension plans. The Investment Advisory Committee and the Pension Advisory Council include representatives of the bargaining agents and advise the Pension Committee on investment and administrative matters. The reports of the PAC meetings can be found at cpcpension.com > Governance > Pension Advisory Council > PAC meetings.

For more information, visit cpcpension.com under Governance.

Environmental, Social and Governance Strategy

The Canada Post Corporation Registered Pension Plan integrates environmental, social and governance (ESG) factors into its investment strategy while maintaining focus on returns for employees and pensioners. Our approach is based on the belief that long-term value creation requires effective management of environmental and social risks and opportunities, and that good governance leads to better returns.

The four pillars of our responsible investment strategy and the key initiatives in 2024

Integration

- Conducted ESG due diligence on every new fund allocation made in 2024.
- Developed custom ESG dashboards for infrastructure, private equity and public equity.

Engagement

- Conducted over 10 ESG engagement meetings with private equity and infrastructure managers.
- Onboarded SHARE, a leading Canadian shareholder engagement services provider, to facilitate constructive dialogues with our portfolio companies.

Advocacy

- Submitted commentary to the Canadian Sustainability Standards Board (CSSB) exposure drafts related to climate-related disclosures and general sustainability-related disclosures.

Investment

- At the end of 2024, the defined benefit (DB) component of the Pension Plan has the following:
 - \$1.5 billion invested in buildings with environmental assessment or sustainable building certification programs for real estate (e.g. LEED [Leadership in Energy and Environmental Design] or BOMA BEST [Building Owners and Managers Association – Building Environmental Standards]);
 - \$409 million invested in renewable energy and energy storage;
 - \$419 million invested in green and sustainability-linked bonds.

Climate change

In 2024, the Plan published its [Climate Action Plan](#), outlining its commitment to achieving net-zero emissions by 2050 and the actions the Plan will undertake to meet this commitment, including establishing emissions reduction targets.

Equity, diversity and inclusion (EDI)

We expect the public companies we invest in to have a minimum of 40% of the board to be represented by women. For Canadian and U.S. public companies, we expect a minimum of 20% of the board to be represented by racially or ethnically diverse directors. We expect our external investment managers to promote EDI within their internal operations and disclose any relevant diversity policies, strategies and targets, and progress toward these targets.

Information

DB members

Canada Post Pension Centre

Questions about the Plan



1-877-480-9220
613-683-0219 (OUTSIDE NORTH AMERICA)



Monday to Friday
8 am to 6 pm (ET)



cpcpension.com



PENSION CENTRE
PO BOX 9104 STN MAIN
CONCORD ON L4K 0R3

RBC Investor Services Trust

Questions about pension payments



1-800-876-4498



Monday to Friday
8 am to 8 pm (ET)



BENEFIT PAYMENT SERVICES
1 PLACE VILLE MARIE
5TH FLOOR EAST WING
MONTRÉAL QC H3B 1Z3

Canada Post Retirement Portal

Questions about your retirement



cpcpension.penproplus.com

DC members

Canada Post AccessHR

Questions on eligibility, contributions, etc.



1-877-807-9090



Monday to Friday
8 am to 6 pm (ET)



cpcpension.com

Canada Life Call Centre

Questions about your investments and returns



1-866-716-1313



Monday to Friday
8 am to 8 pm (ET)



mycanadalifeatwork.com

This report, the audited financial statements, a glossary and more information about the Plan are available at cpcpension.com.

**Do you have suggestions for this report or other pension publications?
Send us an email at pension.services@canadapost.ca.**

Gross rate of return against benchmark data (DB component)

Return type	2020	2021	2022	2023	2024
Fund	9.4%	11.3%	-6.7%	7.7%	9.0%
Benchmark	10.3%	8.6%	-11.7%	9.9%	9.5%

[Back to "Gross rate of return against benchmark" graph, page 3](#)

Asset mix data (DB component)

Asset	Actual	Benchmark target
Cash and short term	0.5%	-9.50%
Equity hedge	1.7%	0.0%
Bond overlay	1.1%	10.0%
Currency overlay	0.1%	0.0%
Real estate	14.2%	15.0%
Infrastructure	8.4%	8.0%
Private equity	6.8%	8.0%
Private debt	2.0%	2.0%
Real return bonds	10.1%	10.0%
Nominal bonds	30.0%	30.5%
International equities	5.4%	8.0%
U.S. equities	9.0%	8.0%
Canadian equities	8.0%	7.0%
Global equities	2.9%	3.0%

[Back to "Asset mix" graph \(DB component\), page 3](#)

Plan's funded status data (DB component)

Status	2020	2021	2022	2023	2024 (estimated)
Going-concern surplus (smoothed) (in millions of dollars)	3,843	4,897	6,465	7,551	7,554
Solvency surplus (deficit) – market value (in millions of dollars)	-7,383	-2,596	2,179	2,171	2,588
Solvency surplus (deficit to be funded) (in millions of dollars)	-6,426	-4,945	-1,769	623	2,146

[Back to "Plan's funded status" graph, page 4](#)

Contributions and benefit payments data (DB component)

Status	2020	2021	2022	2023	2024
Total benefit payments (in millions of dollars)	-1,068	-1,109	-1,172	-1,226	-1,290
Member contributions (current service and other) (in millions of dollars)	281	297	296	251	239
Canada Post current service contributions (in millions of dollars)	301	326	318	37	0
Canada Post special payments (in millions of dollars)	24	32	31	1	0

[Back to "Contributions and benefit payments" graph, page 4](#)

Range of return data (DC component)

Range of return	Percentage
Lowest	4.0%
Average	19.0%
Highest	36.3%

[Back to "Range of return" graph, page 5](#)

Contributions, investment income and withdrawals data (DC component)

Status	2023	2024
Canada Post contributions	28	33
Members contributions	17	19
Investment income	23	47
Withdrawals and expenses	-8	-8

[Back to "Contributions, investment income and withdrawals" graph \(DC component\), page 5](#)

Asset mix data (DC component)

Asset	Percentage
Fixed income	2.8
GIC / money market	2.4
Foreign equities	13.6
Canadian equities	5.6
Target date fund	75.5

[Back to "Asset mix" graph \(DC component\), page 5](#)