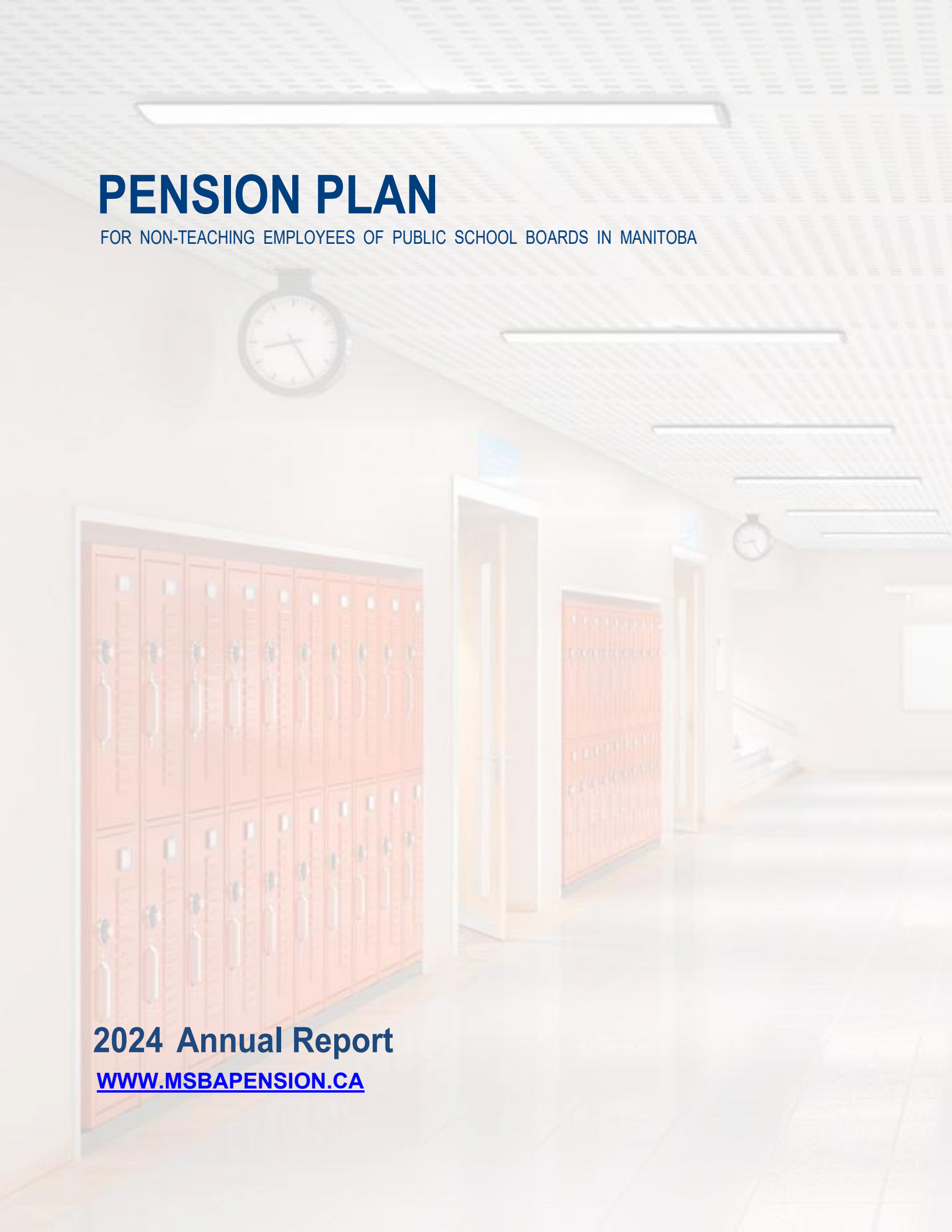
PENSION PLAN

FOR NON-TEACHING EMPLOYEES OF PUBLIC SCHOOL BOARDS IN MANITOBA



2024 Annual Report

WWW.MSBAPENSION.CA

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Your Pension Plan

The Manitoba School Boards Association Pension Plan for Non-teaching employees is a "Defined Contribution" (DC) plan which means that your pension is based on employer and employee contributions. Individual accounts are set up for members and benefits are based on the amounts credited to these accounts (through employee contributions and employer contributions) plus any investment earnings on the money in the account. In defined contribution plans, future benefits fluctuate on the basis of investment earnings.

The Non-Teaching Pension Plan was established in August 1974 and is comprised of thirty-three (33) participating school divisions.

Governance

The Manitoba School Boards Association Pension Plan for Non-teaching Employees Board of Trustees consists of nine persons, appointed as follows: (a) five persons appointed by the MSBA Executive from among the school trustees of the participating school boards, one of whom shall be a member of the MSBA Executive, (b) one person appointed by the Manitoba Association of School Business Officials, or its successor, from among its active members, (c) two persons appointed by the Canadian Union of Public Employees, or its successor, from among the members of the Plan, and (d) one person appointed by the non-teaching associations.

June 2025

Message from the Chair of the Board of Pension Trustees

On behalf of the Board of Pension Trustees, it is my pleasure to present the Annual Report on the Manitoba School Boards Association (MSBA) Non-teaching Defined Contribution Pension Plan for the Fiscal Year Ended December 31, 2024. This report provides information on how the Board of Trustees has managed this plan over the last fiscal year.

The Board of Pension Trustees supports the management of the pension plan and helps maintain the plan's financial integrity and sustainability through effective governance.

Through sound governance and strong long-term investment performance, the pension plan continues to grow and deliver positive results. This accomplishment underscores the plan's ability to adapt and manage risk against the backdrop of economic uncertainty in the economy and global volatility. The Plan's ten-year annualized performance to December 31, 2024, is 8.30%. Our plan continues to serve as a prime example of why diversification of investments is an excellent strategy for our valued members.

We remain committed to our strategy of a long-term focus on sustainability and to providing a competitive retirement income for our members. As stakeholders in the education sector in Manitoba, we understand the importance of a strong pension plan. A strong pension plan helps member school boards attract and retain talented employees.

As noted in last year's Annual Report, Ellement Consulting ("Ellement") has assumed the duties of pension administration, consulting/retirement services and investment services as of April 1, 2024. The Board is pleased that the transition occurred with very minor disruptions and appears to be functioning well at this time. The Board will continue to monitor, and provide feedback for improvements, in the future.

We are committed to delivering a member-centric experience for member school boards and plan members. A new website was released at the end of 2024 with employer and member online portals available in the summer of 2025. We are committed to focusing on retirement literacy for all plan members. The Individual Financial Services (IFS) team at Ellement has started to conduct member retirement sessions in the fall of 2024. More member sessions will be forthcoming in 2025. The Pension Trustees are working with Ellement to ensure that you are provided with relevant and timely member service.

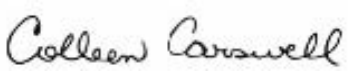
The stage is set for a very strong future for Plan members. The Trustees look forward to the value that the Plan will continue to create for its members and their families throughout their working careers and into their retirement.

I would like to thank our Board of Pension Trustees, MSBA's management and staff, our consultants, advisors, administrators and our investment managers for their combined efforts and commitment to serving our members. We look forward to continuing to support the Plan's growth and success and working with stakeholders to further strengthen the Plan.

The Board of Pension Trustees would encourage you to take the time to read the 2024 Annual Report and hope that you find the content both useful and informative.

This report, the Plan documents, an explanation of retirement options/retirement calculations and frequently asked questions can be found at https://www.msbapension.ca/

Sincerely,



Colleen Carswell
Chair, Board of Pension Trustees

Investment Summary

Performance
Over calendar year 2024, the Plan had a strong absolute return of 15.9%, outperforming the plan benchmark return (which was 15.4%). Infrastructure, Real Estate, and active Global Equity were the main contributors to the outperformance over the year.

Total Fund Performance				
Rate of Return	**1 Year**	**4 Year**	**7 Year**	**10 Year**
Total Fund	**15.9**	**6.6**	**8.1**	**8.2**
Custom Benchmark	15.4	7.3	7.4	7.1
Custom Benchmark + 0.5%	15.9	7.8	7.9	7.6
Value Added (Benchmark)	*0.5*	*-0.7*	*0.7*	*1.1*
Value Added (Benchmark + 0.5%)	*0*	*-1.2*	*0.2*	*0.6*

The Plan's performance objectives are outlined below:

Total Fund Performance Objectives	4-Year Rolling Return Objectives
Real Return Investment Objective	To achieve a long-term rate of return including capital gains, dividends, interest and other income; net of investment commissions but gross of investment management expenses; equal to the annual change in the Consumer Price Index for Canada plus 3.5% per annum.
Benchmark Investment Objective	To add value through judicious management, over returns that would have been realized through a benchmark of passive investments. This will be measured over moving four-year periods by comparing the Fund's return to that of a benchmark composite portfolio. The Fund's return is expected to exceed by 0.50% the benchmark returns over the same four-year period.
Relative Performance Objective	To rank at or above the 50th percentile over four-year periods of an appropriate universe.

On a four-year trailing period, the plan lagged the return objectives due to a challenging 2022. However, over the seven-year and ten-year trailing periods (which include 2022) the plan exceeded all performance objectives.

Asset Allocation
The Plan is compliant with its target asset mix and permitted ranges as of December 31, 2024, as defined in the Charter of Investment Policies, Guidelines, and Objectives.

There have been no material changes to investment strategy, target asset allocation, or investment managers.

The plan continues to be well-diversified and invests with best-in-class institutional investment managers.

The Board employs an independent external investment consultant to provide impartial performance monitoring and assessment of each of the underlying investment managers to ensure that the portfolio is appropriately managed, and that each of the underlying investment managers is performing to expectations.

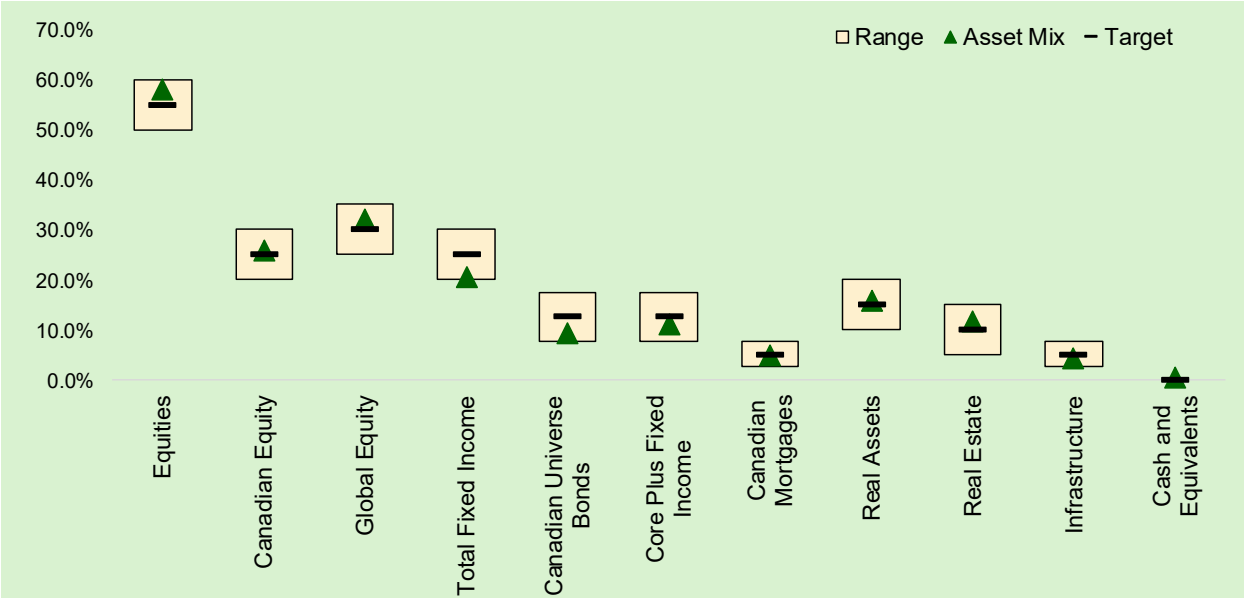
Investment Summary

Asset Allocation

Current Asset Mix as of December 31, 2024

Asset Class	Range	Actual	Target	Over/Under	Within range?
Equities	50 - 60%	58.2%	55.0%	3.2%	Yes
Canadian Equity	20 - 30%	25.9%	25.0%	0.9%	Yes
Global Equity	25 - 35%	32.3%	30.0%	2.3%	Yes
Total Fixed Income	20 - 30%	20.6%	25.0%	-4.4%	Yes
Canadian Universe Bonds	7.5 - 17.5%	9.3%	12.5%	-3.2%	Yes
Core Plus Fixed Income	7.5 - 17.5%	11.3%	12.5%	-1.2%	Yes
Mortgages	2.5 - 7.5%	4.8%	5.0%	-0.2%	Yes
Real Assets	10 - 20%	15.9%	15.0%	0.9%	Yes
Real Estate	5 - 15%	11.7%	10.0%	1.7%	Yes
Infrastructure	2.5 - 7.5%	4.3%	5.0%	-0.7%	Yes
Cash and Equivalents		0.5%	0.0%	0.5%	

Current Asset Mix as at December 31, 2024



Investment Summary

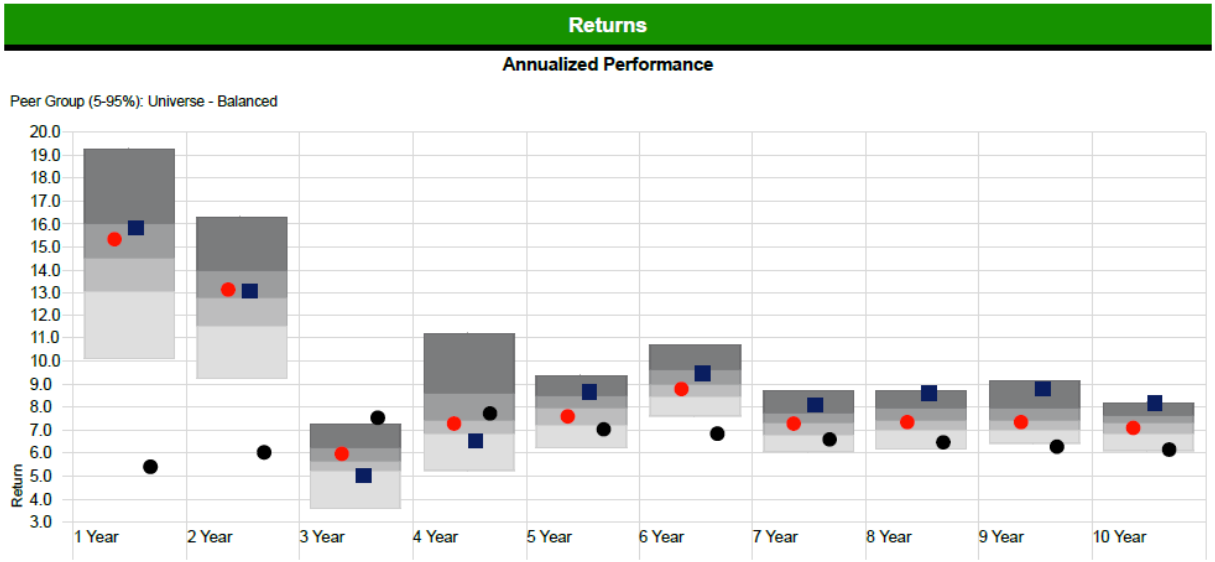
Investment Manager Performance

Performance - Manager	($M)[1]	2024 3 Month	2024 YTD	Annualized Performance 1 Year	4 Year	10 Year
Cash & Equivalents	**$ 3.3**					
Bonds	**$ 182.3**					
Alliance Bernstein Core+ Advanced Bonds	$ 99.7	0.3	5.1	5.1	-0.5	
FTSE Canada Universe Bond		0.0	4.2	4.2	-1.1	2.0
Value Added		**0.3**	**0.9**	**0.9**	**0.6**	
Fiera Bonds	$ 82.6	-0.1	4.5	4.5	-0.9	2.3
FTSE Canada Universe Bond		0.0	4.2	4.2	-1.1	2.0
Value Added		**0.0**	**0.2**	**0.2**	**0.1**	**0.3**
Mortgages	**$ 42.5**					
TDAM Greystone Mortgages	$ 42.5	1.0	7.4	7.4	5.0	
FTSE Canada ST Corporate Bond		1.0	7.3	7.3	2.1	2.7
Value Added		**-0.1**	**0.1**	**0.1**	**2.9**	
Canadian Equity	**$ 229.2**					
BlackRock Canadian Equity	$ 229.2	3.8	21.6	21.6	13.0	8.7
S&P/TSX Composite		3.8	21.7	21.7	12.5	8.7
Value Added		**0.0**	**0.0**	**0.0**	**0.5**	**0.1**
Global Equity	**$ 285.0**					
BlackRock Global Equity	$ 140.1	2.2	20.3	20.3		
Global Equity Benchmark		5.4	28.1	28.1	11.9	11.6
MSCI World ex CA Min. Volatility		2.2	20.2	20.2	8.3	
Value Added (Global Equity Benchmark)		**-3.3**	**-7.8**	**-7.8**		
Value Added (MSCI World ex CA Min. Volatility)		**0.0**	**0.1**	**0.1**		
Baillie Gifford LT Global Growth Equity	$ 145.0	6.1	29.9	29.9	1.3	
Global Equity Benchmark		5.4	28.1	28.1	11.9	11.6
Value Added		**0.7**	**1.8**	**1.8**	**-10.6**	
Real Estate	**$ 103.0**					
Fiera Real Estate Core	$ 103.0	3.2	8.0	8.0	8.9	7.9
IPD Property Index (lagged)		1.0	0.8	0.8	2.8	4.7
Value Added		**2.2**	**7.2**	**7.2**	**6.1**	**3.2**
Infrastructure	**$ 37.6**					
Axium NA Infrastructure	$ 37.6	1.3	10.6	10.6	10.3	
CPI + 4%		1.0	6.0	6.0	8.3	6.7
Value Added		**0.3**	**4.6**	**4.6**	**2.0**	

1 Manager balances exclude cash in custodial accounts.
Global Equity Benchmark from January 2018: MSCI ACWI ($C). Prior to January 2018: MSCI World ($C).
Rates of Return calculations based on assets held in RBC Custodial accounts.
BlackRock Global Equity is a low volatility strategy. MSCI World ex CA Min. Volatility (strategy benchmark) shown for comparative purposes.

Investment Summary

Total Plan Investments - Annualized Rates of Return
Period Ending December 31, 2024



	1 Year		2 Year		3 Year		4 Year		5 Year		6 Year		7 Year		8 Year		9 Year		10 Year	
Total Fund	15.87	**32**	13.07	**46**	5.04	**76**	6.59	**84**	8.72	**16**	9.54	**26**	8.13	**14**	8.64	**8**	8.84	**8**	8.18	**6**
MSBA Pension Custom Benchmark	15.36	**38**	13.17	**46**	6.02	**36**	7.32	**56**	7.66	**66**	8.81	**64**	7.35	**50**	7.39	**54**	7.35	**54**	7.10	**60**
Canadian CPI + 3.50%	5.46	**100**	6.09	**100**	7.55	**2**	7.76	**46**	7.10	**78**	6.87	**96**	6.63	**82**	6.51	**88**	6.31	**94**	6.17	**92**
Median	14.50		12.79		5.60		7.45		7.91		8.98		7.32		7.43		7.45		7.32	
5th Percentile	19.25		16.29		7.23		11.18		9.40		10.73		8.71		8.72		9.15		8.22	
25th Percentile	15.98		13.95		6.26		8.65		8.50		9.61		7.78		7.97		7.93		7.64	
75th Percentile	13.04		11.54		5.21		6.84		7.20		8.46		6.74		6.99		7.00		6.83	
95th Percentile	10.14		9.30		3.59		5.25		6.27		7.61		6.09		6.21		6.41		6.13	

■ Total Fund ● MSBA Pension Custom Benchmark ● Canadian CPI + 3.50%

Investment Summary

Member Rates of Return

Year	Member's Account
2024	16.08%
2023	10.35%
2022	-9.18%
2021	11.39%
2020	17.90%
2019	13.69%
2018	1.15%
2017	12.24%
2016	10.46%
2015	2.04%

Period	Average Annualized Rate of Return
1 Year	16.08%
3 Years ending 2024	5.17%
5 Years ending 2024	8.85%
10 Years ending 2024	8.32%

We note the differences between the Member Account allocation in calendar year 2024 at 16.1% compared to the portfolio rate of return of 15.9%, also for calendar year 2024 for manager/benchmark analysis (see the beginning of this section). The reason for the difference is related to the two measures of rates of return, namely dollar-weighted rate of return and time-weighted rate of return. Dollar weighted rate of return takes into account the timing and amount of cash flow throughout the period and is used to allocate returns to Member accounts. Time-weighted rates of return do not take into account the timing and amount of cash flow and are used solely to determine the investment managers' investment acumen. Under the time weighted rate of return, the investment manager is neither penalized nor given credit for the effect of cashflows on their investment performance because the investment managers do not control the timing or amount of cash flow to them (the Board, with the advice of the investment consultant, does). These differences will be small and will vary over time.

Membership Information

This report is based on membership and contribution data as at December 31, 2024, provided by the school boards and Manitoba School Boards Association.

The membership movement in 2024 is summarized below. For comparison, Ellement has also included the membership movement for the prior year.

	2024	2023
Active Members		
Total at January 1	9,879	9,683
New entrants	1,479	1,539
Terminations		
• lump sum / transfers	(422)	(522)
• deferred	(646)	(626)
Retirements	(142)	(174)
Deaths	(7)	(14)
Accounts Consolidation & Adjustments	(195)	(7)
Total at December 31	**9,946**	**9,879**

Deferred Members		
Total at January 1	3,684	3,724
Terminations from Active	646	626
Lump sum / Transfers	(354)	(583)
Retirements	(66)	(83)
Deaths		
Accounts Consolidation & Adjustments		
Total at December 31	**3,910**	**3,684**

Membership Information

	Members	Total Value of Members' Pension Accounts	Average per Member
• Active member accounts			
Under 35	1,556	$23,877,691.88	$15,344.78
35 – 44	2,364	$89,014,511.57	$37,653.97
45 – 54	3,029	$204,367,162.17	$67,469.92
55 – 64	2,663	$322,514,730.41	$121,109.20
65 +	334	$37,252,587.77	$111,533.11
• Total active member accounts	9,946	$677,026,683.80	$68,069.85
• Deferred member accounts			
Under 35	615	$8,022,866.48	$13,045.31
35 – 44	812	$21,994,742.18	$27,087.12
45 – 54	1,123	$51,312,940.84	$45,692.73
55 – 64	1,147	$100,918,151.19	$87,984.44
65 +	213	$24,317,047.21	$114,164.54
• Total deferred member accounts	3,910	$206,565,747.90	$52,830.11
Total as at December 31, 2024	**13,856**	**$883,592,431.70**	**$63,769.66**

As at December 31, 2024, there were 2,597 active male members and 7,333 active female members, plus 16 more individuals where gender was not provided on the membership application. As well, there were 1,106 deferred male members and 2,800 deferred female members, plus 4 more individuals where gender was not provided on the membership application, as at December 31, 2024.

Financial Information

These condensed financial statements do not contain all the disclosures required by Canadian accounting standards for pension plans. Readers are cautioned that these statements may not be applicable for their purposes. For more information on the Plans financial position and changes in net assets available for benefits, reference should be made to the complete financial statements of Manitoba School Boards Association Pension Plan for Non-Teaching Employees of Public School Boards in Manitoba as at and for the year ended December 31, 2024, on which KPMG LLP expressed an opinion without reservation in their report dated May 15, 2025.

MANITOBA SCHOOL BOARDS ASSOCIATION PENSION PLAN FOR NON-TEACHING EMPLOYEES OF PUBLIC SCHOOL BOARDS IN MANITOBA

Statement of Financial Position

December 31, 2024, with comparative information for 2023

	2024	2023
Assets		
Investments (note 3)	$ 893,233,052	$ 783,875,371
Contributions receivable (note 4)	5,021,763	3,911,126
Receivable from Administration Fund	1,296,252	2,588,643
	$ 899,551,067	$ 790,375,140
Liabilities		
Benefits payable	$ –	$ 4,538,273
Payable to Administration Fund (note 5)	941,213	704,144
Payable to School Divisions (note 6)	1,015	17,262
	942,228	5,259,679
Net assets available for benefits	898,608,839	785,115,461
Obligation for pension benefits	898,608,839	785,115,461
Net assets available for benefits less obligation for pension benefits	$ –	$ –

See accompanying notes to financial statements.

On behalf of the Trustees:

Trustees

Trustees

Financial Information

MANITOBA SCHOOL BOARDS ASSOCIATION PENSION PLAN FOR NON-TEACHING EMPLOYEES OF PUBLIC SCHOOL BOARDS IN MANITOBA

Statement of Changes in Net Assets Available for Benefits

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

	2024	2023
Investment income (note 7)	$ 43,509,917	$ 53,584,019
Investment administration fee regarding deferred members (note 5)	(941,213)	(704,114)
	42,568,704	52,879,905
Realized gain (loss) on disposal of investments, net	4,510,688	(75,215)
Unrealized gain in fair value of investments, net	82,469,741	20,925,939
	86,980,429	20,850,724
	129,549,133	73,730,629
Contributions (note 6):		
Participants	29,631,947	27,516,578
Sponsors	29,086,240	27,263,445
	58,718,187	54,780,023
Allocation of forfeited contributions to School Divisions (note 6)	(1,015)	(15,970)
	58,717,172	54,764,053
	188,266,305	128,494,682
Benefits:		
Retirements	37,564,703	45,675,180
Termination	36,650,335	29,894,442
Deaths	542,986	769,164
Marriage breakdown	14,903	175,521
	74,772,927	76,514,307
Increase in net assets available for benefits	113,493,378	51,980,375
Net assets available for benefits, beginning of year	785,115,461	733,135,086
Net assets available for benefits, end of year	$ 898,608,839	$ 785,115,461

Plan Trustees and Advisors

Plan Trustees as at December 31, 2024

Appointed by the Manitoba School Boards Association
Colleen Carswell, Trustee, River East Transcona School Division
Craig Stahlke, Trustee, Pembina Trails School Division
Floyd Martens, Trustee, Mountain View School Division
Patricia Wiebe, Trustee, Border Land School Division
Sandy Szwaluk, Trustee, Park West School Division

Appointed by the Manitoba Association of School Business Officials
Jill Mangin, Secretary-Treasurer, Prairie Spirit School Division

Appointed by the Canadian Union of Public Employees
André Freynet
Neil Reavely

Appointed by the Non-Teaching Association
Dion Delorme

Plan Advisors/Administrators

Plan Administration
Ellement Consulting Group LP

Manitoba School Boards Association Staff
Chief Financial Officer
Labour Relations Consultant

Plan Custodian
RBC Investor Services Limited

Measurement Service
Ellement Consulting Group LP

Investment Managers
AllianceBernstein Global (AB Global)
Axium (Infrastructure)
Baillie Gifford (Global Equities)
BlackRock (Canadian & Global Equities)
Fiera Capital (Fixed Income)
Fiera Properties (Real Estate)
TDAM (Commercial Mortgages)

Auditors
KPMG

Plan Trustees and Advisors

Contact Us

If you have any questions about the Plan, your first source of information should always be the Plan Booklet. The Plan Booklet can be found on our website at **www.msbapension.ca**.

School Division Payroll Office

Your school division payroll office will be able to answer many of your questions regarding the pension plan and will provide you with the forms you need to update your personal information. This is generally the first point of contact for pension plan members.

Ellement Consulting Group LP

Ellement Consulting Group LP is responsible for general pension consulting, plan administration and retirement counseling for the pension plan. ***For all pension plan inquiries, please contact Ellement Consulting Group LP at:***

Phone:	431.814.6722 (431.814.MSBA)
Toll-free:	877.355.6722 (877.355.MSBA)
Email:	MSBApension@ellement.ca
Address:	1345 Taylor Avenue, Winnipeg, MB R3M 3Y9