

COPE UNION PENSION PLAN

2025 YEAR IN REVIEW

A MESSAGE FROM YOUR BOARD OF TRUSTEES

» INVESTMENT UPDATE

The first half of 2025 saw strong fluctuations in the markets. Much of this uncertainty resulted from concerns about newly implemented trade tariffs around the world, which made people worry about slower economic growth. Fortunately, one of the biggest concerns was that these tariffs would cause an increase in inflation, however fortunately, that was not the case. Because of this, central banks were able to lower interest rates as expected, which generally supports financial markets.

Stock markets performed well overall. After a brief decline early in the year, markets recovered quickly and ended with strong gains, marking a third consecutive year of above-average returns. Bonds also produced positive returns but were weaker than in previous years. A big driver of stock market gains in 2025 was growth in areas like AI, along with strong performance in sectors such as gold, natural resources, and defense. Canadian stocks did particularly well compared to many other countries, supported by strong performance in banks, gold companies, and resource industries.

Your pension plan's Canadian equity manager delivered good overall returns, with the exception of the Canadian stock market index. This was primarily because they elected not to invest heavily in gold stocks, instead focusing on companies they believed were better long-term value for the Plan. Conversely, the rest of the pension's stock investments, including U.S. and international markets, performed well and did better than their benchmarks.

Bonds had mixed results, with corporate bonds outperforming government bonds. Despite interest rate cuts, long-term bonds declined in value.

» LOOKING AHEAD TO 2026

Markets became more volatile due to rising global tensions, particularly related to conflict in Iran, which also impacted oil prices. In this environment, the Plan's focus on protecting against losses helped keep performance steadier than the broader market. Investments outside of stocks and bonds also helped stabilize the portfolio.

» WHAT THIS MEANS FOR THE PLAN

Market fluctuations are normal, especially in uncertain times. Your COPE Union Pension Plan is designed to handle this by remaining broadly diversified. This means your money is spread across many different types of investments rather than relying on just one area.

This long-term approach is intended to help protect the value of the Plan's fund during difficult market conditions, provide more stable returns over time, and reduce the impact of such short-term market fluctuations.

The Board of Trustees believe that sticking to this disciplined, long-term strategy is the best way to support the Plan's strength and reliability over time. Your Plan Trustees continue to closely monitor the Plan.

» PLAN ADMINISTRATION STAFF

Coughlin & Associates Ltd. became the Plan's new administrator effective June 1, 2025, and is here to assist members with questions, beneficiary updates, and contact information changes. Please contact Coughlin using the information provided.

TRUSTEES

Colleen Morlan (Chair)
Sheila Morrison
Gail Nichol
Michael Milner
Catherine Bobenic

2025 MEETING DATES

February 18, 2025
April 10, 2025
June 23, 2025
October 2, 2025
December 9, 2025

COUGHLIN & ASSOCIATES LTD.

PO Box 764
Winnipeg, MB R3C 2L4

Phone: 204-521-1344
Toll Free: 1-866-637-5785
Fax: 204-943-5998
pensionrequestswpg@coughlin.ca

Monday through Friday
8:00 AM to 4:30 PM (CST)

To quickly and easily
access the Plan
Booklet online,
scan this QR code:



0.40%

Plan
Expenses

\$47.2M

Plan
Net Assets

\$4.6M

Investment
Earnings 2025

10.1%

Gross Rate
of Return

608

Total Pension
Plan Members

\$1.4M

Contributions

60

Participating
Employers

\$2.1M

Benefit
Payments

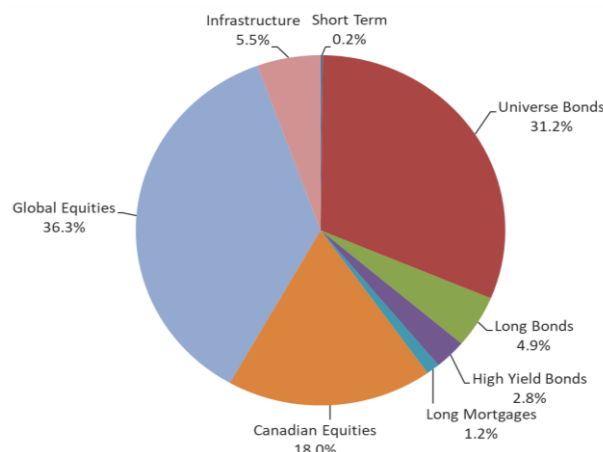
\$3.8M

Increase in
Net Assets

HOW YOUR PENSION PLAN INVESTS

The Trustees are responsible for managing the Plan and overseeing the investments of the Plan. They have a fiduciary duty to invest the assets of the Plan in the best financial interest of Plan members. As required by legislation, the Statement of Investment Policies and Procedures (SIPP) is a comprehensive governance document that sets out the guidelines, objectives, and principles for managing the investments of the Plan. The Trustees engage with professional investment managers to create, revise where necessary and ensure that they invest the assets of the Plan based on the SIPP with assistance from the Investment Consultants.

COPE Union Pension Plan asset allocation at
December 31, 2025



FOR MEMBERS THINKING OF RETIRING

» WHAT DOES COUGHLIN'S INDIVIDUAL FINANCIAL SERVICES (IFS) TEAM OFFER?

- Explanation of Retirement Options - We walk you through each available retirement option so you can clearly understand how they work.
- Advantages and Disadvantages Overview - We outline the key benefits and considerations of each option in a simple, easy-to-understand way. Our goal is to identify which option best aligns with your individual retirement needs.
- Life Income Type Benefit Account Education - Did you know you can leave your funds in the pension plan at retirement and receive payments directly from the plan? This option, offered through Coughlin's IFS Department, allows the funds to remain invested in the pension plan while providing flexible payment options and lower administrative costs as compared to an individual retirement account with a financial institution.
- Direct Access to Our Team - Have questions? You can contact us directly and speak with the same knowledgeable team - no call centers.

IFS Consultant - Kyle Sidwall and IFS Administrative Coordinator – Tori Davis 204-289-3888



MEMBERSHIP GENERAL MEETING

The Trustees intend to hold membership general meetings on an annual basis in the fall. The Membership Meeting is currently scheduled as a virtual webinar on September 24, 2026 at 6PM via Teams. You can scan the QR code here to register for the webinar.

NEW ONLINE ACCESS TO PENSION MEMBER PORTAL

To provide Pension Plan members with timely access to current Plan documentation, the Board of Trustees are pleased to provide a new online pension member portal. As a member, you will have access to the current Plan booklet, member newsletters, enrolment and change forms, and Annual Membership Meeting presentation videos and documents if you were unable to attend or if you were able to attend and would like to review what was delivered. Only generic Pension Plan information will be housed on the portal (ie. individual annual member statements **will not** be available online).

To access the Pension Plan documentation, go to www.coughlin.ca and click "**Portal Login**" in the top right corner. Under "**Plan Sponsors Portals**", click "**Trustee Portal**" and enter the following credentials:

Username: COPEMBR
Password: 14SunFeb!