



# 2024 Annual Report

**rrecc / ccwipp**

Régime de retraite des employés  
de commerce du Canada

Canadian Commercial Workers  
Industry Pension Plan

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## Highlights

### MEMBERSHIP<sup>i</sup>

**375,000+**

Active, deferred, and qualifying members

**35,000+**

Retired members, surviving spouses, and beneficiaries

**1,750+**

Newly retired members during 2024

### ANNUALIZED RETURNS

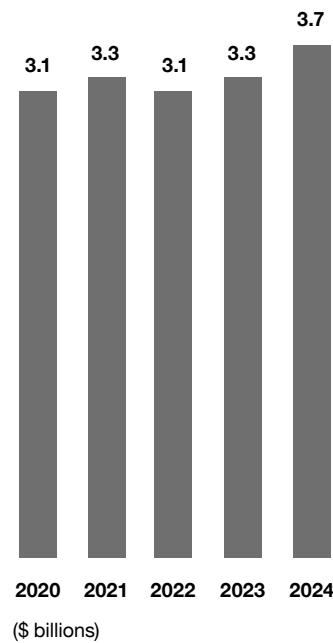
**1 Year** **12.1%**

**5 Years** **6.6%**

**10 Years** **6.9%**

**Target Return** **6.0%**

### NET ASSETS



# A Message from the Board of Trustees

We are pleased to present the Annual Report of the Canadian Commercial Workers Industry Pension Plan (“CCWIPP” or the “Plan”) for the year ended December 31, 2024.

2024 was a positive year for CCWIPP, with the Plan’s investment portfolio generating a 12.1% rate of return, contributing to a \$364 million increase in net assets available for benefits over the prior year end.

More importantly, it’s now been nearly ten years since we embarked on a significant redesign of the Plan aimed at building the foundation for long-term sustainability. Today our investment portfolio is well positioned, we continue to incrementally enhance our governance practices, and we expect our next actuarial valuation to confirm the Plan will be fully funded, on a going concern basis, in advance of the tenth anniversary of the Plan’s redesign.

As we look ahead, many factors remain outside of our control: geopolitical risk, climate change, the rapid evolution of global capital markets. We focus, therefore, on what we can control: making sound investments, carefully managing expenses, and promoting a culture of transparency, accountability, and good governance.

We are honoured to play a part in helping secure the financial futures of CCWIPP members and their beneficiaries, and we hope this update provides meaningful insight into the operation and financial status of the Plan.

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# Investments

## INVESTMENT RESULTS

Over the trailing ten years ended December 31, 2024, the Plan's investment portfolio achieved an annualized rate of return of 6.9%, exceeding the Plan's 6.0% target. For the year, the portfolio generated a 12.1% return, versus its peer group's<sup>ii</sup> average return of 11.3%.

Global equity was again the strongest component of the portfolio for the year with information technology representing the top performing sector. Global equity markets rose during the fourth quarter despite rebounding

inflation, as the U.S. economy showed signs of strength. Private market investments also continued their strong performance, while fixed income and return seeking bonds nominally lagged other asset classes. Hedge fund performance rebounded from a weaker 2023.

## PUBLIC MARKET INVESTMENTS AND HEDGE FUNDS

### 2024 Rates of Return<sup>iii</sup>

<b>Fixed Income</b>	<b>2.6%</b>
<b>Global Equity</b>	<b>28.0%</b>
<b>Hedge Funds</b>	<b>12.1%</b>
<b>Return Seeking Bonds</b>	<b>6.5%</b>

## PRIVATE MARKET INVESTMENTS

### Internal Rates of Return Range Since Inception<sup>iv</sup>

<b>Farmland</b>	<b>-6.3%</b>	<b>—</b>	<b>6.2%</b>
<b>Infrastructure</b>	<b>3.5%</b>	<b>—</b>	<b>17.7%</b>
<b>Private Debt</b>	<b>10.0%</b>	<b>—</b>	<b>11.9%</b>
<b>Private Equity</b>	<b>8.0%</b>	<b>—</b>	<b>31.0%</b>
<b>Real Estate</b>	<b>5.7%</b>	<b>—</b>	<b>13.2%</b>

## INVESTMENT ACTIVITIES

The Trustees meet regularly with the Plan's investment consultant, Aon Solutions Canada Inc., to review the Plan's asset mix, performance, investment partners, and investment compliance status.

During the year, previously committed capital continued to be drawn by the Plan's recent farmland, infrastructure, and private equity investments. No new investments were completed during the year.

## LOOKING AHEAD

With the assistance of the Plan's investment consultant, the Trustees are undertaking a new asset-liability modelling ("ALM") study in 2025. The ALM study will, among other things, analyze the impacts of plan design, funding and benefits policy, and investment strategy. It will assist the Trustees with determining the optimal allocation and policy benchmarks for the Plan's assets while considering the Plan's commitments, key financial metrics, and level of risk tolerance. It is an important tool to help the Trustees make informed decisions.

In the interim, the Trustees continue to monitor the Plan's asset mix and investment partners for ongoing performance, compliance, and suitability.

## GLOBAL DIVERSIFICATION

The Plan's portfolio is well diversified in a wide range of asset classes. This includes both publicly traded and private market investments. To reduce geographic concentration risk, the portfolio includes both Canadian investments and investments outside of Canada.

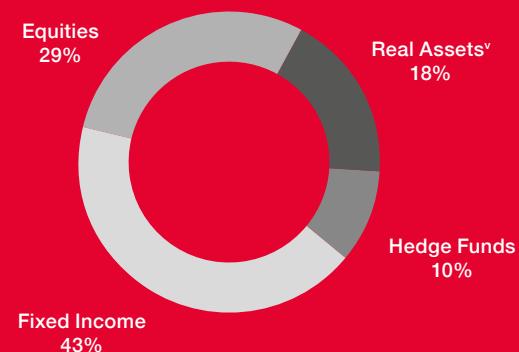


**\$875 Million**  
invested in Canada



**\$2.8 Billion**  
invested globally

## TARGET ASSET MIX



# Funding

## FUNDING SOURCES

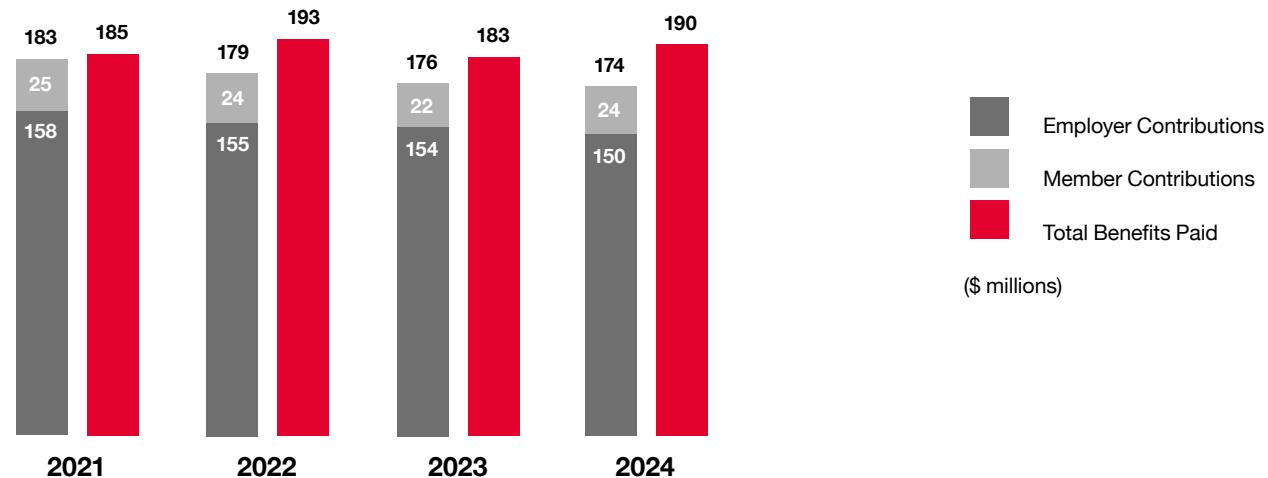
In 2024, contributions to the Plan totalled \$174 million, while an additional \$404 million in income was generated by the Plan's investment portfolio. After benefit payments of \$190 million and expenses of \$23 million (which amounted to 62 basis points—or six-tenths of a percent—of Plan assets), net assets available for benefits grew by over \$364 million during the year.

## FUNDED STATUS

As of December 31, 2023, the date of the Plan's latest filed actuarial valuation report, the Plan had a transfer ratio (or the ratio of its assets to its wind-up liabilities, assuming a hypothetical wind up of the Plan) of 79.6% and a going concern funded ratio (assuming the Plan continues indefinitely) of 98%. Since there are many employers contributing to CCWIPP, the risk of the Plan winding up is low.

The next actuarial valuation required to be filed with the pension regulator, the Financial Services Regulatory Authority of Ontario ("FSRA"), must be prepared as of a valuation date that is no later than December 31, 2026.

## CONTRIBUTIONS AND BENEFITS PAID



# Governance

## THE BOARD OF TRUSTEES

The Plan is governed by a Board of Trustees. The Board is the legal Administrator of the Plan and is responsible for both the administration of the Plan and the investment of its assets. The current Trustees are listed on page 9 of this report.

## GOVERNING DOCUMENTS

The Trustees are appointed pursuant to a Trust Agreement, which sets out the Board's powers and duties. A Plan Text outlines members' entitlements. Amendments to the Plan Text are communicated to members.

## POLICIES

The Trustees maintain a Funding and Benefits Policy, which sets out the framework for maximizing the likelihood that Plan assets will be sufficient to meet the scheduled benefits, and a Statement of Investment Policies and Procedures ("SIPP") that, among other things, states the investment objectives, guidelines, benchmarks, and applicable environmental, social, and governance-related considerations used in investing

the capital of the Plan in an effort to ensure that these assets are invested prudently and in compliance with all applicable regulatory requirements. Governance policies and practices established by the Trustees are monitored and amended, as they deem appropriate.

## COMPLIANCE

The Plan is required to comply with both provincial and federal legislation that governs pensions. The Trustees monitor and enhance compliance practices, as necessary, and retain an external Compliance Officer responsible for quarterly compliance reporting to the Trustees and FSRA. The Plan was fully compliant with its SIPP and all applicable regulatory requirements during 2024.

## OVERSIGHT

The Trustees regularly monitor the various firms providing professional services to the Plan to ensure they are fulfilling their mandates and continue to add value. The Plan's service providers and investment partners are listed on page 9 of this report.

## RECENT INITIATIVES

In 2024, the Plan launched its new branding and communication style, designed to be more modern, more inclusive, and more approachable. Pension terminology can be complicated, but the Trustees are committed to communicating in a member-friendly manner, using clear, plain language wherever possible.

Enhancing member experience continues to be a key focus for the Trustees. In 2025, the Plan will be expanding its online presence, giving all classes of members 24-7 access to important information about their pension.

These efforts, with more to come in the future, are designed to help the Plan foster a closer relationship with its members, enhancing transparency, increasing engagement, and better supporting informed decision-making.

<sup>i</sup> Membership figures are approximations.

<sup>ii</sup> RBC Investor and Treasury Services tracks the performance of a cross-section of assets under management across Canadian defined benefit pension plans.

<sup>iii</sup> 2024 investment performance expressed using time-weighted rates of return.

<sup>iv</sup> Since-inception investment performance expressed using a range of gross internal rates of return earned by the individual investments.

<sup>v</sup> Composed of the following asset classes (and target allocations): real estate (8%), infrastructure (5%), and farmland (5%).

**INVESTMENT PARTNERS**

AllianceBernstein	First Pacific Advisors
Aon Investments Canada	Francisco Partners
Arrowstreet Capital	GQG Partners
BlackRock	HBK Capital Management
Brevan Howard Capital Management	Macquarie Infrastructure and Real Assets
Brookfield Asset Management	Neuberger Berman
Capstone Investment Advisors	One William Street Capital Management
CBRE Global Advisors	PGIM
Ceres Partners	PIMCO
CIBC Asset Management	TD Asset Management
Clairvest Equity Partners	Thoma Bravo
Fiera Comox	UBS Farmland Investors

**SERVICE PROVIDERS**

**ACTUARIAL** Benchmark Decisions Ltd., Eckler Ltd.  
**ADMINISTRATION** Prudent Benefits Administration Services Inc.  
**AUDIT** BDO Canada LLP  
**CUSTODY / PENSION PAYMENTS** RBC Investor & Treasury Services  
**INVESTMENT CONSULTING / COMPLIANCE** Aon Solutions Canada Inc.  
**LEGAL COUNSEL** Koskie Minsky LLP

**BOARD OF TRUSTEES**

**Anouk Collet** Executive Assistant to the National President – UFCW Canada  
**Kelly Dobbyn** Employer Representative – Metro Ontario Inc.  
**Shawn Haggerty** National President – UFCW Canada  
**Trevor MacDonald** Director Finance, Treasury and Pensions – Sobeys Inc.  
**Paul Meinema** Retired National President – UFCW Canada  
**Wendy Mizuno** Senior Vice President, Total Rewards – Loblaw Companies Ltd.  
**Jeff Traeger** President – UFCW Canada Local 832