pension

2025-2026 Annual Report

Strengthening the retirement future of Nova Scotians

2025-2026 NS Pension Annual Report

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www.novascotiapension.ca

About Us

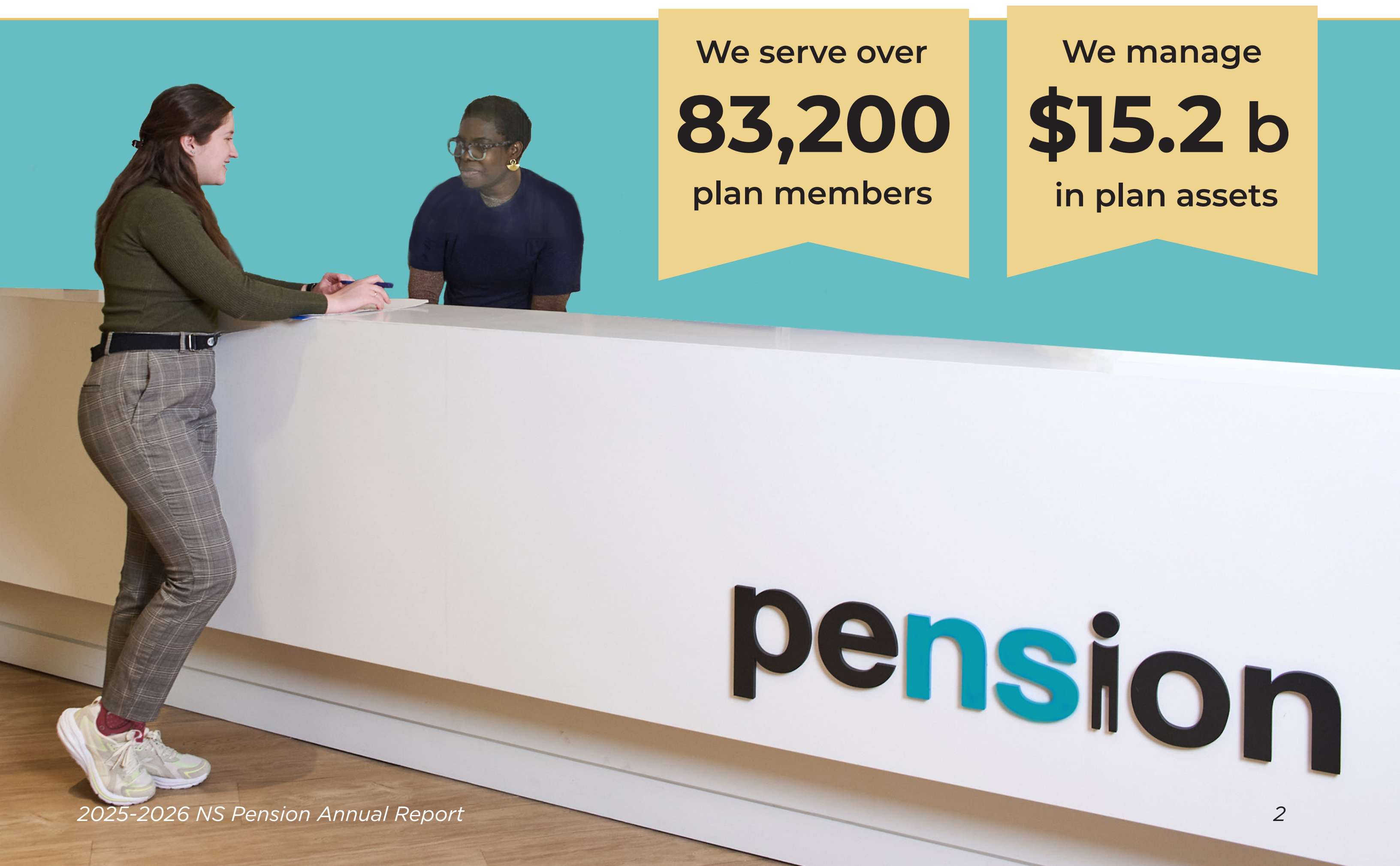
Nova Scotia Pension Services Corporation (NS Pension) administers the pension benefits and investment assets of the Public Service Superannuation Plan (PSSP) and the Teachers' Pension Plan (TPP). We also provide pension administration services for a group of provincial pension arrangements, including those for Members of the Legislative Assembly, judges, deputy ministers, and three former Sydney Steel pension plans.

We are a non-profit corporation that provides a wide range of investment, pension administration, and compliance services for two of Nova Scotia's leading pension plans. In total, we manage $15.2 billion in plan assets and serve over 83,200 active members, retirees, and survivors.*

NS Pension is jointly owned by Public Service Superannuation Plan Trustee Inc. (PSSPTI) and Teachers' Pension Plan Trustee Inc. (TPPTI).

We are accountable to our Board of Directors (Board), which consists of directors appointed by both PSSPTI and TPPTI. The Board ensures we maintain strong controls, use effective risk management practices, provide transparent reporting, and offer prudent management of pension plan expenses.

* *Based on data as at March 31, 2026 for the PSSP and as at December 31, 2025 for the TPP.*



Who we serve

We support over 83,200 members of the PSSP, the TPP, the Members' Retiring Allowances and the three former Sydney Steel pension plans.

Plan membership breakdown

PSSP

46,313

Total members*

TPP

35,891

Total members**

Former Sydney Steel pension plans (SYSCO)

822

Total members*

Members' Retiring Allowances (MLA Plan)

220

Total members*

** as at March 31, 2026*
*** as at December 31, 2025*

2025-2026 Highlights

for the fiscal year ended March 31, 2026

23,271 phone calls
We answered 23,271 phone inquiries.

86%
86% of phone calls were answered in less than 20 seconds.

1,195 retirements
We assisted 1,195 members entering retirement.

64 employers
We received and processed contributions from 64 employers.

75 years of service
We celebrated four employees for reaching long service milestones, representing a combined 75 years of service.

14.4 hours
We conducted an average of 14.4 hours of training for each NS Pension employee, with 100% of employees completing some form of training.

35 seminars
We presented at 35 pre-retirement seminars. These seminars provided plan members with a better understanding of their pension plan and helped them make informed retirement decisions.

43 high-value local positions
We have created 43 new high-value local positions since our establishment in April 2013. These high-value positions include roles in client services (bilingual), employer services, information management and technology, corporate accounting, investment management, investment operations, and communications.

We are proud to be a 2026 Top Employer in Atlantic Canada and Nova Scotia

ATLANTIC CANADA'S TOP EMPLOYERS 2026

2026 Nova Scotia's Top Employers

This recognition highlights our continued focus on creating a supportive, empowering, and values-driven workplace, right here at home in Nova Scotia.

Thank you to our amazing team for the work you do every day to make NS Pension a great place to grow, contribute, and support the retirement future of Nova Scotians.

Message from the Co-chairs

John Rogers, *KC, ICD.*
Co-chair

Keiren Tompkins
Co-chair

On behalf of the Board of Nova Scotia Pension Services Corporation (NS Pension), we are pleased to provide you with our Annual Report for the fiscal year ending March 31, 2026.

NS Pension continued to successfully administer and manage the investment strategies of the Public Service Superannuation Plan (PSSP) and the Teachers' Pension Plan (TPP). Combined assets under management were approximately $15.2 billion*, representing a year-over-year increase of about $800 million.

Plan Performance
The PSSP achieved a net return of 6.55 per cent for its 2025-2026 fiscal year. This performance surpassed the actuarial assumed rate of return of 6.25 per cent but was below the Plan's 8.60 per cent overall benchmark, primarily due to benchmarks for several asset classes continuing to be above historic norms. The PSSP's diversified asset mix functioned as intended. As of March 31, 2026, the PSSP was 105.5 per cent funded, similar to the previous year, with a surplus of $450 million. This funded status incorporates the commitment to pay indexing of 2.61 per cent to PSSP pensioners for the 5-year cycle running from January 1, 2026 to December 31, 2030. The first indexing adjustment was put into pay effective January 1, 2026.

The TPP's funded status increased to 86.8 per cent at the end of its fiscal year, December 31, 2025, compared to 81.1 per cent at the end of the prior fiscal year. The TPP achieved a net return of 8.02 per cent, below the 10.18 per cent overall benchmark for the Plan for the year but well above the actuarial assumed rate of return of 6.10 per cent. As with the PSSP and for the same reasons, the TPP's benchmark for fiscal 2025 continued historically high. But, also in line with the PSSP, the TPP demonstrated a solid absolute performance and the Plan's diversified asset mix continued to provide a strong foundation through changing market conditions. The TPP's funded status at December 31, 2025 was better than at any point in almost 20 years, with the Plan's unfunded liability dipping below $1 billion for the first time in a long while.

Plan Membership
Membership for both the PSSP and the TPP increased. The PSSP had 46,313 members as of March 31, 2026, an increase of 943 members from the previous year. The TPP had 35,891 members, an increase of 362 members from December 31, 2025. The ratios of active members to pensioners improved for both plans, although demographic headwinds remain for each.

** Based on data as at March 31, 2026 for the Public Service Superannuation Plan, and as at December 31, 2025 for the Teachers' Pension Plan.*

Co-chairs' Message continued...

Strategic Initiatives

The year was another busy one as we continued our work in supporting the PSSP and the TPP Trustees in enhancing their member services and ensuring the long-term sustainability of their plans. Initiatives included:

- expanding secure digital services and communication options for PSSP and TPP members and employers
- developing new educational resources and online tools to support PSSP and TPP members
- continuing to grow participation in the PSSP by attracting and supporting new employers
- hosting a joint education day in November 2025 for the PSSP and TPP Trustee Board members, along with members of the Teachers' Pension Board, to promote collaborative learning and strategic alignment
- completing asset-liability modelling studies for both the PSSP and the TPP and commencing implementation steps
- substantially completing the build-out of new master trust structures for the PSSP and the TPP

Governance and Compliance

NS Pension continues to strive for the highest standards of governance and regulatory compliance. Internal controls and risk management processes are regularly monitored. NS Pension policies and procedures are also continually reviewed in accordance with a detailed macro schedule.

Cybersecurity continues to be a high priority for the Board. Significant time and resources are allocated to cybersecurity, and it remains a regular item on Board meeting agendas. Assessment and improvement continue across NS Pension's defense structures, privacy procedures, protocols, and practices, staff training, and back-up systems.

Corporate Culture

NS Pension further positioned itself as an employer of choice by enhancing its profile in the job market and fostering a respectful, inclusive, and collaborative workplace. Maintaining a strong workplace culture helps attract, develop, and retain the expertise needed to effectively serve our plan members. NS Pension was shortlisted for Canada's Top 100 Employers for 2026 and was recognized as both one of Atlantic Canada's Top Employers and one of Nova Scotia's Top Employers for 2026.

Acknowledgments

The Board thanks NS Pension staff for their ongoing professional support of the Board and for their dedication to all plan members.

We also thank the Trustee Boards of the PSSP and the TPP for their continued confidence in NS Pension's staff and Board.

NS Pension Board of Directors

as at March 31, 2026

The Board of NS Pension oversees the overall operation and management of the Corporation. The Board sets the strategic direction of NS Pension, approves our operational budget, and makes key decisions.

The Board consists of four members appointed by PSSPTI and four members appointed by TPPTI. One director from PSSPTI is nominated by the Nova Scotia Government and General Employees Union (NSGEU), and one director from TPPTI is nominated by the Nova Scotia Teachers Union (NSTU). The Board is chaired by two directors acting as Co-chairs who alternate every six months.

John Rogers, KC, ICD.D
Co-chair
Retired
TPPTI Representative
Appointed: 2021

Keiren Tompkins
Co-chair *
Executive Director, NSGEU (Retired)
PSSPTI Representative
Appointed: 2013

Dr. Toyin Akindoju
Executive Director, Finance and Admin., Department of Finance and Treasury Board
TPPTI Representative
Appointed: 2025

Corinne Carey
Pensions and Benefits Officer NSGEU
PSSPTI Representative
Appointed: 2022

Kyle Marryatt
Staff Officer, Member Services, NSTU
TPPTI Representative
Appointed: 2018

Leo McKenna, FCPA
Chief Financial Officer, WCB (Retired)
PSSPTI Representative
Appointed: 2019

Dionne Reid
Teacher
TPPTI Representative
Appointed: 2023

Claire Sanderson
Benefits Manager
Public Service Commission
PSSPTI Representative
Appointed: 2023

For more information about the Board, please visit:
www.novascotiapension.ca/about

** Keiren Tompkins' term as Co-chair ended on March 31, 2026. Leo McKenna assumed the role on April 1, 2026.*

Our NS Pension Team *as at March 2026*

Our dedicated team of over 80 staff members is here to manage our plans' investments and provide high-quality pension administration services to all our plan members. We work closely with the Board to achieve our key strategic objectives and ensure we meet the service and investment targets set by our plan Trustees. We are committed to operating within the approved policies and budgets to serve our plan members fairly.

Our team is structured according to the following functions: Pension Services, Corporate Services, and Investment Services.

Cathy Clarke
Chief Pensions Officer

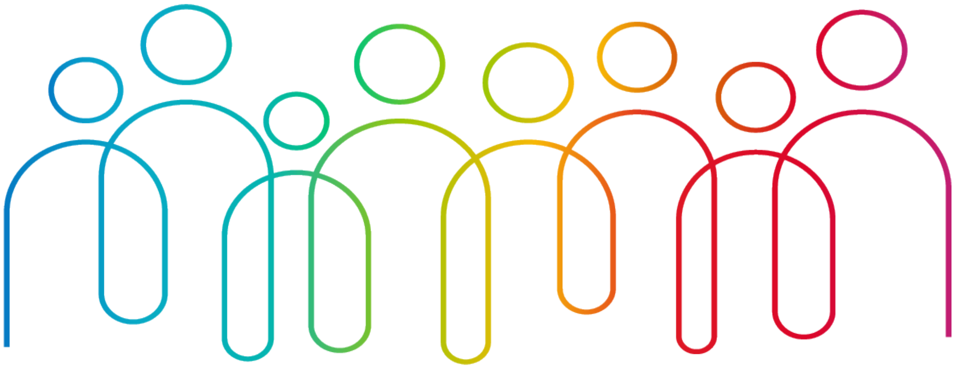
- Manager, Corporate Records
- Manager, Project Services
  - Associate Project Manager
- Manager, Internal Services
  - Internal Services, Analyst
  - Internal Services Associates
- Senior Manager, Client Services
  - Client Service Analysts
  - Client Services Advisor
  - Client Service Consultants
- Manager, Employer Services
  - Employer Services Advisor
  - Employer Services Consultants
  - Employer Services Analysts
- Senior Manager, Business Development
- Senior Pension Advisor
- Assistant to the Chief Pensions Officer

Douglas Moodie
Chief Executive Officer

- Senior Communications Advisor
- Director, Human Resources
  - Human Resources Assistant
  - Human Resources Business Partner
  - Service Support Analyst
- Director, Enterprise Risk & Compliance
  - Compliance & Internal Audit Analyst
- Executive Assistant to the CEO and Board Officer
- Director, Finance
  - Manager, Investment Operations
    - Investment Operations Officers
    - Senior Investment Fund Accountant
  - Manager, Financial Services
    - Financial Services Officers
- Director, Technology and Infrastructure Services
  - Security and Training Specialist
  - Manager, Corporate Records
    - Technical Business Analyst
    - Systems Specialist
  - Manager, IT Operations
    - Endpoint Systems Specialist
    - Network Systems Specialist
    - Technical Support Analyst

Steve Mahoney, *CFA, FSA, CAIA, PRM*
Chief Investment Officer

- Head, Private Markets
  - Portfolio Manager, Infrastructure
  - Associate Portfolio Manager, Private Markets
  - Associate Portfolio Manager, Real Estate
- Head, Public Markets
  - Manager, External Service Providers
  - Associate Portfolio Manager, Public Markets
  - Investment Associate, Public Markets
- Manager, Investment Risk
  - Investment Analysts, Risk



Diversity and Inclusion

At NS Pension, we believe in the importance of celebrating diversity, raising awareness and fostering an inclusive environment.

We are committed to fostering a workplace where all individuals feel valued, respected, and comfortable being at work. We recognize that diverse backgrounds, cultures, and experiences make our teams stronger.

Throughout the year, we honour important events such as International Women's Day, National Indigenous History Month, Diwali, African Heritage Month, Hanukkah, Pride, and Pink Shirt Day, among others.

We highlight these occasions as they are opportunities that allow us to reflect, learn, and grow.

Creating a respectful and inclusive workplace also means recognizing issues that affect employees both inside and outside the workplace.

Domestic and intimate partner violence can have significant impacts on individuals, families, and workplaces. Supporting awareness and education is one way we help foster a safe and supportive workplace.

In 2025, NS Pension joined the NSGEU's Turn the Tide campaign, recognizing the impact of domestic and intimate partner violence in the province and supporting efforts towards addressing it. As part of this commitment, employees and managers participated in training delivered by the Transition House Association of Nova Scotia (THANS), increasing our awareness of domestic and intimate partner violence, its impact in the workplace, and how to respond with compassion and support.

This initiative reflects our ongoing commitment to fostering a supportive workplace for all employees.

Turn the Tide Campaign

Community Involvement

How our people contribute to our communities.

Supporting our communities is an important part of who we are.

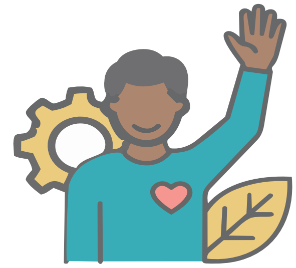
Throughout 2025-2026, our employees came together to support organizations that strengthen our communities, whether by providing food, warm clothing, assistance to those experiencing domestic violence, or support for veterans.

We are proud of the compassion, generosity, and volunteer spirit our employees continue to demonstrate in support of our communities.

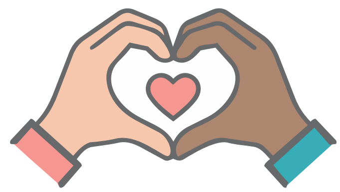
Organizations supported through employee fundraising and donation initiatives included:

- Shelter Movers Nova Scotia
- Feed Nova Scotia
- The North Grove
- Adsum House (through the NSGEU Sock It to Poverty Campaign
- Transition House Association of Nova Scotia (THANS)
- The Royal Canadian Legion

Together, these efforts reflect the compassion, generosity, and commitment of our employees to making a positive difference in communities across Nova Scotia.



Helping communities



Compassion

Fundraising

Giving back

Supporting Nova Scotia's Economy

NS Pension's contribution extends beyond the pension plans we administer. Through employment, procurement, pension benefit payments, and investment activities, we contribute to communities, businesses, and the broader economy across Nova Scotia.

$10.3 million
Paid in employee salaries

$768 thousand
matched in contributions to the PSSP

Salaries:
Our employees contribute their expertise every day, and their salaries support families and local communities throughout Nova Scotia.

We paid $10.3 million in salaries to our employees and matched their contributions of $768 thousand to the PSSP.

$4.5 million
Spent with Nova Scotia businesses

Procurement:
We continue to invest in Nova Scotia businesses by purchasing professional, technology, and other services locally whenever possible.

We spent over $4.5 million procuring services from locally-based professional service firms, technology providers, and other local companies.

$915 million
Paid to retirees and beneficiaries

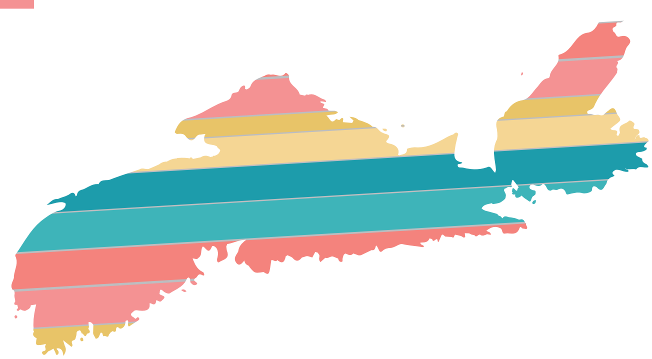
Pension payments:
Pension benefits paid to retirees, survivors, and beneficiaries provide a steady source of income that supports local economies across the province.

Our plans paid $915 million in pension benefits to plan retirees, survivors, and beneficiaries, providing a significant economic benefit across Nova Scotia.

$5.0 million
Spent through local investment management by PSSPTI and TPPTI

Investment management:
Our investment management activities also support the provincial economy through relationships with local investment managers and service providers.

PSSPTI and TPPTI contributed to the local economy with expenditures of approximately $5.0 million, including $3.6 million of investment management fees paid to local managers.



Connecting with our members through *My Retirement Plan*

Our My Retirement Plan (MRP) website allows active plan members to have secure access to their personalized pension information online.

Key MRP features include:
- View your Annual Member Statement
- Use the Pension Projection Tool
- Explore helpful Retirement Planning Resources

Active plan members can access the MRP website at the following address: **https://nspensions.hroffice.com**

Retired members do not have access to the MRP website. If you are a retired member, please contact us for any pension-related inquiries.

By the numbers *as at December 31, 2025*

36,059
Total Account Holders

- **21,664 PSSP member profiles**
- **14,340 TPP member profiles**
- **55 MLA member profiles**

43,260
Total Member Logins

- **An increase of 19.9% logins from 2024.**

1,650
Total Average users per month

- **An increase of 6.5% users from 2024.**

The Pension Projection tool was used 39,024 times.

- **27,639 PSSP members**
- **11,370 TPP members**
- **15 MLA members**

An increase of 22.7% logins from 2024

The Annual Statement tool was used 20,758 times.

- **14,754 PSSP members**
- **5,929 TPP members**
- **75 MLA members**

An increase of 20.5% logins from 2024

The Pension Profile was used 8,712 times.

- **6,369 PSSP members**
- **2,335 TPP members**
- **8 MLA members**

An increase of 25.1% logins from 2024

Our Employers *as at March 2026*

Strong partnerships with participating employers are essential to delivering exceptional pension services.

NS Pension proudly serves a diverse network of employers across Nova Scotia, from government departments and municipalities to schools, healthcare organizations, agencies, and employers in the private and non-profit sectors.

Together, these organizations employ thousands of active members and play an important role in supporting retirement security through the pension plans we administer.

PSSP Employers:

- Acadia University
- Amos Pewter
- Atlantic Provinces Special Education Authority (APSEA)
- Art Gallery of Nova Scotia
- Association of Municipal Administrators Nova Scotia
- Autism Nova Scotia
- Bridge Adult Service Centre
- Build Nova Scotia
- Canada-Nova Scotia Offshore Energy Regulator
- Cape Breton Regional Municipality
- Cape Breton University
- Cheticamp Area Residential and Educational Society
- Chignecto Central Regional Centre for Education
- Dalhousie University/Agriculture College
- Dalhousie University/TUNS
- Directions Council for Vocational Services Society (DirectioNS)
  - Canadian Association for Community Living, Clare Branch
  - (CAPE) Centre for Adults in Progressive Employment Society
  - (CAPRE) Community Association of People for REAL Enterprise
  - Corridor Community Options Society
  - G.O.V.R.C Workshop Association
  - Haley Street Adult Services Centre Society
  - Mill Road Social Enterprises Association
  - Queens Association for Supported Living
  - Shelburne Association Supporting Inclusion
  - The Ark/Lunenburg County Association for the Specially Challenged (The Ark/ LCASC)
  - The Flower Cart
  - The Regional Occupational Centre Society
- East Coast Credit Union
- Events East Group
- Halifax Harbour Bridges
- Heatherton Activity Centre
- Invest Nova Scotia
- IWK Addiction Services
- Link Nova Scotia
- Municipality of Argyle
- Municipality of Colchester
- Municipality of Digby
- Municipality of the County of Annapolis
- Municipality of the County of Cumberland
- Municipality of the County of Pictou
- Municipality of the District of Chester
- Municipality of the District of Lunenburg
- New Leaf Enterprises
- Nova Scotia College of Art and Design
- Nova Scotia Community College
- Nova Scotia Federation of Municipalities
- Nova Scotia Government Employees Union
- Nova Scotia Health Authority
- Nova Scotia Legal Aid
- Nova Scotia Liquor Corporation
- Nova Scotia Pension Services Corporation
- Nova Scotia Provincial Housing Agency
- Nova Scotia Public Service Long Term Disability Plan Trust Fund
- Nova Scotia Energy and Regulatory Boards Tribunal
- Pictou County Shared Services Authority
- Property Valuation Services Corporation
- Province of Nova Scotia
- Region of Queens Municipality
- Riverview Enhanced Living
- Sherbrooke Village Restoration Commission
- South Shore Public Libraries
- Supportive Living Society
- Town of Annapolis Royal
- Town of Bridgewater
- Town of Kentville
- Town of Stewiacke
- Town of Truro
- Town of Yarmouth
- Université Sainte-Anne College de l'Acadie
- University of King's College
- Village of Bible Hill
- Workers' Compensation Board of Nova Scotia

TPP Employers:

- Annapolis Valley Regional Centre for Education
- Atlantic Provinces Special Education Authority (APSEA)
- Cape Breton-Victoria Regional Centre for Education
- Chignecto Central Regional Centre for Education
- Conseil Scolaire Acadien Provincial
- Halifax Regional Centre for Education
- Nova Scotia Community Colleges
- Nova Scotia Teachers Union
- South Shore Regional Centre for Education
- Strait Regional Centre for Education
- Tri-County Regional Centre for Education

Our Strategic Plan 2025-2028

Our Vision

To strengthen the retirement future of Nova Scotians

Our Mission

To provide outstanding pension services

Our Values

Commitment: to provide the highest quality service

Trust: to act with integrity and to make sound decisions

Respect: to show consideration to our members and our colleagues

Expertise: to build and retain a diverse and talented team

Collaboration: to build mutually beneficial relationships

Our Key Strategic Objectives

Client Service

Prepare for and navigate changes in the retirement landscape

- provide comprehensive, expert support to our clients
- strengthen client knowledge and experience
- adapt investment strategies to meet shifting challenges

Operational Excellence

Create efficiencies and manage risk

- continually improve the way we do business
- use technology to optimize effectiveness
- foster a risk-aware and risk-responsible culture
- prioritize information security

Value Leadership

Champion meaningful solutions

- build new relationships and leverage existing ones
- embrace technology and innovative practices
- adapt to changing market conditions and client needs
- seek value in everything we do

People

Optimize performance through workplace culture

- attract and retain top talent
- focus on employee experience
- enable and develop our people
- prioritize respect, inclusion, and well-being

Our Annual Scorecard measures our progress on Operational Excellence and People (page 17). The area of Client Service is measured by each of PSSPTI and TPPTI (page 18). The area of Value Leadership is assessed specifically and separately by the Board of NS Pension.

2025-2026 Business Priorities

Putting Our Strategy into Action

Our 2025-2026 Business Priorities, as outlined in our Business Plan, guided our work throughout the year in support of our 2025-2028 Strategic Plan. These priorities focused on delivering excellent service, strengthening our operations, investing in our people, and creating long-term value for the pension plans we serve.

While many initiatives took place behind the scenes, each helped improve the experience of our members, employers, trustees, and stakeholders while supporting the long-term sustainability of the pension plans we administer.

Client Service

Throughout the year, we focused on enhancing the services and tools available to members, retirees, and employers. Our priorities included improving the client experience, expanding education and communication, supporting pension plan changes, and delivering excellent pension services across all plans we administer.

Key priorities included:

- Expanding secure digital services and communication options for members and employers.
- Developing new educational resources and online tools to support members throughout their retirement journey.
- Supporting the implementation of significant pension plan initiatives and legislative changes.
- Continuing to grow participation in the Public Service Superannuation Plan by supporting new employers and strengthening employer onboarding.
- Modernizing pension administration systems to improve service delivery and enhance the online member experience.
- Providing expert pension administration services to all pension plans we administer.

Operational Excellence

In fiscal 2025-2026, we continued investing in technology, cybersecurity, business processes, and risk management to ensure NS Pension remained a trusted, secure, and efficient pension plan administrator.

Key priorities included:

- Modernizing technology systems and digital infrastructure to improve efficiency and reliability.
- Strengthening cybersecurity and privacy practices to protect member information.
- Enhancing business continuity, disaster recovery, and enterprise risk management.
- Improving financial, investment, and operational processes to support future growth.
- Leveraging technology and data to improve reporting, performance measurement, and decision-making.

2025-2026 Business Priorities

Value Leadership

Throughout the year, we focused on identifying opportunities to strengthen the long-term value we deliver to the pension plans we serve through innovation, sound governance, and continuous improvement.

Key priorities included:

- Strengthening records management and digital information practices.
- Implementing recommendations that strengthen governance, compliance, and the way we deliver our services.
- Identifying innovative ways to improve services and make the best use of our resources.

People

Our employees are central to delivering exceptional pension services. In fiscal 2025-2026, we continued to invest in workplace culture, employee development, leadership succession, and recruitment to ensure we remain an employer of choice.

Key priorities included:

- Supporting employee engagement, well-being, and professional development.
- Strengthening succession planning and leadership development across the organization.
- Continuing to attract, recruit, and retain talented employees.
- Promoting a respectful, inclusive, and collaborative workplace.
- Expanding learning opportunities and knowledge sharing throughout the organization.
- Building our future workforce through student placements and early career development opportunities.

NS Pension Scorecard

As of March 31, 2026

The NS Pension Board is responsible for approving our strategic goals, and monitoring our progress and performance in achieving them. Our Strategic Plan encompasses four strategic goals: Client Service, Operational Excellence, Value Leadership, and People.

The Board uses this Scorecard to measure and assess our progress and performance on Operational Excellence and People. Value Leadership is assessed specifically and separately by the Board. The remaining goal, Client Service, is measured separately as part of the Trustees' Scorecards (see page 18).

Below is a summary of our Annual Scorecard for the fiscal year 2025-2026:

Goals

Operational Excellence: Create efficiencies and manage risk

Score

People: Optimize performance through workplace culture

Score

MEASUREMENT SCALE:

1 – Did Not Achieve | 2 – Partially Achieved | 3 – Achieved | 4 – Exceeds | 5 – Exceptional

Our 2025-2026 Performance

NS Pension is retained by PSSPTI and TPPTI to provide pension administration and investment management services for their respective plans. These services are fully described in detailed service agreements between each of the Trustees and NS Pension.

In addition to the identified objective metrics supporting the NS Pension Scorecard (see page 17), similar Trustee Scorecards are constructed for objective metrics specific to the Trustees. Those Scorecards are available on the plan websites and are also provided below.

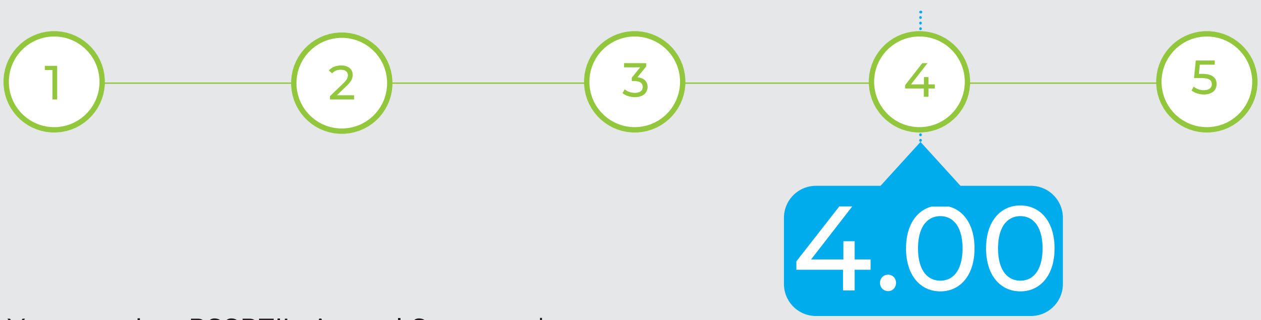
PSSPTI Annual Scorecard of NS Pension *As of March 31, 2026*

Below is a summary of the PSSPTI Scorecard of NS Pension for the PSSP fiscal year 2025-2026:

Goal

Client Service: Prepare for and navigate changes in the retirement landscape

Score



You can view PSSPTI's Annual Scorecard of NS Pension online at: **www.nspssp.ca**

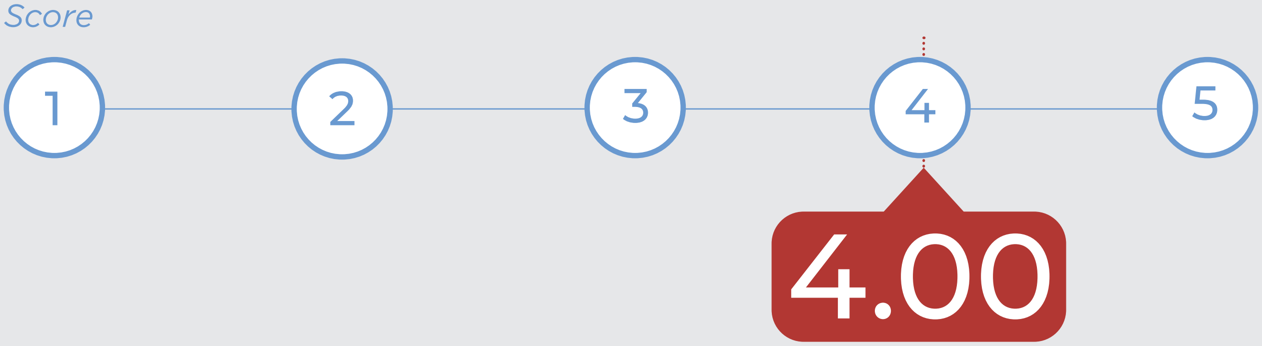
TPPTI Annual Scorecard of NS Pension *As of December 31, 2025*

Below is a summary of the TPPTI Scorecard of NS Pension for the TPP fiscal year 2025:

Goal

Client Service: Prepare for and navigate changes in the retirement landscape

Score



You can view TPPTI's Annual Scorecard of NS Pension online at: **www.nstpp.ca**

Our 2025- 2026 Performance continued...

Each of the plan Trustees and the NS Pension Board also completed year-end subjective assessments of NS Pension's performance in various categories.

The plan Trustee Boards' measurement of NS Pension:

	PSSPTI's measurement	TPPTI's measurement
Trustee Regular Meetings	3.92	3.83
Board Education	3.83	3.83
Budget	3.36	3.78
Actuarial, Audit, and Compliance	3.97	3.67
Communication Materials	3.75	3.44
Special Projects	3.85	3.83
Investment Services*	2.813	2.375
Pension Services	4.00	4.00

The NS Pension Board's measurement of NS Pension:

Budget and Financial Services	3.75
Infrastructure, Systems, and Organization	3.68
Human Resources	3.89
Risk, Compliance and Internal Controls	3.61
Audit and Actuarial	3.79
Annual Report	3.64
Board Meetings	3.93
Operational Efficiencies, Special Projects, Enhancements of Corporate Profile	3.89

MEASUREMENT SCALE:

1 – Did Not Achieve 2 – Partially Achieved 3 – Achieved 4 – Exceeds 5 – Exceptional

* *Absolute returns for both plans were very strong but relative performance was below target because of historically high benchmarks.*

Financial Summary

For the year ended March 31, 2026, NS Pension operated within the budget targets approved by the NS Pension Board and Trustee Boards while continuing to support the administration of the plans and key operational initiatives.

NS Pension had total operating expenses of $19.0 million, an increase of $1.6 million over the previous year.

Total salaries and benefits increased by $1.1 million over the year, reflecting additional staff, a 3.30% economic adjustment for the bargaining unit, and various salary increases for other employees.

Professional fees decreased by $303 thousand due to the completion of an electronic document and records management system in the prior year.

Office and administration costs increased by $878 thousand, primarily due to pension system modifications required to support the implementation of the PSSP's Vantage program and related plan rule changes.

Compliance and Internal Audit

NS Pension maintains a compliance and internal audit program to help ensure its operations are conducted in accordance with applicable legislation, regulatory requirements, and internal policies and procedures. Compliance and internal audit reporting is provided quarterly by the Director, Enterprise Risk & Compliance to the NS Pension Board.

The Director, Enterprise Risk & Compliance confirmed that, as at March 31, 2026, they were not aware of any material noncompliance in respect of legislative, regulatory or internal policy or procedural requirements under the scope of the NS Pension Compliance & Internal Audit program.

Enterprise Risk Management

Enterprise risk management helps NS Pension identify, assess, and manage risks that could affect the organization's ability to achieve its strategic and operational objectives
.
To support this, NS Pension uses international risk management standards as a guideline to integrate risk management into governance and decision-making activities. Enterprise risk management reporting is provided quarterly by the Director, Enterprise Risk & Compliance to the NS Pension Board.

Strengthening Our Cybersecurity Framework

Cybersecurity remains a key priority for both NS Pension staff and the Board. Protecting the information entrusted to us and maintaining secure, reliable systems are essential to supporting the pension plans we administer.

Guided by a comprehensive security assessment conducted by KPMG in 2023–2024, NS Pension continues to strengthen its cybersecurity framework through ongoing enhancements to its security controls, policies, employee awareness, monitoring, and incident response practices. As cybersecurity risks continue to evolve, we remain committed to continuously strengthening our cybersecurity framework.

Cybersecurity remains a regular area of oversight for the NS Pension Board. NS Pension staff provides ongoing reporting to the Board on cybersecurity initiatives, emerging risks, and progress against recommendations to help ensure continued vigilance and accountability.

Protecting Our Systems

Strengthening safeguards to help protect our systems and information.

Employee Awareness

Providing ongoing training to help employees recognize and respond to cybersecurity threats.

Monitoring Emerging Risks

Monitoring our environment to identify and respond to emerging risks.

Continuous Improvement

Regularly reviewing and strengthening our practices as technology and threats evolve.

Governance

NS Pension is a statutory corporation under the *Nova Scotia Pension Services Corporation Act.*

We are committed to the highest ethical standards. We do this by conducting our business with maximum integrity and by achieving full compliance with all applicable laws, rules, and regulations.

In line with this commitment, we have an Ethical Reporting Policy that provides an avenue for employees to raise concerns they may have and be assured that they will be protected from reprisal for raising any such concern in good faith.

NS Pension also has a Code of Business Ethics and Conduct, a Fair Hiring Policy, and a Respectful Workplace Policy. The Respectful Workplace Policy formally enshrines our steadfast commitment to a healthy, safe and supportive workplace and to providing a work environment that values diversity where all persons are treated with respect and dignity. It is of the utmost importance for NS Pension that all of our employees are able to work in an environment that is free from harassment, sexual harassment and discrimination.

To that end, our Respectful Workplace Policy specifically seeks to:

- Promote awareness for employees and create understanding as to what is considered offensive behaviour,
- Support a work environment that is free from all forms of offensive behaviour, and
- Provide a mechanism to address offensive behaviour and eliminate it from the workplace.

Industry-Related Initiatives

NS Pension staff participate directly in a number of industry-related organizations and initiatives, including:

- Association of Canadian Pension Management (ACPM)
- Association for Intelligent Information Management (AIIM)
- Association of Records Managers and Administrators (ARMA)
- Benefits Canada
- Canadian Leadership Congress (CLC)
- Canadian Pensions and Benefits Institute (CPBI)
- Chartered Financial Analysts Institute (CFA Institute)
- Conference Board of Canada
- Mid-Maples CEO Roundtable
- Pension Centre of Excellence (PCE)
- Pension Investment Association of Canada (PIAC)
- Public Sector Pension National Forum (PSPNF)

NS Pension also supports the members of the PSSPTI and TPPTI Boards in their participation in various organizations, including the International Foundation of Employee Benefit Plans (IFEBP) and the Institute of Corporate Directors (ICD).

Executive Compensation

The goal of the compensation philosophy and framework is to attract, motivate, reward, and retain a high-performing team. The framework is designed to promote a pay-for-performance culture by focusing employee efforts on the achievement of the vision, mission, values, and key business objectives of NS Pension.

The compensation framework is designed to be fair and reasonable to stakeholders. Compensation is benchmarked against Canadian pension funds of similar size and complexity to ensure it remains competitive and aligned with the specialized roles required to support our business.

Elements of the framework include base salary, short-term incentive plan (STIP), and benefits. The STIP component of total compensation is 'at-risk' and linked to the performance of corporate, division, and individual objectives. The weightings for each of the three objectives vary by position to reflect roles and job responsibilities.

The Board approved STIP awards totalling $1.46 million for 33 employees based on performance in the fiscal year ended March 31, 2026. The STIP awards are significantly affected by the annual assessment of our performance by the plan Trustees and the NS Pension Board. Details of the assessments are summarized on pages 17-19.

The Communications and Disclosure Policy for the NS Pension Board requires that the compensation of the Chief Executive Officer, the Chief Investment Officer, and the Chief Pensions Officer be disclosed. These details are provided below:

	Base Pay	Incentive Award	Total Compensation *(excluding benefits)*	
			March 31, 2026	*March 31, 2025*
Douglas Moodie Chief Executive Officer	$500,685	$235,858	$736,543	$687,662
Steve Mahoney Chief Investment Officer	$402,275	$213,227	$615,502	$572,120
Kim Blinn* Chief Pensions Officer	$246,857	$53,646	$300,503	$329,484
Cathy Clarke ** Chief Pensions Officer	$212,000	$49,089	$261,089	n/a

** pro-rated based on retirement date in September 2025*
*** pro-rated based on hire date in August 2025*

Financial Statements of

Nova Scotia Pension Services Corporation

Year ended March 31, 2026

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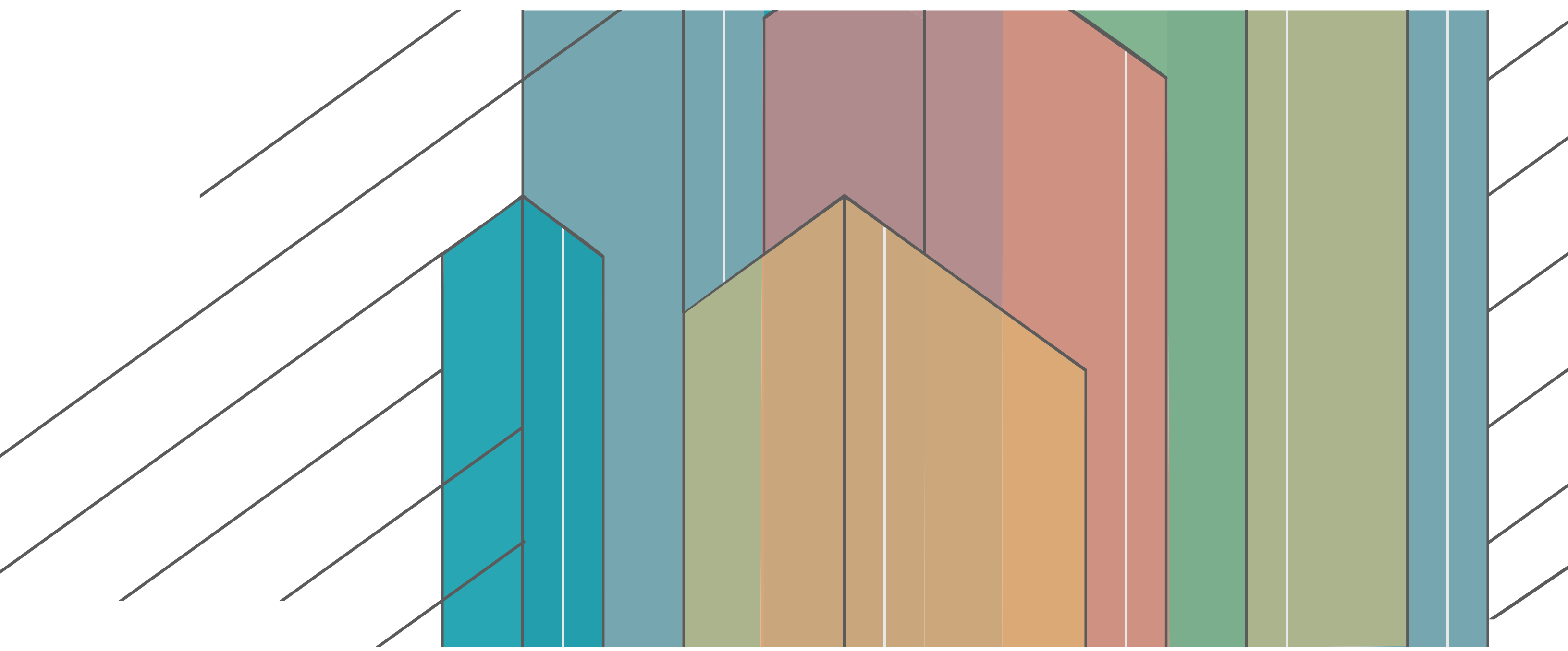

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Nova Scotia Pension Services Corporation

Opinion

We have audited the financial statements of Nova Scotia Pension Services Corporation (the Entity), which comprise:

- the balance sheet as at March 31, 2026
- the earnings and retained earnings for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 2026, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for private enterprises.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the ***"Auditor's Responsibilities for the Audit of the Financial Statements"*** section of our auditor's report.

We are independent of the Entity 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 Canadian accounting standards for private enterprises, 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 Entity'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 management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity'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 generally accepted auditing standards 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 the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, 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 Entity's internal control.

KPMG

- 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 Entity'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 Entity 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.
- 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.

KPMG LLP

Chartered Professional Accountants

Halifax, Canada

June 24, 2026

Financial Statements

Balance Sheet

Year ended March 31, 2026, with comparative information for 2025	2026	2025
Assets		
Current assets:		
Cash	$ 1,500,750	$ 2,737,257
Accounts receivable (note 2)	4,462,291	3,482,608
Prepaid expenses	575,728	523,606
	6,538,769	6,743,471
Fixed assets (note 3)	1,409,585	1,783,726
Intangible assets (note 3)	82,370	-
	$ 8,030,724	$ 8,527,197
Liabilities and shareholders' equity		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	$ 4,071,821	$ 4,686,191
	4,071,821	4,686,191
Lease inducement (note 7)	592,353	692,469
Future benefits liability (note 6)	3,366,550	3,148,537
	3,958,903	3,841,006
Shareholders' equity:		
Common shares (note 9)	-	-
	-	-
Commitments (note 11)		
	$ 8,030,724	$ 8,527,197

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

On behalf of the Board:

John Rogers, Co-chair

Leo McKenna, Co-chair

Statement of Earnings and Retained Earnings

Year ended March 31, 2026, with comparative information for 2025	2026	2025
Revenue (note 10)	**18,992,072**	17,368,765
Total increase in assets	**18,992,072**	17,368,765
Expenses:		
Salaries and benefits	**12,266,782**	11,180,778
Office and administration	**4,157,325**	3,279,607
Investment services	**920,151**	933,612
Professional services	**537,404**	840,425
Office lease	**715,892**	696,337
Amortization	**394,510**	436,389
Impairment loss on disposal of fixed assets	**-**	1,112
Interest	**8**	505
Total decrease in assets	**18,992,072**	17,368,765
Net earnings, being retained earnings, end of year	**$ -**	$ -

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

Statement of Cash Flows

Year ended March 31, 2026, with comparative information for 2025	2026	2025
Cash flows from operating activities:		
Net earnings	$ -	$ -
Items not involving cash:		
Amortization	394,510	436,389
Impairment loss on disposal of fixed assets	-	1,112
Lease inducement	(100,116)	(100,116)
Change in non-cash operating working capital:		
(Increase) decrease in accounts receivable	(979,683)	119,936
Increase in prepaid expenses	(52,122)	(83,970)
(Decrease) increase in accounts payable and accrued liabilities	(614,370)	1,059,756
Increase in future benefits liability	218,013	115,423
Net cash provided by operating activities	(1,133,768)	1,548,530
Cash flows from investing activities:		
Purchase of fixed assets	(20,369)	(137,909)
Purchase of intangible assets	(82,370)	-
Net cash used in investing activities	(102,739)	(137,909)
(Decrease) increase in cash	(1,236,507)	1,410,621
Cash, beginning of year	2,737,257	1,326,636
Cash, end of year	$ 1,500,750	$ 2,737,257

See accompanying notes to financial statements.

Nova Scotia Pension Services Corporation ("NS Pension") is a private enterprise, incorporated on April 1, 2013 under the laws of Nova Scotia under *Bill No. 17 (Financial Measures Act (2012)* dated April 12, 2012).

Under the *Nova Scotia Pension Services Corporation Act* (the *"Act"*), NS Pension was devolved from the Nova Scotia Pension Agency, a government agency of the Province of Nova Scotia. NS Pension has issued an equal number of shares to the Teachers' Pension Plan Trustee Inc. and the Public Service Superannuation Plan Trustee Inc. All assets, liabilities, and obligations of the Nova Scotia Pension Agency as at March 31, 2013 were transferred to NS Pension on April 1, 2013.

The purpose of NS Pension is to provide pension administration and investment services for the Public Service Superannuation Plan and Teachers' Pension Plan, Ancillary Plans of the Province of Nova Scotia (Sydney Steel Corporation Superannuation Fund, Members' Retiring Allowances Plan and Members' Supplementary Retiring Allowances Plan established under the *Members' Retiring Allowances Act,* Deputy Ministers' Supplemental Pension as set out in the *Public Service Act*, Judges' Supplemental Pension as set out in the *Provincial Court Act*, and Supplemental Employee Retirement Plan pursuant to the *Public Service Superannuation Act* and the *Teachers' Pension Plan Act*) and any other pension plan or arrangement that retains the services of NS Pension and is approved by the Board of Directors ("the clients").

NS Pension operates on a cost recovery basis as provided for in the Act. NS Pension is a not-for-profit organization and, as such, is exempt from income taxes, provided certain requirements of the *Income Tax Act* are met.

1. Significant accounting policies

a. Basis of presentation

NS Pension's financial statements are prepared in accordance with Part II – Accounting Standards for Private Enterprises of the Professional Accountants ("CPA") Canada Handbook.

b. Fixed assets

Fixed assets are stated at cost, less accumulated amortization. Amortization is provided using the following methods and annual rates:

Computer hardware	Straight-line	2-5 years
Furniture	Straight-line	5 years
Leasehold improvements	Straight-line	Lease term

The carrying amount of an item of fixed assets is tested for recoverability whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognized when the asset's carrying amount is not recoverable and exceeds its fair value.

Significant accounting policies (continued)

c. Intangible assets

Intangible assets represent deferred development costs related to corporate systems. Development activities are recognized as an asset provided they meet the capitalization criteria, which include NS Pension's ability to demonstrate: technical feasibility of completing the intangible asset so that it will be available for use or sale; NS Pension's intention to complete the asset for use; NS Pension's ability to use the asset; the adequacy of NS Pension's resources to complete the development; NS Pension's ability to measure reliably the expenditures during the development; and NS Pension's ability to demonstrate that the asset will generate future economic benefits. Development expenditures that do not meet the capitalization criteria and expenditures for research activities are expensed as incurred. Intangible assets are measured at cost less accumulated amortization and are amortized on a straight-line basis over their useful lives of 5 years.

The amortization of project costs related to corporate systems commences upon completion of the systems. As the assets are amortized, an amount equal to the amortization will be charged back to the clients using those systems.

The basis to account for internally generated intangible asset costs is the aggregation of all intangible costs that can be directly identified as being part of the production of the asset. These costs include the salary costs of specific employees based on their time spent working on project-related tasks.

d. Employee future benefits

NS Pension has an obligation to provide future benefits to its employees in respect of post-retirement health benefits, public service awards and a supplemental employee retirement plan. The benefits are based on years of service and final average salary.

Post-retirement health benefits are available to all retirees whereas the public service award is only available to bargaining unit employees. The supplemental employee retirement plan benefits are based on years of service and salary level – being available only to employees above a defined salary. NS Pension accrues its obligations under the benefit plans as the employees render the services necessary to earn the benefits on an annual basis.

The obligation at the end of the year is determined based on the most recent actuarial valuation report prepared for accounting purposes. The measurement date of the obligation coincides with NS Pension's fiscal year-end. The date of the most recent actuarial valuation of the obligation prepared for accounting purposes is March 31, 2025, including extrapolations to March 31, 2026, 2027, and 2028.

e. Revenue recognition

Revenue is recognized when services are provided and the customer assumes risk of loss, collection of the relevant receivable is probable, persuasive evidence of an arrangement exists and the sales price is fixed or determinable.

Significant accounting policies (continued)

f. Expense allocation

The net operating costs, amortization and income are charged to clients based on the clients' usage rate of the services provided by NS Pension. Wherever practical, these costs are matched to the client based on their use of specific services.

g. Financial instruments

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently measured at cost or amortized cost unless management has elected to carry the instruments at fair value. NS Pension has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs. These costs are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, NS Pension determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount NS Pension expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial impairment charge.

h. Related party transactions

Monetary related party transactions and non-monetary related party transactions that have commercial substance are measured at the exchange amount when they are in the normal course of business, except when the transaction is an exchange of a product or property held for sale in the normal course of operations. Where the transaction is not in the normal course of operations, it is measured at the exchange amount when there is a substantive change in the ownership of the item transferred and there is independent evidence of the exchange amount.

All other related party transactions are measured at the carrying amount.

i. Use of estimates

The preparation of NS Pension's financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include the assumptions used in measuring the future benefits liability. Actual results could differ from those estimates made.

2. Accounts receivable

The following amounts were due to NS Pension as at March 31, 2026:

	2026	2025
Public Service Superannuation Plan	**$ 3,045,849**	$ 2,068,513
Teachers' Pension Plan	**1,392,405**	1,410,361
Province of Nova Scotia	**-**	1,242
Other	**24,037**	2,492
	$ 4,462,291	$ 3,482,608

3. Fixed and intangible assets

2026	Cost	Accumulated amortization	Net book value
Fixed assets:			
Computer hardware	**$ 504,586**	**$ (410,711)**	**$ 93,875**
Furniture	**503,641**	**(397,052)**	**106,589**
Leasehold Improvements	**2,021,586**	**(812,465)**	**1,209,121**
	3,029,813	**(1,620,228)**	**1,409,585**
Intangible assets:			
Systems	**6,190,542**	**(6,108,172)**	**82,370**
	6,190,542	**(6,108,172)**	**82,370**
Total	**$ 9,220,355**	**$ (7,728,400)**	**$ 1,491,955**

2025	Cost	Accumulated amortization	Net book value
Fixed assets:			
Computer hardware	$ 648,928	$ (446,966)	$ 201,962
Furniture	519,305	(326,417)	192,888
Leasehold Improvements	1,999,136	(610,260)	1,388,876
	3,167,369	(1,383,643)	1,783,726
Intangible assets:			
Systems	6,108,172	(6,108,172)	-
	6,108,172	(6,108,172)	-
Total	$ 9,275,541	$ (7,491,815)	$ 1,783,726

4. Accounts payable and accrued liabilities

	2026	2025
Accounts payable and accrued liabilities	$ 3,733,505	$ 4,293,981
Harmonized sales tax payable	338,316	392,210
	$ 4,071,821	$ 4,686,191

5. Related party transactions

a. Public Service Superannuation Plan Trustee Inc. as trustee of Public Service Superannuation Plan

NS Pension entered into an agreement with the Public Service Superannuation Plan Trustee Inc. on April 1, 2013, to provide pension and investment services to the Public Service Superannuation Plan. The amount charged to the Public Service Superannuation Plan for the year ended March 31, 2026, was $10,644,120 (2025 - $9,546,128) (note 10). As at March 31, 2026, NS Pension has a receivable of $3,045,849 (2025 - $2,068,513) from the Public Service Superannuation Plan for services provided (note 2).

NS Pension is a contributing employer, and its employees are members of the Public Service Superannuation Plan. During the year, NS Pension made contributions of $767,849 (2025 - $711,050) to the plan (note 8).

b. Teachers' Pension Plan Trustee Inc. as trustee of Teachers' Pension Plan

NS Pension entered into an agreement with the Teachers' Pension Plan Trustee Inc. on April 1, 2013, to provide pension and investment services to the Teachers' Pension Plan. The amount charged to the Teachers' Pension Plan for the year ended March 31, 2026, was $7,991,319 (2025 - $7,550,481) (note 10). As at March 31, 2026, NS Pension has a receivable of $1,392,405 (2025 - $1,410,361) from the Teachers' Pension Plan for services provided (note 2).

c. Premises

NS Pension bases its operations in Purdy's Wharf, Tower II. The building is partially owned by both PSS Investments I Inc., a related subsidiary of the Public Service Superannuation Plan, and TPP Investments I Inc., a related subsidiary of the Teachers' Pension Plan. Employees of NS Pension serve as directors of both PSS Investments I Inc. and TPP Investments I Inc. The lease amount paid to the landlord for the year was $715,892 (2025 - $696,337).

Related party transactions (continued)

d. Province of Nova Scotia

During the year, the Province of Nova Scotia provided services to NS Pension and its clients. The significant related party purchases from the Province of Nova Scotia were as follows:

	2026	2025
Payroll services	$ **132,311**	$ 225,000
Other	**5,465**	61
	$ **137,776**	$ 225,061

The amount due to the Province of Nova Scotia as at March 31, 2026 for services provided to NS Pension was $nil (2025 – $225,000).

The Province of Nova Scotia, NS Pension's payroll service provider, pays amounts to NS Pension's staff and retirees, and recovers the gross payroll, premiums for post-retirement benefits in-pay, and supplementary retirement benefits in-pay from NS Pension. The amount due to the Province of Nova Scotia as at March 31, 2026 for recovery was $897,789 (2025 – $1,585,564).

During the year, NS Pension provided pension administration services to the Province of Nova Scotia and its Ancillary Plans. The significant related party purchases by the Province of Nova Scotia were as follows:

Services provided to the Province of Nova Scotia:	2026	2025
Members' Retiring Allowances Act Plans	$ **156,693**	$ 130,000
Sydney Steel Corporation Superannuation Fund	**147,502**	100,000
Other Ancillary Plans and services	**47,605**	41,815
	$ **351,800**	$ 217,815

The amount due to NS Pension for services provided to the Province of Nova Scotia as at March 31, 2026 was $nil (2025 – $1,242).

In all cases the measurement basis of related party transactions has been the value of cash received or paid between parties and the value of invoices raised for services between parties.

e. NS Pension Master Trust Funds

NS Pension has entered a master trust agreement as investment manager, the custodian as trustee and administrator, and the Public Service Superannuation Plan Trustee Inc. and the Teachers' Pension Plan Trustee Inc. as participants, to create unitized pooled master trust funds to pool assets and provide investment income to the participants. Investment income is allocated pro-rata to each participant at each valuation date. Certain expenses including custody fees, trustee fees, legal fees, and administration expenses are paid by NS Pension for operational efficiency, and rebilled pro-rata to the participants as incurred, at the last valuation participant rate.

Related party transactions (continued)

	2026	2025
NS Pension Public Equity Fund	**$ 3,213,744,450**	$ -
NS Pension Fixed Income Fund	**2,895,501,471**	-
NS Pension Infrastructure Fund	**2,053,219,509**	-
NS Pension Natural Resources Fund	**365,681,094**	-
NS Pension Private Equity Fund	**291,357,116**	203,098,354
	$ 8,819,503,640	$ 203,098,354

6. Future benefits liability

Upon retirement, employees of NS Pension will receive post-retirement health benefits, and where eligible, the Public Service Award and benefits under a Supplemental Employee Retirement Plan. The future benefits liability of NS Pension was calculated as at March 31, 2025, and extrapolated to March 31, 2026, under Section 3463 of Part III of the CPA Canada Handbook – Accounting by Eckler Limited. In determining liabilities under CPA 3463, the method required is the projected unit credit method prorated on services (i.e. benefits are projected with salary increases to retirement and then prorated based on service).

	2026	2025
Discount rate	**4.70% per annum**	4.70% per annum
Salary	**2.50% per annum plus merit (under age 30 - 2% per annum, age 30 to 45 - 1.5% to 0.5% per annum, age 45 plus - 0.0% per annum)**	2.50% per annum plus merit (under age 30 - 2% per annum, age 30 to 45 - 1.5% to 0.5% per annum, age 45 plus - 0.0% per annum)
Retirement age	**• 10% at age 59 • 20% at age 60 • 10% at age 61-64 • 50% at age 65-69 • 100% at age 70 However, 20% each year on or after earliest unreduced retirement date, if greater; plus an additional 40% at 35 years of service**	• 10% at age 59 • 20% at age 60 • 10% at age 61-64 • 50% at age 65-69 • 100% at age 70 However, 20% each year on or after earliest unreduced retirement date, if greater; plus an additional 40% at 35 years of service
Mortality	**120% of Canadian Public Sector Mortality Table with future mortality improvements in accordance with Scale B**	120% of Canadian Public Sector Mortality Table with future mortality improvements in accordance with Scale B
Income Tax Act maximum pension	**$3,756.67 per year of service in 2025, increasing at 2.50% per annum after 2025**	$3,756.67 per year of service in 2025, increasing at 2.50% per annum after 2025

Future benefits liability (continued)

The future benefits liability as at March 31, 2026 is calculated as follows:

		2026		2025
Supplemental Employee Retirement Plan	$	**2,281,579**	$	2,094,770
Post-retirement health benefits		**1,084,971**		1,009,575
Public Service Award		**-**		44,192
	$	**3,366,550**	$	3,148,537

7. Lease inducement

Effective March 1, 2022, lease extension and amending agreements were signed by NS Pension and its landlord, reflecting a change in office location from Purdy's Landing to Purdy's Wharf, Tower II for a 10-year term ending February 29, 2032. The landlord paid NS Pension a one-time contribution of $1,001,160 towards the final cost of the initial leasehold improvements for the new office location. The lease inducement is accounted for as a reduction of the monthly office lease expense on a straight-line basis over the lease term. At March 31, 2026, the remaining lease inducement is $592,353 (2025 - $692,469) which is recorded as a liability on the balance sheet.

8. Employee pension plan

Permanent employees of NS Pension participate in the Public Service Superannuation Plan (the "Plan"), a contributory defined benefit pension plan, which provides pension benefits based on length of service and earnings.

Contributions to the Plan are required by both the employees and the employer. NS Pension's contributions range from 8.4% to 10.9% of an employee's salary. Total employer contributions for 2026 were $767,849 (2025 - $711,050) and are recognized in salaries and benefits expense in the Statement of Earnings and Retained Earnings.

NS Pension is not responsible for any under-funded liability, nor does NS Pension have access to any surplus that may arise in this Plan.

9. Share capital

The share capital of NS Pension is 100,000 common shares of one class without par value. The shares do not carry a dividend; they are not redeemable and are not convertible. On April 1, 2013, 100 shares were issued, 50 to the Public Service Superannuation Plan Trustee Inc. and 50 to the Teachers' Pension Plan Trustee Inc. at $nil value.

10. Revenue

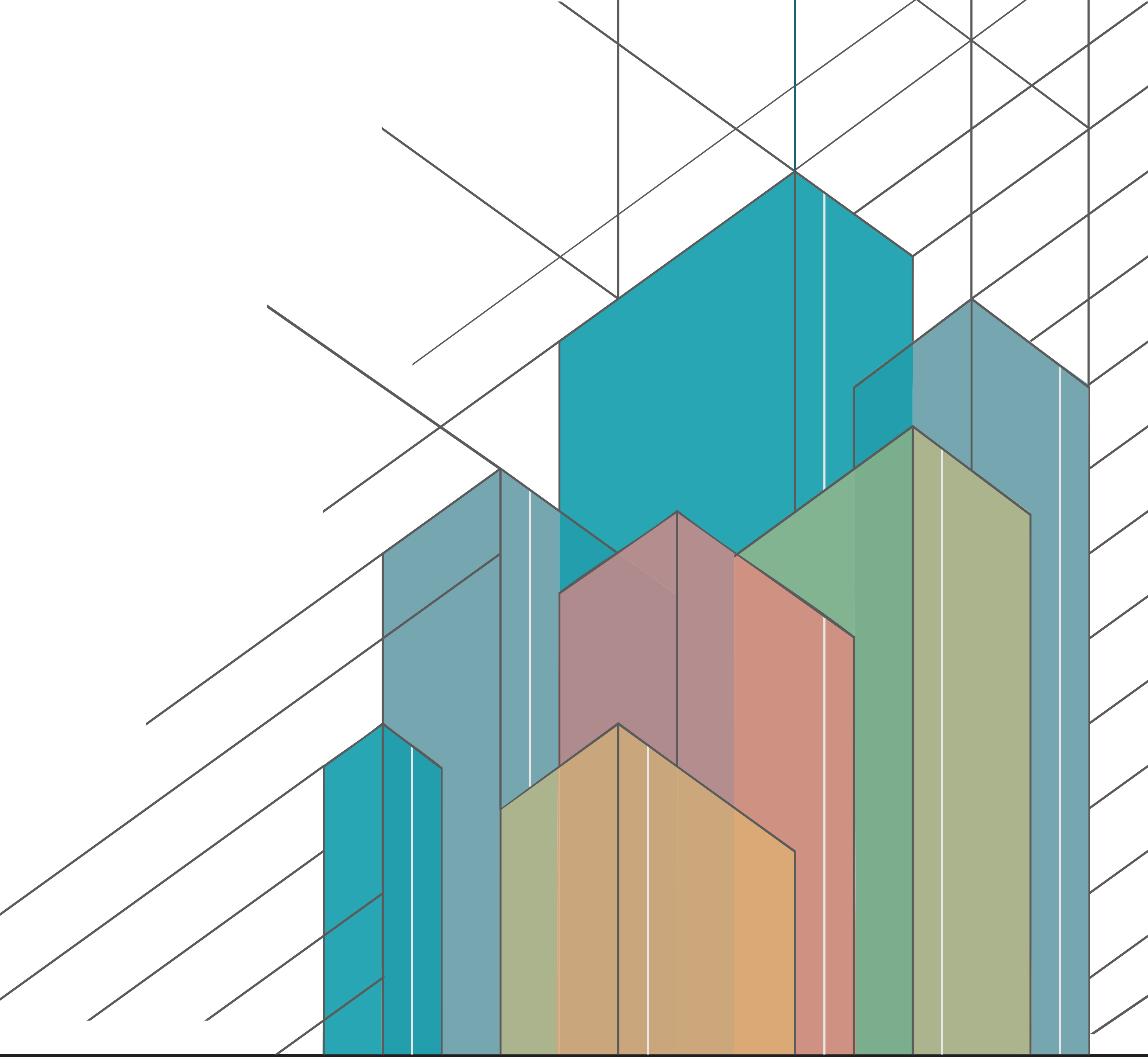
Revenue is as follows:

	2026	2025
Public Service Superannuation Plan	$ 10,644,120	$ 9,546,129
Teachers' Pension Plan	7,991,319	7,550,481
Province of Nova Scotia:		
Members' Retiring Allowances Act Plans	156,693	130,000
Sydney Steel Corporation Superannuation Fund	147,502	100,000
Other Ancillary Plans and services	47,605	41,815
Other	4,833	340
	$ 18,992,072	$ 17,368,765

11. Commitments

As at March 31, 2026, NS Pension was contractually obligated under various operating and occupancy leases. Future minimum annual lease payments over the next five years are as follows:

2027	$ 1,420,068
2028	1,726,115
2029	1,647,874
2030	1,401,833
2031	1,429,297



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