

Our Strategy 2024 - 2026



Our Purpose
To ensure that your earned pension is there for your retirement.

Trustworthiness

Quality

Collaboration

A Relevant Plan

Well-Served Members & Employers

A Well-Funded Plan

Protect the Plan

Plan Growth & Diversification

Plan Design

Service Provider Relationships

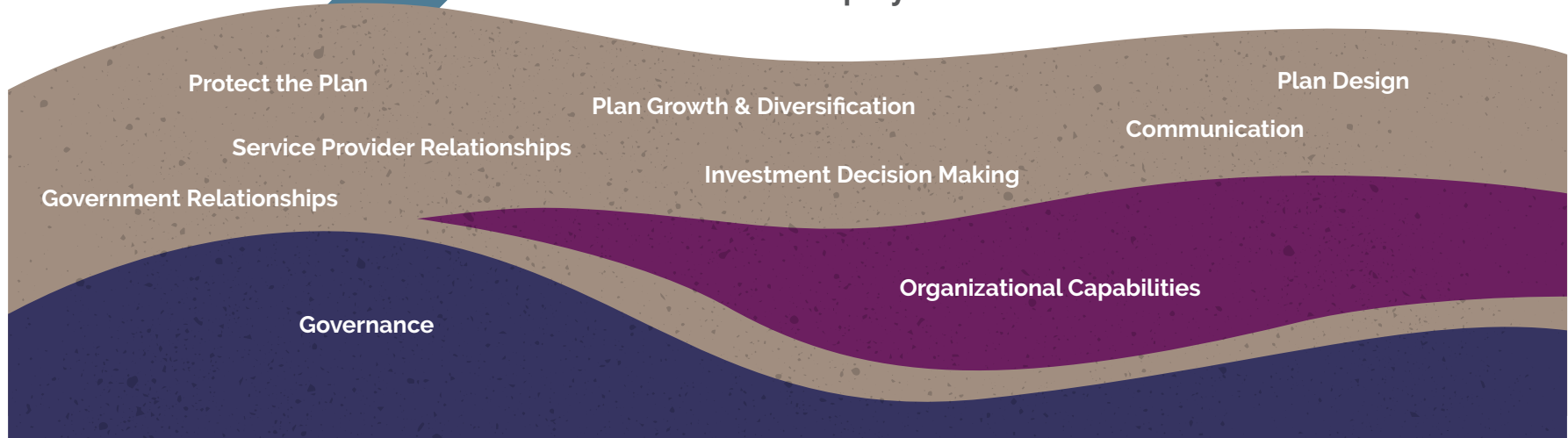
Communication

Government Relationships

Investment Decision Making

Organizational Capabilities

Governance



PSPP CORPORATION

The Public Service Pension Plan is a defined benefit plan that provides a secure lifetime retirement pension to over 90,000 members. PSPP Corporation is the Plan administrator and the trustee of the Plan fund.

Our Purpose and Promises

We will take the steps necessary to ensure:

1. You have the information you need at all stages of your pension journey.
2. Your pension is calculated right and paid on time.
3. The Plan is sustainable.



Our Values

We will take the steps necessary to ensure:

1. **Trustworthiness:** We will earn your trust through integrity and transparency.
2. **Collaboration:** We will listen to a diversity of perspectives, growing and evolving together, while supporting our team and partners.
3. **Quality:** We take action to achieve service, operational and investment excellence.

Trustworthiness Quality Collaboration

Our Strategy for the Sustainability of the Plan



Actions and Focus

Protect the Plan

Our core focus is on serving the interests of our members and employers.

Government Relationships

A productive relationship with government is essential to ensure our interests are understood, that policy choices uphold the Plan.

Service Provider Relationships

PSPP Corporation relies on the services provided by APS and AIMCo to deliver on our purpose and our promise. Success requires that we have collaborative relationships that allow us to plan, solve problems and "win" together.

Plan Growth & Diversification

We must ensure that the Plan continually evolves to meet the needs of a diverse and changing workforce. Regarding growth, expanding the reach of PSPP should be pursued on a business case basis, and only if it brings greater Plan value. Opportunities for governance enhancements that better support PSPP Plan and members should be explored.

Investment Decision Making

Risk-reward decisions are some of the most important decisions we make, and are cast in our Statement of Investment Policy. We cannot deliver the pension promise without best-in-class investment policy development and oversight processes. Excellence in this area must remain a priority.

Communication

Our employers and members should be the Plan's biggest advocates. To bolster commitment to the Plan we need employers to appreciate its benefits to talent recruitment and retention, and members to appreciate its contribution to their long term security. These outcomes must be achieved through leading and proven communication approaches to inspire engagement, interest, understanding of and commitment to the Plan.

Plan Design

We achieve relevant Plan design through our work with the Sponsor Board. A systematic process to understand and assess Plan design (including affordability and utility) assures us of the relevance and competitiveness of the pension plan product for both employers and members.

Organizational Capabilities

We realize our promise by having the right team, with the right skills, aligned to the desired organizational culture. We actively foster and value a diversity of perspective to enrich decision-making and leverage Plan governance excellence to strengthen our business.

Governance

Upholding the integrity of the organization is bolstered by a strong system of governance that holds the CEO and the organization accountable to achieve key outcomes. Governance that puts the Plan's members and employers first ensures that fiduciary duties are met and establishes the strategic direction of the Plan and Corporation.

