

A proven model for sustainable value

UPP was modeled after Canada's other well-known jointly sponsored pension plans (JSPPs) that have gained worldwide acclaim for their strong plan governance, administrative effectiveness, and superior investment performance.

Global pension expertise

UPP's leadership team includes some of the core architects of the Canadian pension model, bringing expertise in pension management and investing, risk management, and responsible investing.



As pressures on single-employer pension plans continue to rise, UPP offers distinct benefits as a sector-wide, multi-employer plan, including:

✓ **Security:** Reduces risk to individual plan members due to their size, joint employer and employee governance, and more predictable costs.

✓ **Responsible investment:** A leading and transparent responsible investing and stewardship approach.

✓ **Stability:** Funding and contribution rate stability due to the pooling of assets, costs, and risks.

✓ **Economies of scale:** A larger plan means greater efficiency in plan administration, access to higher return investment opportunities that enhance plan sustainability, and a wider base to spread costs and risks.

- Pooling provides better protection against changes to funding rules and budgetary impacts to programs and services.
- UPP was designed to offset CPP contribution increases in 2025 to ensure no impact to contribution rates.

↳ This scale is how JSPPs differentiate themselves through service and investment innovation.

✓ **Joint governance:** Equal employee and employer decision-making on plan design and governance.

✓ **Member-driven service approach:** Proactive, personalized support and digital self-serve information, resources, and planning tools.

↳ The Plan's Employer and Employee Sponsors each have a robust advisory structure to promote inclusivity and transparency for all groups participating in the Plan

✓ **Sector-tailored member benefits:** Including pension portability between participating employers, with flexible ways to maximize pension benefits along a career.

Fully funded

With a surplus*

\$10.8B

Assets under management

39,000+

Working and retired members

4

Universities



12

Sector organizations

Committed to net zero

portfolio and operational emissions by 2040 or sooner

*On a smoothed asset basis