



RBA

RÉGIME DES BÉNÉFICES AUTOCHTONE
NATIVE BENEFITS PLAN

2022

ANNUAL REPORT





MISSION

The Mission of the Native Benefits Plan is to administer a defined benefit retirement plan for First Nations employers and their employees through a successful organization owned by them.

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NATIVE BENEFITS PLAN

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The Native Benefits Plan (NBP) is one of the largest Aboriginal defined benefit pension fund in Canada.

The NBP is a defined benefit plan registered with the Office of the Superintendent of Financial Institutions (OSFI 55865), the Canada Revenue Agency (CRA 0412221) and with Retraite Québec (RQ 32216). With that, the NBP meets the requirements of the Federal Pension Benefits Standards Act (PBSA), the Income Tax Act (ITA) and the Supplemental Pension Plans Act (SPPA). The NBP Retirement Committee acts as the pension fund administrator and trustee. It is comprised of eight members, seven of which are elected by and amongst employer and employee representatives, and retirees. Every year, the Plan holds a General Assembly during which the Plan's goals, their level of achievement, financial statements, annual report and decisions ratified by the Retirement Committee during the fiscal year are presented. Moreover, members receive a personalized employee statement every year. As of today, the NBP has **93** employers and **7,554** members who benefit from the financial security of a pension plan established more than 40 years ago and from the performance of one of the largest Aboriginal pension fund in Canada!

JOINT MESSAGE FROM THE PRESIDENT OF THE RETIREMENT COMMITTEE AND THE GENERAL MANAGER



DANIEL G. NOLETT
President of the
retirement committee



SYLVAIN PICARD
General manager

Dear members,

As our long-standing custom and as required by sound governance, it is with great pleasure that we present you our annual report, which reports the results and directions of your organization.

FINANCIAL HEALTH OF THE PLAN

As you read, you will notice that 2022 was a challenging year for all asset classes. Nonetheless, the NBP's financial situation has considerably improved compared to 2021. Indeed, the significant increase of long-term interest rates allowed a large reduction of our Plan's liabilities.

We remind you that the financial health of the NBP is measured with the actuarial valuation, based on capitalization and solvability tests. As you read, you will see the result of those tests, stating that the Plan is financially healthy.

2022 PORTFOLIO PERFORMANCE

As said earlier, our portfolio performance did not meet expectations in 2022. If you followed the capital market last year, you already know that most investment classes finished the year in the negative.

Fortunately, our favored defensive management style for investments, our diverse portfolio and the quality of our managers ensured a -7.6% performance. Whilst a passive management would have resulted in a -10.3% performance. This 2.7% added value represents more than \$27M.

As of December 31, 2022, the NBP held around \$936 million in assets under management, allocated between 30 management mandates and entrusted to 16 fund managers. You will understand that this level of investment and management diversification requires significant work from our team and our Investment Committee in terms of monitoring and analyzing the portfolio's performance and results. The long-term goal of our Investment Policy is established based on our plans' specific needs and on the risk level we are willing to take. That is why we put as much effort to optimize our Investment Policy and in our choice of investments and managers.

INFORMATION TECHNOLOGY AND MEMBER SERVICES

2022 was a year of substantial improvements in various fields of our computer systems. We were able to improve our customer service effectiveness, simplify the right of access management, optimize the actuarial tools and make the scheduling of meetings for employers easier. These improvements show our commitment to constantly develop our services and ensure the satisfaction of our members and employers.

SOUND PLAN GOVERNANCE

During 2022, we continued working in close collaboration with our directors to improve the governance in our various committees. We finished the risk management exercise of our organizations and are now equipped with a risk and issue assessment matrix.

COMMUNICATION

In the last quarter of 2022, we started a complete reconstruction of our website, from the visuals to the contents. Our new website will be more accessible, interactive and will represent both our corporate image and our constantly changing products and services.

ACKNOWLEDGEMENTS

Despite our negative portfolio performance, we are very pleased with the progress made for our Plan, which is particularly thanks to the expertise of our internal team and of our partners.

We are truly grateful to everyone who contributed, directly or indirectly, to the success of our organization. We would like to thank our expert members on the Investment Committee, all committee members, consultants and employees, thank you for your excellent work and your sense of duty.

A handwritten signature in black ink, appearing to read 'Daniel G. Nolett'.

Daniel G. Nolett
President of the retirement committee

A handwritten signature in black ink, appearing to read 'Sylvain Picard'.

Sylvain Picard
CPA, CA, ASC, Adm.A.
General manager

OUR ROOTS - COMMITTEE MEMBERS

Elected by and amongst employer and employee representatives, and retirees, committee members contribute to the achievement of the objectives established in the 2019-2022 Strategic Plan. “Maintain and improve the financial health of our pension plan” is the first challenge in our 2019-2022 Strategic Plan.

RETIREMENT COMMITTEE

The retirement committee administers NBP affairs in accordance with its mission, its objects, its objectives, its strategies and its programs.

Daniel G. Nolett — President — 6/7

Norm Odjick — Vice-president — 7/7

Jean Ross — Director — 7/7

Johanne Castonguay — Director — 7/7

Olivier Gill-Sioui — Director — 7/7

Valérie Tremblay — Director — 5/7

Jinny Thibodeau — Director — 6/7

Michel Toupin — Director (independent member) — 4/7

AUDIT AND RISK MANAGEMENT COMMITTEE

The mandate of this committee is to enable the Retirement Committee to exercise its monitoring duties regarding the quality and integrity of financial reporting, risk management, internal control quality, auditor relationships as well as compliance with applicable laws and regulations.

Olivier Gill-Sioui — President — 2/2

Valérie Tremblay — 2/2

Michel Toupin — 2/2

Jean-Marie Gagnon — 2/2

HUMAN RESOURCES MANAGEMENT COMMITTEE

The mandate of this committee is to assist the Retirement Committee in regards to the organization’s human asset management.

Jean Ross — Président — 4/4

Valérie Tremblay — 4/4

Johanne Castonguay — 4/4

Daniel G. Nolett — 3/4

INVESTMENT COMMITTEE

The mandate of this committee is to assist the Retirement Committee in managing current investment in accordance with its mandate.

Norm Odjick — President, rNBP representative — 8/8

Éric Cloutier — Vice-president, FNPSQQ representative — 5/8

Sophie Leblanc — Expert member — 7/8

Claude Dalphond — Expert member — 8/8

Gilles Chouinard — Expert member — 7/8

Michel Toupin — Expert member — 8/8

Jean Ross — NBP representative — 7/8

Olivier Gill-Sioui — NBP representative — 8/8

ETHICS AND GOVERNANCE COMMITTEE

The mandate of the ethics and governance committee is to assist the Retirement Committee in implementing sound governance practices.

Daniel G. Nolett — 1/1

Norm Odjick — 1/1

Jean Ross — 1/1

A “GENERAL PROFILE FOR MEMBERS OF THE NBP RETIREMENT COMMITTEE” WAS ESTABLISHED TO PROVIDE GUIDELINES FOR INDIVIDUALS INTERESTED IN APPLYING FOR A MEMBER POSITION ON THE RETIREMENT COMMITTEE. THE PROFILE DESCRIBES THE QUALITIES, SKILLS AND EXPERTISE SOUGHT.

HIGHLIGHTS

AS AT DECEMBER 31,
2022

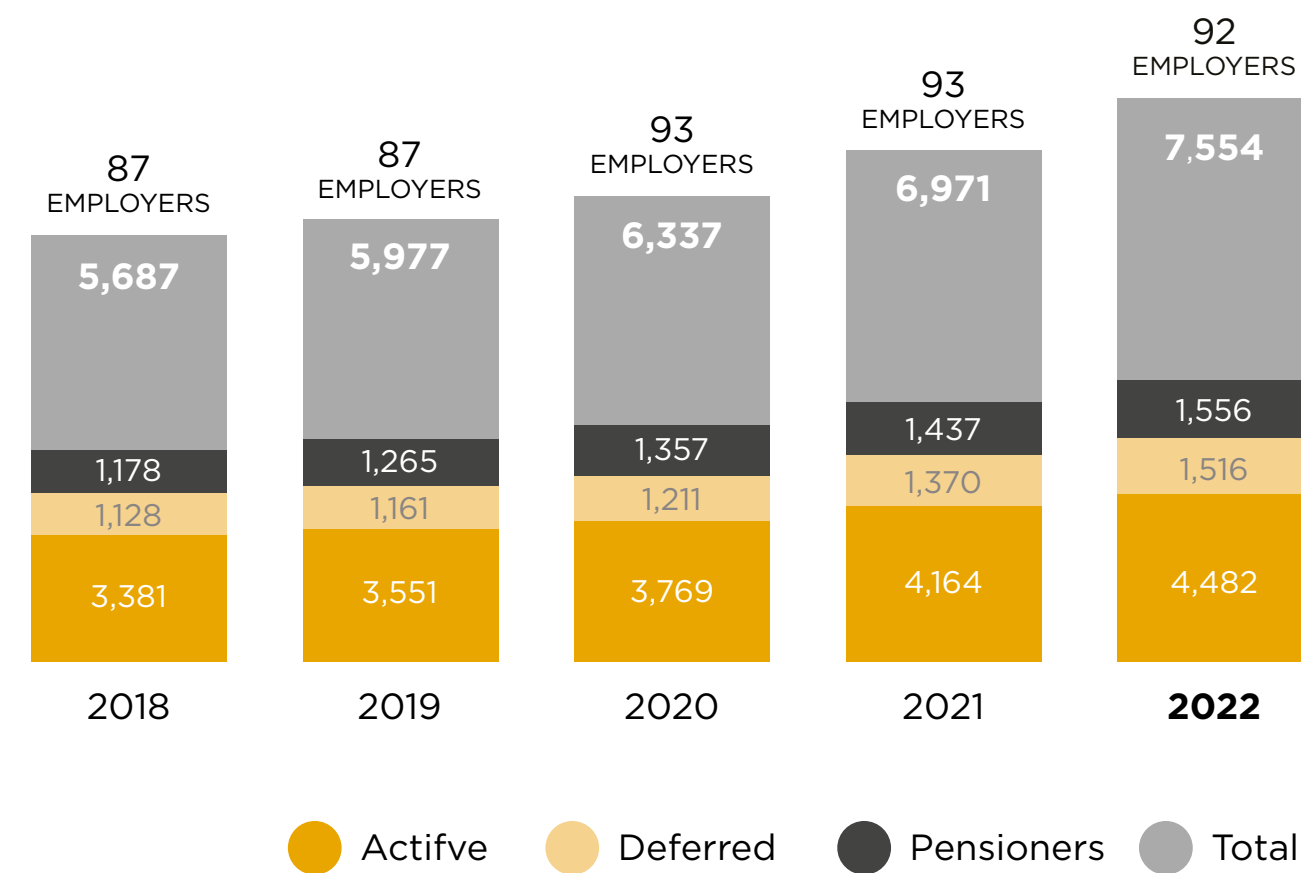
\$51 M

annual contributions by employers
and employees in 2022

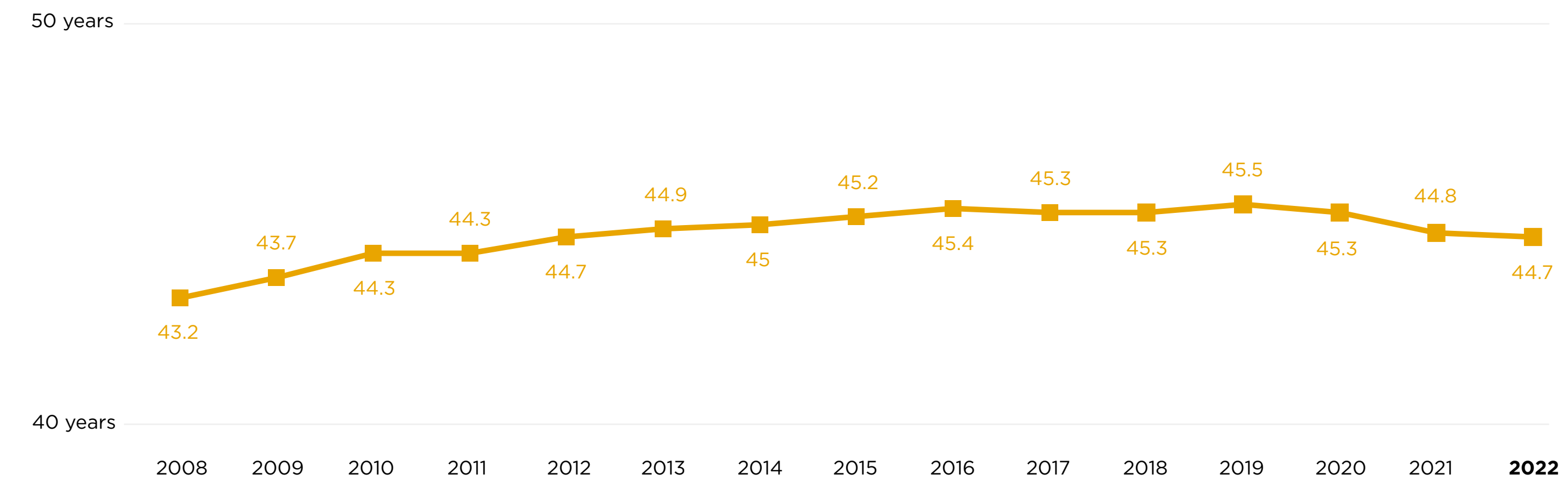
\$23.9 M

benefits paid to
pensioners in 2022

EVOLUTION IN THE NUMBER OF PARTICIPANTS



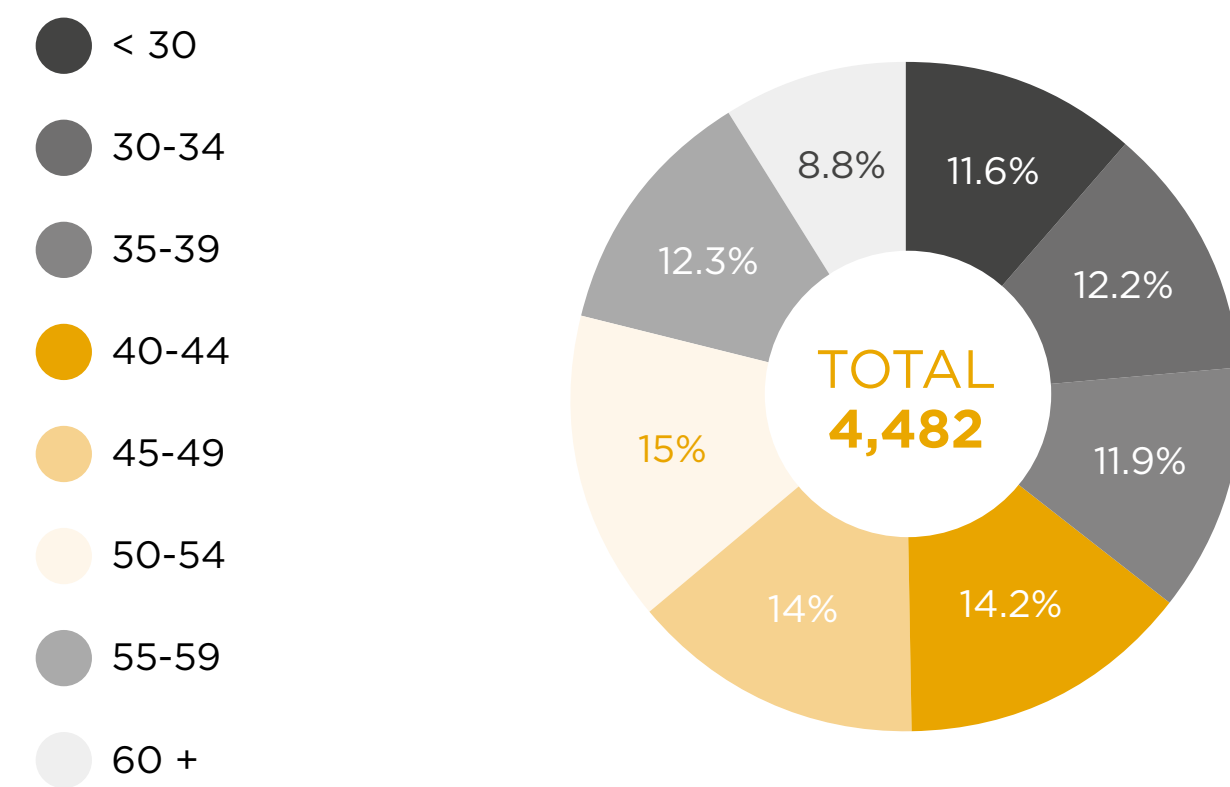
CHANGE IN AVERAGE AGE OF PARTICIPANTS



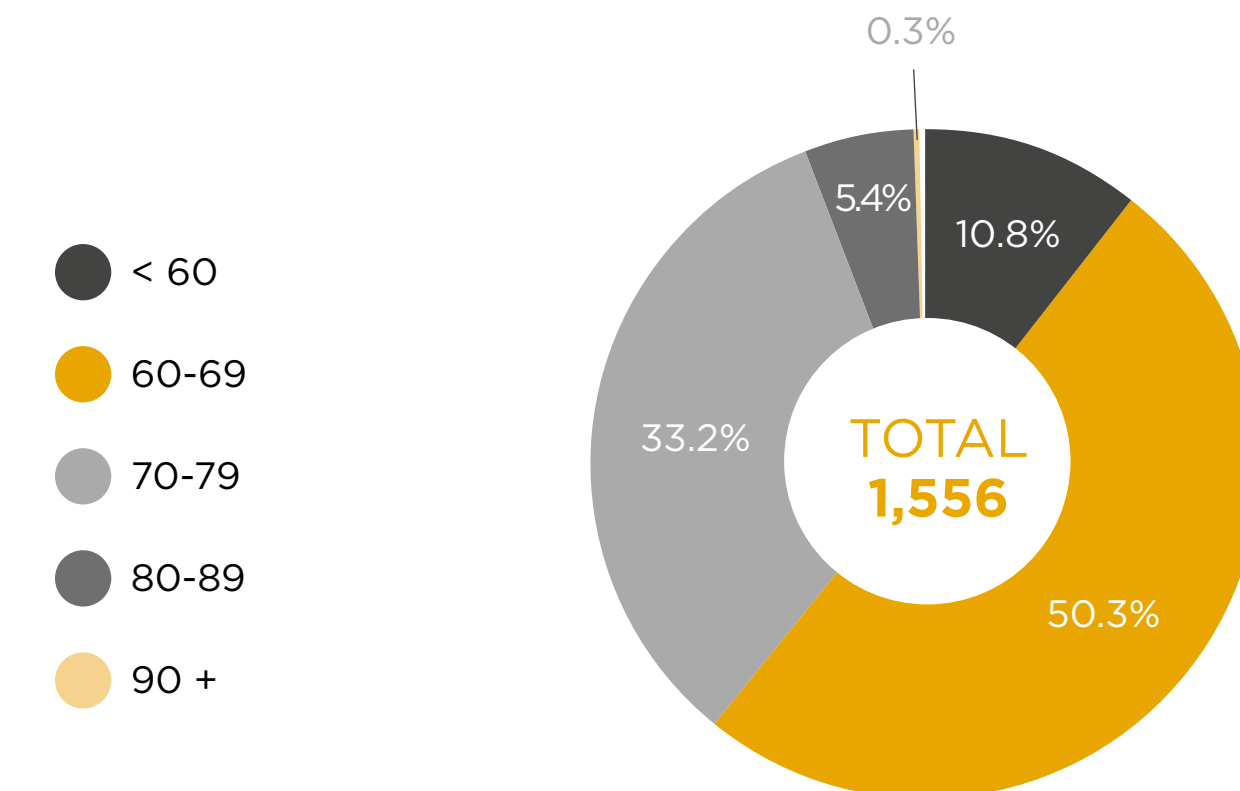
CHANGE IN THE NUMBER AND RATIO OF ACTIVE PARTICIPANTS PER PENSIONER



AGE DISTRIBUTION OF ACTIVE PARTICIPANTS



AGE DISTRIBUTION OF PENSIONERS



\$69 M
Decrease of net assets

-7.6 %
PORTFOLIO
PERFORMANCE IN 2022
in a down market context, influenced by an increase in interest rates and by a high inflation environment

5.7 %
RETURN OVER 4 YEARS
for the 2019 to 2022 period with an added value of 1% per year over the benchmark portfolio's return

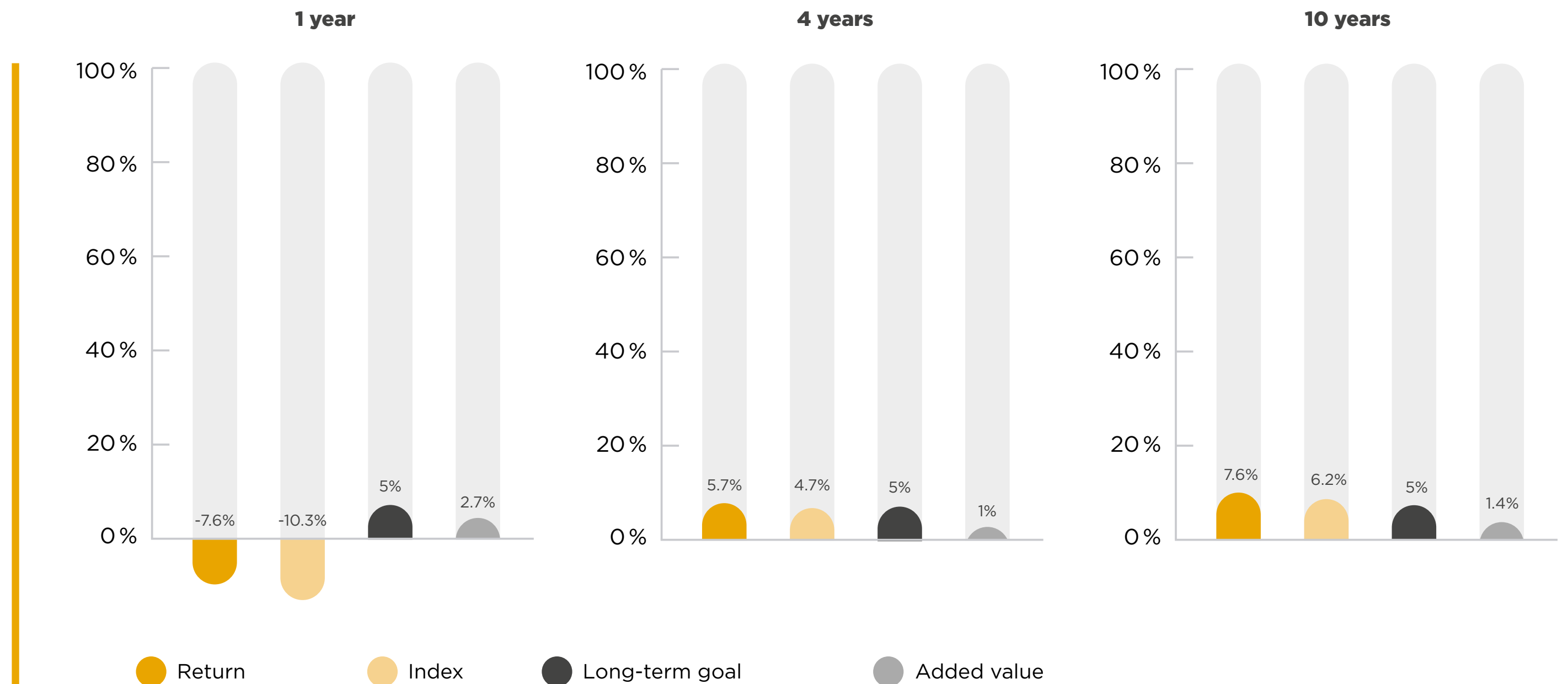
6.8 %
DECREASE
of the Plan's total assets from \$1,018 million to \$949 million in 2022

1.4 %
ANNUAL AVERAGE
in added value over the last 10 years in comparison with the benchmark portfolio

CONTINUED DEPLOYMENT OF STRATEGIC DIRECTIONS

of the investment policy with new added funds committed to several private debt strategies, high yield alternative debt and infrastructure funds, including a US\$10M commitment to a thematic fund aimed at facilitating and accelerating the energy transition, and reducing carbon emissions.

PORTFOLIO PERFORMANCE
Per period



> FINANCIAL RESULTS

EVOLUTION OF NET ASSETS (in thousands of \$)

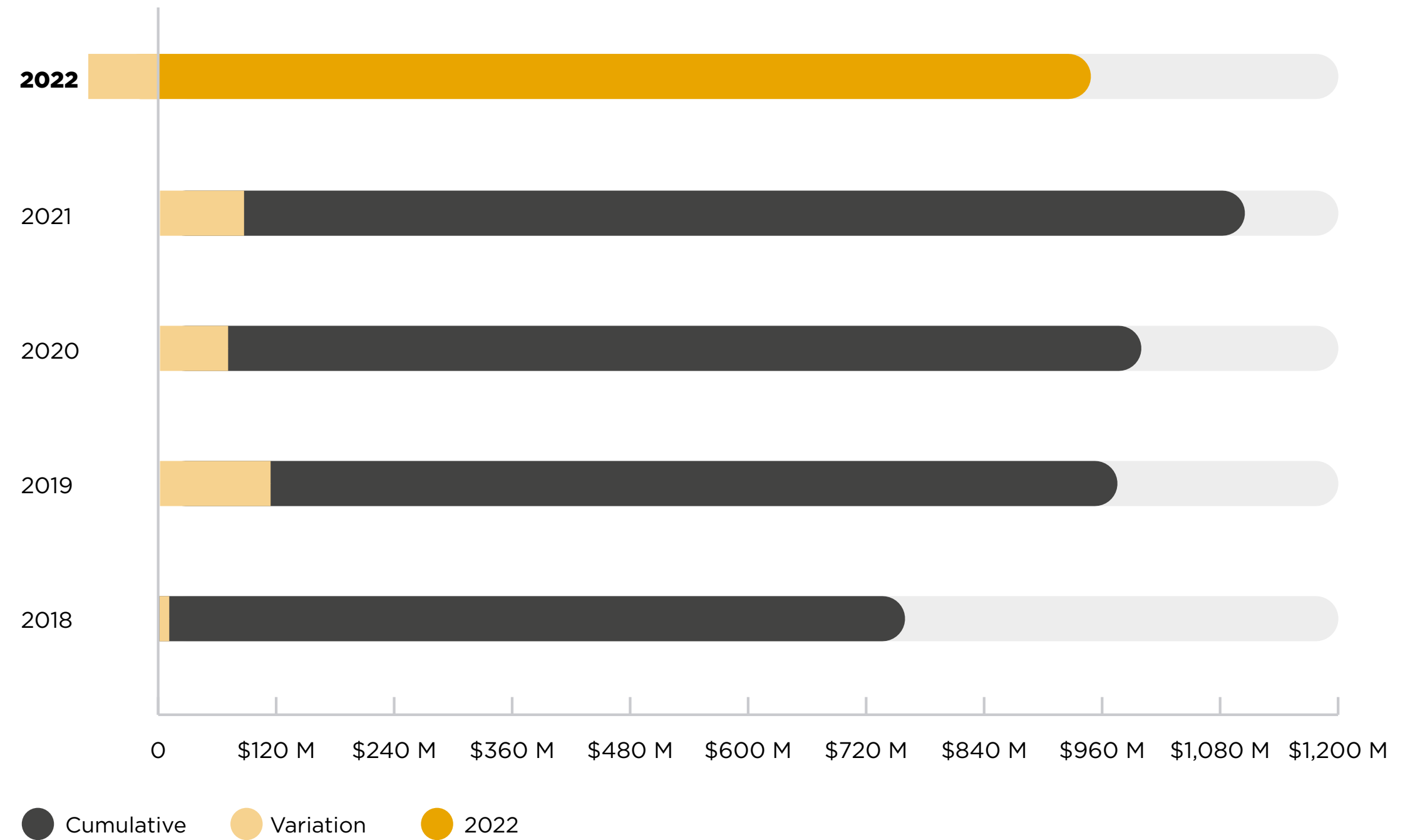
PERIOD	INCREASE	CUMULATIVE ASSETS
2022	-68,913	949,420
2021	88,500	1,018,334
2020	70,781	929,833
2019	114,395	859,052
2018	11,954	744,656

PLAN JURISDICTION

Our pension plan is subjected to more than one jurisdiction, although a majority of our employers are under federal jurisdiction, some employers are under provincial jurisdiction.

\$949 M
Total net assets

CHANGE IN NET ASSETS



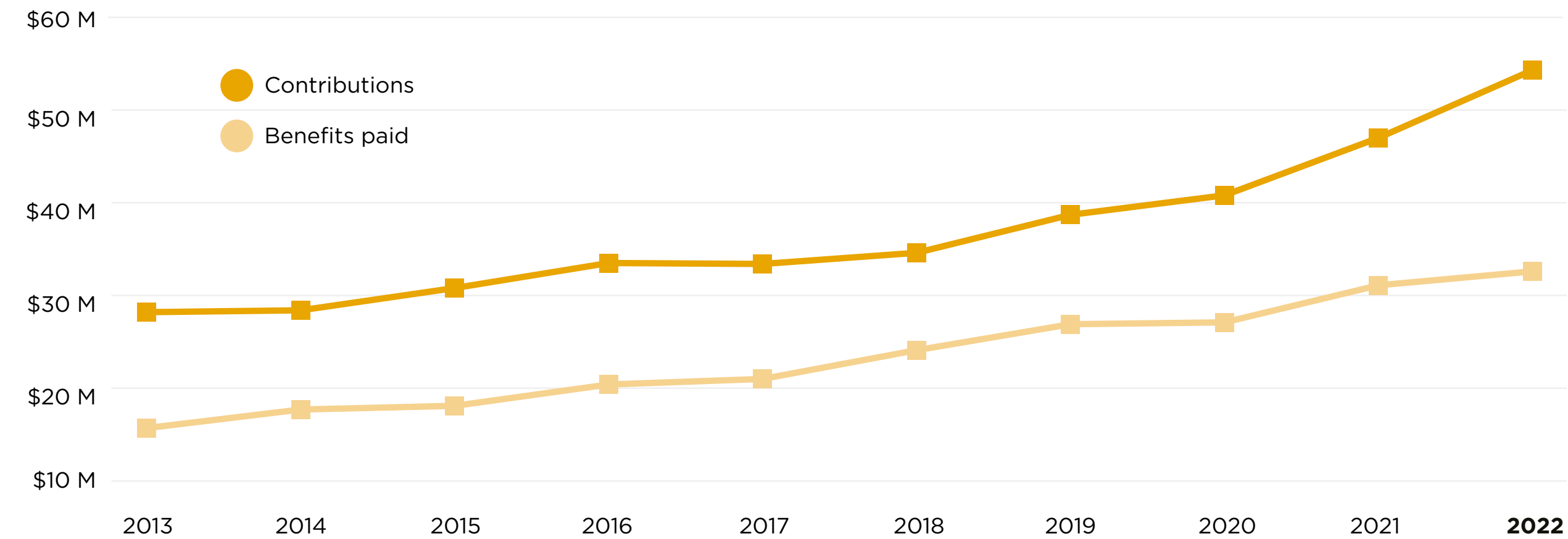
ANNUAL CONTRIBUTIONS BY MEMBERS (in thousands of \$)

PERIOD	EMPLOYEES	EMPLOYERS	TOTAL
2022	18,165	33,031	51,196
2021	15,507	28,116	43,623
2020	14,244	25,855	40,099
2019	13,058	23,492	36,550
2018	11,928	21,668	33,596

MANAGEMENT AND ADMINISTRATIVE FEES (in thousands of \$)

PERIOD	2022	2021	2020	2019	2018
Administration fees ⁽¹⁾	3,340	3,024	2,735	2,824	2,436
Investment management fees	2,544	2,819	2,104	2,488	2,194
Total fees	5,884	5,843	4,839	5,312	4,630
Net assets as of December 31	949,420	1,018,334	929,833	859,052	744,656
% of total fees on net assetst	0.62%	0.57%	0.52%	0.62%	0.62%

CASH FLOW

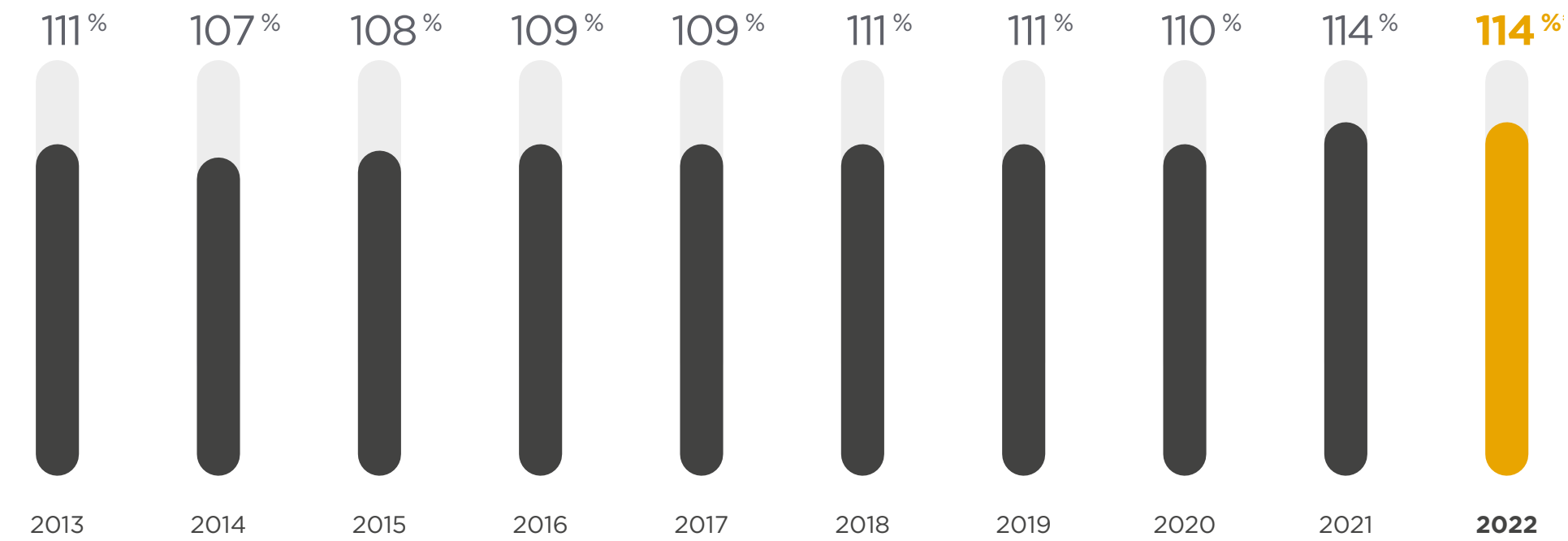


1. Corresponds to operating expenses less other income.

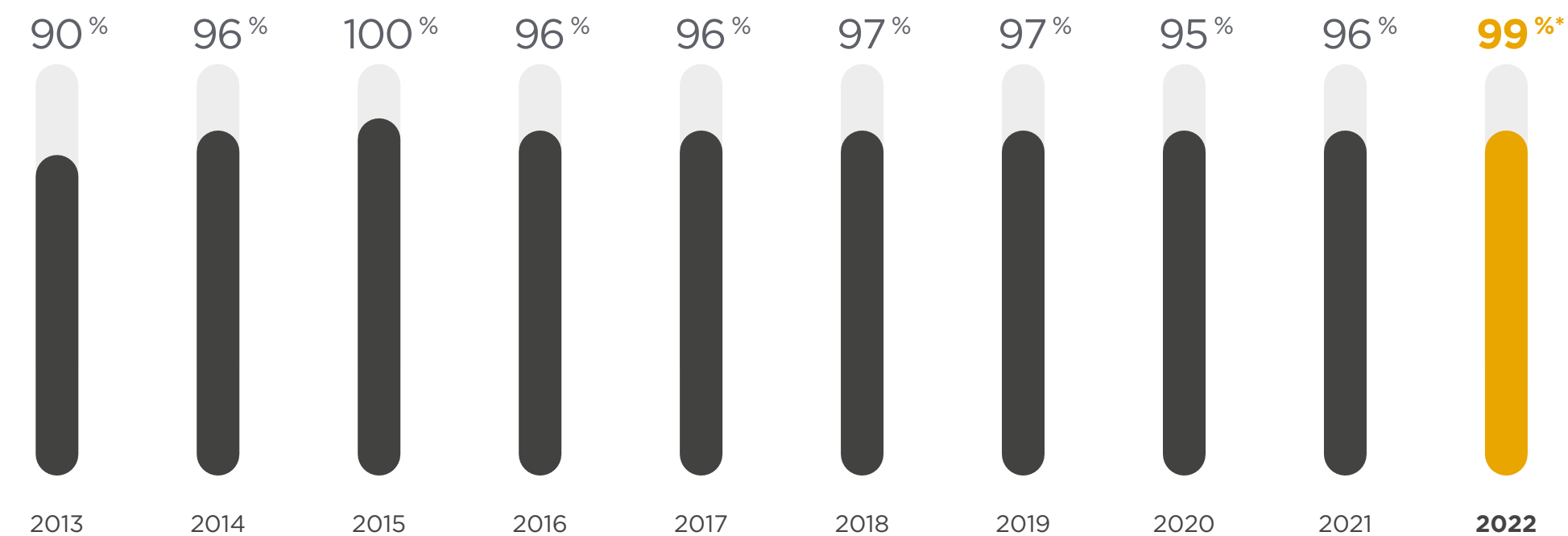
ACTUARIAL EVALUATION

These two valuations are used to measure the Plan's financial condition and represent a theoretical fiscal year. The **CAPITALIZATION** valuation assumes the Plan will last indefinitely while the **SOLVENCY** valuation assumes the Plan would be terminated on the date of the valuation.

CAPITALIZATION REVIEW



SOLVENCY REVIEW



Capitalization and solvency rates in these charts are rounded off.
* Preliminary evaluation

INVESTMENT POLICY

The goal of the investment policy is to establish the Plan's investment structure as part of the Master Trust, consisting of the Native Benefits Plan (NBP) and the First Nations Public Security Pension Plan (FNPSPP) pension funds, for the purpose of generating an optimal return based on the characteristics of the pension plans.

The investment policy was analyzed in depth in 2018 to establish guidelines for the coming years. Since then, additional analysis and updates have been carried out to pursue the objectives. The work done in 2018 supported asset segmentation based on different criteria related to the actuarial liabilities of the different pension plans under the Master Trust. As such, a Matching Fund and Balanced Growth Fund were created in late 2018. The investment strategy is now more closely aligned with the maturity and funding objectives of each plan, thereby fostering greater stability of the financial health—and, by extension, of the required contributions—of the plans. The analysis of the investment policy resulted in greater allocation to private debt, high-yield debt and infrastructure.

MATCHING FUND

The Matching Fund is a portfolio consisting mainly of defensive assets, 80% of which are fixed income. The objective of this fund is to minimize risks in order to stabilize the Plan's financial situation. The table below presents the target allocation of the Matching Fund's benchmark portfolio as at December 31, 2022

ASSET CLASS	TARGET ALLOCATION
Short-Term Securities	0%
Canadian Bonds	65%
Private Debt	15%
TOTAL FIXED INCOME	80%
TOTAL EQUITIES	0%
Alternative High Yield Debt	6%
Direct Real Estate	7%
Direct infrastructures	7%
TOTAL ALTERNATIVE INVESTEMENTS	20%

BALANCED GROWTH FUND

The Balanced Growth Fund is a portfolio with exposure to growth factors, including 52.5% in stock markets. The objective of this fund is to optimize returns during members' active career period. The table below presents the target allocation of the Balanced Growth Fund's benchmark portfolio as at December 31, 2022.

ASSET CLASS	TARGET ALLOCATION
Short-Term Securities	0%
Canadian Bonds	10%
Private Debt	10%
TOTAL FIXED INCOME	20%
Canadian Equities	14.5%
Global Large Capitalization Equities	23%
Global Small Capitalization Equities	7.5%
Emerging Market Equities	7.5%
TOTAL EQUITIES	52.5%
Alternative High Yield Debt	7.5%
Direct Real Estate	10%
Direct infrastructures	10%
TOTAL ALTERNATIVE INVESTEMENTS	27.5%

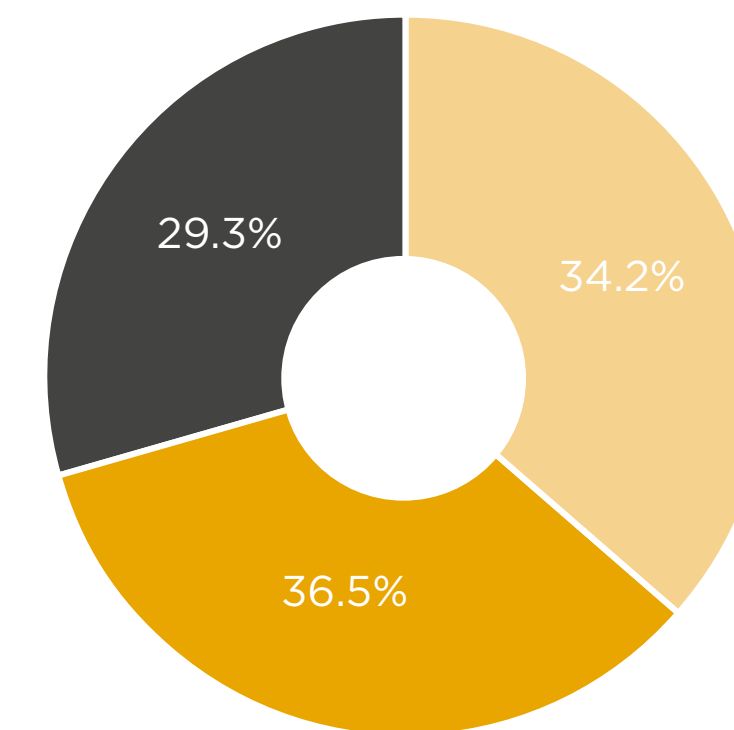
\$936.2 M

Total investments held in the Master Trust

NBP INVESTMENT COMPOSITION

As at December 31, 2022, 25% of the NBP's assets are allocated to the Matching Fund while the remaining 75% are allocated to the Balanced Growth Fund. The following table illustrates the allocation of NBP assets to the Matching Fund (MF), the Balanced Growth Fund (BGF) and the overall allocation of NBP assets as at December 31, 2022.

ASSET CLASS	ALLOCATION AS AT DECEMBER 31, 2022					
	MF		BFG		NBP	
	IN \$M	IN%	IN \$M	IN%	IN \$M	IN%
Short-Term Securities ⁽¹⁾	3.7	1.6	9.2	1.3	12.9	1.4
Canadian Bonds	146.9	63.3	58.4	8.3	205.3	21.9
Private Debt	36.1	15.5	66.2	9.4	102.3	10.9
TOTAL FIXED INCOME	186.7	80.4	133.8	19	320.5	34.2
Canadian Equities	0	0	78.6	11.2	78.6	8.4
Global Large Capitalization Equities	0	0	170.6	24.2	170.6	18.2
Global Small Capitalization Equities	0	0	51.4	7.3	51.4	5.5
Emerging Market Equities	0	0	41	5.8	41	4.4
TOTAL EQUITIES	0	0	341.6	48.5	341.6	36.5
Alternative High Yield Debt	12.5	5.4	62.9	9	75.4	8.1
Direct Real Estate	18.8	8.1	94.4	13.4	113.2	12.1
Direct infrastructures	14.2	6.1	71.3	10.1	85.5	9.1
TOTAL ALTERNATIVE INVESTEMENTS	45.5	19.6	228.6	32.5	274.1	29.3
TOTAL	232.2	100	704	100	936.2	100



- Equities
- Fixed income
- Alternative investments

1. Includes assets for US currency hedging.

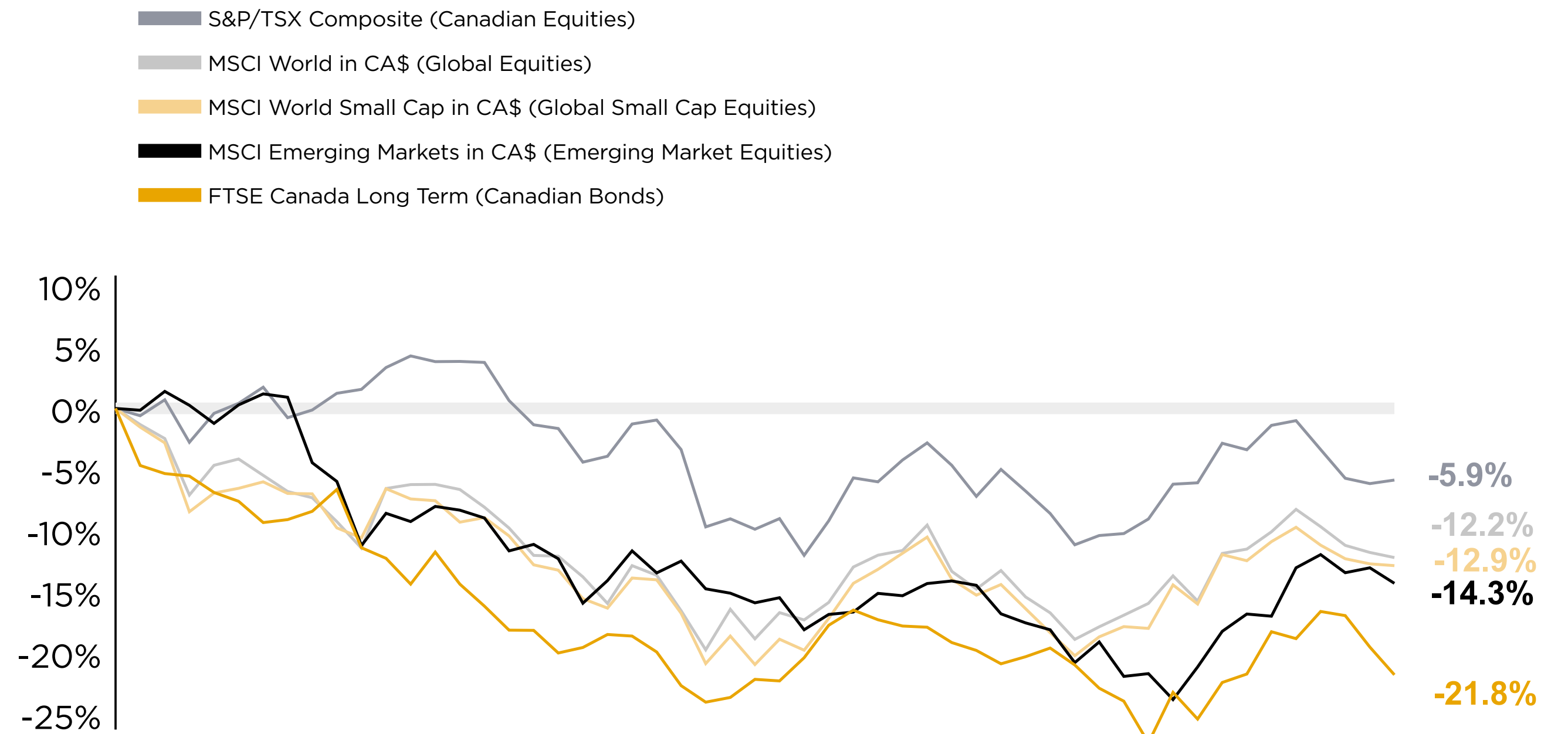
> FINANCIAL MARKETS IN 2022

2022 was a year marked by high increases in interest rates. In a landscape marred by high inflation, many countries—including Canada—raised their key rates in an attempt to control runaway inflation. The uncertainty caused by higher rates and the global geopolitical landscape resulted in high return volatility in 2022.

Overall, 2022 was a year of negative returns for the fixed-income market due to the general increase in interest rates, which translated into a decrease in the bond portfolio's market value.

Developed-country equity markets posted returns (in Canadian dollars) of -6% to -13%, chiefly due to the decline of many stocks in the Information Technology sector and the uncertainty in the Real Estate and Consumer Discretionary sectors, which can be explained by rising interest rates. The Canadian market—with a greater weight in the Energy sector where stocks appreciated in line with rising oil prices—was the best performing among the markets illustrated. Emerging market equities posted returns of -14% in Canadian dollars.

> The graph below shows how major financial indices fared in 2022.



> NBP PERFORMANCE

In 2022, the NBP posted a return of -7.6%, with an added value of 2.7% over the benchmark portfolio's return. This added value over one year translates into an approximate gain of \$27 million for the Plan beyond an index return. Moreover, this added value for 2022 is mainly due to the outperformance by investment managers in private debt and alternative debt, two strategic asset categories for which the Investment Committee devoted great effort to support their implementation in 2021 and 2022 and which have benefited from rising rates as a significant portion of the portfolios are floating rate funds.

During the most recent four-year period (2019 to 2022), the Plan recorded an average annual return of 5.7% with an added value of 1.0%. This added value from 2019 to 2022 translates into an approximate gain of \$35 million for the Plan beyond an index return.

During the most recent 10-year period (2013 to 2022), the NBP recorded an average annual return of 7.6% with an added value of 1.4%. This added value from 2013 to 2022 translates into an approximate gain of \$91 million for the Plan beyond an index return.

▷ The table below presents the Plan's average annual return for various periods:

PERIOD ENDING DECEMBER 31	RETURN PENSION FUND	INDEX PENSION FUND	ADDED VALUE
2018	1.2%	-0.6%	1.8%
2019	15.1%	14.4%	0.7%
2020	8.4%	10.3%	-1.9%
2021	8.4%	6.3%	2.1%
2022	-7.6%	-10.3%	2.7%
4 YEARS (2019-2022)*	5.7%	4.7%	1%
10 YEARS (2013-2022)*	7.6%	6.2%	1.4%

* Annualized returns..

For more detailed information regarding investment returns, you can [click here](#).

> MANAGERS AND MANAGEMENT MANDATES

▷As at December 31, 2022, the Master Trust assets, consisting of assets of the NBP and the First Nations Public Security Pension Plan, were managed by 16 managers invested in 30 management mandates.

MANAGERS	BEGINNING OF MANDATE	ASSETS UNDER MANAGEMENT*	
		IN \$M	IN%
FIXED INCOME SECURITIES — TOTAL		324.9	33.5
Fiera Capital (Canadian Bonds — Matching Fund)	2018	156.4	16.1
Fiera Capital (Canadian Bonds — Balanced Growth Fund)	2018	61	6.3
Fiera Private Debt Fund V (Private Debt)	2015	9.3	1
Fiera Private Debt Fund VI (Private Debt)	2018	20.8	2.1
IFM (Infrastructure Debt)	2021	33.2	3.4
Crescent — Fund III (Private Debt)	2021	24.3	2.5
Neuberger Berman — Fund IV unlevered (Private Debt)	2021	19.9	2.1
EQUITY MARKETS — TOTAL		356.7	36.8
Fidelity (Canadian Equities)	2020	82.1	8.5
Amundi (Global Large Cap Equities)	2022	67	6.9
Fiera Capital (Global Large Cap Equities)	2016	111.1	11.5
Mawer (Global Small Cap Equities)	2013	53.7	5.5
JP Morgan (Emerging Market Equities)	2021	42.8	4.4
ALTERNATIVE INVESTMENTS — TOTAL		287.1	29.7
Penfund Fond VI (Corporate Private Debt)	2018	7.3	0.8
Penfund Fond VII (Corporate Private Debt)	2021	2	0.2
Ares (Infrastructure Debt)	2019	11.8	1.2
Brookfield — Fund V (Mortgage Debt)	2016	7.9	0.8
Brookfield — Fund VI (Mortgage Debt)	2021	6.2	0.6
Neuberger Berman — Fund IV levered (Private Debt)	2021	7	0.7
Portfolio Advisors (Private Debt)	2021	19.5	2
Crescent (Private Debt)	2022	17.3	1.8
ALTERNATIVE HIGH YIELD DEBT — TOTAL		79	8.1
BentallGreenOak (Canadian Real Estate)	2006	32.5	3.4
Manuvie (Canadian Real Estate)	2012	59.7	6.2
Brookfield (Global Real Estate)	2015	18.5	1.9
Ipsos Facto (Global Real Estate)	2020	7.8	0.8
REAL ESTATE — TOTAL		118.5	12.3
Brookfield (Global Infrastructures)	2013	12.2	1.3
Brookfield — Transition (Global Infrastructures)	2022	4.3	0.4
IFM (Global Infrastructures)	2013	49.2	5.1
GIP (Global Infrastructures)	2021	23.9	2.5
INFRASTRUCTURES — TOTAL		89.6	9.3

* Includes short-term securities held by managers..

Note: Fiera Capital manages two currency hedging mandates at 50% of the US dollar exposure of the Matching Fund and the Balanced Growth Fund as well as a Short-term Bonds mandate.



SUSTAINABLE INVESTMENT

For many years, the Native Benefits Plan's Master Trust has followed the United Nations Principles for Responsible Investment (UNPRI) and integrates these principles in its investment and accounting process for all asset classes by paying close attention to preserving the rights of Indigenous Peoples. Sustainable investment primarily encompasses the integration of environmental, social and governance factors, but gradually expands to integrate factors such as carbon footprint, the global transition to renewable energy and the sustainability of resources.

In 2022, the Master Trust made an impact investment in a new fund created by our manager, IFM. This new fund is focused on supporting the global transition to carbon neutrality through infrastructure investments. This shows the members' interest in investment opportunities with an attractive risk/return profile and their commitment to favour societal impact investments.

FINANCIAL STATEMENTS OF THE PENSION FUND

**NATIVE BENEFITS PLAN
DECEMBER 31, 2022**

Below, you will find the statements of net assets and of changes in assets available for benefits of the pension fund. These statements are an extract of the annual financial statements as at December 31, 2022, which were subject to an external audit made by the Deloitte S.E.N.C.R.L./s.r.l. firm and for which we have obtained an unqualified report from an independent auditor.

[Click here](#) to see the entire audited financial statements.

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS OF THE PENSION FUND

AS AT DECEMBER 31, 2022

	Notes	2022 \$	2021 \$
Assets			
Units held through the global trust and other investments	4	937,728,930	1,008,202,974
Accounts receivable			
Contributions receivable	5		
Employees		2,449,420	1,982,490
Employers		4,144,533	3,231,569
Accrued interest and dividends		1,527,675	2,032,233
Accounts receivable - Related parties	3	462,127	182,130
Sales taxes receivable		426,233	295,465
Other		19,139	11,138
Prepaid expenses		20,078	25,540
Fixed assets	8	196,995	189,194
Cash		3,610,471	3,454,985
		950,585,601	1,019,607,718
Liabilities			
Current liabilities			
Accounts payable			
Benefits and refunds payable		7,629	122,885
Accounts payable and accrued liabilities		1,140,744	1,112,857
Related parties		—	11,309
Current portion of long-term debt	9	10,000	10,000
		1,158,374	1,257,051
Long-term debt	9	6,667	16,667
		1,165,040	1,273,718
Net assets available for benefits		949,420,561	1,018,334,000

The accompanying notes and schedule are an integral part of the financial statements of the fund.

On behalf of the Pension Committee

 _____, member

 _____, member

MAIN EXTERNAL ADVISORS AND PORTFOLIO MANAGERS

PORTFOLIO MANAGERS

- ▶ **Canadian bonds**
 - Fiera Capital, Montréal
- ▶ **Private debts**
 - Penfund, Toronto
 - Fiera Capital, Montréal
 - Crescent, Los Angeles
 - Neuberger Berman, New York
 - Portfolio Advisors, Darien
 - AMP Capital, Sydney
 - IFM Investors, Melbourne
 - Brookfield, Toronto
- ▶ **Canadian equities**
 - Fidelity, Montréal
- ▶ **Global large cap equities**
 - Amundi, Montréal
 - Fiera Capital, Montréal
- ▶ **Global small cap equities**
 - Mawer, Toronto

MAIN EXTERNAL ADVISORS

- ▶ **Consulting actuaries**
 - Normandin Beaudry, Montréal
- ▶ **Legal counsel**
 - Gagné, Letarte, s.e.n.c., Québec
 - Langlois Avocats, Québec
- ▶ **Custodian**
 - Fiducie Desjardins, Montréal
- ▶ **External auditors**
 - Deloitte s.e.n.c.r.l. / s.r.l., Québec

- ▶ **Emerging market equities**
 - JP Morgan, New York
- ▶ **Real estate**
 - BentallGreenOak, Vancouver
 - Gestion d'actifs Manuvie, Montréal
 - Brookfield, Toronto
 - Ipso Facto, Montréal
- ▶ **Infrastructures**
 - Brookfield, Toronto
 - IFM Investors, Melbourne
 - Global Infrastructure Partners, New York
- ▶ **Currency management**
 - Fiera Capital, Montréal
- ▶ **Responsible investment**
 - PRI Association, Londres
- ▶ **Private investment**
 - Investissement Premières Nations
du Québec / société en commandite, Wendake

- ▶ **Financial institution**
 - Banque Royale du Canada, Québec
- ▶ **Asset management advisors**
 - Normandin Beaudry, Montréal

PARTICIPATING EMPLOYERS

AS OF DECEMBER 31, 2022

27
band councils

5
tribal councils

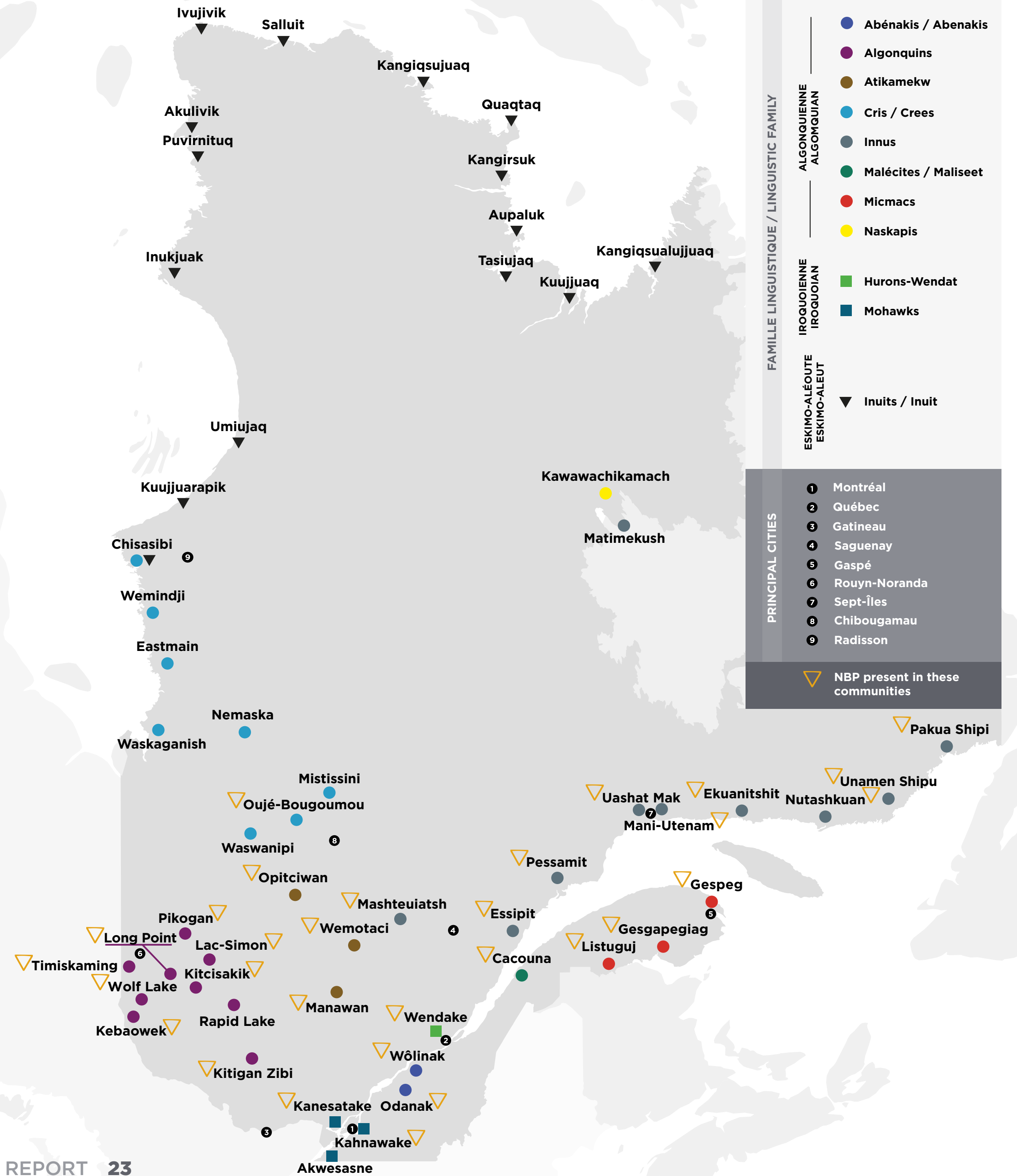
60
indigenous organizations

THE NATIONS

- | | | |
|--|----------------------------|------------------------|
| FAMILLE LINGUISTIQUE / LINGUISTIC FAMILY | ALGONQUIENNE
ALGONQUIAN | ● Abénakis / Abenakis |
| | | ● Algonquins |
| | | ● Atikamekw |
| | | ● Cris / Crees |
| | | ● Innus |
| | | ● Malécites / Maliseet |
| | | ● Micmacs |
| | | ● Naskapis |
| | IROQUOISIENNE
IROQUOIAN | ■ Hurons-Wendat |
| | | ■ Mohawks |
| ESKIMO-ALÉOÛTE
ESKIMO-ALEUT | ▼ Inuits / Inuit | |

- | | | |
|------------------|---|---------------|
| PRINCIPAL CITIES | 1 | Montréal |
| | 2 | Québec |
| | 3 | Gatineau |
| | 4 | Saguenay |
| | 5 | Gaspé |
| | 6 | Rouyn-Noranda |
| | 7 | Sept-Îles |
| | 8 | Chibougamau |
| | 9 | Radisson |

▼ NBP present in these communities



INFORMATION TECHNOLOGY

During 2022, we made significant strides to improve our computer system to optimize the interaction between our employees and the Plans' members and employers. From now on, all the information regarding calls, emails and meetings is thoroughly saved and is easily accessible. This major improvement enhances our customer service effectiveness.

As for our applications, we revised the structure for our users, so they can benefit from many application roles. The users have a unique access code to get into the applications and can then access the various tools available. This approach simplifies the management of authentication and of access rights for our systems' users.

We made important improvements in several key tools for our actuarial services in 2022. First, we reviewed our computational and backup tools for pension adjustment so as to make them easier to make, verify and consult. We also optimized the

leave without pay management and commutation tools, in order to simplify the data management and to make our actuaries' work more efficient.

Lastly, we developed and put online a new tool designed for employers, enabling them to easily schedule meetings with employees of the service. With this user-friendly tool, employers can select a specific time slot amongst the ones offered by the employees of the service. This tool greatly simplifies the scheduling of meetings for employers.

OUR SOCIAL INVOLVEMENT

For many years, all our organizations have been socially involved through donations and sponsorships. In 2022, we contributed to many projects in the health, sport, education, and culture domains through our different organizations, for a total amount of almost \$100,000.

In 2008, driven by the desire to be more deeply involved in our communities and to support causes dedicated to the well-being of First Nations, the RBA Financial Group created the RBA Foundation. Every year, our Foundation supports around 20 non-profit organizations that contribute to improving the life circumstances and well-being of First Nations in Québec. The Foundation has donated over \$800,000 in the last 10 years to different partner organizations, working in various fields such as children's health, the status of women, Indigenous culture, health and social services. Because of your donations, our Foundation is able to support humanitarian projects that make a difference in our communities.

For more information about our Foundation, [click here](#).





RBA

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