



### 1 FUNDING POSITION

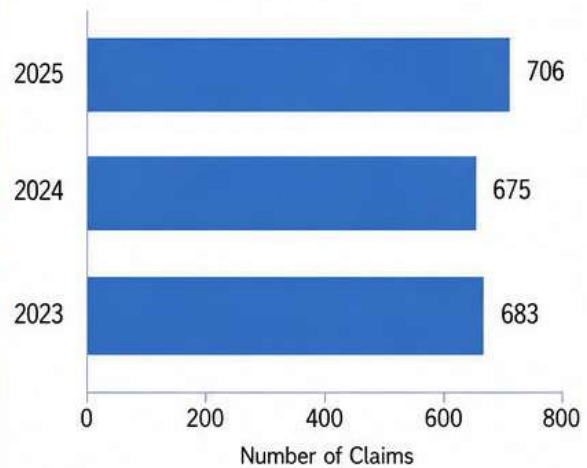
Year End	2023	2024	2025
Net Assets Available for Benefit Liabilities (\$M)	154.6	159.1	163.9
Benefit Liabilities (\$M)	121.1	137.9	149.6
<b>Funding Margin (\$M)</b>	<b>33.5</b>	<b>21.2</b>	<b>14.3</b>
<b>Funded Ratio</b>	<b>128%</b>	<b>115%</b>	<b>110%</b>



#### KEY INSIGHTS

- Target funded ratio remains 125%.
- Current funded ratio decreased to 110%.
- Funding margin declined from \$21.2M to \$14.3M.
- Board is reviewing options to restore funding levels over the next decade.

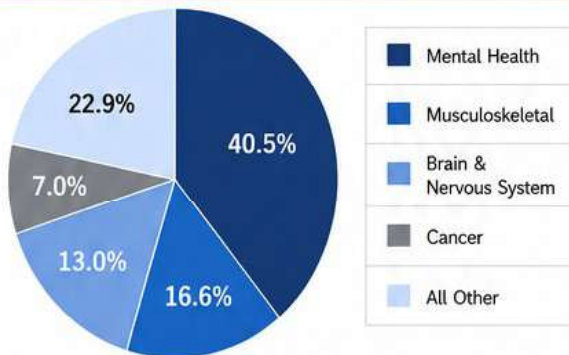
### 2 CLAIMS IN PAY AS OF DECEMBER 31



#### KEY INSIGHTS

- Claims in pay increased by 31 claims (5%) during 2025.
- Growth in active claims is the primary factor affecting the funded ratio.

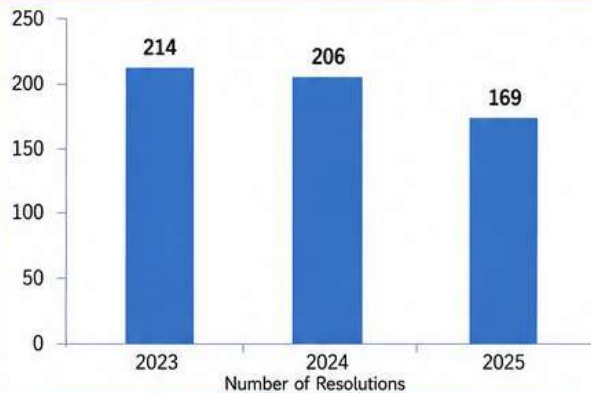
### 3 DIAGNOSIS



#### KEY INSIGHTS

- Mental Health remains the leading cause of disability.
- Mental Health accounts for 40.5% of claims and 44.2% of benefits paid.

### 4 CLAIM RESOLUTIONS



#### KEY INSIGHTS

- Claim resolutions declined 18% from the prior year.
- Increasing claim complexity is extending claim durations.
- Return-to-work remains the leading resolution outcome.

## KEY HIGHLIGHTS



#### PLAN PARTICIPATION

As of the end of 2025, the Plan insured 18 employers and approximately 14,900 Plan members generating combined premiums of \$23.2 million.



#### AVERAGE CLAIM DURATION

17.7 months versus 18.9 months in 2024. (6.3% reduction)



#### PERFORMANCE STANDARDS (2025)

- Initial claim decisions within 10 business days: 97%
- New information reviewed within 10 business days: 95%