

ALBERTA REFRIGERATION INDUSTRY PENSION PLAN

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To: All Plan Members

The Alberta Refrigeration Industry Pension Plan – Registration 422972

Re: Pension Benefit Improvements

Dear Pension Plan Members,

On behalf of the Board of Trustees, we are pleased to advise you of the following pension benefit improvements:

1. All unretired Active and Deferred Members who have an accrued pension in the Plan on September 29, 2026, will receive a 7.5% increase.
2. Members in receipt of a monthly pension as at January 1, 2026 will receive a 7.5% increase on their gross pension retroactive to January 1, 2026. The increase will be included on the payment due December 1, 2026. You will receive two deposits December 1, 2026; one for the retro and the second your increased regular payment.
3. Those who retired after January 1, 2026, will receive a 7.5% increase added to their accrued pension prior to retirement and paid retroactive to their retirement date. The increase will be included on the payment due December 1, 2026. The 2026 accrual schedule in bullet 4 will be used in the calculation. You will receive two deposits December 1, 2026; one for the retro and the second your increased regular payment.
4. There will be an increase to your monthly retirement benefit schedule from \$0.090 to \$0.105 per hour effective January 1, 2026. The Plan has also eliminated the 100-hour requirement before the commencement of earning a benefit effective January 1, 2026.

Active and Deferred Members will see the increase on their annual pension statements as at December 31, 2026 and issued in March 2027.

On behalf of the Board of Trustees

Bryan Rooney, Co-Chairman of the Board of Trustees