

ALBERTA REFRIGERATION INDUSTRY PENSION PLAN

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To: All Plan Members
The Alberta Refrigeration Industry Pension Plan

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 members who have an accrued pension in the Plan on September 8, 2025, will receive a 5% increase.
2. Members in receipt of a monthly pension as at January 1, 2025 will receive a 5% increase on their gross pension retroactive to January 1, 2025. The increase will be included on the payment due December 1, 2025.
3. Those who retired after January 1, 2025, will receive a 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, 2025.
4. The benefit accrual schedule will be increased from \$0.085 to \$0.090 per hour after the first 100 hours each Plan Year effective January 1, 2025.

Active Members will see the increase on your annual pension statements as at December 31, 2025 and issued in March 2026.

Should you have any questions with the above, please contact the Administration Office.