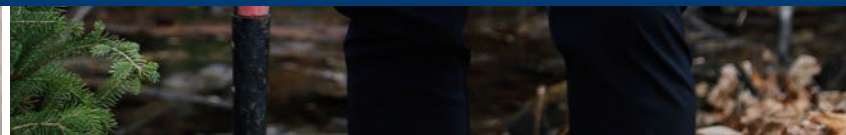




OMERS: The important role of pension plans in social infrastructure

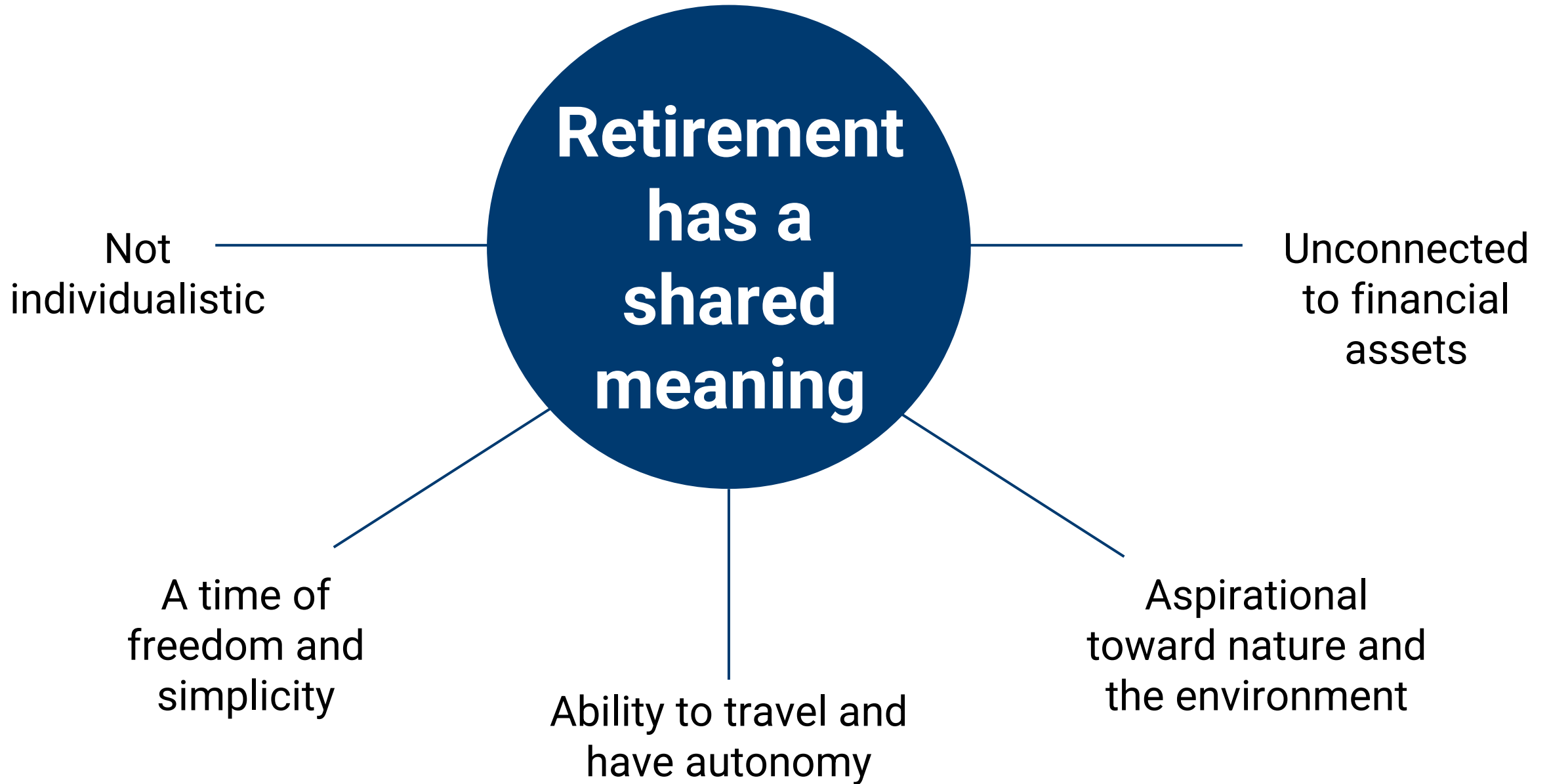




Retirement noun

The withdrawal from one's position or occupation, or from one's active working life.







Is your retirement attainable?

Attainable

- A choice I can plan for
- Network effect
- Positive models

Unattainable

- When I stop working
- An impolite topic
- Limited or negative models

Both segments had access to information

Canada's population is aging



Persons of working age (15-64 years) could decrease as a share of the total population, from 67% in 2018 to **58-61% in 2068**

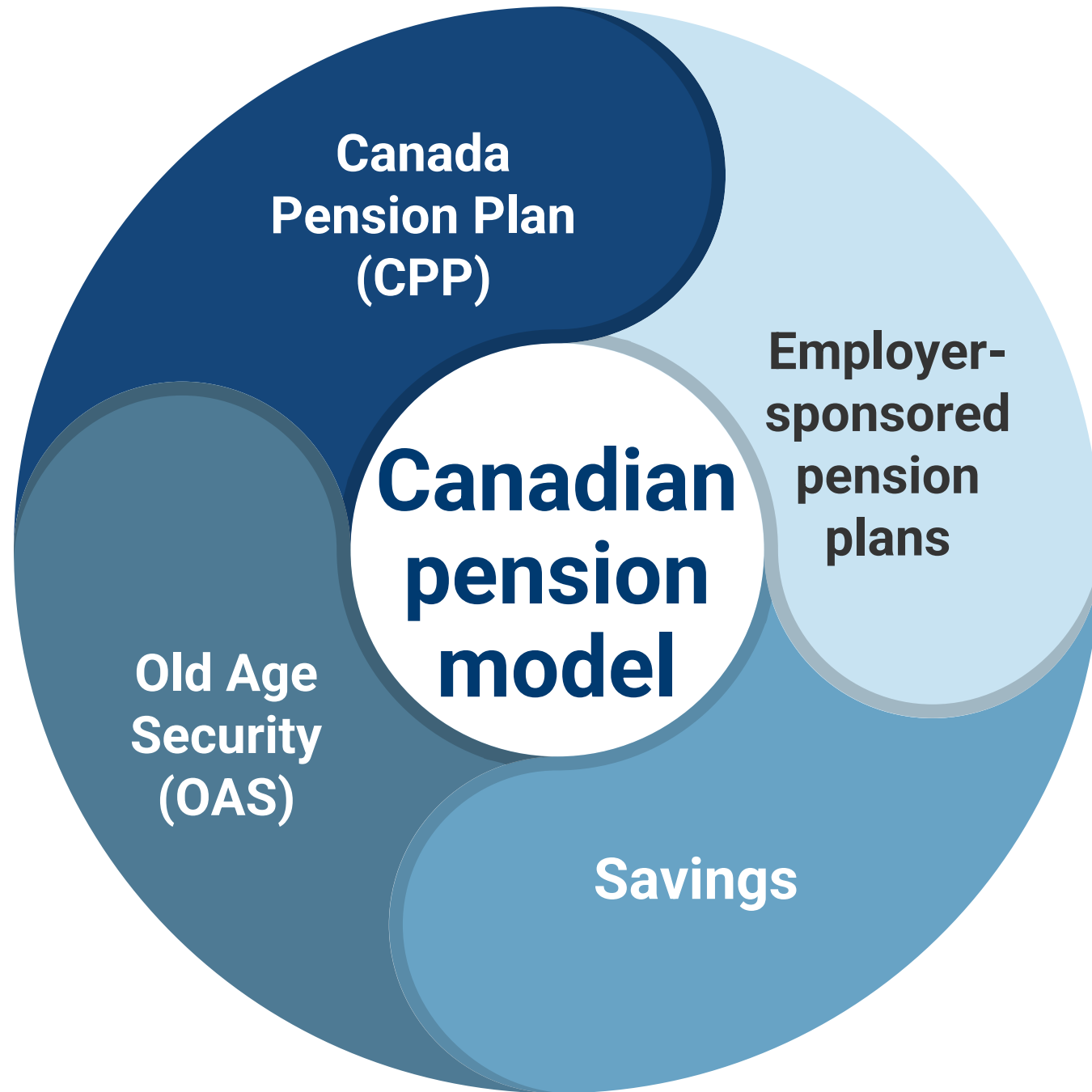


By 2068, seniors could account for **21-30% of all Canadians**, up from 17% in 2018



In 2068, there could be **63,300-113,300** Canadians aged 100+, up from **10,000** in 2018





Workers are being squeezed



Covering
monthly
expenses



Workload/
life
balance



Physical
health &
fitness



Ability
to
retire



Mental/
emotional
health



Inflation is hitting hard for everyone

70% of employees say high inflation and market volatility in 2022 has significantly increased their financial stress

DB plans like OMERS make a difference in the economic vitality of communities



2022 at a glance

4.2%

Net return

\$4.9B

Net investment income

95%

Funded status (smoothed)

3.75%

Real discount rate

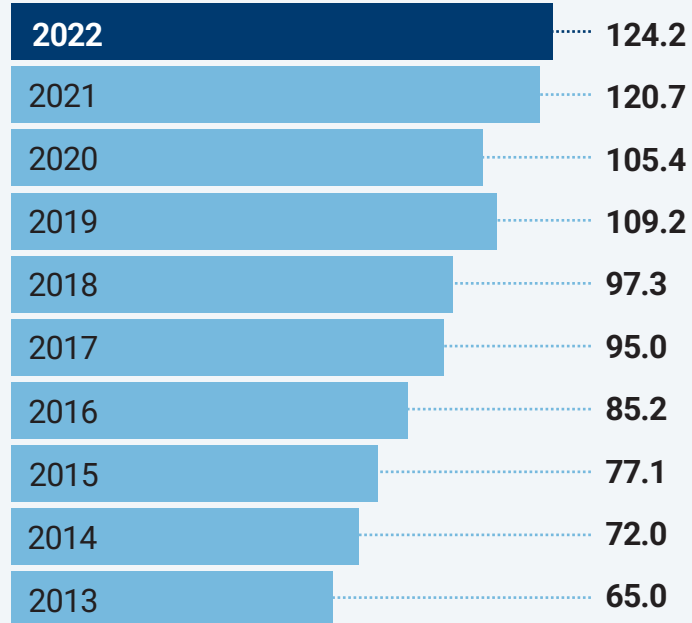
10-YEAR NET RETURN AND BENCHMARK



Actual Return Benchmark Return

Refer to the 2022 Annual Report MD&A for an explanation of how OMERS sets multi-year benchmarks.

NET ASSETS (10-YEAR VIEW) (\$ billions)



Access to a secure and stable pension fosters retention and productivity

91%

of **active members** said their OMERS membership is an important factor in their decision to stay with their employer

87%

of **active members under 35** said OMERS membership is an important factor in their decision to stay with their employer

79%

of **retirees** agreed that their OMERS pension played a role in remaining in their job



Pension plans are making a difference

OMERS members were
54% more likely to report higher
satisfaction with life

OMERS supports more than
118K jobs across Ontario

~\$12B of GDP generated annually



IMPACT

OMERS reflections
on a new report by
the National
Institute on Ageing

The impact of a secure and stable income in retirement on health

OMERS sponsored new research by the National Institute on Ageing (NIA), a think tank at Toronto Metropolitan University focused on the realities of Canada's aging population.

The report, *Healthy Outcomes: Understanding the Impact of Adequate, Stable and Secure Retirement Income on the Ability of Canadians to Age Well and in the Right Place*, reviewed the impact that financial security in retirement has on the health and well-being of Canadians and found that an adequate, stable and secure income in later life supports good health and well-being as well as aging in the right place.



Healthy Outcomes report focuses on three broad areas of research:



INCOME ADEQUACY

Income measured
at one point
in time



INCOME STABILITY

Fluctuations in
income measured
over time



ECONOMIC SECURITY

Perceptions of one's
present or future economic
circumstances

The *Healthy Outcomes report* also shares new findings from the 2022 NIA Ageing in Canada Survey that further examine the relationships between perceived financial security and the health and well-being of older Canadians.

Our Pensions 2030 North Star

To be the most trusted partner in empowering OMERS members through their pension journey – **from hire to retire.**





We've created new and innovative tools to support members through their journey



Buy-back calculator



AVC calculator



Pension education



Retirement planner



Serving 4 generations with different views



Baby Boomers
1946-1965



Gen X
1965-1980



Millennials
1981-1996



Gen Z
1997-2010

Experiences that shaped them

- Economic growth post-war, followed by recession
- High mortgages

- 'Latch-key' kids with working parents
- Higher divorce rates, early-onset independence

- 'Everyone wins' mindset
- World events: Y2K, 9/11
- 2008 recession
- Protective parents

- Digital natives
- Rise of social media
- Global perspective
- Social justice/climate

Values

- Optimization
- Team environment
- Personal gratification
- Work

- Self-reliance
- Practicality
- Work/life balance
- Technology

- Meaningful work
- Collaboration
- Work/life balance
- Diversity & social justice

- Meaningful work
- Work/life balance
- Diversity & social justice
- Personal growth & development
- Freedom of expression

Communication preferences

1. Email
2. Text/app
3. Phone call
4. Social media

1. Text/app
2. Email
3. Phone call
4. Social media

1. Text/app
2. Phone/video call
3. Email
4. Social media

1. Text/app
2. Social media
3. Phone/video call
4. Email

What will your retirement look like?

What will you do?



Where will you be?



Who will you be with?





Let's reimagine the future of retirement

O
THE OPRAH
MAGAZINE

Age
Brilliantly!

O's plan for a longer, stronger, brighter, lighter, much more together life

How Far Would You Go to Feel Better?
One woman's incredible search for a cure

The Instant Energy Quiz
Find out what's really zapping your zip—and how to get it back

Please Don't Take My Sunshine Away
Finally—a few healthy reasons to catch some rays

Boot Camp for Your Brain

Bathing Suits That Make You Look 10 lbs Thinner

Arthur C. Brooks

#1
NEW YORK
TIMES
Bestseller

**From
Strength
to
Strength**

FINDING SUCCESS, HAPPINESS,
AND DEEP PURPOSE IN
THE SECOND HALF OF LIFE



And celebrate our 65+ generation

The rise of the grandfluencers



Sustainable Investing Update

Katharine Preston
Vice President, Sustainable Investing



Sustainable investing approach

It has been our long-held belief that well-run organizations, with sound environmental, social and governance practices will perform better, particularly over the long-term

- Sustainable Investing Policy
- Sustainable Investing Committee led by executive leadership

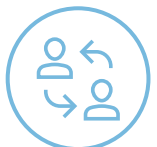
Our approach is grounded in three principles while adapting to a rapidly evolving landscape :



Integration of ESG factors into investment decision-making



Collaboration with like-minded institutions to amplify our voice



Engagement with portfolio companies to promote sustainable business practices

We continue to advance our Sustainable Investing efforts in the following ways:

- achieve **net-zero greenhouse gas** emissions across the total portfolio by 2050
- reduce portfolio carbon intensity (2019 baseline)
 - **20% by 2025**
 - **50% by 2030**
- set **interim targets** every 5 years
- create **\$3B transition asset** sleeve

Progress

- \$19B in green investments including **green buildings, renewable energy and energy efficiency** assets
- 32% reduction in portfolio carbon intensity since 2019; surpassing our 2025 goal
- Issued \$2B in **Sustainable** and **Green** Bonds



Leeward Infrastructure



Questions