

GROWING  
WITH  
PURPOSE

25

## **JUMP TO A SECTION**

**Leadership messages**

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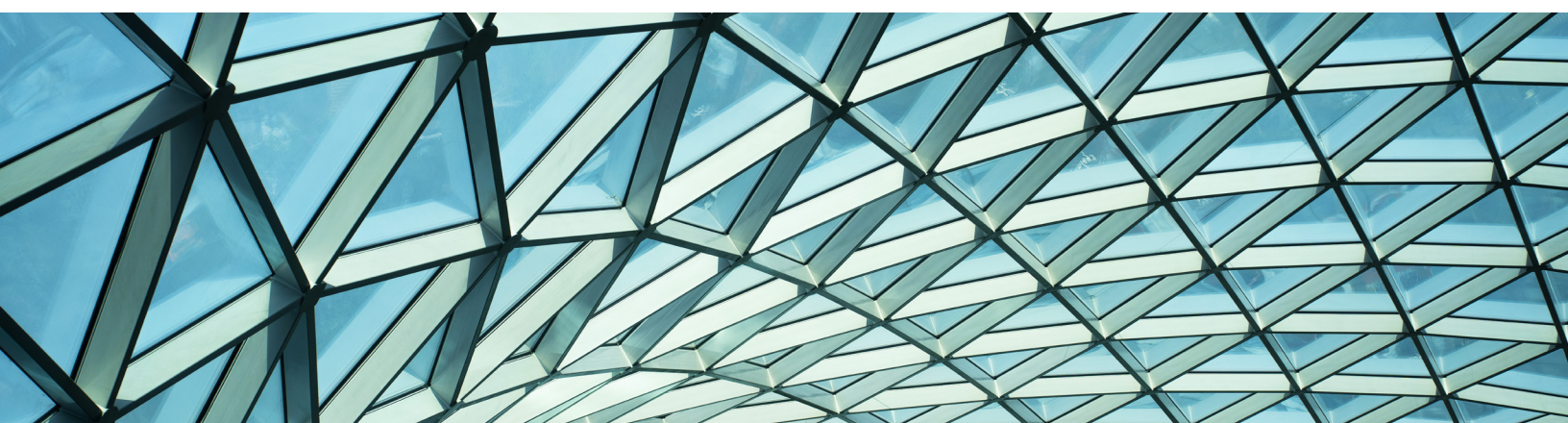
**Plan financials**

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## MESSAGE FROM THE CHAIR AND VICE-CHAIR

**On behalf of the Medicus Administrative Board,  
we are pleased to present *Growing with Purpose* –  
the Medicus Pension Plan 2025 Annual Report.**

We are proud to be serving a broad spectrum of physicians across six eligible provinces and the territories. This includes specialists, family physicians, multi-physician families and those at every career stage, from new-in-practice to late-career physicians. These members are now building pension benefits that will provide them with financial security for life in retirement.

Beyond providing a secure benefit, the plan offers meaningful features thoughtfully designed to meet physicians' unique needs and circumstances. From the contribution structure and tax benefits to the personalized service and opportunities to maximize pension benefits, we are committed to putting physicians first.

Serving our members remains a top priority, as does bringing the Medicus Pension Plan – and financial peace of mind – to all eligible physicians across Canada. It's not just a mission, it's the right thing to do, and we're proud to be on this journey.

The  
physician's  
choice for  
financial  
peace  
of mind.



**Daniel Labonté**

Chair, Medicus Pension Plan Administrative Board



**Dr. Christian Finley**

Vice-Chair, Medicus Pension Plan Administrative Board

# MESSAGE FROM THE MANAGING DIRECTOR

## On behalf of the Medicus Leadership Team

It's a privilege to lead a pension plan tailored to physicians, and I'm inspired each day by the positive impact we're having on the financial well-being of the growing community of physicians across Canada who have chosen Medicus.

I've had the opportunity to connect with many physicians across the country, and they often share their desire to spend more time with patients and less time on administrative tasks. Providing physicians with the financial peace of mind that comes with a Medicus pension gives them one less thing to worry about, allowing them to spend more time where it matters most.

Each year brings its own challenges, whether it be international relations, geopolitical uncertainty, or domestic factors leading to economic volatility. Market fluctuations are a natural part of investing, so we've built a strong, diversified strategy designed to withstand periods of uncertainty while maximizing returns during periods of prosperity. We were thrilled to deliver a 9.1% investment return for our members last year, well ahead of our 5.8% benchmark.

In this report, I'm excited to share what's new from Medicus, including our upcoming 2025 pension buyback opportunity, exciting enhancements to our plan design, and a valuable inflation increase for members. You'll also hear directly from members and stakeholders about their experiences with the plan – stories that bring our impact to life.

Medicus is in a solid position for future growth and sustainability, and we remain dedicated to the mission of bringing financial peace of mind to physicians and their families across all of Canada.



A stylized, handwritten signature in black ink that reads "S. Reitzes".

**Simone Reitzes**  
Managing Director

The plan  
includes  
unique  
features  
that benefit  
physicians  
and their  
families.



# NEW FOR 2025

## Inflation increase

We are excited to announce our first inflation increase, benefiting active and retired physicians in our plan!

A key feature of the plan's design is the ability to provide inflation increases to help our members pensions keep pace with the rising cost of living. This year, as a result of our strong funded status, all plan members will receive 100% inflation protection for the pension that they earned in 2022, 2023, and 2024. Plan members who participated in the 2024 buyback program will also receive an inflation increase of 4.0% for all years of additional pension purchased.

### INFLATION INCREASES IN ACTION

The illustration below shows the impact of the 2025 annual inflation increases for an active member who joined Medicus in 2022, had been accruing maximum pension each year and completed a buyback in 2024 to increase their age-65 pension.

Year of accrual	Annual pension earned	2025 inflation increase	Adjusted pension after inflation increase
2022	\$3,420	\$337	\$3,757
2023	\$3,507	\$250	\$3,757
2024	\$3,610	\$147	\$3,757
Buyback in 2024	\$20,000	\$813	\$20,813
Total annual pension	<b>\$30,537</b>	<b>\$1,547</b>	<b>\$32,084</b>

\*This example is for illustrative purposes only and may not reflect your situation. Values have been rounded for simplicity.

Alongside a steady monthly pension, this inflation increase helps our members keep pace with the rising cost of living for years in which inflation protection is granted and maintain their pension's value over time.

We have now completed our January 1, 2025 valuation and are please to share the results: a going concern funded ratio of 152% and a solvency funded ratio of 120%.

## New benefit features

Medicus was designed to meet the unique needs of our members, including options for financial protection for physicians and their families.

We're excited to share two valuable new benefit features, delivering even more value for our physician members, based on feedback from our members about the benefits that matter most:

**1. We have enhanced the base pension entitlement to include a 15-year guarantee – five extra years on top of the previous 10-year guarantee.**

- With this option, if a retired member passes away before receiving 15 years of pension payments in retirement, the remaining payments will be paid to their designated beneficiary(ies) or their estate.

**2. We've added a 10-year guarantee period to our 100% spousal coverage option, to increase protection for physicians and their spouses.**

- If a member chooses this option at retirement, this means when they pass away their spouse will continue to receive 100% of the member's pension payment for their lifetime; and,
- with this new 10-year guarantee period, if the member and their spouse pass away within 10 years of the member's retirement, the remaining payments will be paid to the designated beneficiary(ies) or the estate.

With guarantee periods now included as part of every pension option, Medicus offers its members the certainty that no matter what happens, loved ones will benefit from the financial protection built into the plan.



## Buybacks... they're back

Our 2025 pension buyback window opened on June 2 for members to increase their lifetime pension from Medicus.

Members can make a one-time transfer into the plan; many choose to use their registered retirement savings plan (RRSP) to do this. The transfer will “buy” additional years of pension, boosting the benefit they'll receive during retirement.

**Why buy back?** If you're like many physicians, you've been incorporated for at least a few years before joining Medicus. When you buy back, you get to purchase additional pension benefits to reflect those years of eligible incorporated service.

Most importantly, the result is a larger Medicus pension that more accurately reflects the years you've practised as an incorporated physician and provides additional protection for your family.

It's another way we're helping our members build a secure stream of income for retirement.

Wondering how a buyback can boost your pension?  
Try our pension estimator tool, which includes a new  
buyback feature.





# PHYSICIAN PERSPECTIVES

## What Medicus means to the physician community

Recently, we sat down with two of our physician members to find out what Medicus means to them. Dr. Aziz, a urologist in Sault Ste. Marie, Ontario, and Dr. Wepener, a family doctor in Barrhead, Alberta, were happy to share their perspectives with the physician community.

### WHY DID YOU DECIDE TO JOIN MEDICUS?

*Dr. Wepener:* At my age, I have plans in place for retirement, but the Medicus plan is a good supplement and also a secure low-risk investment.

### WAS IT EASY TO ENROL?

*Dr. Aziz:* It was very easy. I liked the process – simple, white-glove service, not a lot of steps. And the representatives were responsive and helpful.

*Dr. Wepener:* Honestly, the easiest. Not time-consuming at all and the process is well structured.





**NOW THAT YOU'RE BUILDING YOUR PENSION, WHAT DOES IT MEAN FOR YOU TO HAVE A SECURE MONTHLY PENSION INCOME IN RETIREMENT?**

*Dr. Wepener:* It is significant. After what's been happening in the markets lately, having the security of a pension gives me additional protection, a bit like having insurance.

*Dr. Aziz:* Being a busy physician, I don't have time to look at the markets. Medicus lets me set it and forget it and provides stability. It really gives me the best of both worlds. I have a safe and secure pension to rely on, which means I can be more growth-oriented with my other investments.

**HOW HAS JOINING MEDICUS AFFECTED YOUR RETIREMENT PLAN?**

*Dr. Aziz:* I'm happy that I won't have to delay starting my retirement, even if the market drops. Medicus will be the baseline that I can rely on. If I have to wait on my other investments, it's okay, because Medicus will be there to support me.

**WHAT DO YOU LIKE BEST ABOUT MEDICUS?**

*Dr. Wepener:* The simplicity of it; there's not a lot of paperwork and I get all the documents I need for tax submission. It's perfect!

*Dr. Aziz:* The idea that Medicus is exclusively for physicians and tailored to physicians; it's very meaningful.

**ANY FINAL THOUGHTS YOU'D LIKE TO SHARE WITH US?**

*Dr. Aziz:* I'm happy Medicus is offered in a variety of provinces across Canada, so it can move with me if I need to.

*Dr. Wepener:* I think that as more physicians start to hear about Medicus, they will want to join. It's absolutely a no-worry solution!



# THE MEDICUS STORY

**Medicus is the first and only pension plan of its kind designed exclusively for physicians.**

Since its inception, Medicus has met many important milestones:



Follow us on [LinkedIn](#) for plan updates, insights and personal reflections to help you build financial well-being for your ideal retirement.

## WHY PENSION MATTERS

Physicians know that good health is critical for longevity, quality of life and peace of mind – and that financial well-being plays an important role too.

Physicians choose to save for retirement using a variety of strategies, and it can be beneficial to complement these strategies with a predictable stream of income in retirement.

### That's where the Medicus Pension Plan comes in.

With Medicus, our members know:

#### **HOW MUCH PENSION THEY'LL RECEIVE**

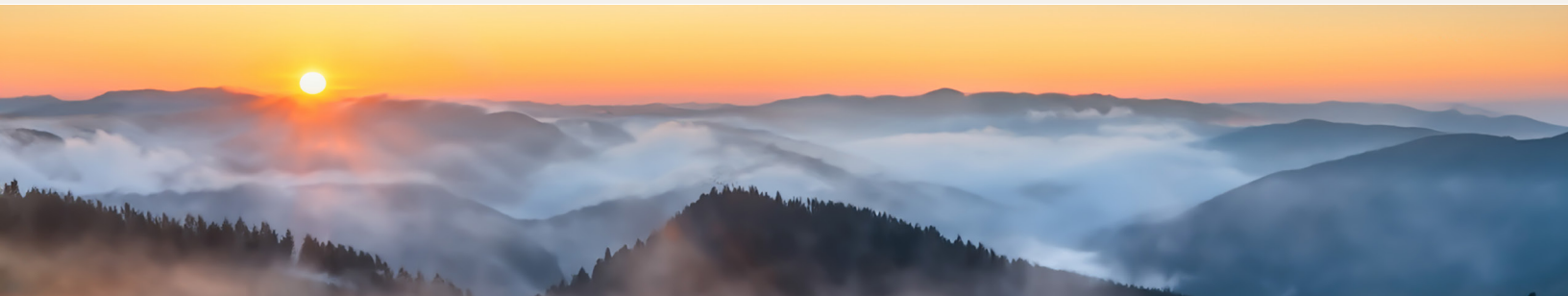
Medicus makes it easy by providing tools that estimate pension at various ages and demonstrate how a buyback can increase pension at retirement.

#### **HOW LONG THEIR PENSION WILL LAST**

A Medicus pension will last for a member's lifetime, and there are guaranteed payment periods and survivor benefits for spouses or beneficiaries.

Contributions are pooled in a single trust fund and invested together by professional investment managers to take advantage of economies of scale and minimize investment and longevity risk.

The peace of mind that a pension provides can lead to a higher quality of life for physicians both in practice and in retirement.





## Our physician focus

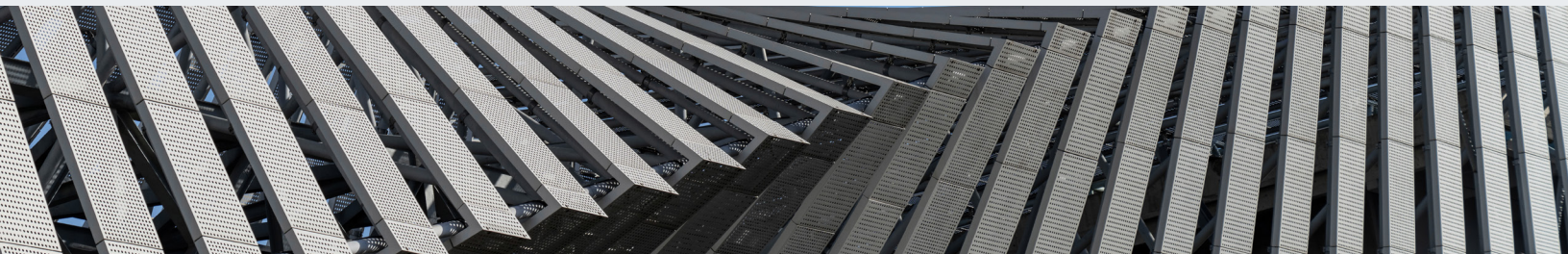
Everything we do is designed with physicians in mind. Our Administrative Board includes physician voices to ensure that as Medicus evolves we continue to meet the unique and ever-changing needs of physicians. Our members enjoy tailored advantages:

- no membership fees
- tax-effective contributions
- a straightforward formula that maximizes pension with no reductions tied to government benefits
- geographic flexibility
- survivor benefits for loved ones
- support and guidance from enrolment through retirement
- buybacks and inflation increases to boost pensions

“Medicus is a pension plan designed exclusively for physicians and available exclusively to physicians. As a founding member of the plan, it is so meaningful to me to be a representative on the Administrative Board, alongside the growing community of physicians who have joined Medicus. It heartens me to hear so many physicians speak about the financial stability and peace of mind that comes from joining Medicus and I am excited to see the plan continue to grow by doing what we do best, putting physicians first.”

**Dr. André Bernard MD, MSC, Anesthesiologist**

Medicus Pension Plan Administrative Board





## Simplicity for members

We know how busy physicians are, and Medicus is here to make retirement planning effortless for our members. From the very first time we connect, through enrolment, life events and retirement, we provide high-touch service every step of the way.

**ENROLLING:** We guide our members through each step, starting with a discovery meeting to better understand goals. From there, enrolment is quick and simple using our online tools.

**CONTRIBUTING:** We calculate and automatically withdraw monthly contributions, making the process easy for physicians and avoiding additional accounting fees for plan administration.

**MONITORING:** Our members receive annual statements each June showing the pension they've earned, and on our member portal they can estimate their future pension at different retirement ages, at their convenience.

**FILING:** Each February, we send a personalized tax package containing everything our members need for personal and corporate tax filings.

“Medicus has provided exceptional support to my clients. My clients have described the enrolment process as simple and shared that the Medicus team is always available to answer questions, providing timely and helpful insights. Having spent my career supporting physicians, it's been meaningful – both personally and professionally – to have my clients enrol in a pension plan designed for their unique needs to help them achieve stronger retirement security. The Medicus values align with my own, with a top priority of bringing peace of mind to our clients.”

**Joe Doria, Senior Financial Consultant**  
MD Management Limited

## PLAN FINANCIALS

### Funding

With an exceptional funded status that places us among Canada's strongest pension plans, Medicus is thrilled to announce that we will be providing our first inflation increase, as well as two valuable new benefit features for our plan members and their families.

The plan's actuary performs regular valuations to compare the plan's assets to its liabilities, an important measure of the plan's overall health.

We have now completed this year's review and are pleased to share the results.

When the plan has a surplus — as it did on January 1, 2025 — members benefit through pension enhancements, such as inflation increases. With dedicated physician representation on the Administrative Board, these improvements are designed to be meaningful for physicians.

On January 1, 2025, the plan was:

152%

funded on a going-concern basis

120%

funded on a solvency basis

## Investment strategy

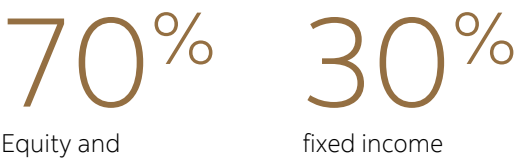
The plan’s assets – a combination of contributions and investment earnings – are held in trust by our external partner, State Street Trust Company Canada, which is part of one of the largest custodian banks globally.

Investment performance is an important contributor to the overall health of the plan and a fundamental focus for the Administrative Board.

The plan’s assets are invested by 1832 Asset Management L.P., which is a subsidiary of Scotiabank and one of Canada’s largest asset managers, in accordance with our Statement of Investment Policies and Procedures.

### ASSET MIX

Assets are invested over a long time horizon, with a target asset mix of:



Asset class	Target % of portfolio*
Fixed income	30%
Canadian equity	22%
US equity	20%
International equity	21%
Emerging market equity	7%

\*The portfolio may also include cash and equivalents and alternative investments as required to achieve the target performance metrics.

Our combination of growth and fixed income assets diversifies and strengthens the fund and ensures it remains healthy and resilient.

## Investment return

In 2024, our one-year rate of return was:

9.1%

This is well above our 5.8% benchmark.

### **THE PLAN REMAINS SECURE**

During uncertain times, whether geopolitical, economic, or otherwise, it's natural to see market fluctuations, which is why our investment managers have built a strong, diversified investment strategy.

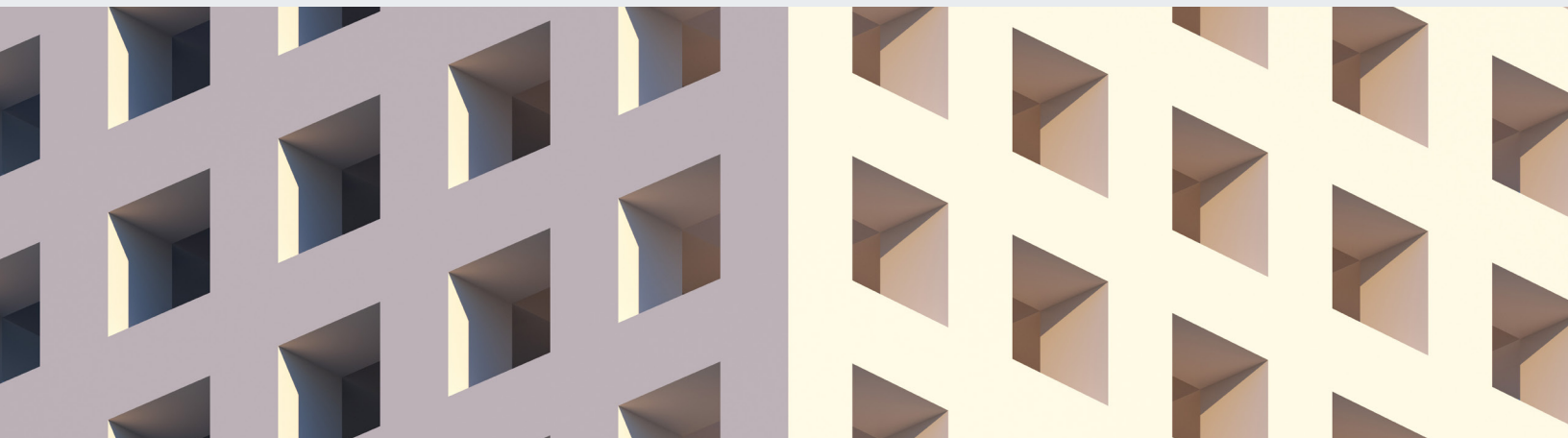
The Medicus Pension Plan remains secure, well-funded and carefully managed to protect our members' retirement goals – even in the face of volatility.

### **INVESTMENT OVERSIGHT**

The Administrative Board oversees the investment of the plan's assets in the best interests of the plan's members, closely monitors the performance of the plan's assets, and decides if a change in asset mix or investment manager is warranted. The Administrative Board also:

- sets the investment policy, return expectations, risk tolerance and asset mix
- monitors performance of the trust and asset manager
- ensures competitive investment management fees

Our investment edge: when contributions are pooled together, Medicus and its members benefit from that scale with access to more diverse investment opportunities, including specialized options that aren't typically available to individual investors.





## Sustainable investing

Sustainable investing is an important consideration for Medicus because we manage the plan through a long-term lens.

Did you know that our Administrative Board has a fiduciary duty to consider risks and opportunities that arise from sustainable investing as part of its broader investment strategy? The Administrative Board has engaged specialists in this field and participated in education sessions on this topic, as part of the process leading to the creation of a sustainable investing policy for the plan.

Our commitment to sustainable investment practices yields many advantages for our members over the long term:

### **RISK MITIGATION**

By considering environmental, social, and governance risk factors that are financially material, we help to safeguard the pension trust fund and increase its resilience.

### **POSITIVE IMPACT**

Members can take pride in knowing their investments align with their values while delivering strong financial returns.



# OUR MEMBERS

## Membership diversity

We currently serve physicians ranging in age from **under 30 to over 65**.

### OUR MEMBERS PRACTICE IN MANY DIFFERENT AREAS, INCLUDING:

- Anatomical Pathology
- Anesthesiology
- Cardiac Surgery
- Cardiology
- Diagnostic Radiology
- Emergency Medicine
- Endocrinology and Metabolism
- Family Medicine
- Gastroenterology
- General Surgery
- Geriatric Medicine
- Hematology
- Infectious Diseases
- Internal Medicine
- Neurology
- Neurosurgery
- Nuclear Medicine
- Obstetrics and Gynaecology
- Oncology
- Orthopedic Surgery
- Otolaryngology
- Pediatrics
- Physical Medicine and Rehabilitation
- Plastic Surgery
- Psychiatry
- Sports Medicine
- Urology
- and more...





## Our members are maximizing value

The average contribution is **\$30,400 per year**



## Who can join?

The Medicus Pension Plan is designed exclusively for physicians who are:

incorporated

**OR**

employed by another incorporated physician or other eligible employer, such as a clinic.

Some members who joined us last year are on track to receive a pension of more than \$200,000 per year.



## A plan that meets you where you are

No matter where you are in your journey – just starting out, mid-career or nearing retirement – Medicus can help you get where you want to go. With a range of features, including pension buybacks, you can build a strong pension even if you’ve only been a member for a short time. Let’s explore a few member profiles:



### DR. NADIA, AGE 35

#### The goal

Wants to save for retirement while focusing on growing her practice

#### The approach

Nadia makes the maximum contribution allowed each year for 30 years before retiring at age 65



### DR. MARCUS, AGE 45

#### The goal

Wants to retire on time and worry-free; his primary focus is running his busy practice

#### The approach

Marcus makes the maximum contribution allowed each year for 20 years before retiring at age 65



### DR. JOANNA, AGE 50

#### The goal

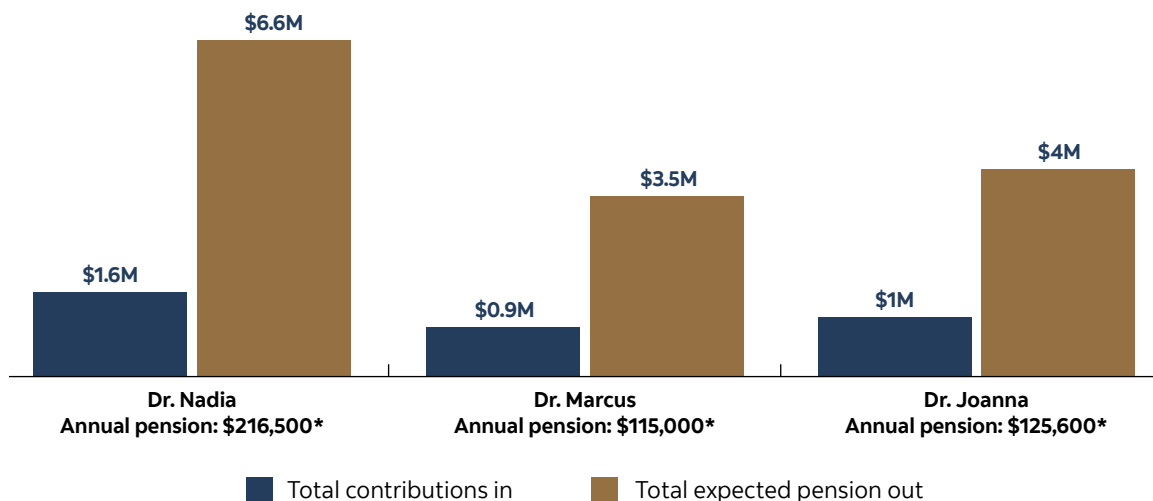
Wants to retire comfortably and slowly wind down her practice while performing volunteer work abroad

#### The approach

Joanna makes the maximum contribution allowed each year for 15 years before retiring at age 65

She decides to complete a buyback of 20 years to boost her pension without working longer

## OUTCOMES AT A GLANCE



\*The examples on this page are for illustrative purposes only and may not reflect your situation. Values have been rounded for simplicity. The numbers shown are based on Income Tax Act limits in 2025, and on the following assumptions: pre- and post-retirement indexation based on 50% of the assumed inflation for those periods (3% for pre-retirement years, based on the expected annual increase in the Average Industrial Wage and 2% for post-retirement years, based on the expected annual increase in the Consumer Price Index).



Generally speaking, physicians who join in their 30s, 40s or 50s and live to their average life expectancy can be expected to have a return on investment of between 5% and 8% per year. In addition, they enjoy the peace of mind that comes from knowing their pension benefit is predictable, secure and payable for their lifetime.



## PLAN GOVERNANCE

We've built a robust governance structure to ensure the Medicus Pension Plan follows best-in-class practices and benefits from a highly experienced team that includes professionals in investment, legal, actuarial, communication and pension operations. Our governance structure is tailored to physicians and leverages the model of other leading Canadian jointly sponsored or multi-employer public sector plans.

### Administrative Board

The legal administrator and fiduciary of the plan:

- oversees plan administration
- fulfills regulatory requirements
- approves and monitors investment strategy, as well as plan policies, procedures and external advisors

“Medicus allows physicians to focus more on their patients and worry less about their financial future. The peace of mind that comes from reliable, predictable retirement income supports physicians today and tomorrow, and extends to their families. I am especially proud of the inflation increase we have provided to our members this year which continues to build the foundation for a future well-planned for the physician community.”

**Daniel Labonté, Chair**

Medicus Administrative Board



## Plan Sponsor Committee

Responsible for plan sustainability and oversight:

- oversees plan design, funding policy and governance framework
- brings deep experience and insight in corporate governance, operations and investments

## Leadership Team

Responsible for strategic direction:

- provides leadership and guidance to the Administrative Board and the Plan Sponsor Committee
- ensures excellence in governance, risk management and member experience

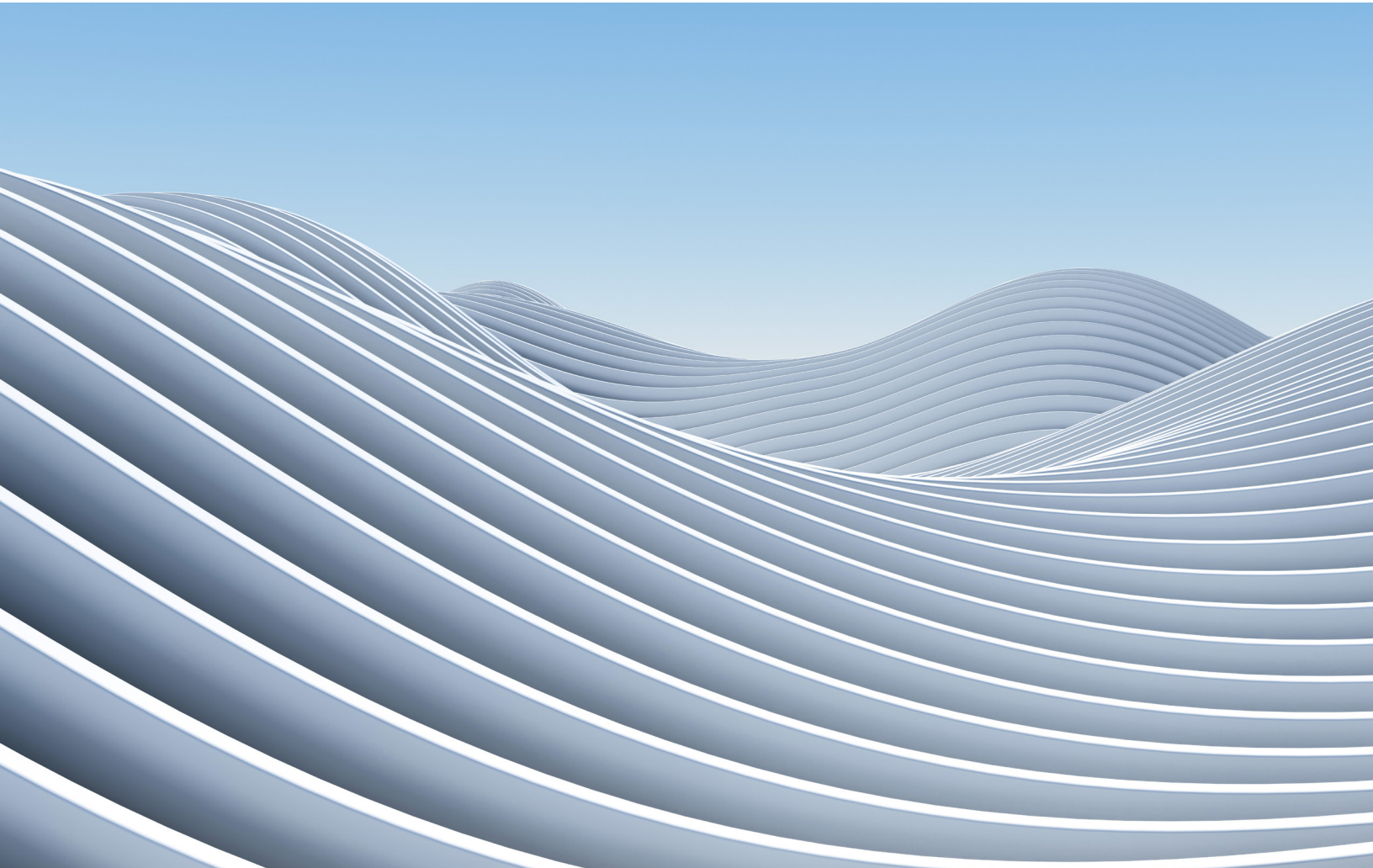
Our Leadership Team works in tandem with the Administrative Board and the Plan Sponsor Committee to ensure rigorous financial management and governance practices while strategically evolving the plan to best serve our growing membership.



## STRATEGIC PRIORITIES

We are committed to:

- serving our members with excellence, protecting their assets and providing a best-in-class experience including investments in new technology such as upgrading our online pension benefit estimator to include a buyback feature;
- supporting plan growth across the country and connecting with physicians regularly to ensure they have the information they need to confidently participate in the Medicus Pension Plan; and
- ensuring the plan remains meaningful and tailored to physicians' needs, including offering a new pension buyback opportunity, making exciting changes to our plan design and granting our first inflation increase for members.





## Medicus: out and about

We've been busy connecting with physicians across the country. Whether through one-on-one discussion, at physician conferences, or by providing insights during one of our Medicus-hosted webinars, we're meeting physicians where they are.

## Highlights



### CANADIAN WOMEN PHYSICIAN FITNESS COMMUNITY WINTER RETREAT

#### Lake Louise, February 2025

Medicus was a proud sponsor of the CWP FC's fall 2024 and winter 2025 retreats, where we had the opportunity to engage with physicians and provide information sessions about the plan.

It was incredible to see this community of women physicians in action, coming together to support and encourage each other in their fitness and career journeys.



### CARDIAC SMASH

#### Toronto, September 2024

Medicus was honored to be among the sponsors of Cardiac Smash, Canada's largest charity ping-pong tournament. The event is run in aid of the Heart & Stroke Foundation and the Ontario Brain Institute.

The event served up opportunities for fun and learning as teams came together to support the critical research and advocacy work performed daily by the Heart & Stroke Foundation and Ontario Brain Institute.



### FAMILY MEDICINE FORUM

#### Vancouver, November 2024

Family Medicine Forum, hosted by the College of Family Physicians of Canada, is Canada's largest annual conference for family physicians.

At last year's event, Medicus was delighted to host a lunch and information session for attendees who were interested in learning more about the plan, how it could contribute to their total wellbeing, and how it could help them achieve their retirement goals.



## JOIN US

Interested in joining the growing community of Canadian physicians who've chosen Medicus?

[Click here](#) to set up a one-on-one discovery meeting to chat with one of our specialists and have all of your questions answered.





# GROWING WITH PURPOSE

# 25

## A FINAL WORD

This Annual Report provides summary information about the Medicus Pension Plan (Registration No. 1406180) in simple terms. Every effort has been made to provide accurate information, but if there is any discrepancy between the information contained here and the official plan text and other documents, the official documents will apply.

The Medicus Pension Plan is a registered pension plan and is registered under the *Pension Benefits Act* (Ontario) and the *Income Tax Act* (Canada). To determine if the Medicus Pension Plan is appropriate for your retirement planning needs and retirement income objectives, please consult with a financial advisor. Medicus Pension Plan™ is a trademark used under licence.