asr TRUST
RETIREE HEALTH CARE

Important information about your asrTrust benefits plan: GM Retiree Plan

We're writing to let you know about a select number of targeted changes to your asrTrust benefits plan. These changes are intended to help keep the plan strong and able to support you and your family for years to come.

> At asrTrust, our role is to provide you with valuable benefits that support healthy aging and a fulfilling retirement. We act to manage the plan carefully, use funds responsibly, and adjust the plan as needed so every plan participant is supported for their lifetime.

We recently asked experts to complete a detailed review of the plan's financial health, called an actuarial valuation. The review showed that costs for some benefits are rising too quickly and will not be affordable over the long term. If this continues, it will weaken the plan's finances and make it difficult to provide valuable benefits in the future.

That's why we are making targeted changes to the asrTrust plan, effective January 1, 2027. These are not broad changes. They are focused steps to help protect the health of the plan.

What's changing

The following targeted changes will take effect on January 1, 2027:

In-Home Support Services:	Annual maximum coverage for in-home nursing and Personal Support Workers (PSWs) will change to $30,000 per year (from $100,000). If you are actively using these services, your coverage will change more gradually: $100,000 in 2027, $65,000 in 2028, and $30,000 in 2029.
Hearing aids:	Coverage will change to allow hearing aids to be replaced every 60 months (instead of every 36 months). A new maximum will also apply: $2,500 per hearing aid ($5,000 per pair).
New benefit for dementia care:	A new benefit of $1,600 per month will be available for members with dementia who are living in a private retirement home dementia care unit and are on a long-term care wait list.
Use of government programs in Quebec:	Plan participants in Quebec who are age 65 or older are being asked to enrol in RAMQ's Public Prescription Drug Insurance Plan effective January 1, 2027. This means the government will cover eligible costs first, with asrTrust covering any remaining eligible costs.

See "More details on upcoming changes" section in this letter for additional information.

Why these changes are happening

At asrTrust, we monitor and analyze the benefits plan continuously. Our goal is to make sure it provides value today and holds its value for the entire lifecycle of the plan, supporting plan participants for decades to come.

In recent years, demand and costs for some benefits, especially in-home services and hearing aids, have grown much faster than expected. We have been closely monitoring the impact of this growth on the plan.

After completing a detailed review of the plan's financial position and carefully considering all options, the Board made the decision to introduce targeted changes focused on areas where costs are rising too quickly to remain affordable over time.

At the same time, the Board also identified a significant gap in support for plan participants with dementia who are waiting for a long-term care bed, but can't safely remain at home. Private retirement home dementia care wards can support plan participants during this stage, but the asrTrust plan provided no funding to support them. New coverage is being introduced to provide meaningful support while they are waiting for LTC placement.

More details on upcoming changes

In-Home Support Services

In-Home Support Services (in-home nursing and Personal Support Workers) are an important part of the asrTrust plan. That's why we significantly increased coverage for these services in 2022 to better support plan participants who rely on this care.

After several years at this increased level of coverage, we now have a much clearer picture of its long-term cost. Demand for these services has been very high and continues to grow, rising by 44% in 2025 alone.

If this rapid growth continues, it will weaken the plan's finances and put the future value of benefits at risk. To help manage this growth, the annual maximum for in-home nursing and Personal Support Workers (PSWs) will be set at $30,000 per year.

What if I'm actively using In-Home Support Services?

If you are actively using PSW or in-home nursing (excluding foot care) services and had a claim paid between October 1, 2025 and September 30, 2026, you'll soon receive a letter in the mail.

The letter will confirm that you qualify for a more gradual reduction in coverage over the next two years, giving you additional time to adjust your care plan.

Please work with your SE Health nurse care manager, who can support you in adjusting your future care plans if required.

Hearing aids

We have also seen rapid growth in hearing aid costs, with claims increasing by 20% in 2025 alone. We've found that hearing aid providers are often replacing hearing aids after 36 months, even though modern devices are designed to last longer with proper care.

To help manage rising costs, coverage will be updated to make hearing aids eligible to be replaced every 60 months. A new maximum will also apply: $2,500 per hearing aid ($5,000 per pair).

The plan will continue to cover hearing aid repairs. If you bought a hearing aid in 2024 or 2025, you need to wait 60 months from the purchase date before it can be replaced under the plan.

This change aligns with government programs, such as the Ontario Assistive Devices program (ADP), which provides $500 per hearing aid every 60 months. Make sure you ask your audiologist how to use provincial programs to help pay for your hearing aids.

Can I replace my hearing aids sooner than 60 months?

In rare cases a hearing aid may need to be replaced earlier than 60 months, due to a significant change in hearing or a device that can't be repaired. The reasoning will need to be well documented by your audiologist and shared with GreenShield to approve early replacement. Provincial programs should also be used for early replacements.

New dementia care coverage

We are addressing a gap in coverage for plan participants with dementia who are on a wait list for long-term care and are living in a dementia care ward within a private retirement residence

Starting January 1, 2027, new dementia care coverage will provide up to $1,600 per month, which is the same as the current long-term care monthly amount under the plan. Please note you cannot claim both the new dementia care benefit and in-home support services at the same time.

This coverage is intended to provide support to plan participants and their families during a difficult stage of care.

How do I submit a claim for dementia care coverage?

Along with a general claim form, please include the following documents when submitting a claim to GreenShield:

- A letter from a physician confirming the diagnosis of dementia
- Proof that the plan participant is on a long-term care wait list
- A letter from the plan participant's retirement residence confirming they live in a secure dementia care unit
- A monthly invoice from the retirement residence showing the dementia care charges

Use of government programs in Quebec

To help manage costs and protect the value of benefits for the future, we are making better use of available government programs.

All Quebec residents age 65 or older are being asked to enrol in RAMQ's Public Prescription Drug Insurance Plan effective January 1, 2027.

Once enrolled in RAMQ, prescription drug coverage will not change. asrTrust will continue to cover all remaining eligible costs after RAMQ pays first. asrTrust will also cover the annual premium to be part of RAMQ.

This approach is significantly less expensive for asrTrust as private plans often have to pay more than RAMQ for the same medications.

Information about how to enrol for RAMQ is included with this letter for Quebec residents.

Other resources

With these changes in place, the plan is expected to remain strong and stable, continuing to provide best-in-class benefits for you and your family.

> Details about these changes can also be found on our website:
> **asrtrust.com/gm/news-library**

If you have questions or need support, please contact GreenShield at **1-877-266-5494.**
At asrTrust, we remain committed to managing your benefits plan responsibly to ensure every plan participant is supported now and in the future.