



Your future, our commitment



2024 Annual Report



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Did you know?

WISE Trust was the first pension plan in Ontario to convert from single employer to jointly sponsored by plan amendment.

Secure.
Steady.
Supported.

We are wise

Your trusted pension administrator of retirement solutions for workplace safety and insurance employees in Ontario.

The WISE Trust Plan is more than just a pension, it's a promise.

Through wise investment strategies and meticulous administration, we deliver a steady source of income for members and beneficiaries.

WISE Trust was established with a modern vision for pension security. By adapting to changing economic realities, WISE Trust's prudent investment practices means that as a member of the Plan, you'll be better able to predict what your monthly pension will be when you retire. In essence, the longer you work, the larger your pension will be; when you retire, you will receive monthly benefit payments for life.

The value of being a WISE Trust member

WISE Trust offers a defined benefit pension plan, which means as a member you will receive a monthly pension income for life! Some notable features of the plan include:



Predictable retirement income

Guaranteed monthly benefit upon retirement, based on a formula that considers your salary and years of service.



Protection from market fluctuations

Your benefits are secure and not subject to the constant variation of the financial markets.



Access to ancillary benefits

Additional benefits provided by WISE Trust include inflation protection, early retirement benefits, and survivor benefits.

Mission

To deliver on the defined benefit pension promise to our members now and into the future.

Values



Integrity

Being transparent and honest in our decisions and actions



Accountability

Acting responsibly today to provide for the future



Service excellence

Delivering timely, supportive interactions to members and partners



Inclusivity

Working as a team, respecting perspectives, and sharing ideas



Innovation

Constantly challenging ourselves to reach beyond the status quo

Vision

To continue to evolve our pension plan for our members by defining new ways to strengthen our pension promise.

From the Board of Trustees

As we reflect on 2024, we are pleased to share the progress and achievements of WISE Trust. Our commitment to securing our members’ financial future remains our top priority, and we are proud of the strides we have made together.

2024 was marked by significant milestones. Through a period of high inflation and considerable uncertainty, we successfully navigated the complexities of the financial markets, ensuring the stability and growth of our investment portfolio. These efforts, in collaboration with our partners at Investment Management Corporation of Ontario, resulted in a net return of 11.3% on the Plan’s investments for the year. We hope that this solid performance, the result of prudent management and strategic decisions, provides our members with confidence that their retirement savings are in capable hands.

In 2024, the Board played a crucial role in overseeing the implementation of WISE Trust’s initiatives under our new strategic plan, ensuring that our organization moves forward focused on optimizing the security of members’ pension benefits, the long-term sustainability of the Plan and our organization. Key among those efforts were the enhancement of governance practices, strengthening risk management capabilities, and fostering a culture of accountability and transparency.

At WISE Trust, we are committed to enhancing member and employer services by continually modernizing pension administration and improving communication channels. Staying connected and informed remains crucial to bolstering satisfaction across our stakeholder base.

Looking ahead to 2025, the Board of Trustees will actively navigate the challenging operating environment while prioritizing three key areas:

- ensuring long-term Plan sustainability,
- exploring innovative pension administration and investment opportunities,
- enhancing member and employer engagement.

Our goal is to exceed stakeholder expectations by delivering consistent value and security for their financial future.

Thank you for your ongoing trust and support.



Harry Goslin
Harry Goslin
Co-Chair of the Board of Trustees



Grant Walsh
Grant Walsh
Co-Chair of the Board of Trustees

Staying connected and informed remains crucial to bolstering satisfaction across our stakeholder base.

Wise words from our CEO



Despite the challenges posed by global economic uncertainties, our pension plan has demonstrated robust performance.



2024 was a year of growth and progress for WISE Trust, and I am pleased to share our achievements from the past year.

2024 was also the first year of implementing the initiatives that will take the Plan and WISE Trust into the future under the Board of Trustees' strategic plan. That plan is characterized by a focus on first-class service for our members and employers, optimizing our operations, governance excellence and prudent administration of the Plan in all we do.

Performance and growth

By remaining vigilant and working collaboratively with our investment managers at Investment Management Corporation of Ontario, we implemented a prudent investment and risk management strategy and adapted to the changing economic landscape, emerging with a positive 2024 net return of 11.3% on the Plan's investments and growing the pension fund to approximately \$4.5 billion. These results underscore the strong financial health of the Plan and enhance our ability to fulfill the pension promise to present and future members. Despite the challenges posed by global economic uncertainties, our pension plan has demonstrated robust performance through our diversified investment strategy, which has been pivotal in mitigating risks and capitalizing on opportunities across various asset classes.

Member services and engagement

We have continued to prioritize continuous improvement of our member and employer services offerings, enhancing our digital platforms to provide seamless access to account information and resources. We are committed to fostering a transparent and engaging relationship with each of our members and employers.

Initiatives begun in 2024 include:

- **Modernization of pension administration** through expanded communications and optimization of technology using metrics to improve the overall member experience.
- **Member education advancement** by providing accessible learning tools and resources to members seeking to accelerate their pension knowledge.
- **Branding refinement** to solidify our presence and increase awareness of services offered.

Optimizing operations and innovation

In 2024, WISE Trust celebrated completion of our fourth year in operation as administrator of the Plan. Over that time, the organization has undergone tremendous growth and change, as systems were implemented, and staff were hired to enable the Board of Trustees to assume governance and administration of the Plan. Having successfully navigated that start-up period, our focus shifted in 2024 to ensuring that our operations were optimized for now and into the future, with a particular focus on finding efficiencies and economies of scale.

Governance and administration

As part of our efforts towards honing the future state of the organization, the Board of Trustees has also undertaken a comprehensive governance review, to ensure that all structures and systems remain up to date and appropriate for the future. The organization also made significant strides in enhancing funding, risk management and reporting practices.

Thank you for your trust and confidence in our pension plan. Together, we will build a secure and prosperous future.

Christopher Brown
CEO, WISE Trust



There are
people who
have money
and people
who are rich.

Coco Chanel



01

Wise highlights

General



Digital first

Over 2,500 members explored our new website within the first 48 hours of its launch.

\$4.5B

net assets

104%

funded ratio status as of December 31, 2024

\$109M

employer contributions

\$43M

member contributions

6

participating employers

Investment performance

(Net of investment costs)

11.3%

1-year return
(11.9% gross return)

3.4%

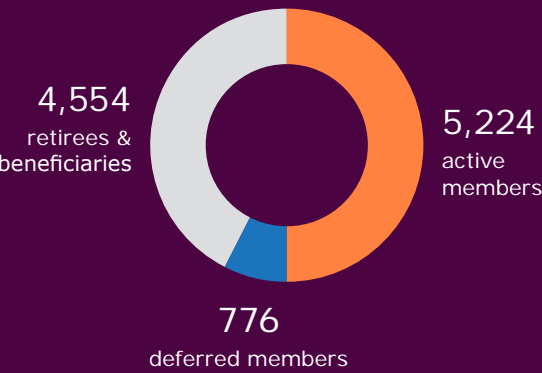
3-year return
(3.9% gross return)

5.1%

5-year return
(5.6% gross return)

Plan membership

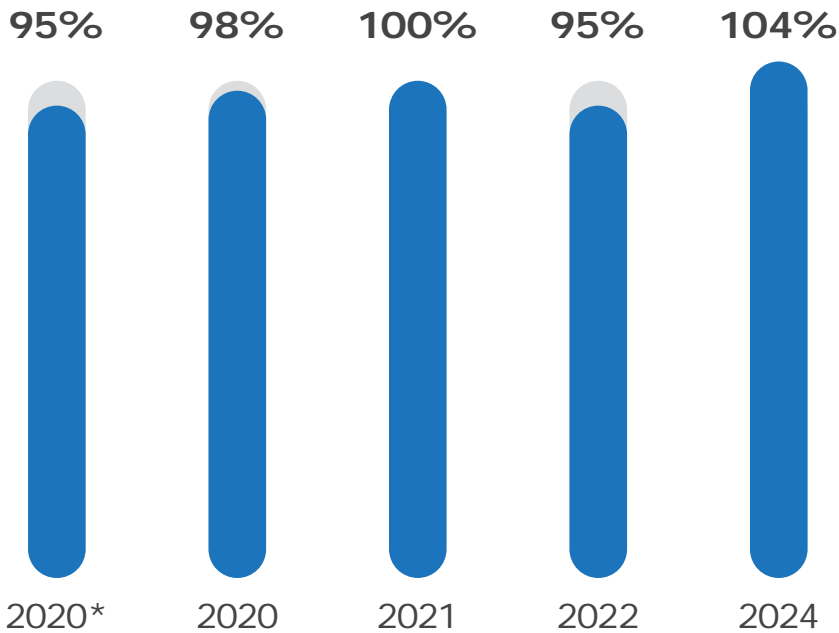
Total: 10,554 members



Funded ratio

Funded ratio

As at December 31



The Funded Ratio is the percentage of the Plan’s liabilities that are supported by the Plan’s assets.

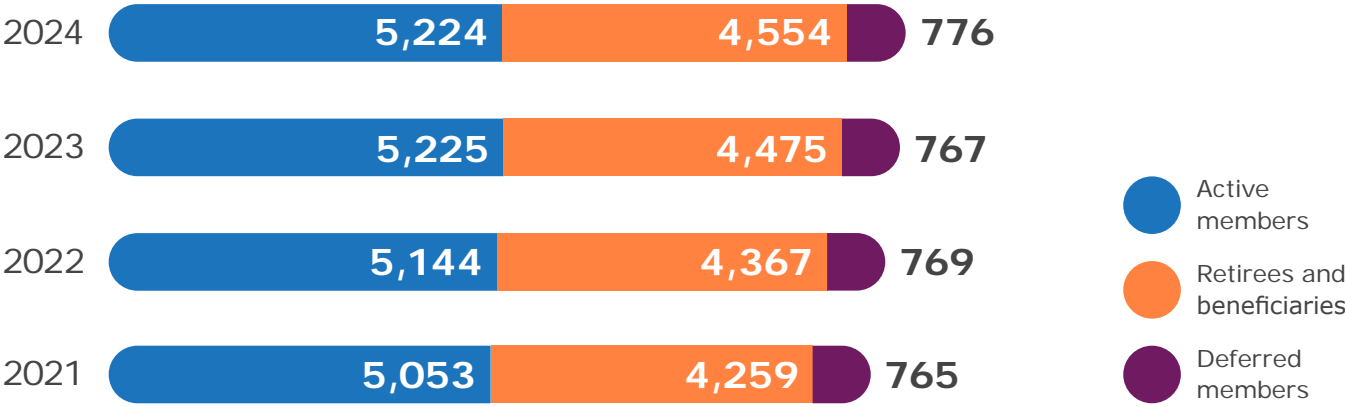
It is determined by the going concern actuarial valuation prepared by our external actuary, WTW. The valuation is based on long-term actuarial assumptions and the expectation that the Plan will continue indefinitely.

The chart shows the five most recent actuarial valuations. The Pension Benefits Act (Ontario) requires that a full actuarial valuation, which includes the funded ratio calculation, be conducted and filed with the regulator at least once every three years. The most recent valuation conducted to monitor the Plan’s funded status was prepared as at December 31, 2024, and will be filed with the regulators in 2025.

* A separate actuarial valuation was prepared as at July 1, 2020, the Plan’s date of conversion to a jointly sponsored pension plan.

Membership

Membership profile

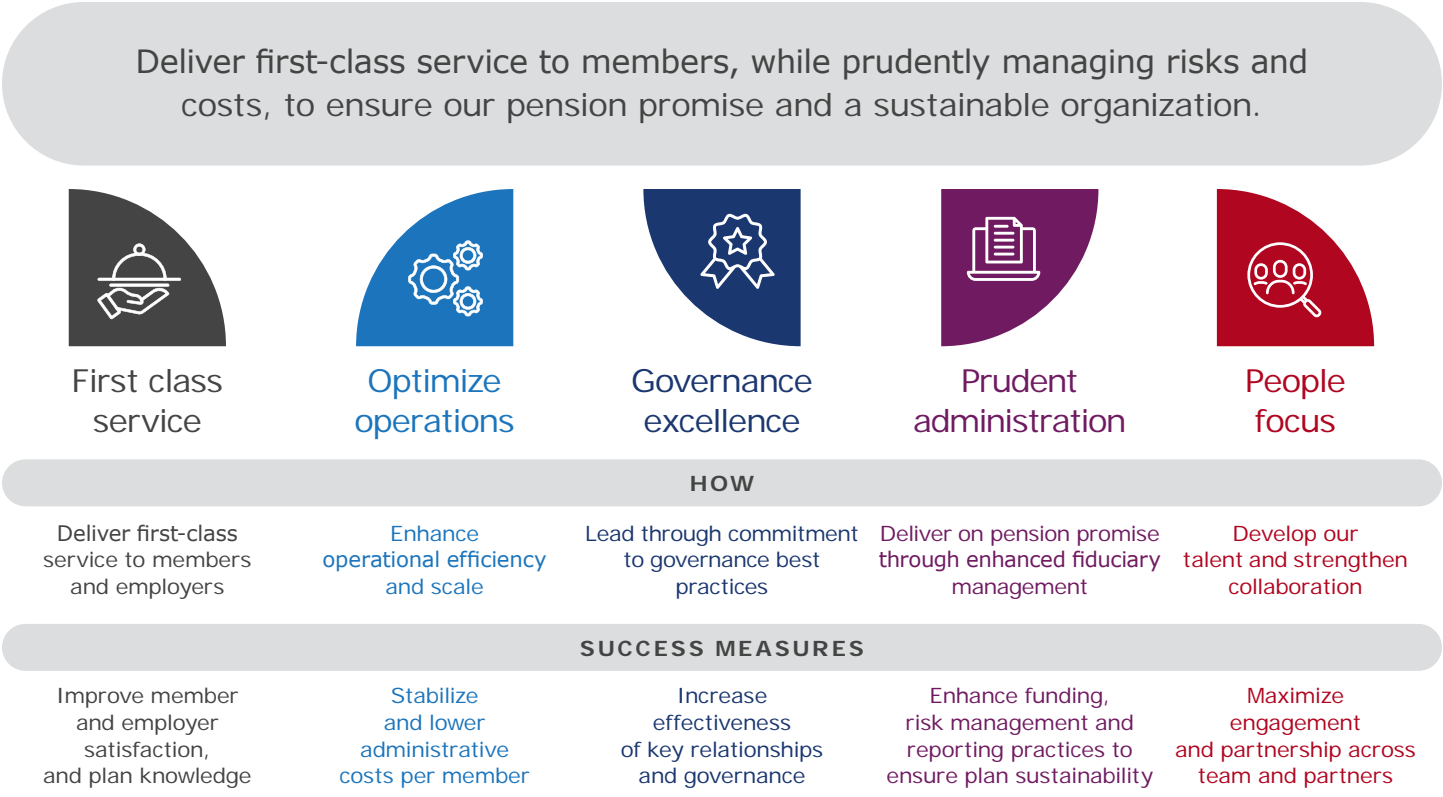


02

Wise
operations

Strategic plan

The WISE Trust strategic approach for 2024 and beyond is based on the following aspiration for the Plan, underpinned by five strategic pillars:



In 2024, significant progress was made in advancing these strategies, including:

- Advancements in pension administration modernization and communications.
 - Conduct of a governance review to ensure our processes remain best practice.
 - Reductions in operational expenses through our transitions.
- Pursuing opportunities with potential partners to enhance scale and efficiency in Plan administration.
 - Initiation of updated performance management and compensation practices within our organization.

Further developments on the achievement of these key objectives will be shared with our stakeholders as we continue to operationalize the Board’s strategy in the years to come.

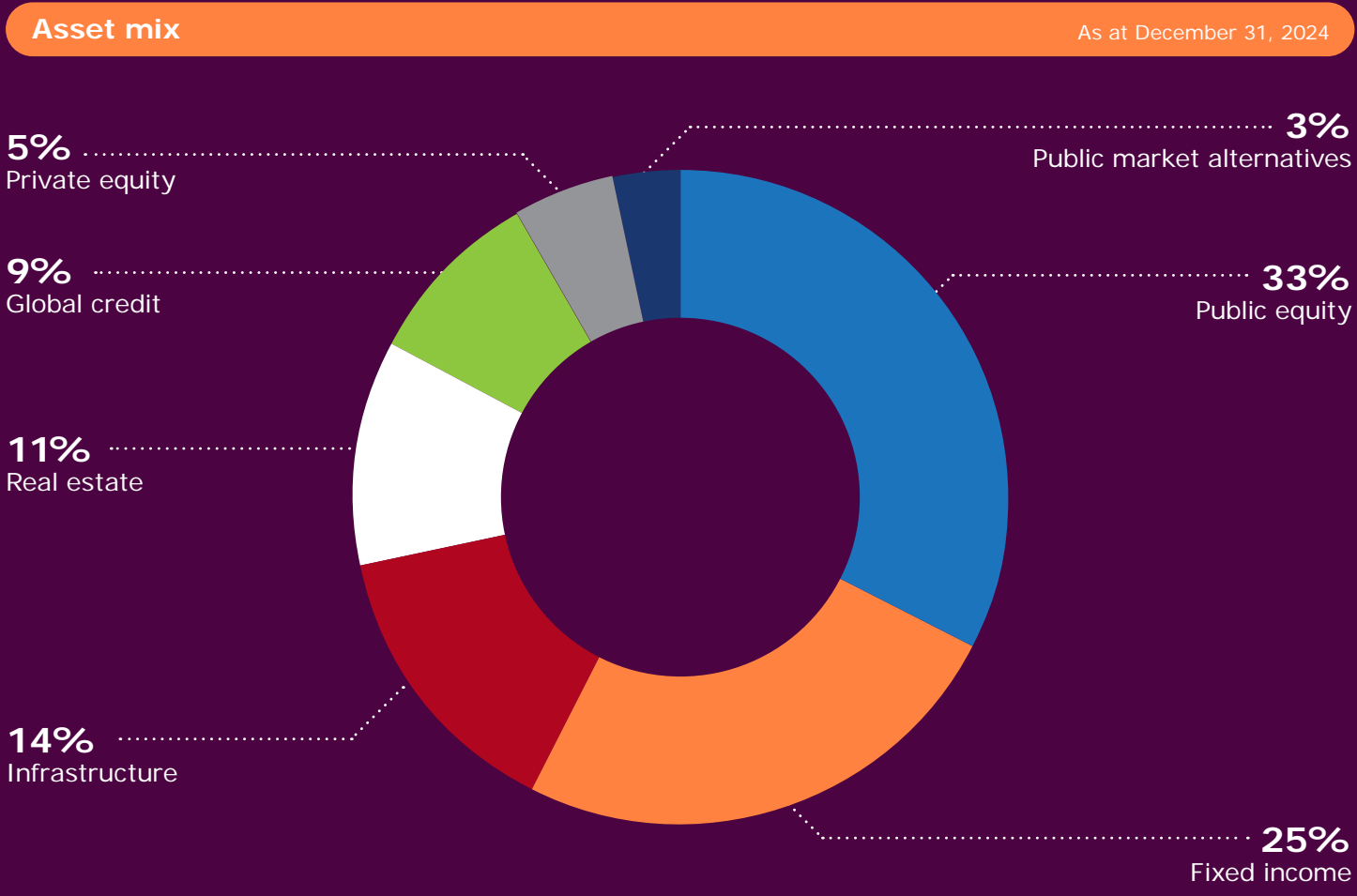
Investments

Investment assets are managed by the Investment Management Corporation of Ontario (IMCO), in alignment with WISE Trust’s Strategic Asset Allocation (SAA). The SAA, implemented in 2022 and refined in 2024 incorporating the results of our latest asset liability management study, defines the long-term mix of asset classes and is informed by rigorous long-term modelling. Recognizing the nature of private markets, the transition toward the SAA is being phased over several years, allowing the Plan to benefit from dollar cost averaging. As of December 31, 2024, the portfolio was closely aligned with the interim

targets established in the Statement of Investment Policies and Procedures (SIPP) for January 1, 2025.

WISE Trust also employs total portfolio leverage—representing 4% of net assets as of year-end—to maintain exposure to lower-risk, liability-matching assets without reducing allocations to growth-oriented investments such as equities and real assets. This approach is consistent with best practices among large institutional investors.

Our net assets were \$4.5 billion as of December 31, 2024, with an actual asset mix exposure of:



Investment performance

In 2024, WISE Trust advanced its sustainable investing framework, working with IMCO and its independent investment advisor to further develop its Environmental, Social, and Governance (ESG) policy and monitoring tools. This effort aligns with our broader strategy to enhance long-term resilience and value creation for members. For the year ended December 31, 2024, the Plan achieved a return of 11.3% net of investment costs, reflecting strong absolute performance across most major asset classes. The return for 2024 was led by strong results in our Canadian, global and emerging market public equities, and global credit portfolios. Over the five-year period, the Plan posted an annualized net return of 5.1%, modestly trailing the benchmark by 0.5%. Public equities and infrastructure were key drivers of long-term returns, while fixed income detracted due to rising interest rates during the post-pandemic inflationary cycle.

WISE Trust’s investment strategy is designed to deliver strong, sustainable long-term returns while maintaining the financial health of the Plan. Grounded in the Plan’s Statement of Investment Policies and Procedures (SIPP), the strategy is guided by three core objectives: maintaining a fully funded position, achieving long-term total returns to support benefit security, and exceeding appropriate market benchmarks.

Looking forward

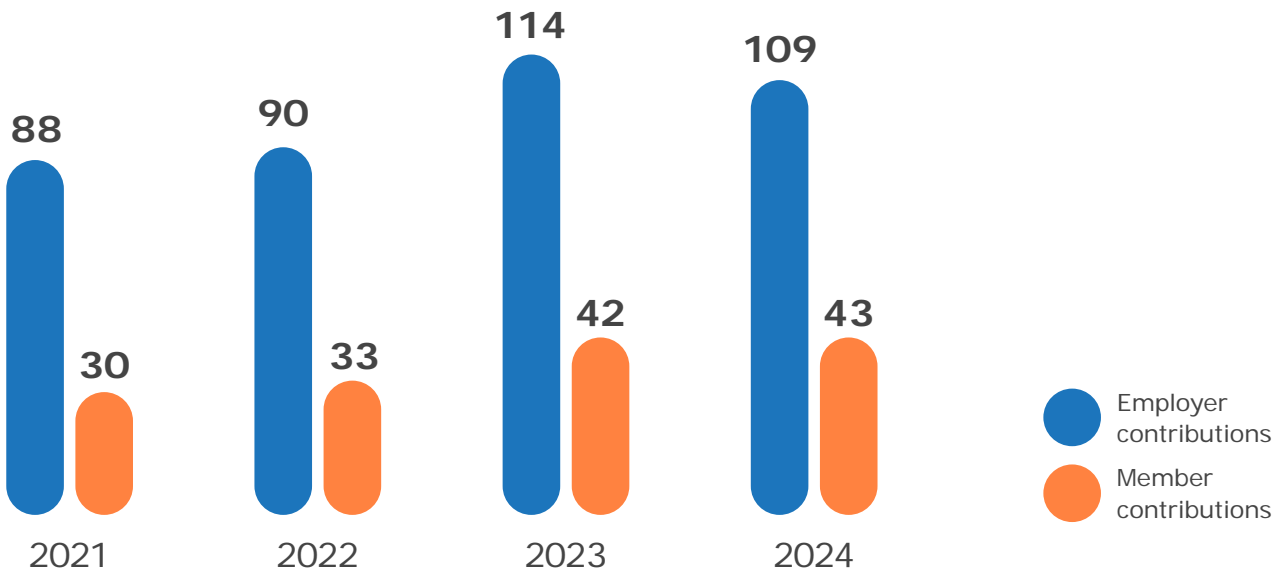
WISE Trust’s evolving asset mix—including increased private equity exposure, a reduced allocation to real estate, and greater U.S. dollar holdings—is expected to improve the overall risk-return profile of the fund.

Performance highlights

| | | | |
|-----------------------------|---------------------------|------------------------------|-------------------------------|
| \$4.5B | 11.3% | 5.1% | 6.0% |
| Net assets under management | Total fund YTD net return | Total fund 5-year net return | Total fund 10-year net return |

Contributions

Contributions (\$millions) As at December 31



Contribution requirements are established as part of the actuarial valuation in accordance with the Pension Benefits Act (Ontario), the Funding Policy, and the Sponsors Agreement.

Contributions received include employer and employee contributions from WISE Trust, the Workplace Safety and Insurance Board, and the four Safe Workplace Associations, as well as transfers from other pension plans.

Participating Employers Contributions reduced between 2023 and 2024, primarily due to a lower employer contribution rate, which fell from 234.5% in 2023 to 190.9% in 2024. The decrease was partially offset by higher deemed contributions and the introduction of a monthly employer administrative expense load, which is now paid by all employers starting January 1.

The increase in Member Contributions was mainly driven by employee salary increases and the annual 0.6% increase in the employee contribution rate.

Transfers from other pension plans are at the discretion of the members and can vary.

Our commitment to responsible investing



Know your pension

Fewer than 1 in 3 people fully understand how their pension works.

At WISE Trust, we believe that responsible investing is essential to delivering long-term, sustainable value for our plan members.

As fiduciaries, we understand that environmental, social and governance (ESG) factors can materially impact investment risk and return. In 2024, we adopted our inaugural ESG Investment Policy, which formalizes our commitment to monitoring our external investment manager’s integration of ESG considerations into its investment decisions.

Guided by our beliefs

Our ESG approach is grounded in investment beliefs approved by our Board of Trustees. These beliefs recognize that ESG risks—such as climate change, social inequality, and poor corporate governance—can impact the sustainability of our pension plan’s investments. We are committed to the thoughtful oversight of ESG activities undertaken by IMCO, our investment manager, on our behalf. Such activities include actively engaging with investee companies to enforce good governance and responsible business practices.

Focus areas

In our initial ESG strategy, we have identified three areas of focus:

Climate change

Recognized as a systemic investment risk, we encourage our investment manager to adopt best practices, including the recommendations of the International Sustainability Standards Board (ISSB) to report on progress toward any climate-related targets.

Diversity, equity & inclusion (DEI)

We promote inclusive practices within our organization and expect our partners to consider DEI factors in their investment stewardship and corporate engagement efforts.

Governance

We support good governance practices and rely on our investment manager to exercise proxy voting rights, engage with investee companies, and monitor third-party managers on our behalf.

Monitoring and stewardship

We monitor our external investment manager’s ESG practices as part of our regular oversight process. This includes reviewing how ESG factors are integrated across asset classes, how engagement activities are prioritized, and how screening guidelines are applied. We also expect our manager to be a signatory of the United Nations Principles for Responsible Investment (UNPRI) and to report regularly on ESG outcomes, including proxy voting activity.

IMCO continued to make meaningful progress on its sustainability goals in 2024. Some highlights include:

- Advancements in pension administration modernization and communications.
- Conduct of a governance review to ensure our processes remain best practice.

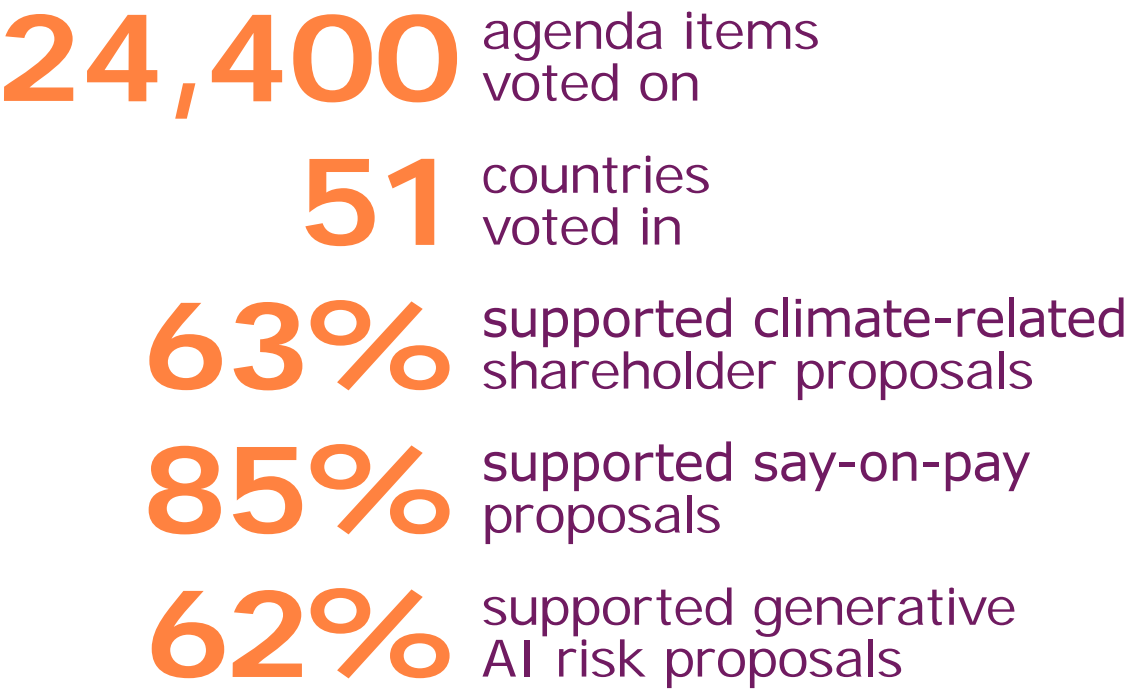
- Reductions in operational expenses through our transitions.
- Pursuing opportunities with potential partners to enhance scale and efficiency in Plan administration.
- Initiation of updated performance management and compensation practices within our organization.

Transparency and accountability

We are committed to transparency and keeping our members informed about our ESG efforts. As we continue to build out our ESG program, we will explore opportunities to share more about the program’s progress and impact.

Active ownership in action

IMCO’s proxy voting approach reflects a disciplined commitment to long-term value creation through responsible stewardship, transparency, and active engagement:



Risk management

WISE Trust remains steadfast in our commitment to effectively monitor and manage risks while prioritizing resource allocation, ensuring compliance with policies and regulations, and supporting organizational objectives through innovative, cost-effective strategies.

Our enterprise risk management program plays a pivotal role in guiding decision-making processes and fostering a risk-aware culture. To strengthen this program, we have undertaken strategic initiatives to enhance our organizational risk framework and ensure it aligns with the evolving risk landscape.

Throughout 2024, we proactively monitored and assessed key risks, ensuring appropriate mitigation strategies were in place. Our comprehensive risk assessment process includes conducting regular risk management workshops and quarterly reviews of emerging and ongoing risks. This structured approach, supported by performance metrics, enables informed decision-making and resource optimization.

A significant focus area has been enhancing our business continuity and incident response planning. While we were not directly impacted by any disruptions, we remained vigilant and aware of the external environment. To mitigate risks, we have implemented key initiatives, including:

- **Enhanced business continuity planning and incident response frameworks** to ensure rapid and effective responses to unexpected events.
- **Proactive risk management measures** that prioritize security best practices and operational resilience.
- **Refinement of vendor management practices** to strengthen third-party risk oversight and resilience planning.

By continuously refining our risk management and compliance strategies, we remain committed to safeguarding our operations, protecting member assets, and upholding the highest standards of governance and security.



03

Wise
members

Highlights

We are pleased to share the results of our second annual member survey, which has provided invaluable insights into the needs and satisfaction levels of our members. This survey is a crucial tool for us to ensure that we are meeting the expectations of our members and continuously improving our services.



19,672
pension estimates

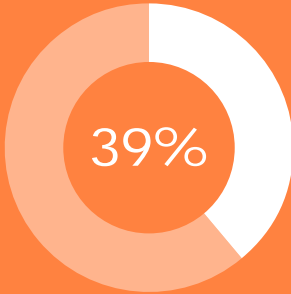
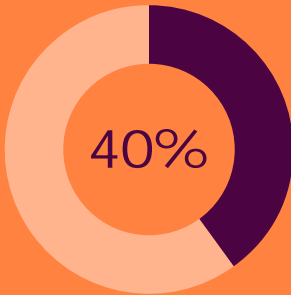
7,208
unique logins

4,189
calls answered

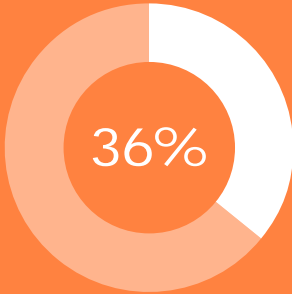
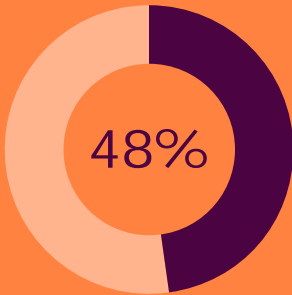
1,569
secure messages sent
via the message centre

Wise improvements year-over-year

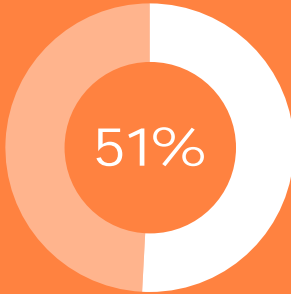
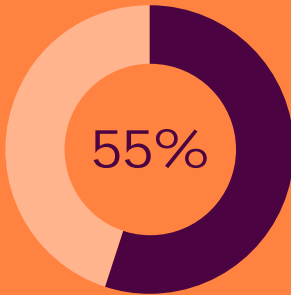
Improved satisfaction
with our services



Increased trust in
our organization

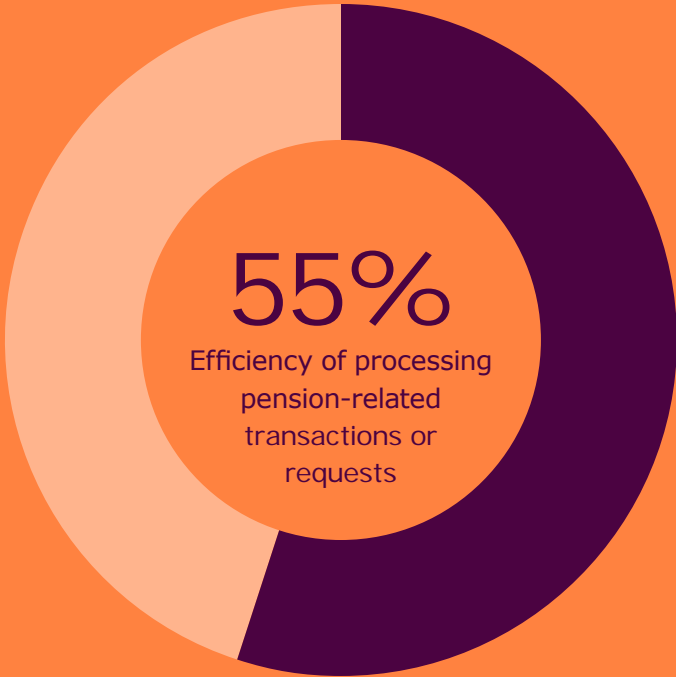


Enhanced value in
pension updates



2024

2023



Next Steps

Based on the feedback received, we are committed to implementing several initiatives to address the areas for improvement. These include:

Enhanced educational resources

Developing a series of webinars and online tutorials to help members better understand their pension and make informed decisions about their retirement.

Expanded self-service resources

Introducing new tools that will allow members to access information based on their individual needs and goals.

Improved communication

Refining our communication strategies to ensure that all members receive timely and relevant information about their pension, the Plan and the role of WISE Trust.

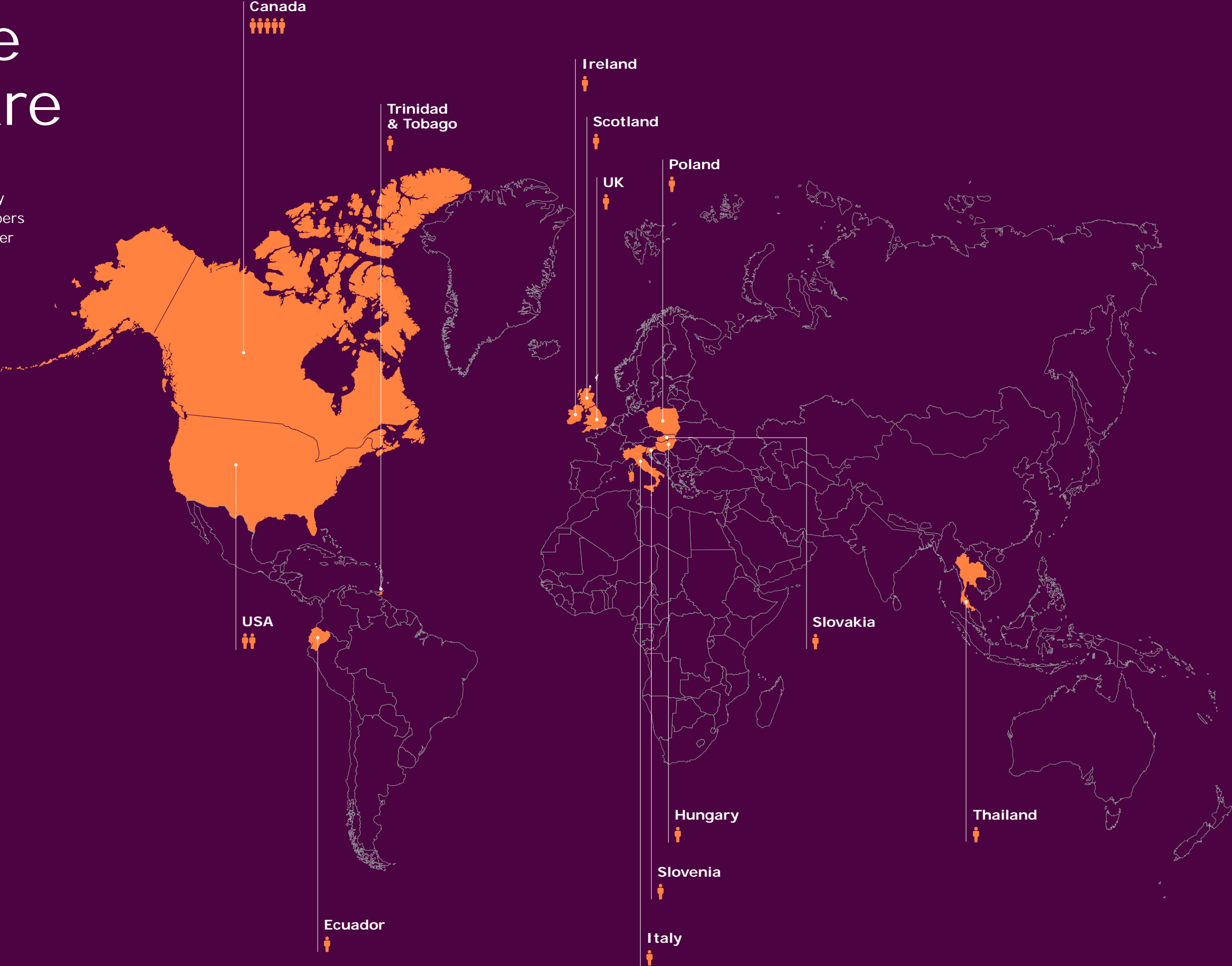


Going strong!

3 retirees are over 100
as at December 31,
2024.

Where Wise members are

As administrators of the Plan, we work closely with our partners to serve over 10,000 members across Ontario and support members wherever they are located across the globe.



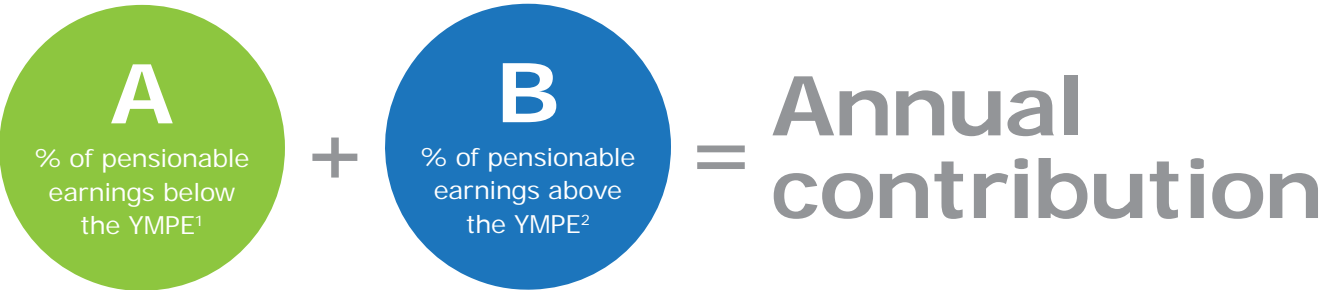
How our plan works

The pension benefits provided to members are funded by a combination of employer contributions, active member contributions, and investment income.

Our investment decisions are certified through our exclusive investment manager Investment

Management Corporation of Ontario to ensure we continue to make wise investments that provide financial security to our valued members during retirement.

Member contributions are calculated based on the following formula:



| Effective date | A | B | Estimated blended rate, as % of average pensionable earnings ³ |
|--|------|-------|---|
| July 1, 2020 | 5.8% | 7.6% | 6.5% |
| July 1, 2021 | 6.4% | 8.2% | 7.0% |
| July 1, 2022 | 7.0% | 8.8% | 7.6% |
| July 1, 2023 | 7.6% | 9.4% | 8.2% |
| July 1, 2024 | 8.2% | 10.0% | 8.8% |
| July 1, 2025 and beyond (A) and (B) are increased by 0.6% of pensionable earnings per year until the 50/50 employer-member cost-sharing ratio is reached | | | |

How is my pension calculated?

Your lifetime pension is calculated using a formula based on your best average earnings and pensionable service.

[2.0% x Best average earnings x Years of pensionable service]

minus

[0.5% x The lesser of your best average earnings or the average YMPE x Years of pensionable service]

=

Average lifetime pension payable at age 65

¹ Year's Maximum Pensionable Earnings (YMPE).
² Up to the earnings threshold corresponding to the defined benefit pension accrual limit under the Income Tax Act.
³ The blended rate is an estimate of what the total member contribution rate will be, as a percentage of pensionable earnings as at December 31, 2024. For an example of the pension contribution calculation, visit wisetrust.ca.

04

Wise culture

We are wise together

At WISE Trust, we are committed to fostering a respectful and inclusive workplace where all individuals feel valued and empowered to thrive. We recognize that diversity, equity & inclusion are essential to a high-performing organization, and that true inclusion means fostering belonging while prioritizing our team’s overall wellbeing.

From left:
Isha Melendez
Amna Malik
Serena Dearlove
Theo Heldman
Tannisha Lambert
Shannon Bury
Lydia Kroi
Mark Johnson
Shakila Nazir
Christopher Brown



Our diversity, equity & inclusion practices reflect these values through:

- Building trust and transparency from the very beginning through practices such as reverse reference checks during hiring so that candidates can speak directly to members of our existing team to better understand what it is really like working with us.
- Supporting employee wellbeing with dedicated wellness days, remote work flexibility, and inclusive leave policies that reflect the diversity of family structures.

- Investing in equity by seeking feedback through our annual employee engagement surveys, thorough analysis of our compensation and total rewards programs, inclusive leadership development, ongoing conversations centred around learning, professional development, and growth, and even engaging in community partnerships that align with equity-focused goals.
- Celebrating cultural awareness and promoting psychological safety through one-on-one employee wellbeing check-ins, leading with our values, having frequent discussions on respect in the workplace, and actively supporting opportunities for diverse perspectives and ideas in decision making.

Together, these commitments help us build a workplace where everyone - regardless of background, identity, or lived experience – has the opportunity to contribute meaningfully, feel a sense of belonging, and grow both personally and professionally.



Empowering our people, strengthening partnerships, and driving continuous improvement are key to achieving our business goals. Together, we build a culture that leads with purpose and adapts with agility.

Shannon



Wise gives back



I really enjoyed helping families in need. And, of course, being with our team!

Lydia

WISE Trust’s first volunteer experience helped streamline operations at the Habitat for Humanity ReStore Centre, which plays a vital role in funding their homebuilding programs and providing sustainable, reusable materials for construction projects and community members. WISE volunteers brought fresh perspectives for how Habitat could improve their processes and operational efficiency while supporting their goal to empower individuals and improve quality of life for families across Ontario.

Wise awareness and engagement

Jan

Bell Let's Talk Day



Feb

- Black History Month
- Random Acts of Kindness Week
- FSRA's Pension Awareness Day
- Pink Shirt Day (anti-bullying)
- Family Day

Mar

- International Women's Day
- International Employees Benefit Day

Apr

Earth Day



May

- Mental Health Awareness Month
- Walking Challenge

Jun

- Pride Month
- Multiculturalism Day



Jul

International Self-Care Day

Aug

International Youth Day



Sep

National Day for Truth and Reconciliation

Oct

Healthy Workplace Month

Nov

- Financial Literacy Month
- Indigenous Remembrance Day

Dec

International Volunteer Day

05

Wise leadership

Plan governance

Plan Sponsors

The Joint Sponsors play a key role in the governance of the WISE Trust pension plan. They are responsible for setting the overall design of the Plan, including eligibility rules, benefit formulas, and funding policy. They also appoint the Board of Trustees to oversee the Plan’s administration. Through these responsibilities, the Joint Sponsors help ensure the long-term sustainability and effectiveness of the Plan for all members.

About our Board of Trustees

WISE Trust believes that stewardship, through responsible management of resources, relationships, and responsibilities, is the key to unlocking long-term value.

Our Trustees operate as stewards within our organization helping to ensure that we are ethically and legally safeguarding the financial futures of all Plan members. Collectively, they provide guidance to help us navigate challenges and seize opportunities to make decisions in the best interest of Plan members and beneficiaries.

Comprised of dedicated individuals with diverse expertise, our eight trustees (four appointed by the Workplace Safety and Insurance Board and four appointed by the Ontario Compensation Employees Union) ensure we remain aligned with our mission to deliver on the pension promise and ultimately provide secure pensions to Plan members for the long term.

Role of the Board of Trustees

The Board of Trustees is responsible for review and oversight of investment policies and procedures, Plan funding, financial reporting, compliance monitoring and insurance, and provides strategic oversight with enterprise risk management. The Board of Trustees also monitor actuarial valuations to assess the financial health and sustainability of our Plan.

The Board of Trustees play a pivotal role in making sure WISE Trust remains accountable and transparent. Through careful evaluation of WISE Trust management objectives and on-going strategies, the Board of Trustees advise and provide recommendations to WISE Trust management that render long-term value to all Plan members and beneficiaries. While the Board of Trustees are involved in the oversight of the Plan fund and administration, the CEO handles all day-to-day responsibilities including leadership and overall management of the Plan.

Board of Trustees Committees

The Board of Trustees had four standing committees in 2024:

Asset and Liability Management Committee

Responsible for the review and oversight of the Statement of Investment Policies and Procedures (SIPP), the asset liability management study process, engagement of the Plan actuary and conduct of actuarial valuations, and all strategic and operational processes related to the investment and funding of the plan.



Harry Goslin
Board Co-Chair
(OCEU)
Sept. 2019 – Sept. 2026



Grant Walsh
Board Co-Chair
(WSIB)
July 2023 – June 2026



Tony Dinardo
Trustee
Asset & Liability Management
Audit & Finance
Sept. 2019 – Sept. 2026



Martha Fell
Trustee
Asset & Liability Management
(Chair)
Plan Administration
Oct. 2023 – Dec. 2026



Michael Kainer
Trustee
Plan Administration
(Chair)
Governance & Human Resources
Feb. 2020 – Sept. 2025



Reagan Ruslim
Trustee
Audit & Finance
(Chair)
Asset & Liability Management
Jan. 2024 – Feb. 2027



Bruce Smith
Trustee
Audit & Finance
Governance & Human Resources
Sept. 2022 – Sept. 2025



Tony Maccarone
Trustee
Asset & Liability Management
Audit & Finance
Sept. 2019 – Sept. 2025

Audit and Finance Committee

Responsible for financial reporting, external and internal audit, internal controls, enterprise risk management, custodian oversight, privacy and information management, information technology, compliance monitoring and insurance. The Committee also oversees management with annual business and financial plans.

Governance and HR Committee

Responsible for plan governance, strategy oversight, litigation and engagement of outside legal counsel, stakeholder relations, and human resources and compensation strategy.

Plan Administration Committee

Responsible for matters related to the administration of the Plan and members’ benefits, including compliance with relevant policies, mandates, plan design recommendations, and applicable laws, as well as for benefit decision appeals.

Meet our leaders

The leadership team at WISE Trust provides strategic and operational oversight, guiding the organization in delivering secure, member-focused pension administration. Reporting to the CEO, the team ensures sound governance, adaptability, and long-term value for plan members and sponsors.



From left:

Mark Johnson

General Counsel,
Board Secretary

Christopher Brown

Chief Executive Officer

Theo Heldman

Chief Financial Officer,
Vice President, Risk

Shannon Bury

Director, People & Culture

Tracey Douglas

VP, Pension Services
(not shown)

Pension advisory committee

The Board of Trustees believes that member representation and input improve decision-making. The Pension Advisory Committee (PAC) was created to increase inclusivity and provide a platform to enable plan member voices to be heard. PAC members bring the unique plan member perspective to the forefront of conversations related to the administration of the plan. Their recommendations are submitted for consideration by the Board of Trustees, and the PAC helps in promoting awareness and understanding of the Plan within our plan member population.

Committee Members:

Chair
Robert Alvarez
Replaced Carlo Augimeri,
who stepped down in May 2024

Secretary
Kristy Cork
Replaced Elizabeth Harris,
confirmed in October 2024

Retirees/deferred members
Lincoln Brown, Elizabeth Harris
Observer

WSIB non-bargaining employees
Robert Alvarez
Chair
Lisa Kolodziejski
Observer

**Safe Workplace Association (SWA)
non-bargaining employees**
Kristy Cork
Secretary

WSIB bargaining employees
Dave Peddle
Observer
April Leblanc, Nicole Francis

IHSA bargaining employees
Peter Vi

PSHSA, WSN bargaining employees
Brandi Cramer



Green-minded

ESG (Environmental, Social, Governance) principles are part of our investment strategy.

06

Wise
financials

Management’s responsibility for financial reporting

The financial statements of the Workplace Safety and Insurance Board Employees’ Pension Plan (the “Plan”) and the accompanying notes, which are an integral part of the financial statements, have been prepared by management and approved by the Board of Trustees of the Workplace Safety and Insurance Board Employees’ Pension Plan Trust Fund (“the Board of Trustees”).

Management is responsible for the integrity and fairness of the information presented, including amounts that are based on best estimates and judgments. These financial statements have been prepared in accordance with the Canadian accounting standards for pension plans and are compliant with the requirements of Part IV of the *CPA Canada Handbook – Accounting*, specifically Section 4600, *Pension Plans*. In the selection of accounting policies that do not relate to its investment portfolio or pension obligations, the Plan has chosen to comply on a consistent basis with International Financial Reporting Standards to the extent that those standards do not conflict with the requirements of Section 4600. The financial statements also comply with the financial reporting requirements of the *Pension Benefits Act* (Ontario) and Regulations (“PBA”). The significant accounting policies are disclosed in note 2 to the financial statements.

Systems of internal control and supporting procedures are maintained to provide assurance that transactions are properly authorized, assets are safeguarded against unauthorized use or disposition and proper records are maintained. The systems are augmented by the careful selection and training of qualified staff, the establishment of organizational structures providing for a well-defined division of responsibilities, and the communication of policies and guidelines throughout the organization.

The Board of Trustees has the ultimate responsibility for the financial statements. The Audit and Finance Committee, consisting of four Trustees, two each appointed by the Workplace Safety and Insurance Board (“WSIB”) and the Ontario Compensation Employees Union, Canadian Union of Public Employees, Local 1750 (“OCEU”), reviews the financial statements with management and the external auditor before such financial statements are recommended to the Board of Trustees for approval. The Audit and Finance Committee meets on a regular basis with management and the external auditor to review the scope of the audit, discuss auditor’s findings, and satisfy itself that the Board of Trustees’ responsibilities have been adequately discharged.

Ernst & Young LLP, the Plan’s external auditor, has conducted an independent examination of the financial statements in accordance with Canadian generally accepted auditing standards and has expressed their opinion upon completion of such examination in their report to the Board of Trustees. The auditors have full and unrestricted access to management, the Audit and Finance Committee and the Board of Trustees to discuss their audit and related findings that relate to the integrity of the Plan’s financial reporting and the adequacy of the systems of internal control.

The independent auditor’s report outlines the scope of their audit and their opinion on the financial statements.

Theodor Heldman

Theo Heldman
Chief Financial Officer and Vice President, Risk
June 26, 2025

Actuaries’ opinion

Towers Watson Canada Inc. (WTW) was retained by the Board of Trustees of the Workplace Safety and Insurance Board Employees’ Pension Plan (the Plan) to perform an actuarial valuation of the Plan as at December 31, 2024. The purpose of this valuation is to determine pension obligations of the Plan as at December 31, 2024, for inclusion in the Plan’s financial statements in accordance with Section 4600, Pension Plans, of the Chartered Professional Accountants of Canada (CPA Canada) Handbook - Accounting.

We have undertaken such a valuation and provided management with our related report. As this valuation was undertaken for purposes of the Plan’s financial statements under the CPA Canada Handbook Section 4600, Pension Plans, it might not be appropriate for other purposes and should not be relied upon or used for any other purpose.

The results of the valuation disclosed total accrued pension obligations of \$4,618 million in respect of service accrued to December 31, 2024. The valuation of the Plan’s accrued pension obligations was based on:

- members’ demographic and pay data provided by management as at November 1, 2024, which was projected to December 31, 2024, using reasonable estimates of experience for the intervening period;
- the benefits specified by the terms of the Plan;
- the actuarial cost method prescribed by the CPA Canada Handbook Section 4600 and
- assumptions about future events (for example, economic factors such as future rates of inflation, as well as demographic factors) which were developed by management in consultation with WTW and have been adopted by the Board of Trustees.

Changes have been made to the actuarial assumptions affecting the pension obligations since the previous valuation for the purpose of the Plan’s financial statements as at December 31, 2024, as described in the notes to the financial statements.

We have reviewed the data used for the valuation and have performed tests of reasonableness and consistency. In our opinion,

- the membership data are sufficient and reliable for the purpose of the valuation;
- the assumptions adopted are appropriate for the purpose of the valuation; and
- this valuation has been completed in accordance with our understanding of the requirements of the CPA Canada Handbook Section 4600.

Nonetheless, differences between future experience and the assumptions about such future events will result in gains or losses which will be revealed in future valuations.

Our valuation was prepared and our opinions given in accordance with accepted actuarial practice in Canada.

Philip Morse

Philip A. Morse
Fellow, Canadian Institute of Actuaries
June 26, 2025

Suzanne Jacques

Suzanne Jacques
Fellow, Canadian Institute of Actuaries
June 26, 2025

Independent auditor’s report

To the Board of Trustees of the
Workplace Safety and Insurance Board Employees’ Pension Plan Trust Fund

Opinion

We have audited the financial statements of the Workplace Safety and Insurance Board Employees’ Pension Plan [the “Plan”], which comprise the statement of financial position as at December 31, 2024, the statement of changes in net assets available for benefits, and statement of changes in accrued pension obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Plan as at December 31, 2024, and its changes in net assets available for benefits and its changes in accrued pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan’s financial reporting process.

Auditor’s responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Toronto, Canada
June 26, 2025



Chartered Professional Accountants
Licensed Public Accountants

Statements of financial position

As at December 31 (in thousands of Canadian dollars)

| | Note | 2024 | 2023 |
|--|------|------------------|------------------|
| Assets | | | |
| Investment assets | 3,4 | 4,689,222 | 4,252,032 |
| Cash | | 38,834 | 58,275 |
| Contributions receivable | | | |
| Employers | | 10,863 | 11,794 |
| Members | | 4,852 | 4,989 |
| Other assets | 8 | 2,974 | 2,377 |
| | | 4,746,745 | 4,329,467 |
| Liabilities | | | |
| Investment liabilities | 3,4 | 228,325 | 222,731 |
| Other liabilities | 9 | 5,957 | 6,755 |
| | | 234,282 | 229,486 |
| Net assets available for benefits | | 4,512,463 | 4,099,981 |
| Accrued pension obligations | 7 | 4,617,862 | 4,528,996 |
| Deficit | | (105,399) | (429,015) |

The accompanying notes form an integral part of these financial statements.

On behalf of the Board of Trustees:

| | | |
|--|---|--|
|  |  |  |
| Grant Walsh Co-Chair | Harry Goslin Co-Chair | Reagan Ruslim Chair, Audit and Finance Committee |
| June 26, 2025 | June 26, 2025 | June 26, 2025 |

Statements of changes in net assets available for benefits

For the year ended December 31 (in thousands of Canadian dollars)

| | Note | 2024 | 2023 |
|---|------|------------------|------------------|
| Investment activities | | | |
| Net investment income | 3 | 505,174 | 324,126 |
| Administrative expenses | 3,13 | 48,133 | 26,317 |
| Increase from investment activities | | 457,041 | 297,809 |
| Pension activities | | | |
| Contributions | 10 | | |
| Employers | | 109,085 | 113,845 |
| Members | | 43,418 | 41,569 |
| Transfers from other plans | | 6,570 | 7,268 |
| | | 159,073 | 162,682 |
| Benefits | 11 | | |
| Retirement | | 177,812 | 165,834 |
| Commuted value transfers | | 11,139 | 5,911 |
| Transfers to other plans and refunds | | 2,754 | 7,150 |
| | | 191,705 | 178,895 |
| Other income | 12 | 36 | 1,284 |
| Administrative expenses | 13 | 11,963 | 13,673 |
| Decrease from pension activities | | (44,559) | (28,602) |
| Increase in net assets available for benefits for the year | | 412,482 | 269,207 |
| Net assets available for benefits, beginning of year | | 4,099,981 | 3,830,774 |
| Net assets available for benefits, end of year | | 4,512,463 | 4,099,981 |

The accompanying notes form an integral part of these financial statements.

Statements of changes in accrued pension obligations
For the years ended December 31 (in thousands of Canadian dollars)

| | Note | 2024 | 2023 |
|---|------|------------------|------------------|
| Changes in accrued pension obligations | | | |
| Benefits accrued | | 136,889 | 128,103 |
| Interest on pension obligations | | 212,124 | 209,910 |
| Changes in economic assumptions | | (56,482) | 271,315 |
| Changes in demographic assumptions | | – | – |
| Experience losses | | (11,960) | (29,073) |
| Benefits paid | 11 | (191,705) | (178,895) |
| Net increase (decrease) in accrued pension obligations | | 88,866 | 401,360 |
| Accrued pension obligations, beginning of year | | 4,528,996 | 4,127,636 |
| Accrued pension obligations, end of year | | 4,617,862 | 4,528,996 |

The accompanying notes form an integral part of these financial statements.

Notes to financial statements
December 31, 2024 (in thousands of Canadian dollars)

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Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

1. Description of the Plan

The Workplace Safety and Insurance Board Employees' Pension Plan (the "Plan") is a contributory defined benefit pension plan for the employees of Ontario's Workplace Safety and Insurance Board ("WSIB" or the "Employer Sponsor"), the employees of WISE Trust and the employees of certain Safe Workplace Associations ("SWAs"), who are deemed employees of the WSIB under Section 171(4) of the *Workplace Safety and Insurance Act, 1997* (Ontario) ("WSIA") for pension purposes. The participating employers include the WSIB, WISE Trust, and the SWAs (the "Participating Employers"). The following is a summary description of the Plan. For more complete information, reference should be made to the Plan text.

General

The Plan was established by Regulation 455/97, amended by Regulations 677/98, 563/99, 445/01, 398/02, 448/03, 371/04,337/05 and 104/19, under the WSIA, Statutes of Ontario 1997, Chapter 16, Schedule A.

The Plan is a contributory defined benefit jointly sponsored pension plan. The September 5, 2019 Sponsors Agreement between the WSIB and Ontario Compensation Employees Union, Canadian Union of Public Employees, Local 1750 ("OCEU") documented the agreement between the WSIB and OCEU (the "Sponsors") to convert the Plan, with the WSIB and OCEU as joint sponsors.

Prior to conversion, the Plan was administered by the WSIB acting through its Board of Directors. The costs of maintaining and administrating the Plan, including actuarial and other professional fees, were charged to the Insurance Fund of the WSIB in accordance with Section 171(2) of the WSIA.

The Workplace Safety and Insurance Board Employees' Pension Plan Trust Fund (the "Fund") was established pursuant to the September 5, 2019 Administration and Trust Agreement (the "Trust Agreement"). The Trust Agreement also established the Board of Trustees as the legal administrator of the Plan and the Fund. The Trustees are composed of eight appointees, four appointed by the WSIB and four by OCEU. The legal name of the Board of Trustees and its employees is the Trustees of the Workplace Safety and Insurance Board Employees' Pension Plan Fund. The Plan, the Fund and the Trustees are collectively referred to in these financial statements as "WISE Trust".

The Plan is registered with the Financial Services Regulatory Authority of Ontario ("FSRA") under the *Pension Benefits Act* (Ontario) ("PBA") and the *Income Tax Act* (Canada) under registration number 0579839. Effective July 1, 2020, upon approval from the FSRA, the Plan was converted from a single employer pension plan with the WSIB as the sole sponsor to a jointly sponsored pension plan ("JSPP"). The JSPP is a continuation of the WSIB Employees' Pension Plan, which was established in 1940. Effective July 1, 2020, the provisions of the Plan were restated in the Plan text as a result of the JSPP conversion. The Plan text was amended and restated effective January 1, 2021 and further amended on July 1, 2022 to provide for member contribution rate changes to take effect at the start of the first pay period on or following July 1 of each year during the phase-in period. Prior to this amendment, member contribution rate changes were required to take effect on July 1 of each year. Effective April 1, 2024, the Plan was amended to provide the option to allow members to purchase service to establish full-time pension credit in respect of a period of temporary part-time service. Further, the Plan text was amended and restated as of February 1, 2025 and included amendments related to the maximum pension payable under the Plan, definition of "dependent child", purchase of service in respect of an unpaid disability/illness leave of absence, and clarification of portability rights and early retirement subsidies.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

The Plan is a registered pension plan as defined in the *Income Tax Act* (Canada) and is not subject to income tax in Canada for contributions or investment income received. However, the Fund, its entities and investments are subject to other federal, provincial and municipal taxes in Canada, and may be subject to tax in other countries.

Permanent employees are automatically enrolled in the Plan on the first day of employment. Temporary employees may join the Plan after 24 months of continuous employment.

Effective September 1, 2020, employees of WISE Trust are eligible to become members of the Plan under these same terms and conditions.

Contributions

Prior to July 1, 2020, Plan members contributed 7% of their earnings, less 1.8% of the contributory earnings under the Canada Pension Plan ("CPP"). The balance of the funding was contributed by the WSIB in amounts based on actuarial funding valuations approved by the WSIB.

Effective July 1, 2020, Plan members contribute 5.8% of their pensionable earnings up to the year's maximum pensionable earnings ("YMPE") and 7.6% of their pensionable earnings above the YMPE. The contribution rates will increase by 0.6% per year until the funding for the Plan reaches a 50/50 employer-employee cost sharing ratio (the "phase-in period"). During the phase-in period, the balance of the funding will be contributed by the Participating Employers in amounts based on actuarial funding valuations approved by the Trustees.

Special funding

Effective July 1, 2020 until June 30, 2025, the Employer Sponsor shall contribute to the administration expenses of the Plan in the amount of 20 basis points as a percentage of the market value of the Plan's net assets. The initial market value was determined as of July 1, 2020. Subsequent market values will be determined as at December 31 of each year. Thereafter, all administration expenses shall be payable by the Plan. In addition, the Employer Sponsor contributed \$199 million to fund the Plan's going concern deficit determined on the basis of the market value of assets as at the conversion date of July 1, 2020.

Retirement benefits

The normal retirement benefit is payable at age 65. The amount of pension payable is based on the member's years of pensionable service in the Plan and the member's earnings. Specifically, it is calculated using 2% of the member's best five years of average pensionable earnings multiplied by the member's years of pensionable service. The pension benefit is integrated with the CPP benefit.

An unreduced early retirement pension is payable when the member attains age 60 and has at least 20 years of pensionable service or membership service, or if the member's age plus pensionable service or membership service equals 85. A reduction of 3% is applied for every year that the member retires prior to the date on which the member would have been entitled to an unreduced pension, as described, had the member remained in employment until that date. Early retirement on a reduced basis is permissible between 55 and 65 years of age.

Disability benefits

Disabled members in receipt of a Participating Employer’s insured long-term disability plan will continue to accrue pensionable service without making member required contributions. If a member does not qualify for income replacement benefits from the Participating Employer’s insured long-term disability plan and has completed ten years of pensionable service, the member may apply to receive an immediate pension from the Plan equal to the member’s integrated pension and without a reduction for early retirement.

Death benefits

PRE-RETIREMENT DEATH

The surviving spouse or common-law spouse of the former member is entitled to receive a survivor pension equal to 66 2/3% of the member's pension for the remaining lifetime of the spouse or common-law spouse. Pensions may also be payable to eligible children. If no spouse, common-law spouse or eligible children exist at date of death, a lump-sum payment equal to the commuted value of the member’s pension is paid to the beneficiary or estate.

POST-RETIREMENT DEATH

The Plan will provide a benefit based on the form of pension elected at retirement. At retirement, if the member has a spouse or common-law spouse, the member may receive a pension payable for his/her lifetime, and upon the member’s death, the pension shall continue to the spouse or common-law spouse at 66 2/3% of the member’s pension. Other spousal options are available at the member’s request. Pensions are also payable to eligible children. If no eligible spouse, common-law spouse or children exist at the date of death, a payment of the excess, if any, of the member's contributions plus interest less the total of pension payments received is paid to the beneficiary or estate.

Withdrawal provisions

When a member terminates employment with a Participating Employer prior to early retirement eligibility, the member has the option to receive a pension from the Plan on retirement or to commute the pension and withdraw the lump-sum value subject to the provisions of the PBA and limits set out in the *Income Tax Act* (Canada). They may also opt to transfer the commuted value of the benefit to another pension plan or registered retirement vehicle, subject to locking-in provisions and certain age restrictions.

Escalation of pensions

Lifetime pension benefits are protected from inflation through an annual adjustment equal to 75% of the percentage change in the Consumer Price Index up to June 30, 2025 and equal to 50% of the percentage change in the Consumer Price Index from July 1, 2025. Adjustments greater than 50% of the percentage change in the Consumer Price Index will be at the discretion of the Trustees.

2. Summary of Significant Accounting Policies

Basis of presentation

These financial statements are prepared in accordance with Canadian accounting standards for pension plans set out in the *CPA Canada Handbook – Accounting*, Section 4600, *Pension Plans* (“Section 4600”). This section sets out specific standards for the measurement, presentation and disclosure of investment portfolio and pension obligations. Accounting policies that do not relate to either investments or pension obligations comply with International Financial Reporting Standards (“IFRS”) to the extent that those standards do not conflict with the requirements of Section 4600.

The financial statements also comply with the financial reporting requirements required by Regulation 909 of the PBA and include the disclosure requirements outlined by the FSRA, under Financial Statement Guidance Note 100.

These financial statements present the financial results of the Plan as a separate entity independent of the Participating Employers, Sponsors and members.

The significant accounting policies used in the preparation of these financial statements are summarized below.

Foreign currency

The Plan’s functional and presentation currency is the Canadian dollar.

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the date of the transaction. Monetary assets and liabilities denominated in a foreign currency are translated at the exchange rate at the Statement of Financial Position date. Non-monetary assets and liabilities that are measured at fair value are also translated at the exchange rate at the Statement of Financial Position date. Foreign exchange gains and losses are recognized in the Statements of Changes in Net Assets Available for Benefits. Substantially all of the Plan’s investments are through units held in the investment holding vehicles, which are denominated in Canadian dollars, and any foreign currency translations would occur within these pooled entities.

Investments

VALUATION

All investment transactions are recorded when the risks and rewards of ownership are transferred. Investment transactions are recorded as of the trade date. Investments are recorded at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal (or most advantageous) market between market participants at the measurement date under current market conditions, regardless of whether that price is directly observable or estimated using another valuation technique.

The quoted market price, when available, is used to measure fair value. When the quoted market price is not available, fair value is determined using market valuation inputs and, where applicable, appropriate valuation models based on industry-recognized methodologies.

Notes to financial statements
December 31, 2024 (in thousands of Canadian dollars)

The fair values of investments are determined as follows:

- I. Cash is recorded at cost, which is equivalent to fair value.
- II. Short-term investments are generally valued at quoted market prices where available. Otherwise, they are recorded at cost or amortized cost, which together with accrued interest approximates fair value due to their short-term nature.
- III. Fixed income investments are generally valued based on quoted market prices where available. Where quoted prices are not available, fair values are calculated using a variety of pricing methodologies including bid-ask pricing, broker pricing and discounted cash flows based on current market yields for comparable securities, or calculated using discounted cash flows based on market yield curves and credit spreads of the issuer.
- IV. Equity investments are valued at quoted closing market prices. When quoted closing market prices are not available, other industry pricing conventions that are used by market participants, such as ask price, are used to estimate fair value.
- V. Investment funds (equity, fixed income, infrastructure, real estate and private equity) are valued based on the most recent net asset values provided by investment managers and adjusted for any transactions during the interim period up to the reporting date.
- VI. Exchange-traded derivatives are valued based on quoted closing market prices. Over-the-counter derivative instruments for which there is no active market are valued using appropriate valuation models based on industry-recognized methodologies and observable inputs from the relevant market.
- VII. Investments also include pending trades, accrued investment income and accrued investment liabilities. These investments are recorded at amortized cost, which approximates fair value due to their short-term nature.
- VIII. Securities sold under agreements to repurchase (“Repurchase Agreements”) and securities purchased under agreements to resell (“Reverse Repurchase Agreements”) are transactions in which the Plan buys and sells securities and simultaneously agrees to sell and buy them back at a specified price at a future date.

Securities sold under Repurchase Agreements are not derecognized from the Statements of Financial Position since the Plan retains substantially all the risks and rewards of ownership. Repurchase Agreements are accounted for as collateralized borrowing, with the Plan continuing to recognize the securities in its Statements of Financial Position and, at the same time, recognizing a financial liability within investment liabilities. Interest expenses in Repurchase Agreements are accrued over the term of the Repurchase Agreements and are included in transaction costs. In a Reverse Repurchase Agreement, the Plan does not recognize the purchased securities in the Statements of Financial Position. The consideration paid, including accrued interest, is recorded as an investment receivable. Interest earned on Reverse Repurchase Agreements is accrued over the term of the Reverse Repurchase Agreements, and is included in other investment expenses. Repurchase and Reverse Repurchase Agreements are valued at amortized cost, which together with accrued interest approximates fair value due to their short-term nature.

- IX. The Plan participates in a securities lending program through an intermediary for the purposes of generating fee income. Under the terms of the securities lending program, the Plan retains substantially all the risks and rewards of ownership of the loaned securities and retains contractual rights to the cash flows. These securities are not derecognized from the Statement of Financial Position.

Notes to financial statements
December 31, 2024 (in thousands of Canadian dollars)

INVESTMENT INCOME

Dividend income is recognized in investment income when the Plan’s right to receive payment has been established on ex-dividend date. Interest income is recognized on an accrual basis.

The realized gains (losses) on sale of investments in the year are determined by the difference between the proceeds received and the average cost of investments sold. The unrealized gains (losses) on investments represent the changes in the difference between the fair value and cost of investments at the beginning and end of each year. Realized gains and losses and unrealized gains and losses on investments are recognized in the period they arise.

OTHER INVESTMENT EXPENSES

Transaction costs and other incremental costs directly attributable to the acquisition or disposition of investment assets or liabilities, the management fees and custody fees of the investment portfolio, are included in other investment expenses and are expensed in the period as incurred.

INVESTMENT MANAGEMENT AND PERFORMANCE FEES

External management fees for portfolio management are expensed as incurred and recognized on an accrual basis. Performance fees are paid to external managers when investment returns exceed a prescribed threshold. These fees and other certain management fees are recorded separately as administrative expenses within investment activities in the Statement of Changes in Net Assets Available for Benefits.

Certain investment-related costs are paid directly through investments within the investment holding vehicles and reduce the value of the units held in the pooled entities when they are incurred.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

Accrued pension obligations

The accrued pension obligations represent the actuarial present value of the benefits earned in respect of service to the measurement date. The accrued pension obligations were determined based on the projected unit credit method by an independent actuarial consulting firm, in accordance with IAS 19 *Employee Benefits*, incorporating management’s best estimate of various economic and non-economic assumptions, other than the discount rate assumption.

Contributions

Contributions from members and Participating Employers are recorded on an accrual basis. Contributions for past service purchases and transfers from other plans are recorded when received.

Benefits

Benefit payments to retired members are recorded as they become due. Any benefit payment amounts accrued and not yet paid are reflected in the pension obligations.

Critical accounting estimates and judgments

The preparation of these financial statements requires the Plan to apply judgment when making estimates and assumptions that affect the reported amounts recognized in the financial statements. These estimates have a direct effect on the measurement of transactions and balances recognized in the financial statements, and actual results could differ from those estimates. Estimates are reviewed on an ongoing basis, with any related revisions recorded in the period in which they are adjusted.

In addition, the Plan has made judgments, aside from those involving estimates, in the process of applying its accounting policies. These judgments can have an effect on the amounts recognized in the financial statements.

Significant estimates and judgments included in the financial statements relate to the valuation of the Plan’s Level 3 investments and the determination of the pension obligations. Actual results could differ from those estimates.

Accounting standards and amendments issued but not effective

In December 2022, the Accounting Standards Board issued amendments to Section 4600, *Pension Plans*, which clarified the reporting and disclosure requirements for pension plans. The amendments are effective for annual periods beginning on or after January 1, 2024. The adoption of these amendments had no significant impact on the Plan's financial statements. Recently issued amendments that are effective for 2027 are being reviewed.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

3. Investments and Investment Income

Investments

The cost and fair value of the investments held by the Plan are as follows:

| | 2024 | | 2023 | |
|--------------------------------|-----------|------------|-----------|------------|
| | Cost | Fair value | Cost | Fair value |
| Investment assets | | | | |
| Cash and Short-term notes | 47,166 | 47,166 | 24,753 | 24,753 |
| Fixed income | 1,218,869 | 1,193,041 | 1,041,159 | 966,984 |
| Other invested assets | | | | |
| Equities | 972,111 | 1,461,398 | 1,200,528 | 1,454,029 |
| Fixed income funds | 12,190 | 6,606 | 14,861 | 6,716 |
| Global credit | 339,316 | 402,326 | 265,285 | 278,075 |
| Public markets alternatives | 137,588 | 150,418 | 383,246 | 380,098 |
| Infrastructure | 550,165 | 639,068 | 510,065 | 533,195 |
| Real estate | 433,417 | 496,789 | 395,961 | 447,678 |
| Private equity | 182,143 | 212,453 | 97,505 | 105,446 |
| Derivative assets | – | 1,587 | – | 22,847 |
| Investment receivables | | | | |
| Accrued income | 5,419 | 5,419 | 6,223 | 6,223 |
| Amount due from pending trades | 72,951 | 72,951 | 25,988 | 25,988 |
| Total investment assets | 3,971,335 | 4,689,222 | 3,965,574 | 4,252,032 |
| Investment liabilities | | | | |
| Derivative liabilities | – | (15,878) | – | (796) |
| Repurchase agreements | – | (157,494) | – | (194,833) |
| Amount due for pending trades | (54,953) | (54,953) | (27,102) | (27,102) |
| Total investment liabilities | (54,953) | (228,325) | (27,102) | (222,731) |
| Net investments | 3,916,382 | 4,460,897 | 3,938,472 | 4,029,301 |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

SIGNIFICANT INVESTMENTS

The following investments exceed 1% of the total fair value of the Plan’s invested assets:

| | 2024 | | | | | | | |
|--|------------------|--------------|---------------|-----------|-----------------------------|-----------------|-------------|----------------|
| | Short-term notes | Fixed income | Global credit | Equity | Public markets alternatives | Infra-structure | Real estate | Private equity |
| 2778372 Ontario Inc. Canadian Government Bonds | — | — | — | 1,461,344 | — | — | — | — |
| 2862674 Ontario Inc. WSIB Investments Realty Ltd | — | 125,364 | — | — | 132,921 | — | — | — |
| WSIB (Intl Realty Pension) | — | — | — | — | — | — | 158,966 | — |
| Province Of Ontario | — | 175,944 | — | — | — | — | 255,093 | — |
| Province Of Quebec | — | 107,255 | — | — | — | — | — | — |
| 2742270 Ontario Ltd | — | — | 402,324 | — | — | — | — | — |
| Inflation Linked Bonds - US | — | 542,322 | — | — | — | — | — | — |
| WISE Trust Infra A Pool Ltd. | — | — | — | — | — | 639,067 | — | — |
| WISE Trust PE Pool Ltd | — | — | — | — | — | — | — | 212,350 |
| WISETrust RE Pool Ltd | — | — | — | — | — | — | 80,151 | — |
| Canada T-Bill | — | 92,454 | — | — | — | — | — | — |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

Derivative financial instruments

Derivative financial instruments are financial contracts whose value is derived from an underlying interest rate, foreign exchange rate, other financial instruments, commodity prices or indices. The investment holding vehicles use foreign exchange forward contracts to hedge investments denominated in a foreign currency, and for active trading. Equity index, fixed income and commodity futures are held to provide international and asset class diversification.

Foreign exchange forward contracts and futures agreements are contractual obligations to buy or sell a financial instrument, foreign currency or other underlying commodity on a predetermined future date at a specific price. Foreign exchange forward contracts are over-the-counter contracts that are negotiated between the investment holding vehicles and the counterparty, whereas futures are contracts that are traded on a regulated exchange with standard amounts and settlement dates.

The notional amounts and the fair values of the derivative assets and derivative liabilities held by the Plan as at December 31 are as follows:

| | 2024 | | |
|----------------------------|-----------------|------------|-------------|
| | Notional amount | Fair value | |
| | | Assets | Liabilities |
| Forward exchange contracts | 1,692,853 | 1,587 | 15,878 |
| Equity index futures | — | — | — |
| Foreign currency futures | — | — | — |
| | 1,692,853 | 1,587 | 15,878 |

| | 2023 | | |
|----------------------------|-----------------|------------|-------------|
| | Notional amount | Fair value | |
| | | Assets | Liabilities |
| Forward exchange contracts | 1,332,449 | 22,521 | 696 |
| Equity index futures | 9,177 | 326 | 10 |
| Foreign currency futures | 8,875 | — | 90 |
| | 1,350,501 | 22,847 | 796 |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

The terms to maturity of the Plan’s derivative positions as at December 31 are as follows:

| | 2024 | | | |
|----------------------------|---------------|--------------|--------------|----------|
| | Within 1 year | 1 to 5 years | Over 5 years | Total |
| Forward exchange contracts | (14,291) | – | – | (14,291) |
| Equity index futures | – | – | – | – |
| Foreign currency futures | – | – | – | – |
| | (14,291) | – | – | (14,291) |

| | 2023 | | | |
|----------------------------|---------------|--------------|--------------|--------|
| | Within 1 year | 1 to 5 years | Over 5 years | Total |
| Forward exchange contracts | 21,825 | – | – | 21,825 |
| Equity index futures | 316 | – | – | 316 |
| Foreign currency futures | (90) | – | – | (90) |
| | 22,051 | – | – | 22,051 |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

Net investment income

The details of the Plan’s net investment income are as follows:

| | 2024 | | | | |
|--|----------------|----------|----------|------------|----------|
| | Gains (losses) | | | | Total |
| | Dividends | Interest | Realized | Unrealized | |
| Income (loss) | | | | | |
| Cash | – | 1,110 | – | – | 1,110 |
| Short-term | – | 2,460 | – | – | 2,460 |
| Fixed income | – | 38,025 | (38,999) | 49,895 | 48,921 |
| Other invested assets | | | | | |
| Equities | – | – | 103,595 | 235,787 | 339,382 |
| Fixed income funds | 820 | – | (1,465) | 2,561 | 1,916 |
| Global credit | – | – | (26) | 50,221 | 50,195 |
| Public markets alternatives | 1,492 | – | 22,831 | 15,978 | 40,301 |
| Infrastructure | 7 | – | (135) | 65,773 | 65,645 |
| Real estate | – | – | 9,465 | 11,656 | 21,121 |
| Private equity | – | – | 4,321 | 22,370 | 26,691 |
| Derivatives | – | – | (56,226) | (36,342) | (92,568) |
| | 2,319 | 41,595 | 43,361 | 417,899 | 505,174 |
| Investment administrative expenses | | | | | |
| Investment management and performance fees | | | | | (21,818) |
| Other investment expenses ¹ | | | | | (26,315) |
| | | | | | (48,133) |
| Net investment gain | | | | | 457,041 |

1. Includes Repurchase agreement expense of \$25,726.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

| | 2023 | | | | |
|--|--------------|---------------|-----------------|----------------|----------------|
| | Dividends | Interest | Gains (losses) | | Total |
| | | | Realized | Unrealized | |
| Investment Income | | | | | |
| Cash | – | 1,368 | – | – | 1,368 |
| Short-term | – | 1,785 | – | – | 1,785 |
| Fixed income | – | 30,933 | (19,394) | 33,036 | 44,575 |
| Other invested assets | | | | | |
| Equities | – | – | 32,500 | 226,366 | 258,866 |
| Fixed income funds | 485 | – | (4,732) | 4,988 | 741 |
| Global credit | – | – | (4,815) | 18,271 | 13,456 |
| Public markets alternatives | 3,726 | – | (7,518) | 4,089 | 297 |
| Infrastructure | 48 | – | (61,485) | 81,016 | 19,579 |
| Real estate | – | – | 8,227 | (53,063) | (44,836) |
| Private equity | – | – | 53 | 5,737 | 5,790 |
| Derivatives | – | – | (1,955) | 24,460 | 22,505 |
| | 4,259 | 34,086 | (59,119) | 344,900 | 324,126 |
| Investment administrative expenses | | | | | |
| Investment management and performance fees | | | | | (22,354) |
| Other investment expenses ¹ | | | | | (3,963) |
| | | | | | (26,317) |
| Net investment gain | | | | | 297,809 |

1.

Includes Repurchase agreements expense of \$2,980.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

4. Fair Value Measurement and Disclosures

Fair value hierarchy

The Plan uses a fair value hierarchy to categorize the inputs used in valuation techniques to estimate the fair value of financial assets and liabilities.

The classifications are as follows:

- a) the use of quoted market prices for identical assets or liabilities (Level 1);
- b) valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable (Level 2); and
- c) valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable (Level 3).

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

The following tables provide the fair value hierarchy classifications for investment assets and liabilities:

| | 2024 | | | |
|--------------------------------|---------|-----------|-----------|-----------|
| | Level 1 | Level 2 | Level 3 | Total |
| Cash and Short-term notes | – | 47,166 | – | 47,166 |
| Fixed income | – | 1,193,041 | – | 1,193,041 |
| Other invested assets | | | | |
| Equities | – | – | 1,461,398 | 1,461,398 |
| Fixed income funds | – | – | 6,606 | 6,606 |
| Global credit | – | – | 402,326 | 402,326 |
| Public markets alternatives | – | – | 150,418 | 150,418 |
| Infrastructure | – | – | 639,068 | 639,068 |
| Real estate | – | – | 496,789 | 496,789 |
| Private equity | – | – | 212,453 | 212,453 |
| Derivative assets | – | 1,587 | – | 1,587 |
| Investment receivables | | | | |
| Accrued income | – | 5,419 | – | 5,419 |
| Amount due from pending trades | – | 72,951 | – | 72,951 |
| Total investment assets | – | 1,320,164 | 3,369,058 | 4,689,222 |
| Investment liabilities | | | | |
| Derivative liabilities | – | (15,878) | – | (15,878) |
| Repurchase agreements | – | (157,494) | – | (157,494) |
| Amount due for pending trades | – | (54,953) | – | (54,953) |
| Total investment liabilities | – | (228,325) | – | (228,325) |
| Net investments | – | 1,091,839 | 3,369,058 | 4,460,897 |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

| | 2023 | | | |
|--------------------------------|---------|-----------|-----------|-----------|
| | Level 1 | Level 2 | Level 3 | Total |
| Cash and Short-term notes | – | 24,753 | – | 24,753 |
| Fixed income | – | 966,984 | – | 966,984 |
| Other invested assets | | | | |
| Equities | – | – | 1,454,029 | 1,454,029 |
| Fixed income funds | – | – | 6,716 | 6,716 |
| Global credit | – | – | 278,075 | 278,075 |
| Public markets alternatives | – | – | 380,098 | 380,098 |
| Infrastructure | – | – | 533,195 | 533,195 |
| Real estate | – | – | 447,678 | 447,678 |
| Private equity | – | – | 105,446 | 105,446 |
| Derivative assets | 326 | 22,521 | – | 22,847 |
| Investment receivables | | | | – |
| Accrued income | – | 6,223 | – | 6,223 |
| Reverse repurchase agreements | – | – | – | – |
| Amount due from pending trades | – | 25,988 | – | 25,988 |
| Total investment assets | 326 | 1,046,469 | 3,205,237 | 4,252,032 |
| Investment liabilities | | | | |
| Derivative liabilities | (100) | (696) | – | (796) |
| Repurchase agreements | – | (194,833) | – | (194,833) |
| Amount due for pending trades | – | (27,102) | – | (27,102) |
| Total investment liabilities | (100) | (222,631) | – | (222,731) |
| Net investments | 226 | 823,838 | 3,205,237 | 4,029,301 |

Transfers between levels within the hierarchy are recognized at the end of the reporting period.

During the years ended December 31, 2024 and 2023, there were no transfers between levels.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

Reconciliation of Level 3 fair value measurements

The following table provides a reconciliation of investments included in Level 3 of the fair value hierarchy for the years ended December 31:

| | 2024 | | | | | | | |
|--|-----------|--------------------|---------------|-----------------------------|-----------------|-------------|----------------|-------------------|
| | Equities | Fixed income funds | Global credit | Public markets alternatives | Infra-structure | Real estate | Private equity | Total investments |
| Balance as at January 1 | 1,454,029 | 6,716 | 278,075 | 380,098 | 533,195 | 447,678 | 105,446 | 3,205,237 |
| Dividends and net gains (losses) recognized in net investment income | 339,382 | 1,916 | 50,195 | 40,301 | 65,645 | 21,121 | 26,691 | 545,251 |
| Purchases of units | 43,001 | — | 74,210 | — | 54,616 | 123,679 | 194,572 | 490,078 |
| Sales of units | (375,014) | (2,026) | (154) | (269,981) | (14,388) | (95,689) | (114,256) | (871,508) |
| Balance as at December 31 | 1,461,398 | 6,606 | 402,326 | 150,418 | 639,068 | 496,789 | 212,453 | 3,369,058 |
| Changes in unrealized gains (losses) included in net investment income | 235,787 | 2,561 | 50,221 | 15,978 | 65,773 | 11,656 | 22,370 | 404,346 |

| | 2023 | | | | | | | |
|--|-----------|--------------------|---------------|-----------------------------|-----------------|-------------|----------------|-------------------|
| | Equities | Fixed income funds | Global credit | Public markets alternatives | Infra-structure | Real estate | Private equity | Total investments |
| Balance as at January 1 | 1,454,248 | 4,882 | 188,868 | 359,756 | 464,737 | 454,489 | 29,007 | 2,955,987 |
| Dividends and net gains (losses) recognized in net investment income | 258,866 | 741 | 13,456 | 297 | 19,579 | (44,836) | 5,790 | 253,893 |
| Purchases of units | 27,000 | 3,512 | 247,419 | 50,071 | 57,613 | 75,584 | 72,001 | 533,200 |
| Sales of units | (286,085) | (2,419) | (171,668) | (30,026) | (8,734) | (37,559) | (1,352) | (537,843) |
| Balance as at December 31 | 1,454,029 | 6,716 | 278,075 | 380,098 | 533,195 | 447,678 | 105,446 | 3,205,237 |
| Changes in unrealized gains (losses) included in net investment income | 226,366 | 4,988 | 18,271 | 4,089 | 81,016 | (53,063) | 5,737 | 287,404 |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

Sensitivity of Level 3 financial instruments

Fair values of all pooled funds, including private market alternatives, equity funds, fixed income funds, infrastructure funds, global credit funds, and private equity pooled funds are based on unit prices provided by investment managers, which are based on net asset values of underlying investments. Fair values of other private equity investments are based on valuations obtained from investment managers.

The valuations obtained from investment managers are based on net asset values, comparable transactions in the market or discounted cash flow models using unobservable inputs such as discounted rates terminal values and expected future cash flows. Holding other factors constant, on increase to terminal values or expected future cash flows would tend to increase the fair value, while an increase in the discounted rate would have the opposite effect.

The Plan does not apply assumptions or perform adjustments to the net asset values as reported by external fund managers. As a result, the Plan is not able to determine a change in the fair values derived from a reasonably possible alternative assumption.

5. Financial Instruments Risk Management

Financial instruments risk is inherent in the generating of investment returns in excess of the risk-free rate (i.e., three-month Government of Canada Treasury bill rate) and in each element of the investment decision-making process; hence, risk measurement and risk management are integral to the investment management program.

The primary risk is that investment returns, taken together with a reasonable and sustainable level of contributions, are insufficient to meet the long-term Plan obligations.

The Plan’s investments are governed by the Statement of Investment Policies and Procedures ("SIPP"), which is reviewed and approved annually by the Trustees.

Investment risk

The Board of Trustees of the Plan has established a SIPP, which establish the policies governing the Plan's investment portfolio and risk management. The plan manages investment risk as follows:

- Conducting periodic asset-liability studies to ensure that the long-term investment objective, policy asset mix, and other provisions of the SIPP remain relevant in the context of the Plan's risk appetite.
- Monitoring the investment manager's performance relative to the Plan's long-term investment return objective and policy asset mix.

Investment risk is being monitored from several perspectives, including concentration risk, counterparty credit risk, liquidity risk, foreign currency risk, interest rate risk, and other price risk. A description of how the Plan manages each of these investment risks is in the following paragraphs.

Liquidity risk

Liquidity risk or funding risk is the risk the Plan will encounter difficulty meeting payment obligations for pension payments, operating expenses or investment activities as they come due without the forced sale of assets. The Plan has exposure to liquidity risk through its investment commitments, which are required to be funded in future periods, as well as through holding certain investments including pooled funds, which by nature are less liquid than public market assets. The Plan has exposure to liquidity risk arising from Repurchase Agreements because high-quality liquid assets are used as collateral for the trades, which then cannot be used for other purposes. Additionally, any decline in collateral value needs to be met with additional high-quality liquid assets being pledged as margin. The Plan forecasts and manages cash flows to ensure it meets its obligations when due without unintended early liquidation of assets.

The Plan mitigates liquidity risk by holding cash and short-term securities, and by investing in active and liquid markets. As at December 31, 2024, 57.6% (2023 – 57.5%) of the Plan’s investments were invested in cash, short-term securities and readily marketable fixed income securities and publicly traded equities. Note 4 provides further information on the nature of the investment assets and liabilities within the investment portfolio.

The following table provides the carrying values of all financial instruments by contractual maturity or expected cash flows as at December 31:

| | 2024 | | | | | |
|-------------------------------------|---------------|-------------|--------------|---------------|-------------------|-----------|
| | Within 1 year | 2 – 5 years | 6 – 10 years | Over 10 years | No fixed maturity | Total |
| Cash and Short-term notes | 47,166 | – | – | – | – | 47,166 |
| Fixed income | 92,454 | 289,895 | 171,251 | 639,441 | – | 1,193,041 |
| Other invested assets | | | | | | |
| Equities | – | – | – | – | 1,461,398 | 1,461,398 |
| Fixed income funds | – | – | – | – | 6,606 | 6,606 |
| Global credit | – | – | – | – | 402,326 | 402,326 |
| Public markets alternatives | – | – | – | – | 150,418 | 150,418 |
| Infrastructure | – | – | – | – | 639,068 | 639,068 |
| Real estate | – | – | – | – | 496,789 | 496,789 |
| Private equity | – | – | – | – | 212,453 | 212,453 |
| Derivative assets | 1,587 | – | – | – | – | 1,587 |
| Investment receivables | | | | | | |
| Accrued income | 5,419 | – | – | – | – | 5,419 |
| Reverse repurchase agreements | – | – | – | – | – | – |
| Amount due from pending trades | 72,951 | – | – | – | – | 72,951 |
| Total investment assets | 219,577 | 289,895 | 171,251 | 639,441 | 3,369,058 | 4,689,222 |
| Derivative liabilities | (15,878) | – | – | – | – | (15,878) |
| Repurchase agreements | (157,494) | – | – | – | – | (157,494) |
| Amount due for pending trades | (54,953) | – | – | – | – | (54,953) |
| Total investment liabilities | (228,325) | – | – | – | – | (228,325) |
| Cash | 38,834 | – | – | – | – | 38,834 |
| Contributions receivable – employer | 10,863 | – | – | – | – | 10,863 |
| Contributions receivable – member | 4,852 | – | – | – | – | 4,852 |
| Other assets | 2,974 | – | – | – | – | 2,974 |
| Other liabilities | (5,957) | – | – | – | – | (5,957) |
| Total other net assets | 51,566 | – | – | – | – | 51,566 |

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December 31, 2024 (in thousands of Canadian dollars)

| | 2023 | | | | | Total |
|-------------------------------------|---------------|-------------|--------------|---------------|-------------------|-----------|
| | Within 1 year | 2 – 5 years | 6 – 10 years | Over 10 years | No fixed maturity | |
| Cash and Short-term notes | 24,753 | – | – | – | – | 24,753 |
| Fixed income | 30,682 | 265,140 | 148,045 | 523,117 | – | 966,984 |
| Other invested assets | | | | | | |
| Equities | – | – | – | – | 1,454,029 | 1,454,029 |
| Fixed income funds | – | – | – | – | 6,716 | 6,716 |
| Global credit | – | – | – | – | 278,075 | 278,075 |
| Public markets alternatives | – | – | – | – | 380,098 | 380,098 |
| Infrastructure | – | – | – | – | 533,195 | 533,195 |
| Real estate | – | – | – | – | 447,678 | 447,678 |
| Private equity | – | – | – | – | 105,446 | 105,446 |
| Derivative assets | 22,847 | – | – | – | – | 22,847 |
| Investment receivables | | | | | | – |
| Accrued income | 6,223 | – | – | – | – | 6,223 |
| Amount due from pending trades | 25,988 | – | – | – | – | 25,988 |
| Total investment assets | 110,493 | 265,140 | 148,045 | 523,117 | 3,205,237 | 4,252,032 |
| Derivative liabilities | (796) | – | – | – | – | (796) |
| Repurchase agreements | (194,833) | – | – | – | – | (194,833) |
| Amount due for pending trades | (27,102) | – | – | – | – | (27,102) |
| Total investment liabilities | (222,731) | – | – | – | – | (222,731) |
| Cash | 58,275 | – | – | – | – | 58,275 |
| Contributions receivable – employer | 11,794 | – | – | – | – | 11,794 |
| Contributions receivable – member | 4,989 | – | – | – | – | 4,989 |
| Other assets | 2,377 | – | – | – | – | 2,377 |
| Other liabilities | (6,755) | – | – | – | – | (6,755) |
| Total other net assets | 70,680 | – | – | – | – | 70,680 |

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Credit risk

Credit risk is the risk that a counterparty to a financial instrument will fail to discharge an obligation or the risk of a market decline resulting from the deterioration in the credit quality of a counterparty causing the Plan to incur a financial loss.

COUNTERPARTY RISK

Credit risk on derivatives can arise either from the default of the counterparty to the transaction, typically a bank, broker dealer or central counterparty, or from the default of an issuer of the derivative, for example, the default of a company within an equity future. The first type of credit risk is referred to as counterparty credit risk, whereas the second type of credit risk is captured in market or issuer risk. Counterparty monitoring process is in place to track counterparty financial stability and credit quality such as credit risk arising from over-the-counter derivatives including counterparty concentration in terms of notional, collateralized value, current exposure and potential future exposure.

Fixed income investments consist primarily of high-quality, investment-grade debt instruments. An investment-grade debt instrument is one that is rated BBB and above. Credit risk is managed through diversification and a due diligence process, by selecting multiple highly rated counterparties and by setting counterparty exposure limits.

Repurchase Agreements and Reverse Repurchase Agreements are collateralized from and to counterparties, with counterparty risk mitigated through diversification across counterparties with a minimum long-term issuer credit rating of A as rated by Standard and Poor's, and by exchange of collateral to minimize counterparty exposure.

The Plan may be exposed to indirect credit risk in the event that its underlying investment funds hold debt securities and/or derivative assets. The following provides information regarding the credit rating of the fixed income securities directly held by the Plan as at December 31:

| | 2024 | % | 2023 | % |
|-----|-----------|-------|---------|-------|
| AAA | 804,886 | 67.5 | 598,371 | 61.9 |
| AA | 204,980 | 17.2 | 189,491 | 19.6 |
| A | 183,175 | 15.3 | 179,122 | 18.5 |
| | 1,193,041 | 100.0 | 966,984 | 100.0 |

COLLATERAL

Collateral management is the process of exchanging collateral in the form of securities or cash transferred as security between two counterparties in financial transactions, such as Futures, Interest Rate Swaps, Currency Forwards, Repurchase Agreements, and Securities Lending. The collateral requirements for these financial transactions are governed by the terms of the negotiated agreements, which outline permissible assets to pledge or receive as collateral, and minimum transfer amounts. The ultimate objective of collateral management is to mitigate counterparty credit risk exposure.

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Derivatives

A transfer of financial assets only occurs when the party pledges collateral, typically in the form of fixed income securities or equities, for obligations incurred in the ordinary course of trading derivatives.

Repurchase agreements

Securities owned that are sold subject to a Repurchase Agreement are treated as collateral and not as sales and therefore continue to be recognized as the Plan's investments with the amount of the Repurchase Agreement reflected as a liability. A Reverse Repurchase Agreement is the purchase of a security at a specific amount with an agreement to resell the same or substantially identical security at a definite amount at a specific future date.

The Plan enters into Repurchase Agreements. The fair value of the collateralized securities and margin requirements are monitored on a daily basis, with additional collateral obtained or refunded as the fair value of the underlying securities fluctuates, minimizing shortfalls. For any collateral pledged, the counterparty has the right to re-pledge, loan, or use it under Repurchase Agreements in the absence of default by the owner.

Securities lending agreements

The securities lending agent is responsible for ensuring that all loans are secured by readily marketable securities collateral that have a market in excess of the value of the loaned securities ("margin") in amounts that represent the greater of the prevailing market practice and the minimum margin imposed of 105%. Collaterals received from brokers are delivered in the form of readily marketable securities, or such other forms of readily marketable securities, as deemed appropriate and in which strategies are permitted to invest.

| | 2024 | | 2023 | |
|-------------------------------|---------------|------------|---------------|------------|
| | Gross amounts | Collateral | Gross amounts | Collateral |
| Financial assets | | | | |
| Derivatives | 1,587 | – | 22,847 | – |
| Securities lending agreements | 374,405 | 396,233 | 191,720 | 205,788 |
| Financial liabilities | | | | |
| Repurchase agreements | (157,494) | (157,276) | (194,833) | (195,517) |
| Derivatives | (15,878) | – | (796) | – |
| Securities lending agreements | – | – | – | – |

Offsetting financial assets and liabilities

WISE Trust enters into enforceable master netting agreements on behalf of the Plan, so that certain financial transactions, such as derivative transactions, involve a legally enforceable right to offset the recognized amounts and to settle payments on a net basis. Under these agreements, following a counterparty's event of default, it help to mitigate exposure to credit losses and provide rights to allow

Notes to financial statements

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the parties to settle obligations on a net basis where netting is allowed. The Plan may not be permitted to net and set-off upon the default of exchange-traded derivatives and cleared OTC.

| | 2024 | | | |
|-------------------------------|--|--|--|------------|
| | Gross Amounts Presented in the Statement of Financial Position | Amounts Subject to Master Netting Agreements | Financial Collateral Received/ Pledged | Net Amount |
| Financial assets | | | | |
| Derivatives | 1,587 | – | – | 1,587 |
| Securities lending agreements | 374,405 | – | 396,233 | (21,828) |
| Financial liabilities | | | | |
| Repurchase agreements | (157,494) | – | 157,276 | (218) |
| Derivatives | (15,878) | 61 | – | (15,817) |

| | 2023 | | | |
|-------------------------------|--|--|--|------------|
| | Gross Amounts Presented in the Statement of Financial Position | Amounts Subject to Master Netting Agreements | Financial Collateral Received/ Pledged | Net Amount |
| Financial assets | | | | |
| Derivatives | 22,847 | – | – | 22,847 |
| Securities lending agreements | 191,720 | – | (205,778) | (14,058) |
| Financial liabilities | | | | |
| Repurchase agreements | (194,833) | – | 195,517 | 684 |
| Derivatives | (796) | 163 | – | (633) |

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CONCENTRATION RISK

Concentration risk arises from the exposure of investments from one particular issuer, a group of issuers, a geographic region, or an industry sector. These groups share similar characteristics such as type of industry, regulatory compliance, and economic and political conditions, which may impact the issuers’ ability to meet their contractual commitments.

Concentration risk is managed through limits on exposure to issuers, regions and industry sectors. Through these limits, not more than 5% of the fair value of the investment portfolio is invested in the securities of a single non-government issuer.

The Plan may be exposed to indirect concentration risk through its investments in underlying funds. The following provides information regarding the exposure of directly held fixed income securities to specific industries as at December 31:

| | 2024 | % | 2023 | % |
|----------------------------------|-----------|-------|---------|-------|
| Federal government and agencies | 774,323 | 64.9 | 581,381 | 60.1 |
| Provincial and municipal | 403,070 | 33.8 | 351,719 | 36.4 |
| Utilities and telecommunications | 15,590 | 1.3 | – | – |
| Asset-backed securities | 58 | — | 24,957 | 2.6 |
| Industrial products | – | – | 6,876 | 0.7 |
| Other corporate | – | – | 2,051 | 0.2 |
| | 1,193,041 | 100.0 | 966,984 | 100.0 |

The following provides further information regarding the exposure of directly held fixed income securities to geographic locations as at December 31:

| | 2024 | % | 2023 | % |
|-------------------------|-----------|-------|---------|-------|
| Fixed income securities | | | | |
| Canada | 650,719 | 54.5 | 746,379 | 77.2 |
| United States | 542,322 | 45.5 | 220,605 | 22.8 |
| | 1,193,041 | 100.0 | 966,984 | 100.0 |

Market risk

Market risk includes foreign currency risk, interest rate risk and other price risk.

(A) Foreign currency risk

Foreign currency risk is the risk of loss due to adverse movements in foreign currency rates as compared to the Canadian dollar. The Plan is exposed to a number of foreign currencies in its investment portfolio.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

The investment funds also use foreign exchange contracts as an additional source of return, for economic hedging strategies to manage investment risk, to improve liquidity, or to manage exposure to asset classes or strategies.

Foreign currency exposures are managed in accordance with a currency hedging policy, which is reviewed and approved on an annual basis by the Board of Trustees. The currency hedging policy provides guidelines for hedged currencies, hedge ratios, hedging instruments, hedging adjustments and overall currency hedging controls and processes.

The Plan may be exposed to indirect foreign currency risk in the event that its underlying investment funds hold investments in foreign currencies. The Plan directly held investments with foreign exposure is captured below as at December 31. The impact of a change in the foreign currency rate is considered to be minimal.

| | 2024 | | | 2023 | | |
|-----------------------|----------------|----------------|-------------------------|----------------|----------------|-------------------------|
| | Local Currency | CAD Equivalent | Impact of +/- 5% change | Local Currency | CAD Equivalent | Impact of +/- 5% change |
| (\$ millions) | | | | | | |
| United States Dollars | 269,349 | 387,377 | 19,369 | 60,335 | 79,558 | 3,978 |
| Other | 24 | 25 | 1 | – | – | – |
| Total | 269,373 | 387,402 | 19,370 | 60,335 | 79,558 | 3,978 |

(B) Interest rate risk

Interest rate risk is the potential for financial loss arising from changes in interest rates. Interest rate risk is reviewed through periodic asset and liability analyses, which assess the impact of different interest rate scenarios on assets and liabilities of the Plan. Interest rate risk is mitigated primarily through diversification in the Plan’s portfolio.

WISE Trust uses effective duration to measure the sensitivity of the fair value of fixed income investments to a change in interest rates. As at December 31, 2024, a parallel shift in the yield curve of +/-1%, with all other variables held constant, would result in an increase or decrease in the fair value of fixed income investments of approximately \$121,175 (2023 – \$101,895). This information is based on the assumption that the fixed income investments are not impaired and interest rates and equity prices move independently.

(C) Other price risk

Other price risk is the risk the value of a financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual instrument, its issuer, or factors affecting all instruments traded in the market.

The Plan mitigates other price risk by diversifying its investment portfolio in accordance with the SIPP. The SIPP requires that the Plan’s investment portfolio be diversified across specified asset classes and investment strategies.

The Plan may be exposed to indirect other price risk in the event that its underlying public markets alternatives investments hold investments in equities as at December 31, 2024. The estimated effect of a 10% change in market prices of directly held equities, holding all other factors constant, is \$146,140 (2023 – \$145,403).

6. Capital Management

The Plan’s surplus or deficit is defined as its capital. The surplus or deficit is determined periodically by the actuaries appointed by the Board of Trustees. The Plan’s objective when managing the invested assets of the Plan is to safeguard its ability to continue as a going concern and to maintain adequate assets to support pension obligations.

The Board of Trustees has adopted the SIPP and other investment policies, which state investment objectives, guidelines and benchmarks used in investing the assets of the Plan, permitted categories of investments, asset-mix diversification and rate of return expectations. The SIPP is reviewed no less than on an annual basis and is amended as required. The SIPP was last amended effective December 11, 2024 to reflect the new policy asset mix.

The SIPP outlines a policy asset mix comprising seven asset classes: Fixed Income, Global Credit, Public Equities, Public Market Alternatives, Private Equity, Real Estate and Infrastructure. The policy asset mix is implemented using investments through various strategies. A set of benchmarks has been identified for each investment strategy against which each strategy’s annual rate of return is measured. The purpose of a benchmark is to represent the risk of the strategy, and to establish a reference point to measure whether a particular investment strategy is meeting its stated objectives. The total investments’ annual rate of return is benchmarked against a composite index made up of the weighted average of each strategy’s benchmark return using the target strategy allocations to weight the various strategies. The Plan’s investments were allocated within the allowed asset class range as at December 31, 2024.

The Plan’s investment positions expose it to a variety of financial risks, which are discussed in Note 5 – Financial Instruments Risk Management. The allocation of assets among the investment strategies is monitored quarterly by WISE Trust and includes measurement of returns, comparison of returns to appropriate benchmarks, and risk analysis.

For the purposes of calculating the funding requirements of the Plan, an actuarial valuation is required at least every three years to determine the value of the accrued pension obligations and the funded status. The funded status is determined on a going concern basis, a solvency basis and a windup basis. However, as a listed JSPP included in subsection 1.3.1(3) of Regulation 909 of the PBA, the Plan is permitted an exemption from solvency funding requirements, which has been elected. The valuation also establishes the Participating Employers’ contribution requirements until the next valuation is required to be filed with the FSRA. Before the conversion date, the WSIB was responsible for any additional funding required to meet any funding deficiency in accordance with the PBA.

After the conversion date, the WSIB provided any additional funding required to meet any funding deficiency in accordance with the PBA and the Plan’s funding policy.

After the phase-in period, active members and the Participating Employers are equally responsible for funding the Plan on a going concern basis. At the last filed valuation on December 31, 2021, which was filed on September 2, 2022, the Plan was in a surplus position on a going concern basis. The next valuation is required to be performed no later than as of December 31, 2024.

During the phase-in period, until member contributions increase to a 50/50 basis, any going concern gains and losses will be the responsibility of or for the account of the WSIB. In determining any additional payment by the WSIB at December 31, 2024, investment gains arising up to December 31, 2024 shall be applied, to the extent necessary, towards funding of the Plan’s deficit on a market value basis as of July 1, 2020, in accordance with the Sponsors’ Memorandum of Agreement on Pre-Conditions. No additional payment was required by the WSIB as at December 31, 2024. In accordance with the funding policy, any investment gains not used to fund the Plan’s deficit on a market value basis as of July 1, 2020 and any other going concern gains arising during the phase-in period will be used only to offset going concern losses arising during the phase-in period with respect to additional funding provided by the WSIB to meet any funding deficiency.

7. Accrued Pension Obligations

Financial statement valuations

Assumptions and methods used in determining the actuarial value of the accrued pension obligations for financial reporting purposes were determined with consideration given to expected long-term market conditions. Assumptions, such as mortality, withdrawals, retirement rates, and compensation increases, were based on experience under the Plan and future expectations.

Significant assumptions used in the determination of the accrued pension obligations as at December 31 for accounting purposes were:

| | 2024 | 2023 |
|--|--------------------------|--------------------------|
| Nominal discount rate | 4.70% | 4.65% |
| Rate of compensation increase ¹ | 3.50% | 3.50% |
| Inflation | 2.00% | 2.00% |
| Mortality | | |
| Base Table | 100% of CPM ² | 100% of CPM ² |
| Projection Scale | MI-2017 ³ | MI-2017 ³ |

1. This is an approximation. Actual assumption is based on inflation plus a unisex real pay merit scale.
2. 2014 Canadian Pensioners’ Public Sector Mortality Table (“CPM”).
3. Scale MI-2017 modified to have an ultimate rate of 0.8%.

These assumptions may change over time to reflect underlying conditions, and such changes could affect the present value of the accrued pension obligations. Assumptions and methods are reviewed annually at December 31 when independent actuarial valuations are performed.

Deficit

According to Section 4600, the surplus or deficit for financial statement presentation purposes is the difference between the fair market value of net assets available for benefits and the pension obligations. The deficit for financial statement purposes as at December 31, 2024, was \$105,399 (2023 – \$429,015).

Funding valuation

In accordance with the PBA and the *Income Tax Act* (Canada), an actuarial valuation for funding purposes is required to be filed at least every three years to estimate the Plan’s surplus or deficit, and to determine the Plan’s minimum funding requirements. Willis Towers Watson prepared the last actuarial valuation for funding purposes, as at December 31, 2021, and a copy of that valuation was filed with the FSRA and the Canada Revenue Agency on September 2, 2022. The effective date of the next required valuation is no later than December 31, 2024.

The funding valuation method used to determine the pension obligations on a going concern basis is the projected unit credit method. Under this method, the pension obligations are determined by calculating the actuarial present value of benefits based on service at the valuation date and projected final average earnings. The actuarial current service cost of benefits is determined based on benefits (with projected final average earnings) in respect of service in the year following the valuation date, a portion of which is covered by member contributions. The discount rate is a significant assumption underlying the actuarial valuation.

For funding purposes, the discount rate reflects the long-term expected fund return, net of a margin for adverse deviations, and tends to be different than the discount rate used for the financial statement valuation, which is based on a high-quality corporate bond yield curve. Other assumptions for funding purposes are the same as those used for the financial statement valuation and are developed by reference to long-term expectations. The going concern basis for funding purposes employs an averaging of market values of assets to produce a smoother pattern of contributions, consistent with the long-term nature of a going concern valuation.

In addition to the going concern basis, the funded status of the Plan may also be determined on a solvency basis and a windup basis. However, as a listed JSPP, the Plan is permitted an exemption from solvency funding requirements, which has been elected. The Plan is not required to be funded on a windup basis. At the last filed valuation as at December 31, 2021, the Plan was in a surplus position on a going concern basis.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

8. Other Assets

As at December 31, other assets consist of the following amounts:

| | 2024 | 2023 |
|---------------------|-------|-------|
| HST receivables | 2,652 | 2,039 |
| Prepaid expenses | 312 | 287 |
| Other receivables | 9 | 1 |
| Payroll receivables | 1 | 50 |
| | 2,974 | 2,377 |

9. Other Liabilities

As at December 31, other liabilities consist of the following amounts:

| | 2024 | 2023 |
|-------------------|-------|-------|
| Investments | | |
| Accruals | | |
| Administration | 2,345 | 3,308 |
| Audit fees | 175 | 215 |
| Custodial | 28 | 51 |
| Accounts Payable | 1,746 | 1,164 |
| | 4,294 | 4,738 |
| Plan | | |
| Accruals | | |
| Administration | 1,095 | 835 |
| Professional fees | 186 | 573 |
| Audit fees | 69 | 68 |
| Actuarial | 32 | 11 |
| Accounts Payable | 281 | 530 |
| | 1,663 | 2,017 |
| | 5,957 | 6,755 |

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

10. Contributions

Contributions received are reconciled annually, within a year, to ensure the appropriate amounts have been remitted. Once this reconciliation is complete, the Plan is able to calculate the amount of any differences related to contributions. Any shortfalls are recovered from the Participating Employers and any overpayments are refunded or credited towards future remittances. As at December 31, 2024 and 2023, there were no contributions past due from the Participating Employers.

The following table provides details of the contributions received from the members and the Participating Employers for the years ended December 31:

| | 2024 | 2023 |
|---------------------------------------|----------------|----------------|
| Participating Employers contributions | | |
| Current service ¹ | 99,800 | 104,608 |
| Past service | 1,085 | 1,575 |
| Special ² | 8,200 | 7,662 |
| | 109,085 | 113,845 |
| Member contributions | | |
| Current service | 41,627 | 40,163 |
| Past service | 1,791 | 1,406 |
| | 43,418 | 41,569 |
| Transfers from other plans | 6,570 | 7,268 |
| Total contributions | 159,073 | 162,682 |

1. Includes \$8,661 (2023 - \$6,198) deemed contributions paid by the Participating Employers for members on long-term disability.
2. The special contribution comprises \$8,200 (2023 - \$7,662) Employer Sponsor contribution paid towards the Investment and Plan administrative expenses.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

11. Benefits

The following table provides details of the benefits paid to the Plan members for the years ended December 31:

| | 2024 | 2023 |
|---|---------|---------|
| Pension benefits | | |
| Retirement benefits | 167,855 | 156,318 |
| Disability benefits | 33 | 31 |
| Survivor benefits | 9,924 | 9,485 |
| | 177,812 | 165,834 |
| Commuted value transfers | 11,139 | 5,911 |
| Transfers to other plans and refunds ¹ | 2,754 | 7,150 |
| Total benefits ² | 191,705 | 178,895 |

1. Includes refunds of \$98 (2023: \$470).
2. Total benefits paid include death benefits of \$3,039 (2023 – \$nil).

12. Other income

The following table provides details of other income for the years ended December 31:

| | 2024 | 2023 |
|--------------------------|------|-------|
| HST rebate - prior years | 36 | 1,280 |
| Interest income | – | 4 |
| Total other income | 36 | 1,284 |

The HST rebate - prior years relates to funds received from the CRA for the GST / HST pension rebate of \$36 (2023: for the years 2020 and 2021 (\$679) and 2022 (\$601)). Interest income was for interest received from the late receipt of the GST / HST pension rebate of \$nil (2023: \$4 for the 2020 GST / HST rebate).

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

13. Administrative Expenses

The following table provides details of the administrative expenses paid for the years ended December 31:

| | 2024 | 2023 |
|------------------------------------|--------|--------|
| Investment | | |
| Administration | 21,818 | 22,354 |
| Repurchase agreements | 25,726 | 2,980 |
| Audit fees ¹ | – | 392 |
| Custodial | 394 | 342 |
| Professional services ³ | 195 | 249 |
| | 48,133 | 26,317 |
| Plan | | |
| Administration | 9,285 | 9,996 |
| Professional services ⁴ | 1,904 | 3,061 |
| Actuarial | 708 | 546 |
| Audit fees ² | 66 | 70 |
| | 11,963 | 13,673 |

1. Includes amounts paid or payable to the external auditors pertaining to statutory audit services of \$nil (2023 - \$392) for the Plan's subsidiaries.
2. Include amounts paid or payable to the external auditors pertaining to statutory audit services of \$66 (2023 - \$66) for the Plan.
3. Includes amounts paid or payable to the external auditors pertaining to non-audit services of \$195 (2023 - \$215) for the Plan's subsidiaries.
4. Include amounts paid or payable to the external auditors pertaining to non-audit services of \$23 (2023 - \$24) for the Plan.

14. Compensation of Key Management Personnel

Key management personnel consist of members of the Board of Trustees and those senior executives having authority and responsibility for planning and directing the activities of the Plan. The aggregate key management personnel compensation is shown below for the years ended December 31:

| | 2024 | 2023 |
|---|------|------|
| Salaries | 472 | 471 |
| Short-term employee benefits and termination benefits | 229 | 320 |
| | 701 | 791 |

There are no other related party transactions between the key management personnel and the Plan.

Notes to financial statements

December 31, 2024 (in thousands of Canadian dollars)

15. Related Parties

WISE Trust’s related parties include its joint sponsors, Employer Sponsor, key management personnel, and wholly owned subsidiaries.

Effective July 1, 2020, the Board of Trustees and the WSIB, one of the joint sponsors, entered into an agency agreement whereby the WSIB will provide selected administrative services to the Plan. The cost of the services is measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties. The agency agreement ended on December 31, 2023. The details of the administrative services are outlined below and are included in the balances in note 13 for the years ended December 31.

| | 2024 | 2023 |
|---------------------------------|------|------|
| Finance and accounting services | 21 | 375 |
| | 21 | 375 |

For the year ended December 31, 2024, the net gain from the Plan’s wholly owned legal entities was \$456 (2023 net gain – \$270). This is recognized in net investment income in the Statement of Changes in Net Assets Available for Benefits.

16. Commitments

As part of normal operations, the Plan enters into commitments related to the funding of investments. The Plan had the following outstanding commitments for capital calls as at December 31 related to its investment portfolio:

| | 2024 | 2023 |
|------------------------------|---------|---------|
| Real estate | 160,740 | 180,193 |
| Infrastructure | 166,784 | 166,073 |
| Public markets alternatives | – | 1,595 |
| Global credit | 139,403 | 109,874 |
| Private equity | 106,299 | 131,778 |
| Total investment commitments | 573,226 | 589,513 |

There was no specific timing requirement to fulfill these commitments during the investment period.

17. Reclassification of Prior Year Presentation

Certain prior year amounts have been reclassified for consistency with the current year presentation. These reclassifications had no effect on the reported results of operations. A reclassification has been made to the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2023, to identify pension benefit refunds of \$470. These are separately reported under Benefits with transfers to other plans.

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