2025 Annual REPORT



Safety Matters @Work
Workers Compensation Board of PEI

CONTACT INFORMATION

Please connect with us if you have questions or concerns. The WCB is here to help!

wcb.pe.ca

Two offices:
Head Office and Claims - 14 Weymouth Street, Charlottetown
OHS Office - Delta Hotel Complex, 18 Queen Street, suite 100

One mailing address:
WCB of PEI, PO Box 757, Charlottetown, PE, C1A 7L7

902-368-5680 or 1-800-237-5049 toll-free in Atlantic Canada

24-Hour Occupational Health and Safety Emergency Line 902-628-7513

General occupational health and safety inquiries: ohs@wcb.pe.ca
General claim inquiries: workerservices@wcb.pe.ca
Employer accounts and services: safetymatters@wcb.pe.ca
Internal Reconsideration Office: appeals@wcb.pe.ca
Service feedback: servicefeedback@wcb.pe.ca

Find us on



VISION, MISSION, GUIDING PRINCIPLES

The Workers Compensation Board (WCB) has been an integral part of the Island community since 1949. Today, over **92,900 workers and 6,777 employers** are protected through the fair and effective administration of the *Workers Compensation Act* (WC Act). Furthermore, the WCB supports all Island workplaces through education about, and enforcement of, the *Occupational Health and Safety Act* (OHS Act).

VISION

Workplaces are safe. Injuries are eliminated. Service excellence is assured.

MISSION

We provide leadership in building safe and healthy workplaces, and support recovery, if an injury occurs.

GUIDING PRINCIPLES

Our efforts are guided by the following five principles:



INTEGRITY

We are fair and transparent, and take responsibility for our actions and performance.

COMPASSION

We value the diverse needs and perspectives of individuals, and treat people with respect and empathy.

EXCELLENCE

We demonstrate high standards and empower our people to innovate and continuously do things better.

COLLABORATION

We work with each other and our stakeholders to achieve our mission, while balancing worker and employer interests.

ACCOUNTABILITY

We are stewards of PEI's workplace safety and compensation system and its entrusted resources.

BOARD OF DIRECTORS



Back row, left to right:
James McInnis, Karen Creighan, Blair Weeks, Gail Ellis, Bronwyn Dunphy
Front row, left to right:
Jim MacPhee (Chair), Valerie Robinson (Vice-Chair)

SENIOR LEADERSHIP TEAM

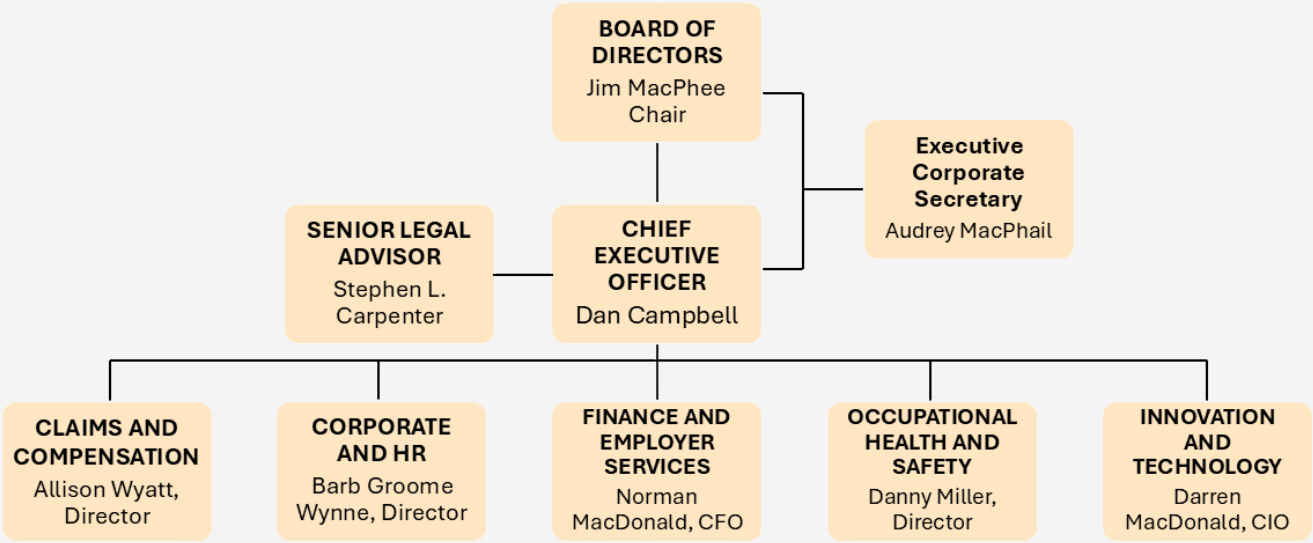


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YEAR AT A GLANCE

	2025	2024
Educational Activities[1] Public presentations, virtual sessions, in-person workshops, online courses and worksite visits	3,488 participants	3,111 participants
Workplace Inspections	3,186	2,760
Number of Assessed Employers[2]	6,777	6,791
Estimated Size of PEI Workforce **As per Statistics Canada**	92,900 *March 31, 2026*	92,350 *March 31, 2025*
Total Adjudicated Claims	1,962	1,809
- Temporary Wage Loss	1,079	986
- Medical Aid Only	699	673
- Denied	175	144
- Compensable Workplace Fatalities	9	6
Total Workplace Fatalities[3]	9	9

[1] As of 2025, this number includes online course participants.

[2] Employers with multiple operations may be classed as more than one assessed employer.

[3] The Total Workplace Fatalities encompasses all compensable and non-compensable workplace injuries that resulted in the death of a worker, as reported to us.

HIGHLIGHTS & NEW INITIATIVES IN 2025

BUSINESS TRANSFORMATION INITIATIVE

The past year marked a turning point in the WCB's Business Transformation Initiative (BTI). After finalizing the BTI roadmap the previous year, the organization began building the team that will lead it through this journey. In addition, our Claims and Compensation division began an extensive business process review aimed at process improvements that enhance return to work and recovery outcomes.

EXPANDING PSYCHOLOGICAL INJURY COVERAGE

In January, the WCB expanded its coverage to include coverage for psychological injuries resulting from work-related harassment. As part of the coverage expansion, the WCB created a dedicated Psychological Injuries Team and new resources to help workers, employers and health care providers navigate these injuries and claims. New resources include user-friendly Frequently Asked Questions publications and the Return-to-Work Toolkit for a healthy recovery from psychological work-related injury.

AWARENESS CAMPAIGN ON NOISE-INDUCED HEARING LOSS

In March, the WCB launched a six-week awareness campaign to highlight the importance of hearing protection in the workplace. The campaign used digital, social and radio advertising to educate Island employers, workers and the public about preventing noise-induced hearing loss. The campaign was also supported with education outreach from the WCB's OHS Officers who visited workplaces to share resources and promote the WCB's hearing protection workshops.

EMPLOYER SURVEY RESULTS

The WCB surveys its two major client groups - injured workers and employers - on a biennial basis. In 2025, Narrative Research was commissioned to survey employers. Notable results include the Employer Service Satisfaction Index - the combined key metrics about the WCB's service - which now stands at 84.9 out of 100, an increase of 0.7 since the previous survey. The overall satisfaction of employers with the WCB stands at 83%. In addition, 85% of employers surveyed say they believe that the WCB is effective at delivering services, which represents a 3% increase since 2023.

RECORD NUMBER OF ENGAGED YOUTH

Between January and May, a record number of high school students took part in the OHS Leadership Program. The goal of the program is to introduce Grades 11 and 12 students from across the Island to workplace health and safety principles. Students learn about how to contribute to their own safety at work, as well as the safety of their peers and coworkers. Students also participate in the WCB's annual Workplace Health and Safety Conference.

EXPANSION OF PRESUMPTIVE CANCER COVERAGE FOR FIREFIGHTERS

In June, the provincial government and the WCB expanded its presumptive cancer coverage for firefighters to include five more types of cancer. With these additions, the WCB's presumptive cancer coverage for firefighters now includes 19 cancer types. Eligible firefighters include fire inspectors, paid firefighters and volunteer firefighters who are members of a fire department or fire brigade.

FROM PREVENTION TO RECOVERY BY THE NUMBERS



PARTICIPANTS IN EDUCATIONAL SESSIONS	
2025	**2024**
3,488	**3,111**



WORKPLACE INSPECTIONS	
2025	2024
3,186	2,760



TIME-LOSS INJURY FREQUENCY*	
2025	2024
1.28	1.21

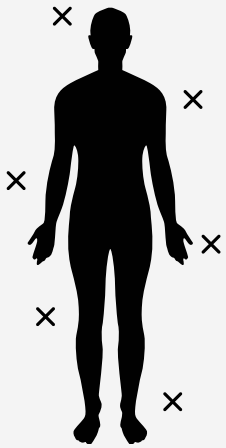


NATURE OF INJURY FOR TIME-LOSS CLAIMS	
2025	2024
54.9% sprains, strains, tears	56.5% sprains, strains, tears

PERCENTAGES OF WORKPLACES INJURIES PER INDUSTRY (time-loss claims)					
Health and Social Services		**Construction**		**Manufacturing**	
2025	2024	**2025**	2024	**2025**	2024
26.5%	24.5%	**15.8%**	16.2%	**15.4%**	14.7%
Government Services		**Retail Trade**		**All Other Industries**	
2025	2024	**2025**	2024	**2025**	2024
9.7%	9.6%	**6.2%**	6.9%	**26.4%**	28%

* The Canadian average for 2024 was 1.56 as provided by the AWCBC.

FROM PREVENTION TO RECOVERY BY THE NUMBERS



MOST COMMON AREAS OF INJURY (time loss claims)		
	2025	2024
Head, neck, throat	**16.1%**	18.5%
Shoulder	**10.3%**	9.3%
Back	**19.2%**	20.9%
Arm, wrist, hand	**18.8%**	18.2%
Hip, knee, ankle, foot	**17.8%**	16.8%



AVERAGE CALENDAR DAYS TO FIRST PAYMENT	
2025	2024
13.8	12.3



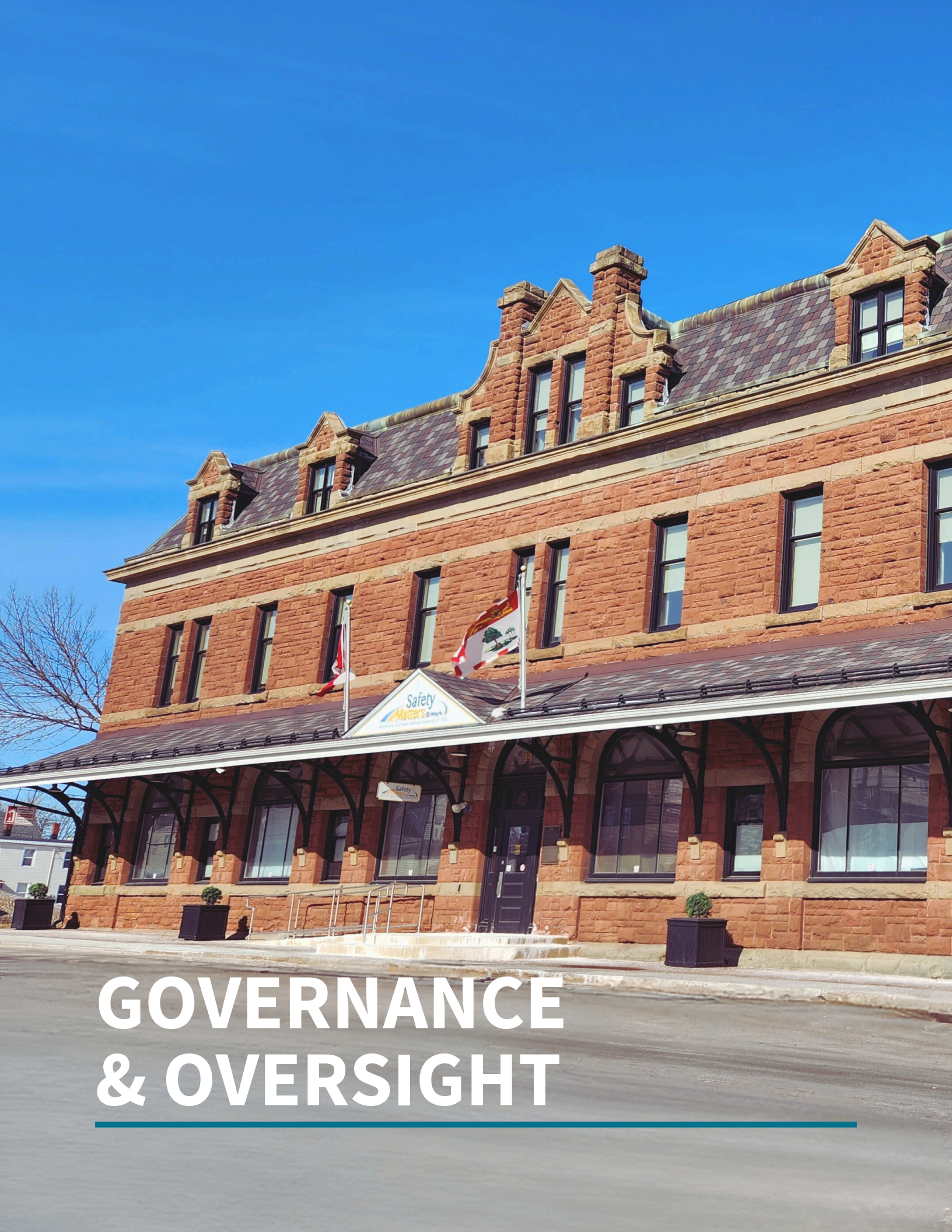
EMPLOYER SERVICE SATISFACTION INDEX		INJURED WORKER PERFORMANCE INDEX	
2025	2023	**2024**	2022
84.9	84.2	**79.3**	77.7



PERCENTAGE OF INJURED WORKERS WHO RETURN TO WORK WITH PRE-INJURY EMPLOYER	
2024	2023
89%	86%



PERCENTAGE OF INJURED WORKERS NO LONGER ON WAGE LOSS BENEFITS		
	2024	2023
After 90 days	**58%**	58%
After 180 days	**71%**	73%
After 360 days	**79%**	82%



GOVERNANCE & OVERSIGHT

MESSAGE FROM THE CHAIR



Chair, Workers Compensation Board

On behalf of the Board of Directors, I'm pleased to reflect on another important year for the WCB of Prince Edward Island. In 2025, the organization continued to advance the priorities of the 2024–2026 Strategic Plan, which provides a clear path forward focused on supporting our team, responding to the complex and evolving needs of clients and preparing the organization for business transformation.

These priorities are closely aligned with the Board's governance role. Our responsibility is to provide oversight so the workers compensation system remains sustainable, responsive and trusted. This means ensuring the WCB continues to balance the needs of injured workers and employers while delivering fair, consistent and comprehensive coverage and compensation.

In 2025, this balance was reflected with important enhancements to coverage. The expansion of psychological injury coverage to include injuries caused by work-related harassment was a meaningful step in recognizing the changing nature of workplace injuries and the needs of Island workplaces. Alongside the PEI provincial government, the WCB also enhanced presumptive cancer coverage for paid firefighters, volunteer firefighters and fire inspectors, bringing coverage to 19 recognized cancer types.

The Board also monitors how effectively the organization is serving the people and workplaces that rely on it. In this regard, we were encouraged by the results of the 2025 employer survey. The Employer Service Satisfaction Index reached 84.9 out of 100, and overall employer satisfaction with the WCB stood at 83%. In addition, 85% of employers surveyed said they believe the WCB is effective at delivering services. These results speak to the dedication of WCB team members, while also reinforcing the importance of continuous improvement.

That same focus on continuous improvement is at the heart of the WCB's Business Transformation Initiative. In 2025, the organization completed foundational planning, a Data Roadmap, a Procurement Strategy and a Change Management Strategy Framework. This work is helping build the structure needed to modernize how the WCB works and how it serves Islanders in the years ahead.

I'd like to extend my sincere appreciation to my fellow Board members, WCB team members, partners, service providers, workers and employers. Their contributions help ensure the workers compensation system continues to serve Prince Edward Island with dependability, care and integrity.

MESSAGE DE LA PRÉSIDENCE

Au nom du conseil d'administration, je suis ravi de revenir sur une autre année marquante pour la Commission des accidents du travail (CAT) de l'Île-du-Prince-Édouard. En 2025, l'organisation a poursuivi l'avancement des priorités du plan stratégique 2024–2026, qui offre une direction claire, axée sur le soutien de notre équipe, la réponse aux besoins complexes et changeants de la clientèle, ainsi que la préparation à la transformation opérationnelle.

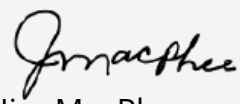
Ces priorités sont étroitement alignées avec le rôle de gouvernance du conseil. Notre responsabilité consiste à veiller à ce que le système d'indemnisation des accidents du travail demeure viable, efficace et digne de confiance. La CAT doit donc continuer de concilier les besoins des travailleuses et travailleurs blessés et des employeurs, tout en offrant une couverture et une indemnisation cohérentes, équitables et complètes.

En 2025, cet équilibre s'est concrétisé par des améliorations importantes de la couverture. L'élargissement de la couverture pour inclure les blessures psychologiques causées par le harcèlement au travail a constitué une avancée importante dans la reconnaissance de l'évolution des blessures au travail et des besoins des milieux de travail de l'Île. En collaboration avec le gouvernement provincial de l'Île-du-Prince-Édouard, la CAT a également élargi la couverture présumée des cancers chez les pompières et pompiers permanents, les pompières et pompiers volontaires et les inspectrices et inspecteurs des incendies, portant le nombre de types de cancers reconnus à 19.

Le conseil surveille également l'efficacité de l'organisation à servir la population et les milieux de travail qui comptent sur elle. À cet égard, les résultats du sondage mené en 2025 auprès des employeurs nous encouragent. L'indice de satisfaction des employeurs par rapport aux services a atteint 84,9 sur 100, et la satisfaction globale des employeurs avec la CAT était de 83 %. De plus, 85 % des employeurs sondés considèrent que la CAT offre des services efficaces. Ces résultats reflètent l'engagement des membres de l'équipe de la CAT, tout en renforçant l'importance de l'amélioration continue.

Cette priorité accordée à l'amélioration continue est au cœur de l'initiative de transformation organisationnelle de la CAT. En 2025, l'organisation a réalisé des travaux de planification essentiels et a élaboré une feuille de route des données, une stratégie d'approvisionnement et un cadre de gestion du changement. Ces travaux jettent les bases nécessaires à la modernisation du fonctionnement de la CAT et de ses services aux Insulaires dans les années à venir.

Je tiens à exprimer ma sincère gratitude à mes collègues du conseil d'administration, aux membres de l'équipe de la CAT, aux partenaires, aux fournisseurs de services, aux travailleuses et travailleurs ainsi qu'aux employeurs. Grâce à leurs contributions, le système d'indemnisation des accidents du travail continue de servir l'Île-du-Prince-Édouard avec rigueur, bienveillance et intégrité.



Jim MacPhee
Présidence de la Commission des accidents du travail

MESSAGE FROM THE CEO



CEO, Workers Compensation Board

In 2025, the WCB continued to advance the priorities set out in our 2024–2026 Strategic Plan: our team, the complex and evolving needs of our clients and business transformation. These priorities guided our work as we served Island workers and employers with care, fairness and consistency.

A meaningful example was the expansion of coverage for psychological injuries resulting from work-related harassment. This change recognizes that workplace injuries can affect both physical and psychological health, and that recovery may require specialized support.

To help workers, employers and health care providers navigate this expanded coverage, we established a dedicated Psychological Injuries Team and developed practical resources, including Frequently Asked Questions and a Return-to-Work Toolkit.

We also improved the tools that support injured workers throughout their claims journey. In 2025, we enhanced online services for injured workers, giving them new ways to participate more actively in managing their claims. Within our Claims and Compensation division, we also began a business process review focused on improving and supporting return to work and recovery outcomes. This work is part of our broader Business Transformation Initiative, which will help shape how we deliver programs and services in the years to come.

Sadly, nine Island workers died in 2025 as a result of work-related injuries or illnesses. These workers left behind loved ones, families, friends and coworkers whose lives have been profoundly affected. We honour them by remembering them and by renewing our commitment to workplace safety. Even one work-related fatality is unacceptable.

That commitment is reflected in our prevention work. In 2025, a record number of high school students participated in the OHS Leadership Program, helping introduce young Islanders to workplace health and safety before and as they enter the workforce. We also launched an awareness campaign on noise-induced hearing loss, supported by outreach from our OHS Officers and resources for Island workplaces.

These efforts were complemented by new and updated resources for employers, including online courses on ergonomics, respiratory protection, hearing protection programs and more. Together, they reflect our belief that education, prevention and strong partnerships are essential to healthy and safe workplaces.

Finally, I want to thank WCB team members for their professionalism, compassion and commitment. Their work brings our strategic priorities to life and makes a meaningful difference for Island workers, employers and workplaces every day.

MESSAGE DE LA DIRECTION GÉNÉRALE

En 2025, la Commission des accidents du travail (CAT) a continué de faire progresser les priorités du plan stratégique 2024–2026 : le soutien de notre équipe, la réponse aux besoins complexes et changeants de notre clientèle et la transformation organisationnelle. Ces priorités ont guidé notre travail dans les services que nous avons offerts aux travailleuses et travailleurs ainsi qu'aux employeurs de l'Île avec soin, équité et constance.

Un exemple significatif a été l'élargissement de la couverture des blessures psychologiques liées au harcèlement au travail. Ce changement vient reconnaître que les blessures au travail peuvent affecter la santé physique et psychologique et que le rétablissement nécessite parfois un soutien spécialisé. Afin d'aider les travailleuses et travailleurs, les employeurs et les fournisseurs de soins de santé à s'y retrouver dans cette couverture élargie, nous avons mis sur pied une équipe exclusivement chargée des blessures psychologiques. Des ressources pratiques ont aussi été conçues, notamment une foire aux questions et une trousse de retour au travail.

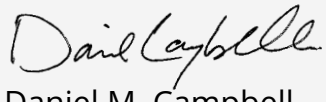
Nous avons également optimisé les outils qui soutiennent les travailleuses et travailleurs blessés tout au long de leur démarche de réclamation. En 2025, nous avons amélioré les services en ligne qui leur sont offerts, en leur proposant de nouvelles façons de participer activement à la gestion de leurs réclamations. Au sein de notre division des réclamations et de l'indemnisation, nous avons aussi entamé l'examen de notre processus administratif, axé sur l'amélioration et le soutien du retour au travail et du rétablissement. Ces travaux font partie de notre initiative globale de transformation organisationnelle, qui orientera la prestation de nos programmes et services dans les années à venir.

Malheureusement, neuf Insulaires ont perdu la vie en 2025 à la suite d'une blessure ou d'une maladie liée au travail. Ces travailleuses et travailleurs ont laissé derrière des êtres chers, notamment leur famille, leurs amis et leurs collègues, dont la vie a été profondément bouleversée. Nous leur rendons hommage en gardant leur mémoire vivante et en renouvelant notre engagement envers la santé et la sécurité au travail. Même un seul décès lié au travail est inacceptable.

Cet engagement se reflète dans nos efforts de prévention. En 2025, un nombre record d'élèves du secondaire ont participé à notre Programme de leadership en santé et sécurité au travail, aidant à sensibiliser les jeunes de l'Île à ces notions avant et au moment de leur entrée sur le marché du travail. Nous avons également lancé une campagne de sensibilisation à la perte auditive due au bruit, appuyée par l'intervention de nos agentes et agents de santé et sécurité au travail, ainsi que par des ressources destinées aux milieux de travail de l'Île.

Ces efforts ont été renforcés par des ressources nouvelles et mises à jour à l'intention des employeurs, dont des cours en ligne sur l'ergonomie, la protection respiratoire, la protection de l'ouïe, et plus encore. Ensemble, ils reflètent notre conviction que l'éducation, la prévention et des partenariats solides sont essentiels à des milieux de travail sains et sécuritaires.

Pour terminer, je tiens à remercier les membres de l'équipe de la CAT pour leur professionnalisme, leur compassion et leur engagement. Leur travail concrétise nos priorités stratégiques et fait une réelle différence pour les travailleuses et travailleurs, les employeurs et les milieux de travail de l'Île, au quotidien.



Daniel M. Campbell
Direction générale de la Commission des accidents du travail

OVERVIEW 2024-2026 STRATEGIC PLAN

In March 2024, we released our three-year strategic plan, focused on three core areas: our team, the complex and evolving needs of our clients, and business transformation. Developed in consultation with our WCB team members and the people we serve, the plan charts a course that acknowledges the challenges of navigating a continuously evolving environment. For each of the three core areas, the WCB's plan outlines an overarching goal and associated objectives.



OUR TEAM

The goal is to build a high-performing organization with an engaged and supported team.

In 2025, the WCB:

- Conducted the annual WCB Employee Engagement Survey and implemented initiatives to enhance supports for work-related stress and wellness, organizational communications, and feedback and recognition.
- Fostered an empowered and inclusive environment through the continued implementation of our Inclusive Workplace Strategy. Key initiatives included the development of our inclusive leadership commitment statement and competencies, a wellness room for employees, and a Diversity, Equity and Inclusion certificate program.
- Launched a peer recognition program to celebrate individual achievements and contributions to our positive workplace culture.
- Provided wellness education to team members on topics such as cultural inclusion, emotional intelligence, trauma resiliency, compassion fatigue, cybersecurity and nutrition.

COMPLEX AND EVOLVING NEEDS

The goal is to provide consistent, fair and comprehensive coverage and compensation.

In 2025, the WCB:

- Launched enhanced psychological injury coverage to include those injuries caused by work-related harassment, including a comprehensive education and awareness campaign for employers.
- Enhanced presumptive cancer coverage for paid firefighters, volunteer firefighters and fire inspectors to 19 recognized cancer types. The additions include cervical, ovarian, penile, pancreatic and thyroid cancers.
- Enhanced online services for injured workers, by adding new functionalities that support workers in actively participating in the management of their claims.
- Created numerous new and amended resources to support healthy and safe workplaces, including three new online courses. These resources and courses covered topics such as first aid regulations, ergonomics, respiratory protection, hearing protection programs and more.

BUSINESS TRANSFORMATION

The goal is to define and initiate a multi-phased journey to drive business transformation.

In 2025, the WCB:

- Began onboarding key team members that will lead the organization through the Business Transformation Initiative over the years to come.
- Completed foundational and program planning along with our Data Roadmap.
- Completed our Procurement Strategy and created a Change Management Strategy Framework.
- Developed and began implementing a Business Process Review within the Claims and Compensation division, with the overarching goal of enhancing how programs and services are delivered to injured workers and their families.

For more information, visit the WCB website **wcb.pe.ca**.

2025 PERFORMANCE REPORTS



WORKPLACE SAFETY

The WCB's Occupational Health and Safety (OHS) division works with employers, workers and clients to support safer workplaces through safety education and enforcement services. Workplace health and safety is a shared responsibility between workers and employers, and the WCB supports both groups through the initiatives and actions described in this section.

OCCUPATIONAL HEALTH AND SAFETY ADVISORY COUNCIL

The OHS Advisory Council provides advice to the WCB Board of Directors on the administration of the *Occupational Health and Safety Act* (OHS Act) and its Regulations; monitoring and reporting on OHS activities across the province; and other issues related to occupational health and safety, including changes to the OHS Act or its Regulations. Council members are appointed by the minister responsible for the WCB. Members bring knowledge and experience related to the principles and promotion of occupational health and safety.

In 2025, the Council bid farewell to three members and welcomed three new members. The WCB and Council members extend their thanks and appreciation to retiring Chair Benjamin MacDonald and members Karen Biggar and Lynn MacPhail for their contribution over multiple years.

The WCB and Council members also welcome Alan McCormick to the Chair's role. Mr. McCormick was already a member of the group, and he brings years of experience and valuable knowledge to his new role. New Council members appointed in 2025 are Ashley DeRoche, Danny Laird and Wallace Roach. They join existing Council members Sam Sanderson, Betty Pryor, Danny Miller (WCB – Director of OHS) and James MacPhee (WCB Board of Directors representative).

The Council met three times in 2025. With an influx of new members, operating guidelines were reviewed and updated. New member Wallace Roach was elected as Vice-Chair.

OCCUPATIONAL HEALTH AND SAFETY ENFORCEMENT

The WCB's OHS division is responsible for enforcing the OHS Act and its Regulations. OHS Officers enforce OHS legislation by performing workplace inspections, investigating complaints and following up on reports of serious work-related injuries, explosions and fatalities.

In 2025, OHS Officers conducted 3,186 workplace inspections. This marked increase from the previous year is due in large part to adding a new OHS Officer position. This brings the team complement to eight full-time OHS Officers, including the Occupational Hygienist, who also serves as an OHS Officer.

During inspections, OHS Officers promote a culture of workplace safety and support reducing the risk of workplace incidents by prioritizing the safety of workers. OHS Officers also conduct workplace investigations following an incident, like a complaint or a work-related fatality. In 2025, OHS Officers conducted a focused inspection and education initiative related to hoists on fishing vessels. This initiative was a direct result of a work-related fatality which happened the previous year.

SAFETY RESOURCES AND ACTIVITIES

The WCB's Occupational Health and Safety (OHS) division develops and publishes educational materials on OHS topics. These resources are then made available to workers and employers on the WCB website and in printed format and distributed.

In addition to the 60 OHS topics available in the Guide to OHS Legislation mobile app, the following materials were produced in 2025:

- **Prevention Update** – Audiometric Testing (March 2025)
- **Prevention Update** – Health and Safety Orientation (April 2025)
- **Checklist** – Health and Safety Orientation for Workers (July 2025)
- **Hazard Alert** – Mower Operation (July 2025)
- **Guide** – Workplace Violence Prevention (July 2025)
- **Prevention Update** – Protecting Workers from Workplace Violence (July 2025)
- **Hazard Alert** – Cardboard Baler (August 2025)
- **Guide** – Controlling Exposure Risks from Welding and Cutting Processes (October 2025)
- **Prevention Update** – Controlling Welding Fume Exposure (October 2025)
- **Prevention Update** – Fire Retardant Clothing Requirements for Welders and Cutters (November 2025)









Overall, there were 3,488 participants who took in the various educational activities offered by OHS team members, such as public presentations, virtual sessions, in-person workshops, online courses and worksite visits.

The WCB continued expanding its free online course catalogue. To the initial five courses launched in 2024, three more courses were added in February 2025 on the following topics:

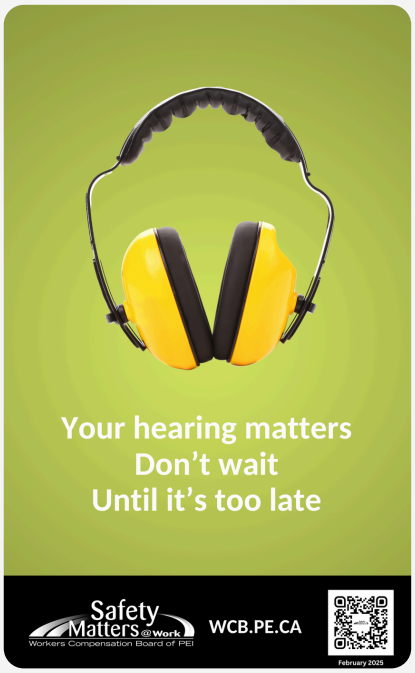
- Ergonomics
- Developing a Respiratory Program
- Hearing Conservation Programs

Finally, our OHS Leadership Program, revamped the previous year, welcomed its largest participant group in 2025, with 25 high school students taking part in the program. The program aims to raise awareness of occupational health and safety for young workers. Grades 11 and 12 high school students create teams of two and carry out a variety of activities in their school community, all around the theme of OHS for young workers. The program now culminates with participants attending the WCB's Workplace Health and Safety Conference.

At the 2025 conference, program participants were interviewed by CBC PEI television. Students highlighted how learning about workplace health and safety made a difference for them as they approached their summer employment. They also highlighted how interacting with students in lower grades made them feel like they were contributing to keeping other teenagers safe at work.

WORKPLACE NOISE PROTECTION CAMPAIGN

The "Your Hearing Matters. Don't wait until it's too late." campaign was created and rolled out over a six-week period, from March 24 to May 2, 2025. The goal of the campaign was to raise awareness about the importance of hearing protection in the workplace. It focused on educating employers, workers and even loved ones about the risks of noise-induced hearing loss and how to prevent it. This integrated campaign included paid advertising (online and on social media channels, on traditional radio and audio streaming services), three in-person educational workshops on hearing conservation programs delivered by the WCB's Occupational Hygienist and OHS Officers visiting pre-identified workplaces where noise is a likely hazard.



COMPENSATION BENEFITS & SERVICES

The WCB's Claims and Compensation division provides programs and services to eligible workers who have suffered a work-related injury or illness. The types of benefits include but are not limited to:

- Compensation for time lost from work
- Health care benefits for treatment and recovery
- Expense reimbursement
- Support for personal independence
- Return to work assistance
- Vocational rehabilitation services
- Long-term benefits
- Survivor benefits

KEY STATISTICAL INDICATORS FOR 2025

- 91% of claims approved for compensation
- Average calendar days to first payment 13.9
- Time-loss injury frequency 1.28
  - Injury frequency is the number of time-loss claims per 100 workers.
- 89% of injured workers returned to work with their pre-injury employer in 2024
  - A return to pre-injury employment is the optimum outcome.

EXPANSION OF COVERAGE FOR PSYCHOLOGICAL INJURIES

On January 1, 2025, coverage for injuries resulting from work-related harassment came into effect. Preparation efforts included team member training, policy interpretation documentation, entitlement criteria and a focus on return to work from psychological injury.



The WCB is taking a collaborative approach, engaging employers and workers in ongoing education and awareness initiatives, learning from other Boards' experience in this area and participating in an interjurisdictional roundtable on mental stress injuries.

In support of the focus on return to work and worker abilities, in 2025 the WCB:

- Reviewed processes and timelines for receipt of functional information to facilitate modified duties, accommodation and safe return to work.

- Entered into a contract with an additional provider network and a contract addition with the existing virtual provider network to provide assessment capacity in addition to full-scope treatment options, such as psychiatry. The purpose was to support increases in assessment requirements, enhance effective treatment opportunities, and enable reduced time loss.

- Engaged with several key employers across the province in regular standing meetings to review initiatives, provide Board updates, and collaborate. The goal of these meetings is to engage with employers, continue dialogue on modification and accommodation return to work opportunities, provide education, and collaborate on future improvement initiatives.

BUSINESS PROCESS REVIEW

A Business Process Review (BPR) began in 2025 as a key component of the WCB's Business Transformation Initiative. The BPR purpose is to identify opportunities to improve services and outcomes for injured workers and their employers through efficient and effective workflow, workload distribution and claims management processes. Operating model enhancements will include an adjudicate and manage model to provide better service and an earlier focus on returning to work, claim segmentation by complexity to make sure that injured workers receive services that best meet their individual needs and support for our team with targeted development opportunities within their complexity stream.

WORKER ONLINE SERVICES – PHASE 2

In March 2025, Worker Online Services - Phase 2 online services was launched. The new services enable workers to electronically access their claim status, view their payment schedule, submit mileage forms, and provide direct deposit information. Phase 1 was the introduction of online claim filing in 2024.



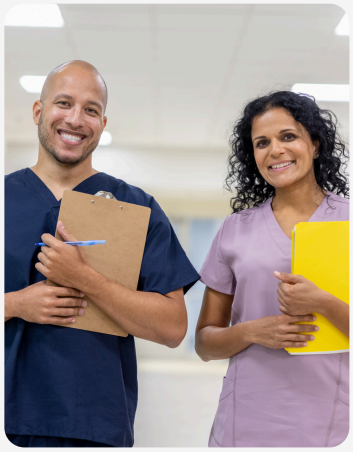
INJURED WORKERS SURVEY

The 2024 Injured Workers Survey was conducted to obtain feedback on WCB services and identify focus areas for continued improvement. The survey results were announced in May 2025, showing overall satisfaction with the WCB experience at an all-time high rate of 76%. The Injured Workers Performance Index also was at its highest level of 79.3. This index includes injured workers' satisfaction with their overall experience with the WCB, as well as the top drivers of overall satisfaction: fairness, involvement in the decision-making process and the ability of WCB staff to answer questions.

RECOVERY AT WORK AWARENESS CAMPAIGN

The social marketing campaign "Getting Back is Part of Getting Better," first launched in 2023, ran for a third time in 2025. The goal of this campaign is to raise awareness of the importance of returning to and recovering at work after a work-related injury or illness when it is safe and feasible to do so. Through digital and broadcast advertising, the campaign highlighted three pillars that contribute to returning to work: staying connected during time away from work, making a plan with your employer to return to work in transitional duties, and getting the support needed for recovery. The campaign was made possible thanks to the Atlantic Social Marketing Partnership between WCB Nova Scotia, WorkSafeNB, WorkplaceNL, and WCB PEI.







COVERAGE

The WCB is responsible for coverage under the *Workers Compensation Act* (WC Act) and its Regulations. On Prince Edward Island, most industries are legally required to have coverage through the provincial compensation system. At this time, 98% of Prince Edward Island's total workforce is covered under the WC Act. One notable exception is the fishing industry, which is excluded from the WC Act.

While the industry remains excluded, fishing employers can purchase Optional Coverage for their workers. It's estimated that in 2025 close to 170 (13%) of the approximately 1,275 fishing employers had Optional Coverage. The WCB continues to promote Optional Coverage, which provides protection to workers so they can receive benefits and services in the event of a work-related injury or illness.

Under the WC Act, independent operators, proprietors and partners of a non-incorporated business and owners and directors of a corporation are not automatically covered. They may, however, purchase Personal Coverage, which provides them with the same protections workers have under the Act. The WCB continues to promote this coverage through outreach, educational materials, the WCB website, and WCB social media channels.

In June 2025, the provincial government and the WCB announced the expansion of presumptive cancer coverage for firefighters to include five additional types of cancer: cervical, ovarian, penile, pancreatic and thyroid cancer. There are now 19 types of cancers included in the WCB's presumptive cancer coverage.

SYSTEM SUSTAINABILITY

The WCB is dedicated to maintaining a strong, stable and sustainable workers compensation system that serves the needs of PEI workers and employers today and into the future. The WCB Board of Directors provides oversight and future-focused governance to ensure the system's long-term sustainability. We invite you to read the Overview and Analysis of the 2025 Financial Results section for details on how the WCB's funding status contributes to the stability and sustainability of the system. Sustainability also includes policy-related work, client satisfaction and business continuity management.

GOVERNANCE

The WCB's Board of Directors is responsible for the organization's governance and strategic oversight. The Board establishes the policies and programs required to administer the *Workers Compensation Act* (WC Act) and the *Occupational Health and Safety Act* (OHS Act). Its responsibilities include approving WCB policies, budgets and assessment rates. The Board is composed of a Chair and an equal number of worker and employer representatives. Together, they reflect a balance of client interests in the Island's workplace compensation and safety system.

POLICY

WCB policies establish the decision-making framework for determining coverage, benefits, and safety standards under both the WC Act and the OHS Act. In 2025, the WCB Board of Directors approved several policy amendments to provide greater clarity and reflect enhanced supports for workers and employers, notably:

- **Support for Personal Independence (POL-82),** to enhance and clarify how support levels are determined to better meet the needs of injured workers
- **Health Care Benefits (POL-92)**, to reflect the changing scope of practice for health care providers and to clarify assessment criteria and methods
- **Pension Replacement Benefits (POL-124),** to streamline and clarify the process for eligible injured workers
- **Special Equipment and Home Modifications (POL-131),** to clarify eligibility criteria and requirements for approving special equipment and home modifications
- **Decision Making (POL-160),** to guide fair and just decisions under exceptional circumstances

The WCB's regular and ongoing policy review process also addresses non-substantive changes to improve readability and understanding for the benefit of both workers and employers. All policies can be found on the WCB website **wcb.pe.ca**.

CLIENT SATISFACTION

The WCB surveys its two client groups—injured workers and employers—on a biennial basis. In November, Narrative Research was commissioned to survey employers registered with the WCB. Client surveys have now been conducted for more than 20 years, providing the WCB with significant comparison data to draw from.

To provide a method for tracking the WCB's performance of service to employers, an index was created that combines key metrics concerning WCB's service. The Employer Service Satisfaction Index sits at 84.9 in 2025, up 0.7 points from 2023, on par with the highest level ever recorded (85 in 2019).

Specifically, this Index includes employers' assessments of the overall effectiveness of the WCB in providing service to them, their overall satisfaction with the WCB, agreement that workers' compensation on PEI is fair to employers, as well as their satisfaction with the WCB in terms of staff accessibility, promptness, and knowledge.

The overall satisfaction of employers with the WCB stands at 83%. In addition, 92% of employers surveyed say they believe that the WCB is fair to employers, which represents a 1% increase since 2023.

Detailed survey results can be found on the WCB website **wcb.pe.ca**.

BUSINESS CONTINUITY MANAGEMENT

The goal of Business Continuity Management (BCM) is to provide the organization with the ability to respond to emergencies and minimize their potential adverse impacts, to the organization itself, and to its clients. In 2025, the WCB reinstated business continuity measures to mitigate the risk of rotating postal disruptions. While clients that receive payments through direct deposit or use the Online Services portal were not affected, the WCB put contingency plans in place to reach out directly to workers, employers and health care providers to make alternate payment arrangements if required.

OUR TEAM

In 2025, the WCB continued to focus on building a high-performing organization with an engaged and supported team. Throughout the year, we welcomed 20 new people to the organization and provided numerous opportunities for career growth to current team members.

These additions and internal growth opportunities strengthened our team and supported the WCB's continued commitment to serving Island workers, employers and workplaces.

As we continued to deliver on the goals of our 2024–2026 Strategic Plan, our team remained at the centre of our progress. Their knowledge, professionalism and care helped guide important work across the organization, from supporting injured workers and employers to advancing workplace health and safety, improving internal systems and preparing for future transformation.

TRAINING, DEVELOPMENT AND SUPPORTS

The WCB continued to invest in training, development and supports for our team in 2025. Team members participated in learning opportunities on topics such as cultural inclusion, emotional intelligence, trauma resiliency, compassion fatigue, cybersecurity and nutrition. Leaders also took part in development sessions focused on building inclusive leadership competencies, change management and strengthening the way we work together.

The annual WCB Employee Engagement Survey was developed and conducted in 2025, resulting in a baseline Engagement Index score of 76.9. The survey helped identify priority action areas, including work-related stress and wellness, communication, and feedback and recognition. In response, the WCB delivered initiatives to better support employee wellness, strengthen organizational communications, and create more opportunities for team members to provide feedback and feel recognized for their contributions.



WCB PEI Staff Development Day, April 2025

Internal communication continued to be an important area of focus. WCB Connections, the internal newsletter, was revamped in response to employee feedback. Town hall events now called WCB Connections Live helped keep team members informed and engaged.

WCB people leaders also participated in a workshop to review employee feedback and identify opportunities to improve our workplace culture and the way we do our work together. The WCB also continued to receive and implement suggestions submitted through the IDEA Hub, supporting ongoing employee input and continuous improvement.

As part of the WCB's Business Transformation Initiative, a change management strategy was developed to support team members through the organization's multi-year transformation. Initial work focused on people leader training and supports, as well as organizational readiness assessments. This work will help prepare our team for the changes ahead and ensure employees are supported throughout the transformation journey.

INCLUSIVE WORKPLACE STRATEGY

The WCB continued to implement its Inclusive Workplace Strategy in 2025, with initiatives designed to foster an empowered, welcoming and inclusive environment. Highlights included the creation of a wellness room for employees, a Diversity, Equity and Inclusion certificate program, all-gender washrooms, office beautification and the development of an Inclusive Leadership Commitment.



Opening of the Wellness Room, November 2025

Team members also took part in activities and observances that supported inclusion, respect and belonging, including Pride Colours Day, Pink Shirt Day and Orange Shirt Day in honour of the National Day for Truth and Reconciliation. Together, these efforts helped strengthen the culture of the WCB and support a workplace where team members feel valued, respected and able to contribute fully.

SERVICE AWARDS AND RETIREMENTS

Each year, the WCB recognizes the commitment and contributions of team members who support our mission and serve Islanders with care and professionalism. In 2025, we continued to celebrate the people who make our work possible and whose service, experience and dedication contribute to a strong and dependable organization.



Front row, left to right:
Ryan Merry (10 years), Cathy Callaghan (30 years), Scott Carver (20 years), Erin Carver (5 years), Tracy MacDonald (5 years), Ann Maxwell (25 years)

Back row, left to right:
Dan Campbell (WCB CEO), Norman MacDonald (5 years), Rhonda Scales (5 years), Caleb Jarvis (5 years), Travis Hunt (15 years), Barb Groome Wynne (15 years), Stephen Carpenter (5 years), Audrey MacPhail (5 years), Jim MacPhee (WCB Board Chair).

Absent from photo: Mike Kelly (15 years)

In 2025, we also celebrated Larry Phelan and Helen Carter, who both retired. Larry retired with almost 40 years of service to the organization. Larry was often referred to as the “Dean of the WCB” because of his wealth of historical and current knowledge about the organization and its evolution over the past four decades.

Helen retired after 10 years of service, during which she contributed to our positive workplace culture with her talents, expertise and sense of humour.

They will both be missed!





Thank you Larry and Helen!



OVERVIEW & ANALYSIS OF FINANCIAL RESULTS

OVERVIEW & ANALYSIS OF FINANCIAL RESULTS

The WCB financial statements are prepared in accordance with International Financial Reporting Standards (IFRS), as issued by the International Accounting Standards Board (IASB), in effect as of December 31, 2025. The WCB financial statements have been prepared on a historical cost basis except for all portfolio investments, which are recorded at fair value.

RESTATEMENT

During the year, management determined that there was an error in the unitization calculations in its pooled investment funds with WorksafeNB. The corresponding impact to the audited financial statements has been restated in this report and a detailed reconciliation of the restated investments can be found in Note 3 p. 14 of the audited financial statements.

FINANCIAL HIGHLIGHTS FOR THE YEAR ENDED DECEMBER 31, 2025

It is recommended that the following pages be read in combination with the complete December 31, 2025, audited financial statements and accompanying notes. These documents are available on the WCB website **wcb.pe.ca**.

In this report, numbers are rounded throughout for ease of reading.

FINANCIAL HIGHLIGHTS ($ MILLIONS)

OPERATIONAL HIGHLIGHTS	2025	2024 Restated
Insurance service result	**(7.2)**	10.1
Net investment income	**38.7**	24.7
Insurance finance expense	**(6.1)**	(9.8)
Net insurance financial result	**25.4**	25.0
Other income (expenses) and comprehensive income	**(21.2)**	(3.0)
Total comprehensive income	**4.2**	22.0
Market rate of return on portfolio	**15.23%**	10.46%

BALANCE SHEET HIGHLIGHTS	2025	2024 Restated
Total Assets	**294.3**	275.8
Market Value of Investments (included in total assets)	**279.4**	261.9
Total Liabilities	**190.0**	175.8
Insurance Contract Liabilities (included in total liabilities)	**184.2**	170.7

A detailed reconciliation of the WCB's funding percentage can be found on p. 43 of this report. Funding status is calculated in Note 17, on p. 42 of the audited financial statements.

OPERATIONAL HIGHLIGHTS

INSURANCE SERVICE RESULT

INSURANCE SERVICE RESULT ($ THOUSANDS)	2025	2024
Insurance revenue	**46,930**	43,542
Insurance service expense	**54,090**	33,448
Insurance service result	**(7,160)**	10,094

INSURANCE REVENUE, AVERAGE RATES AND EMPLOYER STATISTICS

Insurance revenue is collected from assessed employers. Revenue from assessed employers is a function of the assessment rate applied against the assessable payroll of employers registered in the province.

The changes in key inputs to the WCB's 2025 insurance revenue compared to 2024 and to estimated budget projections used for rate setting purposes can be summarized as follows:

- Total assessable payroll increased by 6.72% (or $224 million dollars) compared to 2024;
- Insurance revenue increased by 7.82% (or $3.4 million dollars) compared to 2024; and
- The 2025 year end final average assessment rate was $1.32 per $100 of assessable payroll compared to 2024's average assessment rate of $1.30 and to the 2025 estimated average assessment rate of $1.25 (2024 – $1.25) forecasted during the 2025 rate-setting process.

ASSESSABLE EMPLOYERS					
	2025	**2024**	**2023**	**2022**	**2021**
Number of Assessable Employers	6,777	6,791	6,760	6,602	6,372
Variance to prior year	*(14)*	*31*	*158*	*230*	*369*

ASSESSABLE PAYROLL ($ MILLIONS)					
	2025	**2024**	**2023**	**2022**	**2021**
Year-End Assessable Payroll	3,559	3,335	3,002	2,704	2,454
Variance to prior year	*224*	*333*	*298*	*250*	*157*

INSURANCE REVENUE ($ MILLIONS)					
	2025	**2024**	**2023**	**2022**	**2021**
Year-End Insurance Revenue	46.9	43.5	42.3	41.5	39.0
Variance to prior year	3.4	*1.2*	*0.8*	*2.5*	*3.3*

AVERAGE ASSESSMENT RATE (PER $100 OF ASSESSABLE PAYROLL)					
	2025	**2024**	**2023**	**2022**	**2021**
Year-End Final Average Assessment Rate	$1.32	$1.30	$1.41	$1.47	$1.59
Estimated Average Assessment Rate	$1.25	$1.25	$1.37	$1.43	$1.57
Variance to estimated	*$0.07*	*$0.05*	*$0.04*	*$0.04*	*$0.02*

INSURANCE SERVICE EXPENSE

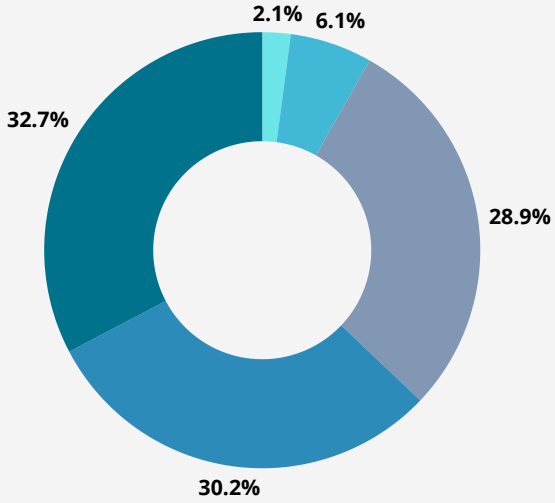
INSURANCE SERVICE EXPENSE ($ THOUSANDS)	2025	2024
Claims and administrative costs incurred	**29,591**	27,296
Administrative costs related to insurance service	**12,498**	9.826
Experience losses (gains)	**12,906**	(1,930)
Change in latent occupational disease costs	**981**	226
Change in actuarial assumptions	**313**	0
Subtotal	**56,289**	35,418
Allocation to claims and benefits	**(2,198)**	(1,969)
Total	**54,091**	33,449

Insurance service expense represents current and future costs associated with workplace injuries occurring in the reporting year. These expenditures are determined by estimating the outstanding insurance contract liabilities. This involves actuarial calculations that analyze experience, trends, and other relevant factors, based largely on the assumption that past experiences are an appropriate predictor of the future. This process involves an actuarial projection of future claims costs and administration costs incurred to the end of the reporting year (2025). Insurance service expense is $54.1 million (2024 - $33.4 million), which is a net increase of $20.7 million.

The claims and administrative costs incurred are $29.6M (2024 - $27.3M), an increase of $2.3M or 8.4%. Claims and administrative costs represent 54.7% (2024 – 81.7%) of the total insurance service expense. Insurance service expense in 2025 includes experience losses $12.9M as compared to experience gains of $-1.9M in 2024.

In accordance with accounting standards, the insurance service expense is required to include an allocation of administrative costs attributable to the provision of insurance services. For 2025 this allocated amount is $10.3 million (2024 - $7.9 million) of the WCB's total administrative costs of $16.3 million (2024- $13.0 million).

CLAIMS AND ADMINISTRATIVE COSTS INCURRED ($ THOUSANDS)	2025	2024
Temporary Wage Loss	**9,663**	8,475
Pension and Extended Wage Loss	**8,944**	8,773
Health Care	**8,563**	7,910
Rehabilitation	**615**	472
Claim Administration	**1,806**	1,666
Total	**29,591**	27,296



Rehabilitation - 2.1%

Claim Administration - 6.1%

Health Care - 28.9%

Pension and Extended Wage Loss - 30.2%

Temporary Wage Loss - 32.7%

INVESTMENT INCOME

Investments are important to the WCB because the capital invested plus investment income must cover future claim obligations. Since compensation liabilities have an inflationary component, over time investment income must cover at a minimum that inflationary component.

All portfolio investments are recorded at fair value, which means the WCB recognizes interest revenue as earned, dividends when declared, and investment gains and losses when realized. Unrealized gains and losses on fair value through profit or loss investments are recognized as investment income at year end based on the fair value of the investments at that time. In 2025, the WCB had an investment income of 15.23%, or $39.9 million dollars (2024 Restated – $25.5 million dollars), and a net investment income of $38.7 million dollars (2024 Restated – $24.7 million dollars).

Net investment income includes management fees of $1.1 million (2024 - $872 thousand). Investment management fees consist of two components: external management fees and management fees paid to WorkSafeNB for the management of the pooled fund. Management fees paid to WorkSafeNB are calculated on a cost-recovery basis. Investment management fees fluctuate annually based on the level of investment income. Investment management fees increased by $263 thousand (or 30%) in 2025.

INVESTMENT RETURNS									
2016	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
9.16%	10.29%	-1.32%	14.01%	5.40%	13.12%	-3.83%	8.90%	10.46%	**15.23%**

INSURANCE FINANCE INCOME (EXPENSE)

Insurance finance income (expense) includes items associated with accounts receivable as well as the effect of discounting and interest rates on the year end valuation of the benefits liabilities.

Included in the WCB's annual actuarial valuation of its benefits liabilities is the calculation of the "Expected increase" in the benefits liabilities and the impact that "changes in interest rates" has had on the valuation results.

INSURANCE FINANCE (EXPENSE) INCOME ($ THOUSANDS)	2025	2024
Interest on contract receivables	**371**	330
Bad debt	**(204)**	(224)
Expected increase related to discounting	**(8,146)**	(8,242)
Changes in discount rate	**1,862**	(1,664)
Total	**(6,117)**	(9,800)

OTHER INCOME (EXPENSES)

Other income (expenses) includes anything that is not related to the contract between the WCB and Employers as well as the allocation of administrative expenses incurred in the course of WCB's operations that are not considered directly attributable to the insurance service expense. Admin fees from self-insured employers are a transactional based fee that is charged to self-insured employers for the administration of their claims and benefits costs.

OTHER (EXPENSES) INCOME ($ THOUSANDS)	2025	2024
Admin fees from self-insured employers	**304**	286
Distribution to employers	**(17,774)**	0
Administrative and general expenses	**(3,776)**	(3,222)
Total	**(21,246)**	(2,936)

ADMINISTRATION EXPENSES

Accounting standards require an allocation of operating expenses directly related to the insurance contract and amounts not directly related to the insurance contract. For comparative purposes, the combined expenses are as follows:

ADMINISTRATION EXPENSES ($ THOUSANDS)	2025	2024
Insurance service expense	**12,499**	9,826
General and operating expenses	**3,228**	2,730
Worker Advisor Program	**259**	225
Employer Advisor Program	**161**	175
Appeals Tribunal	**128**	92
Subtotal	**3,776**	3,222
Total	**16,275**	13,048

Administration expenses for 2025 are $16,275 million, in comparison to $13,048 million in 2024, which represents an increase of $3,227 million (or +24.7%). Inflation, global trends, hiring activity/collective bargaining increases, business transformation expenditures and operational requirements are all impacting administration costs in 2025.

Significant variances within these expense categories include: Business Transformation has increased $1.6 million (+616%) as WCB continues to prepare its operations to launch a multi-year capital project; Computer maintenance has increased $142 thousand (+27%) based on planned upgrading work and market increases in support and licensing costs; Postage has increased $39 thousand (47%) based on additional service costs resulting from the Canada Post strike as well as increased mail with the 2025 surplus distribution; Professional fees have decreased $110 thousand (- 14%), as 2024 was the final implementation cost for the new IFRS17 accounting standard; and staff salaries and benefits have increased $1.3 million (+15%) through a combination of collective agreement increases and some hiring.

WCB funds the program expenses of the Office of the Worker Advisor, the Office of the Employer Advisor, and the Workers Compensation Appeals Tribunal. These programs operate independently from the WCB. In 2025, the combined expenditure for these three areas was $548 thousand. This is an increase of $57 thousand (+11%) in comparison to the combined expenditures of $492 thousand in 2024. Most of the costs associated with running these programs are salaries and professional services.

BALANCE SHEET HIGHLIGHTS

INVESTMENTS

On December 31, 2025, the market value of the investment portfolio was $279 million, in comparison to $262 million in 2024 (restated). A detailed reconciliation of the restated investments can be found in Note 3 p. 14 of the audited financial statements. The increase in the portfolio is attributed to positive net investment returns of +$38.7 million (2024 net returns of $24.7 million).

INVESTMENT FUND ($ MILLIONS)									
2016	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023 Restated**	**2024 Restated**	**2025**
248.7	255.1	227.3	231.3	243.4	255.1	225.9	237.8	261.9	**279.4**

INSURANCE CONTRACT LIABILITIES

Insurance contract liabilities represent the actuarial present value of all future benefits expected to be paid for claims as a result of injuries that occurred on or before December 31, 2025. The insurance contract liabilities include provision for all benefits provided by current legislative policies and administrative practices in respect of existing claims. Accounting standards require that insurance contract liabilities be reported net of insurance contract assets as follows:

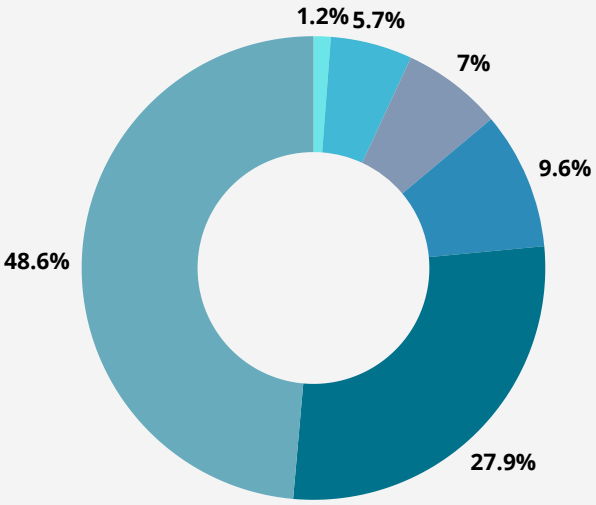
INSURANCE CONTRACT LIABILITIES ($ MILLIONS)	2025	2024
Insurance contract liabilities - *see table p.40*	**187.9**	173.9
Less: Insurance contract assets		
Assessments receivable	**2.8**	2.8
Allowance for doubtful contracts	**(.6)**	(.5)
Accrued assessments	**1.5**	.9
Total insurance contract assets	**3.7**	3.2
Net insurance contract liabilities	**184.2**	170.7

Net insurance contract liabilities of $184.2 million ($170.7 million in 2024) have increased by $13.5 million (or +7.9%).

Insurance contract liabilities include a $10.67 million dollar provision (2024 - $9.87 million dollars) for future administration expenses equal to 6.5% of the total benefits liabilities (before the provision for latent occupational diseases).

Also included in insurance contract liabilities is a 7.5% or $13.11 million dollars (2024 - $12.13 million dollars) general provision for latent occupational disease claims expected to be diagnosed after December 31, 2025, as a result of exposures assumed to have occurred in the workplace prior to December 31, 2025. Examples of occupational disease claims include cancers, lung-related diseases, carpal tunnel syndrome, and asbestos-related diseases.

INSURANCE CONTRACT LIABILITIES ($ THOUSANDS)	2025	2024
Temporary Wage Loss	**18,030**	14,738
Pension and Extended Wage Loss	**91,373**	89,766
Health Care	**52,347**	45,320
Rehabilition	**2,416**	2,061
Administration	**10,671**	9,873
Subtotal	**174,837**	161,758
Occupational Diseases	**13,113**	12,132
Total	**187,950**	173,890



Rehabilitation - 1.2%

Administration - 5.7%

Occupational Diseases - 7.0%

Temporary Wage Loss - 9.6%

Health Care - 27.9%

Pension and Extended Wage Loss - 48.6%

RESERVES, FUNDING REQUIREMENTS, POLICY AND STATUS

RESERVES

During the year, the Board made a motion to establish a $29 million reserve within the Board's fund balance. The purpose of this reserve is to restrict a portion of the fund balance to cover all expenditures related to the Board's multi-phased business transformation project. In 2025, business transformation expenditures of $1.8 million have been paid from the reserve. A detailed reconciliation of the movement in the reserve can be found in Note 16 p. 41 of the audited financial statements.

FUNDING REQUIREMENTS

Pursuant to section 63 of the *Workers Compensation Act*, R.S.P.E.I. 1988 Cap. W-7.1, the WCB is required to be fully funded. When it is not, it is required to have a plan to be fully funded within a reasonable time frame. Being in a fully funded position means that the Board is in a position to pay all future benefits to which current injured workers are entitled, as well as the costs associated with administering those benefits.

FUNDING POLICY

Funding Policy (POL-136) establishes a framework to achieve long-term financial sustainability for the workers compensation system.

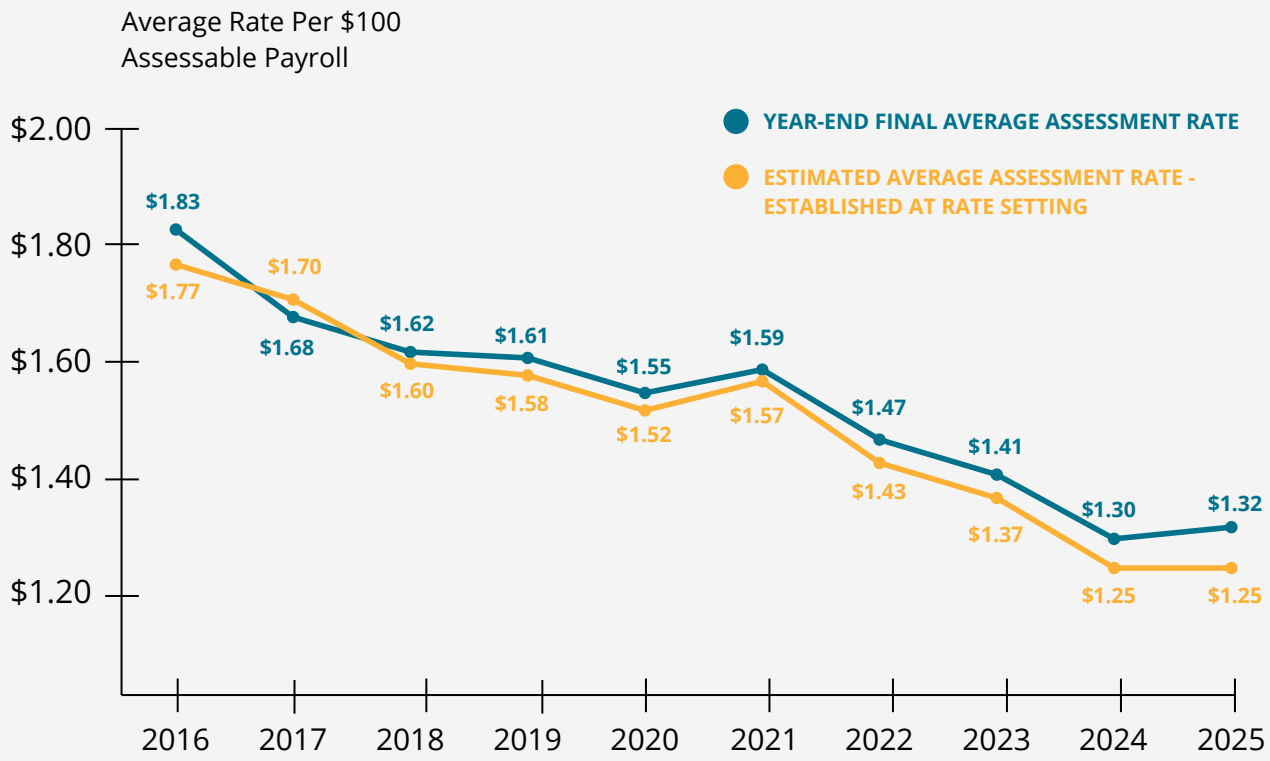
The primary goals of the funding policy are:

- Minimize the risk of being unfunded
- Minimize cost volatility for employers so the overall average assessment rate for the current year will not vary significantly from the previous year's average assessment rate
- Minimize the total cost charged to employers by ensuring the funded status is appropriate in relation to financial needs
- Ensure today's employers pay for the current and future costs of today's workplace incidents

The funding policy targets a funded status in the range of 100–125% and includes specific adjustments to be applied to the assessment rate should the funded status fall outside this range.

When the funding status is 125% to 140%, the surplus will be returned to employers by reducing assessment rates over a number of fiscal years until funding status returns to the 100 to 125% target range.

For rate setting purposes, the required average assessment rate of $1.31 (2024 - $1.31) was reduced by 6 cents (2024 – 6 cents) per $100 of assessable payroll, in accordance with our funding policy. For 2025, the net estimated average assessment rate was $1.25 (2024 - $1.25).



When funding status is above 140%, the Board may consider a surplus distribution back to eligible employers, in an amount as determined by the Board.

In accordance with our funding policy, a cumulative $185 million dollars has been approved by the Board to be returned to employers based on better-than-expected investment returns. This benefit was transferred to employers through Board approved annual rate adjustments of $19 million dollars and direct distributions to employers totalling $166 million dollars.

FUNDING STATUS AS DETERMINED BY THE WCB'S POL-136, FUNDING POLICY

FUNDING STATUS									
2016	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023 Restated**	**2024 Restated**	**2025**
159.4%	165.4%	146.3%	147.8%	155.4%	164.2%	147.7%	150.9%	164.2%	**145.9%**

Reconciliation of the funding percentage based on POL-136 Funding Policy is as follows:

FUNDING STRATEGY AND CAPITAL MANAGEMENT ($ MILLIONS)	2025	2024 Restated
Assets per audited financial statements	**294.3**	275.8
Less: Reserves	**(27.2)**	0
Plus: Assessments receivable	**3.7**	3.1
Assets for funding purposes	**270.8**	278.9
Liabilities per audited financial statements	**190.0**	175.8
Less: Liabilities for incurred claims	**(188.0)**	(173.9)
Plus: Assessments receivable	**3.7**	3.1
Plus: Benefits liabilities for funding purposes	**179.8**	164.8
Liabilities for funding purposes	**185.5**	169.8
Funding percentage in accordance with POL-136	**145.9%**	164.2%

The funding status of 145.9% on December 31, 2025, will be considered when setting 2027 assessment rates.

Detailed financial statements are available on the WCB website **wcb.pe.ca**.



COMMUNITY ENGAGEMENT

Day of Mourning

April 28 is the National Day of Mourning for those who died, became ill or were injured on the job. The WCB observed a moment of virtual silence, issued a joint news release with the PEI Federation of Labour and had representatives attend the public commemoration ceremony and lay a wreath.



Day of Mourning 2025

THREADS OF LIFE

The Association for Workplace Tragedy Family Support, known as Threads of Life, is a Canadian registered charity dedicated to supporting families after a workplace fatality, life-altering injury or occupational disease. Its network of family members and corporate partners believes traumatic workplace injuries, occupational diseases and deaths are preventable.

The WCB takes an active role in the annual Threads of Life Walk — Steps for Life. Walking for Families of Workplace Tragedy is a national movement to change the way Canadians think and act about workplace health and safety, and to support those directly affected by fatalities, life-altering injuries and occupational diseases. In 2025, WCB Board and team members held a walk in downtown Charlottetown to raise awareness of this important cause. The team paused during the Day of Mourning to observe a moment of silence and remember workers who lost their lives to a work-related injury or illness.







The WCB also supports families participating in the Threads of Life Atlantic Family Forum through corporate donations and promotion. The purpose of the Family Forum is to bring together families affected by a workplace tragedy from Nova Scotia, New Brunswick, Newfoundland and Labrador, Prince Edward Island and Québec for a weekend of support and healing. The WCB was represented by CEO Dan Campbell at the Atlantic Family Forum Reflections Ceremony in May 2025.

UNITED WAY

The United Way of PEI's mission is to improve the lives of Islanders by empowering communities and supporting collective action. The money raised in this campaign will go towards such things as school breakfast programs, Blooming House, emergency preparedness kits, 211 PEI, Big Brothers Big Sisters and the list goes on. Organizations and Islanders from tip-to-tip benefit from the United Way. The WCB was actively involved in the provincial government's fundraising efforts again this year. A big thank you to everyone who took part in the fundraising activities.

COMMUNITY SUPPORTS

The WCB organized a food drive to collect non-perishable food items for the Charlottetown Food Bank in December.



WCB team members had the opportunity to make suggestions for which non-profit organization we would support for the 2025 holidays. Based on our team's suggestions:

- WCB team members participated in a toy drive for the benefit of families in need through the Salvation Army. The organization made a matching donation.

- The WCB made a corporate donation to the Canadian Mental Health Association – PEI Division's White Cross Program, in support of mental health support and services in the province.

NOTES

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Workers Compensation Board of PEI

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