



Workplace Safety
& Insurance Board

Head Office:

200 Front Street West

Toronto, Ontario, Canada M5V 3J1

1-800-387-0750 | TTY 1-800-387-0050 | F 1-888-313-7373

wsib.on.ca

His Royal Highness The Prince of Wales
Clarence House
London, UK

Sir,

The occasion of Your Royal Highness's birthday is of course a happy one, and a natural time to reflect on the tremendous contributions that Your Royal Highness has given to the financial community. You have inspired countless people within the industry, including myself, by creating Accounting for Sustainability (A4S).

I first became aware of A4S in 2015, when CPA Ontario and The Prince of Wales's Charitable Foundation organized a gathering of Chief Financial Officers in Toronto to discuss the importance of sustainability and the role that we in the finance industry can play in promoting this important issue.

I believe strongly that we all must contribute to improving our environment – both social and physical – for ourselves and future generations. It's a belief that I'm committed to sharing as Chief Financial Officer of the Workplace Safety and Insurance Board (WSIB). The WSIB insures over 300,000 businesses and protects five million Ontarians against workplace accidents and illnesses. We provide compensation and rehabilitation services to get people back to healthy, sustainable and productive work. We are an organization dedicated to social sustainability.

I was very proud to be the Canadian CFO representative at the Summit in 2015. I came away from that experience inspired to do more and to work with my colleagues across the accounting and finance profession to make Canada a leader in sustainability. Through the dedication of CPA Canada, a longtime member of the Accounting Bodies Network, and other committed CFOs, we established our Canadian CFO Leadership Chapter, announced at the 2016 Summit. Three of our founding members attended that Summit: Manulife, Brookfield and WSIB. We have since broadened our reach and welcomed other like-minded members committed to producing materials that are Canadian in content and global in application and reach.

In addition to the work of our Canadian network, I was also pleased to leverage my role as Chair of the Board for CFA Society Toronto to establish a relationship between A4S and CFA Institute. In my view, the CFA Institute, through its global curriculum and membership, has an opportunity and obligation to incorporate twenty-first century thinking into the CFA Body of Knowledge. With over 155,000 charterholders throughout the globe, the CFA Institute aspires to lead the investment profession globally by promoting the highest standards of ethics, education, and professional excellence for the ultimate benefit of society. Your Royal Highness kindly invited Paul Smith, CEO of CFA Institute, to join the conversation on sustainability. I believe those conversations have truly strengthened the bond between A4S and CFA Institute and have

resulted in the increased level of engagement on sustainability issues among the investor community.

We are beginning to see real progress in Canada. At this year's Summit, we are delighted that a number of Canadian members of the CFO Leadership Network are issuing worked example reports for the Social and Human Capital project. Through this effort, I had the opportunity to discuss mental health at a national conference, along with Lawrence Davis, CFO of BC Investments, who presented on Climate Change and Jessica Fries, who spoke about A4S. The panel was a wonderful platform from which to broaden the reach of A4S even further across the Canadian financial services sector.

I would like to thank Your Royal Highness for your involvement, support and dedication to sustainability and for creating A4S. You have inspired me to discover the positive influence that CFOs can have on their companies, their colleagues and their sustainable future.

Once again, I would like to extend my heartfelt gratitude for Your Royal Highness's positive impact in the world and extend my warmest birthday wishes.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Pamela Steer', with a stylized flourish at the end.

Pamela Steer, FCPA, FCA, CFA, CBV
Chief Financial Officer