



ANNUAL REPORT 2025-2026



APRIL 2026

TABLE OF CONTENTS



WELCOME	3
WHAT WE DO	4
HIGHLIGHTS	5
OUR MISSION, VISION, & VALUES	6
SUSTAINABILITY	7
CERTIFICATIONS	8
GOVERNANCE	9

DATA & SECURITY	10
ENVIRONMENT	11
SOCIAL RESPONSIBILITY	16
NEXT STEPS	17
HEALTH & SAFETY	18
COMMUNITY ENGAGEMENT	19
GLOBAL REPORT	20



WELCOME



CBS

Sustainability is at the core of CBS long-term strategy. We understand that environmental, social, and governance (ESG) responsibilities are essential to the health of our planet and our business. By implementing eco-friendly practices, promoting diversity and inclusion, and adopting strong ethical policies.

We aim to lead our sector in responsible business practices and contribute meaningfully to the communities in which we operate.

CBS is proud to report tangible progress in its ESG initiatives and looks forward to continued growth and impact through our corporate responsibility strategies.

CBS is a professional facility services company dedicated to maintaining clean, safe, and sustainable spaces for clients across diverse sectors. With a focus on operational excellence, safety, and environmental stewardship CBS delivers a comprehensive range of cleaning and maintenance services throughout Canada. Our offerings include janitorial services, facility assessment, floor and carpet care, exterior building upkeep, and post-construction cleaning, among others. We serve clients in education, healthcare, retail, transportation, and commercial office spaces. Our operational capacity is supported by thousands of skilled professionals who ensure consistent quality and client satisfaction.

40+

Years of experience

25M+

Square Feet Cleaned Daily

1500+

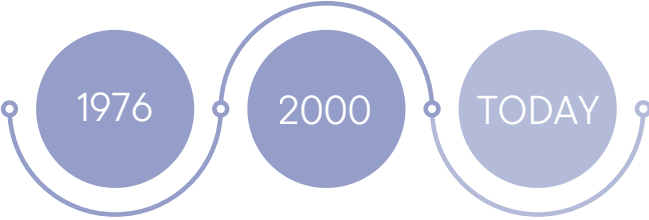
Employees & Growing



WHAT WE DO

With over 40 years of experience, CBS takes pride in offering high-quality janitorial services at affordable rates. We specialize in providing innovative solutions tailored to various industries, ensuring that your facilities are maintained optimally without straining your budget. Our goal is to deliver exceptional service and value to our clients while keeping their premises in top condition.

Established in 1976 in Montreal, Canada by Costa Salonikidis, CBS was founded on the idea of providing personalized cleaning services. With Costa's sons, Peter, George and Kirk, joining the team early on, the business expanded into the USA in 1997 and eventually made it's way across Canada.



In 2000, recognizing the need for a more comprehensive approach to facilities management, CBS was established.

Even with their expansion, the Salonikidis family remains committed to their core values, placing customer satisfaction above all else. This personal touch has earned them clients across North America in various sectors. At CBS, we believe in more than just doing business – we prioritize dedication and making sure every customer feels appreciated.

HIGHLIGHTS

SOCIAL

4

of charities worked with in 2025

45%

of workforce comprised of visible minorities

6.2

Incident frequency per 100 employees in 2025



ENVIRONMENTAL

62,090

Kg CO2e emitted in 2025

20%

Emissions reduction by 2030

10

Tons of carbon offset credits purchased in 2026
toward 2025 emissions



GOVERNANCE

5

New policies created in 2025

83%

Buy-in from suppliers to supplier code of conduct



OUR MISSION, VISION & VALUES

Our mission

To deliver high-quality facility services that promote cleaner, healthier, and more sustainable environments, while fostering trust and long-term partnerships with our clients and communities.

Our vision

To be the leading provider of sustainable and inclusive facility maintenance services across Canada, known for innovation, reliability, and social responsibility.

Our values

Our core values include excellence, security, dignity, and integrity. While profitability matters, we also prioritize environmental responsibility, reducing our carbon footprint through green practices. Inspired by our founder, Costa, we foster a collaborative culture, honoring his legacy with our commitment to excellence.





SUSTAINABILITY



From day one, CBS has placed **environmental and social responsibility** at the core of its mission. Every decision we make is guided by our dedication to a greener, more ethical future.

2022: Earned EcoVadis Bronze Certification, affirming our commitment to ethical and sustainable business practices.

October 2022: Awarded ISSA CIMS Green Building Certification, highlighting leadership in green cleaning and facility care.

2023: Became members of the Canadian Council for Indigenous Business (CCIB)

2024: Renewed ISSA CIMS Green Building Certification, this time achieving honors status across all territories of Canada and the USA

2024: Went on to phase II in the Partnership Accreditation in Indigenous Relations (PAIR) program

2025: Became a participant of the United Nations Global Compact



We partner with **Tree Canada** to support reforestation initiatives and offset our environmental footprint through hands-on climate action.

CERTIFICATIONS

CBS is a proudly Canadian-owned facility services provider based in Dorval, Quebec. With a steadfast commitment to quality, sustainability, and community engagement, we have achieved the following distinguished certifications:



CBS is ISO 9001:2015 certified, showcasing our dedication to delivering consistent, high-quality services that meet customer and regulatory requirements. This internationally recognized standard emphasizes a process-oriented approach, risk-based thinking, and continuous improvement, ensuring operational efficiency and enhanced customer satisfaction

We are certified under the ISSA Cleaning Industry Management Standard – Green Building (CIMS-GB) with Honours, the highest level of recognition in the commercial cleaning industry. This designation confirms our adherence to best practices in quality systems, service delivery, human resources, and health and safety, while also demonstrating our expertise in supporting LEED and other green building initiatives. The "with Honours" distinction reflects our exceptional compliance across all core areas of the standard.



We are proud to share that we are currently undergoing the Partnership Accreditation in Indigenous Relations (PAIR) certification process through the Canadian Council for Indigenous Business (CCIB). This rigorous three-year journey is completed in three phases, and we are pleased to announce our successful progression into Phase Two. The PAIR certification reflects our ongoing commitment to building respectful and lasting relationships with Indigenous communities through leadership, employment, business partnerships, and community involvement—firmly rooted in our values of reconciliation and sustainable collaboration



GOVERNANCE

At CBS, strong governance is fundamental to our commitment to responsible, ethical business practices. Our governance framework ensures transparency, accountability, and integrity across all levels of the organization, supporting the sustainable growth of our company and building trust with our clients, partners, and communities.



DECISION MAKING PROCESS

CBS advisory board consists of experts in finance, legal, operations, and human resources. Their strategic insights reinforce our local leadership decisions. Quality, Ethics, Sustainability & Innovation (QESI) helps align local actions with corporate objectives, promoting responsible growth and innovation.

OUR COMMITTEES

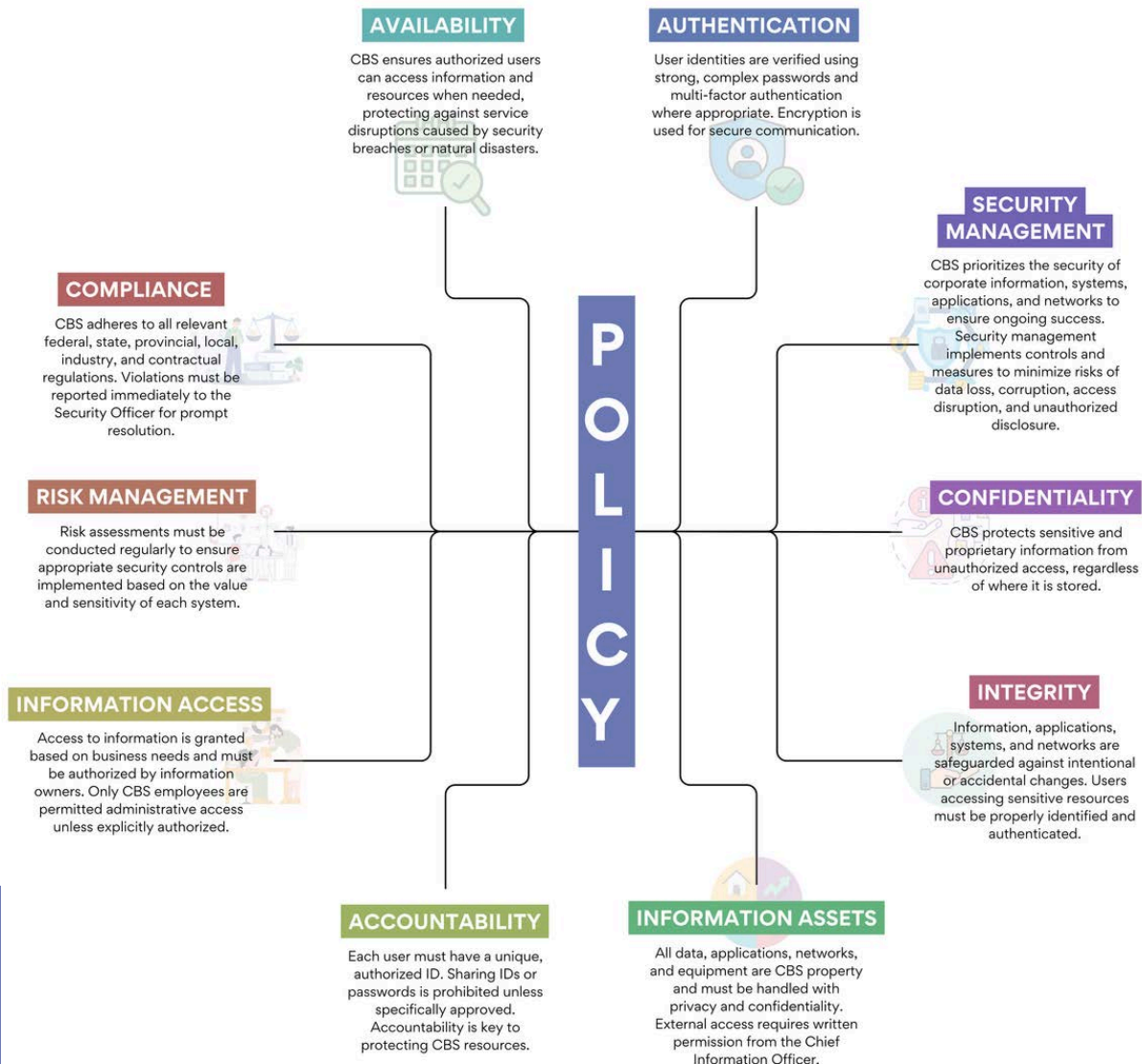
CBS maintains Operations Committees at the local and regional levels to bridge corporate strategy with field operations. These committees ensure that strategic initiatives are effectively communicated and implemented, allowing local teams to adapt quickly to technological advancements and emerging market needs. Additionally, a National Operations Committee addresses the requirements of clients operating across multiple regions, ensuring seamless service delivery and consistent standards.

CBS maintains local, regional, and national Operations Committees to align strategy with day-to-day execution and client needs. Finance leaders work closely with local teams to provide insights while keeping clients at the core of decision-making.

We also have Health & Safety Committees to uphold safety standards and training, and a PAIR Working Group to support inclusion, Indigenous engagement, and equitable practices.

DATA & SECURITY

This Information Security Policy expresses CBS's commitment to managing information security risks effectively and efficiently, coordinated globally and in compliance with applicable regulations wherever it conducts business. This Policy is the foundation for all information security activities. It focuses not only on the technology for the storage, processing, and transmission of information, but also on administrative and operational practices for the protection of all information, data, files, in 2024, CBS invested in advanced software modernization, specifically in finance, to provide better network security and protect against cyber threats and data loss processing resources owned by CBS. It is the intent of this Policy to facilitate the exchange of information and computing resources while balancing the need for protecting information with the cost of implementation



ENVIRONMENT



10
Trees planted in
Canada

10
Tons of carbon offset
credits purchased

Emissions addressed with:

TreeCanada

bullfrogpower
carbon offsets

ENVIRONMENTAL SUSTAINABILITY IS NOT A TREND, IT'S A LONG-TERM COMMITMENT.

At CBS, we recognize that protecting the environment is not just a responsibility—it's a core part of who we are. We are fully committed to reducing our environmental footprint and supporting a cleaner, more sustainable future for the communities we serve.

This section outlines the key initiatives and sustainable practices CBS has adopted to contribute meaningfully to environmental preservation. From energy-efficient operations and eco-conscious product choices to responsible water and waste management, our approach is rooted in action and impact. Our environmental efforts extend beyond our internal operations. CBS proudly partners with Tree Canada to support reforestation and contribute to climate action. These partnerships reflect our broader mission to restore natural ecosystems and give back to the environment in tangible ways.

ENVIRONMENTAL POLICY

At CBS our environmental responsibility is deeply embedded in how we operate, grow, and serve our clients. As part of our continuous commitment to improving sustainability, we have updated and streamlined our Environmental Policy to align with global standards and best practices.

This updated policy reflects our dedication to transparency, action, and accountability. It outlines our long-term objectives, the specific initiatives we undertake, and the principles that guide our daily decisions to ensure we minimize our environmental impact and support a healthier planet.

To improve accessibility and understanding, we have also developed a summary version of our Environmental Policy that presents the 7 key sustainability principles we are committed to and the 7 Sustainable Development Goals we are actively integrating into our operations. This summary is made available to all stakeholders, partners, and employees to reinforce our collective responsibility.

ENVIRONMENTAL PRINCIPLES

As a leader in the building maintenance and cleaning industry, CBS embraces the following 7 principles to drive sustainability across all areas of our organization:

- Comply with all environmental laws and regulations relevant to our operations and services.
- Promote economic and social development in the communities where we operate.
- Use natural and material resources responsibly and sustainably, reducing unnecessary consumption.
- Engage with local communities, listening to their environmental concerns and involving them in solutions.
- Educate and train our employees and stakeholders about environmental issues and empower them to reduce their footprint.
- Actively reduce waste and conserve natural resources by optimizing our operations and supply chains.
- Set annual environmental goals and action plans to advance our sustainability culture and track our progress.

ENVIRONMENTAL OBJECTIVES

At CBS, we are committed to reducing our environmental footprint through targeted, measurable actions. Our primary objective is to reduce greenhouse gas (GHG) emissions by 20% by 2030, using 2023 as our baseline year. This ambitious target demonstrates our commitment to sustainability and climate responsibility across our operations.

To achieve this goal, CBS is actively working on improvements in waste management, energy consumption, and water usage, focusing on reducing Scope 1, 2, and 3 emissions in alignment with internationally recognized reporting standards.

GHG EMISSIONS

Scope 1 – Direct Emissions

Emissions from company-owned sources, including fleet operations:

- Number of vehicles: 2
- Kilometers driven in 2025: 10,216 km
- Estimated emissions: 5,400 KgCO₂e

Scope 2 – Indirect Emissions (Electricity Consumption)

Energy consumed at CBS facilities, fully powered by 100% renewable hydroelectric energy:

Period	kWh Used 2024	kWh Used 2025
Period 1	47880	57600
Period 2	28440	33120
Period 3	17280	17640
Period 4	18720	19260
Period 5	18000	17280
Period 6	34380	39240
Total		184,140 kWh

- In 2025 CBS Maintenance used a total of 184,140 kWh producing an estimate of 313.1 KgCO₂e.
- 100% of the electric energy is from Renewable Hydro-electric energy.

Scope 3 – Other Indirect Emissions

Includes emissions outside direct CBS control but associated with its activities:

- Air Travel (2025):
 - Trips: 56
 - Emissions: 56,377.05 KgCO₂e
- 10 tons of carbon offset credits to offset some of our carbon



Emmissions Breakdown - 2025

WATER MANAGEMENT

2024 marked the first year CBS began implementing Key Performance Indicators (KPIs) to track water consumption across our operations,

CBS will establish specific water reduction targets and launch initiatives to meet them. Planned initiatives include:

- Replacing toilets and urinals with waterless or low-water consumption technologies.
- Installing reduction devices on water faucets and showers to minimize water use.

Our goal is to integrate sustainable water management practices throughout all our locations and reduce our overall water footprint.



WASTE MANAGEMENT

At CBS, raising employee awareness about waste reduction is a key part of our environmental stewardship efforts. Several branches have initiated Corporate Cleanup Challenges each spring to promote environmental responsibility among staff. These initiatives will continue and expand in 2025.

In the coming year, CBS will also:

- Conduct a waste characterization study at pilot sites to better understand the types and quantities of waste generated.
- In 2026, CBS will continue expanding its waste characterization and waste tracking process, beginning with pilot sites and expanding to applicable operations where CBS has access to waste data.

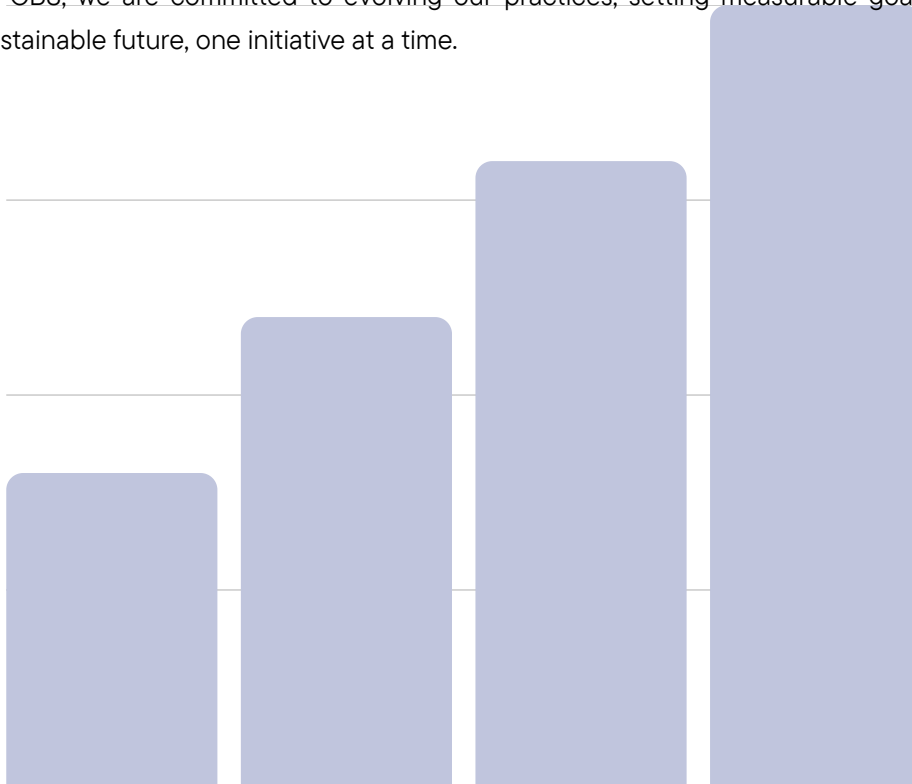
UPCOMING OBJECTIVES

To continue improving our sustainability performance, CBS will:

- Continue tracking business flights, recording the number of trips and associated carbon emissions.
- Continue to further align sustainability and ESG reporting with Global Reporting Initiative **(GRI)** standards
- Further collaborate with the **United Nations Global Compact** in order to align with the 2030 sustainability goals.
- Start recording paper and cardboard consumption across all departments.
- Once data collection is fully established, we will set reduction targets for air travel emissions and paper usage.

- Implement initiatives such as:
 - Reducing non-essential business flights.
 - Transitioning to digital documentation and recycled paper options where possible.

At CBS, we are committed to evolving our practices, setting measurable goals, and contributing to a more sustainable future, one initiative at a time.

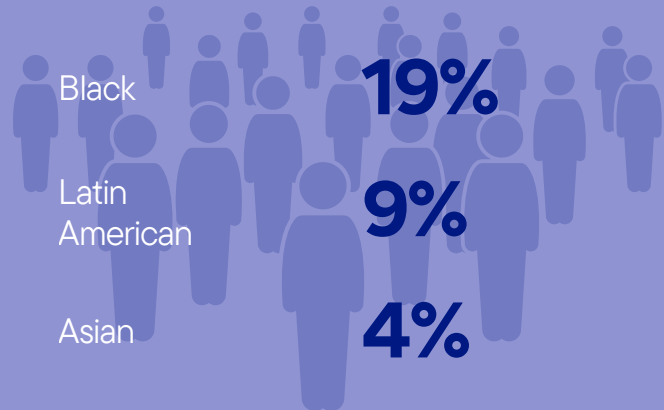


SOCIAL RESPONSIBILITY

* DIVERSITY, EQUITY, INCLUSION

CBS is committed to building an inclusive workforce that reflects the diverse communities we serve. We strive to increase representation from underrepresented groups, including Indigenous communities and visible minorities, through inclusive hiring and leadership development strategies.

Training initiatives such as “The Path – Your Journey Through Indigenous Canada” and CCIB-led webinars reflect our commitment to awareness, education, and progress in reconciliation and DEI.



* HEALTH & SAFETY

Creating a safe and injury-free work environment is a top priority at CBS. We provide all staff with ongoing training in accident prevention, first aid, and WHMIS/SIMDUT, while ensuring compliance with national health and safety standards. Our goal is to minimize risks by implementing strong preventative measures and cultivating a proactive safety culture.

* TRAINING & DEVELOPMENT

In 2025, CBS. invested significantly in employee education and upskilling:

- Harassment/discrimination/violence prevention, ERailSafe, commercial cleaning, IT security and many more.
- Training Format: 27% in-person, 73% virtual,
- Notable Sessions: ISSA Show North America 2024, ERailSafe, WHMIS/SIMDUT 2015, and The Path.

KEY INDICATORS

Injuries

19
2025

Near misses

63%
2025

Trainings

1% OF OUR ANNUAL REVENUE ALLOCATED

SOCIAL RESPONSIBILITY

* CHARITIES

Montreal Children's Hospital Foundation: Tania Vani, Vice-President, Human Resources and Legal Affairs at C.B.S. is a proud sitting committee member. C.B.S. has been a donor to The Foundation for the last 4 years

Shield of Athena: A leader in community outreach and prevention of conjugal violence.

Giant Steps Foundation: Non-profit benefiting a school specialized in autistic special needs students.

la fondation
de l'hôpital
de montréal
pour enfants
the montreal
children's
hospital
foundation



À pas
de géant
Giant
Steps



BOUCLIER D'ATHÉNA
SHIELD OF ATHENA
SERVICES FAMILIAUX | FAMILY SERVICES

NEXT STEPS

FUTURE PLAN

Strengthening Safety Culture

We will continue enhancing our safety training programs and ensure that all employees understand and follow safety protocols thoroughly.

Proactive Risk Management

Regular risk assessments and safety audits will be conducted across all sites to identify hazards early and apply corrective actions.

Employee Engagement & Feedback

We will encourage employees to actively participate in safety initiatives, provide feedback, and report concerns without fear—fostering a transparent and responsive safety culture.

Focus areas for 2026

Expand Safety Training Programs: Focused modules on high-risk tasks, ergonomics, and mental wellness.

Recognize Safe Practices: Launch an internal program to reward and highlight safe behavior.

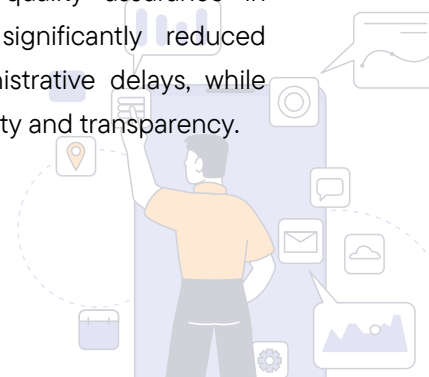
Open Dialogue: Host quarterly safety town halls for transparent discussions on trends, progress, and concerns.

INNOVATION

- We are actively exploring the integration of sensor-based cleaning systems, IoT-enabled equipment, and data-driven scheduling tools to increase operational efficiency and reduce resource consumption. These technologies allow us to optimize workforce deployment and ensure high-performance outcomes with fewer environmental impacts.



- We have implemented mobile workforce platforms that improve tracking, communication, and quality assurance in real-time. This has significantly reduced paper use and administrative delays, while improving accountability and transparency.



HEALTH & SAFETY

The safety of our employees is very important. We expect all employees to be safe conscious, and realise that safety starts with leadership setting a positive example.

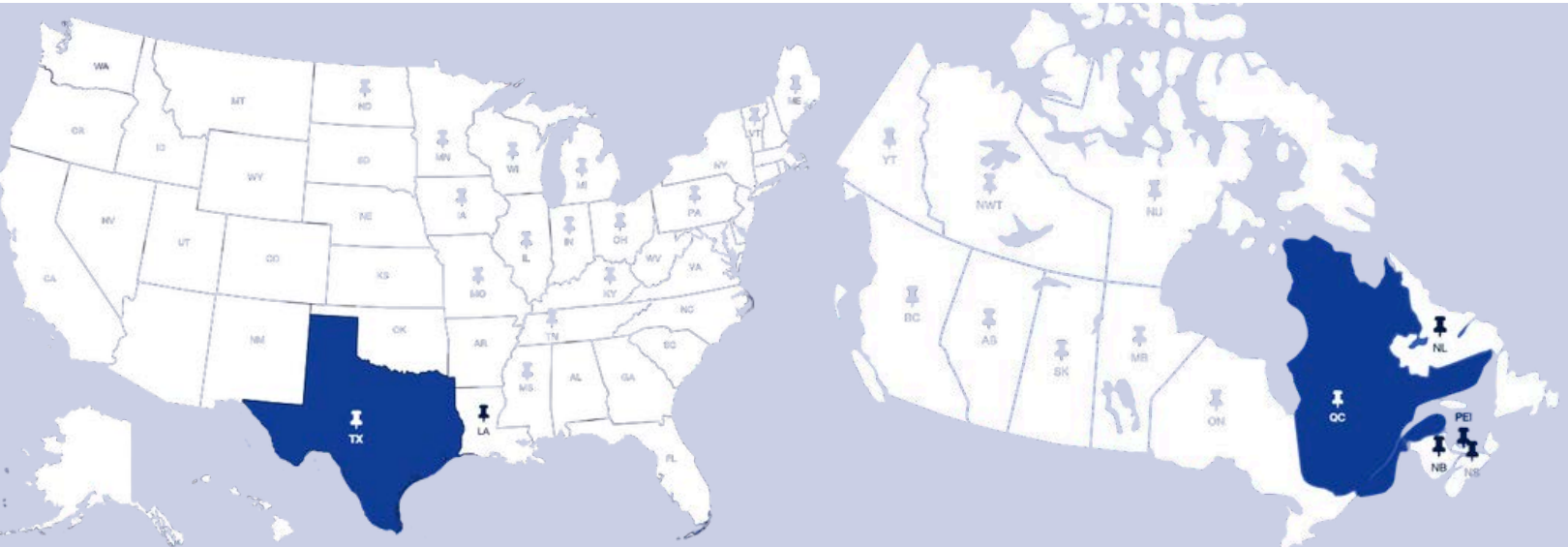
Since introducing daily safety briefing checklists in 2024, CBS has continued using Locspect to support site-level safety communication and employee sign-off.

We also expanded the membership of our health and safety committee to include more employees as opposed to focusing primarily on management. This enables CBS to get a hands-on perspective from our employees in the health & safety challenges they face in day-to-day work-life.

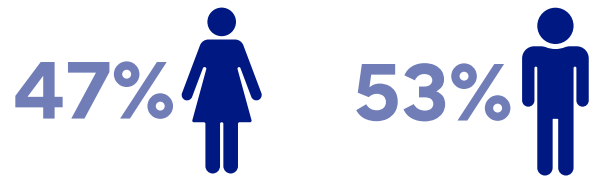
CBS is in good standing with ISN and Avetta, leaders in contractor and supplier information management in the realm of safety and regulatory standards, ensuring we meet and exceed standards in the areas of health, safety, quality, insurance, training, cybersecurity, and ESG.



COMMUNITY ENGAGEMENT



Annual Gender percentage



CBS is committed to strengthening our relationship with Indigenous communities across Canada. As a proud member of the Canadian Council for Indigenous Business (CCIB) and a PAIR-certified organization, we actively seek opportunities to support Indigenous businesses and engage Indigenous talent across our operations. We recognize the importance of reconciliation and work to foster respect, understanding, and economic participation.

EMPOWERING YOUTH

CBS expanded its community impact by offering job opportunities to autistic youth, providing valuable work experience in a supportive and inclusive environment. We believe that empowering young individuals with diverse abilities contributes to building stronger, more resilient communities.

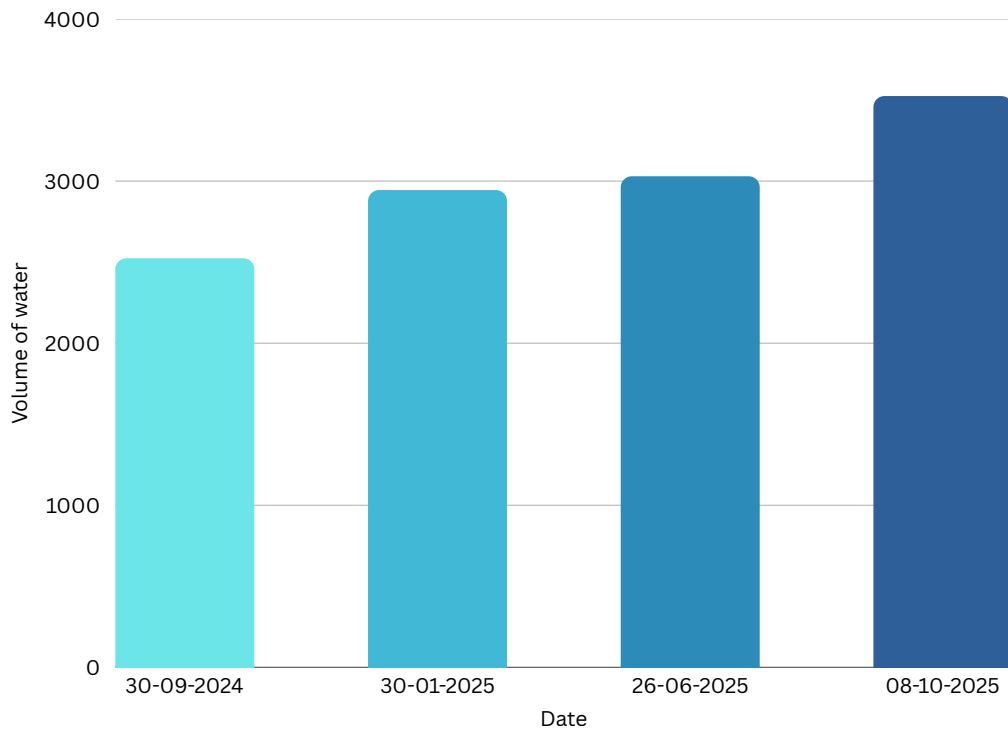
VOLUNTEERISM AND EMPLOYEE ENGAGEMENT

We encourage our employees to take part in volunteer initiatives, charity drives, and community events. Through company-sponsored activities, staff are given the opportunity to contribute time and expertise to causes they are passionate about, strengthening both workplace morale and community ties.

GLOBAL REPORT

Water consumption

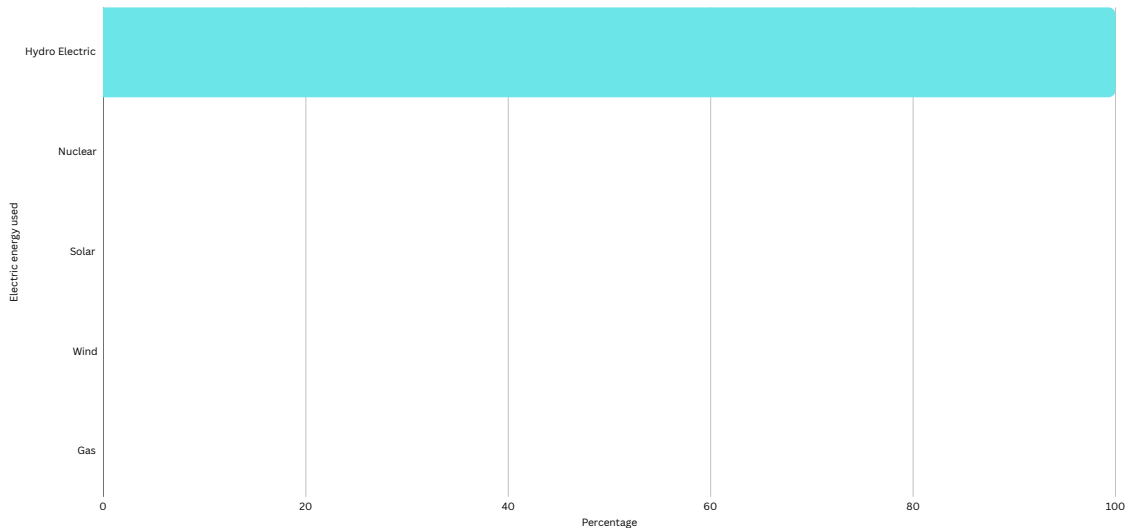
- Usage of water showcased in m³



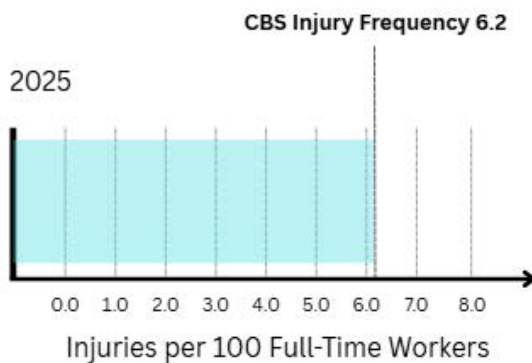
GLOBAL REPORT

Energy Consumption Breakdown in 2025:

- In 2025, CBS Maintenance LTD. used 100% Hydroelectric energy.



Workplace injury report:

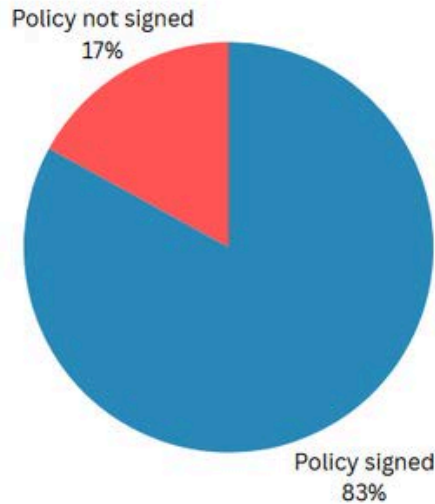


- In 2025, CBS Maintenance recorded a Injury Frequency Report (IFR) of 6.2 injuries per 100 employees.
- CBS Maintenance injury Frequency rate is roughly 6x greater than that of our client, as part of our ongoing commitment to safety CBS Maintenance plans to diminish this rate by 50% in the next 3 years.

GLOBAL REPORT

Environmental Policy & Compliance Report 2025

- Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct in 2025



Visible Minority in 2025

- In 2025, 43% of CBS Maintenance LTD. workforce identified as a visible Minority.

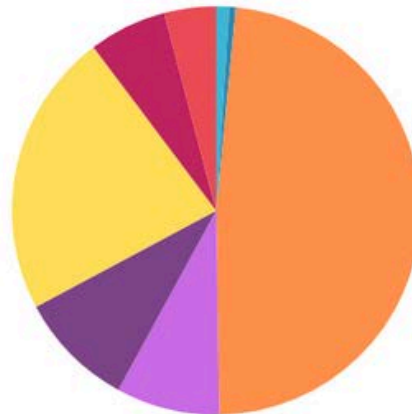
Here is the breakdown of identified Minorities ;

Visible Minority 2025	Percentage of total workforce
Central Asian	1%
Arab	less than 1%
Black	19%
Filipino	3%
Indigenous/First Nations/Metis/Inuk	4%
Latin American	9%
N/I	15%
No	43%
South Asian	2%
Southeast Asian	1%

GLOBAL REPORT

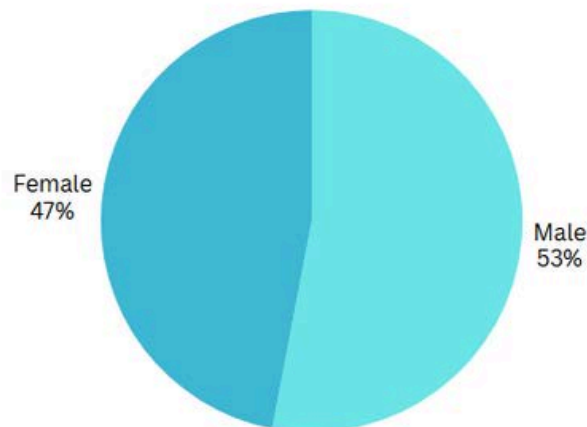
Minority percentage 2025

- Percentages representative of specific visible minorities expressed as a function of the total number of employees that identified as a visible minority in 2025.



Gender Diversity in 2025

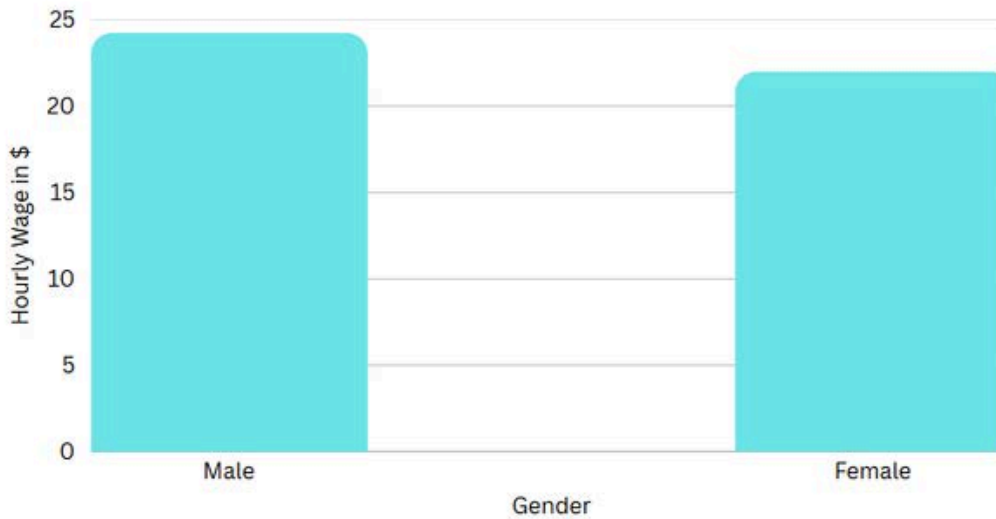
- In 2025, 47% of the CBS Maintenance LTD. workforce identified as female, 53% male.



GLOBAL REPORT

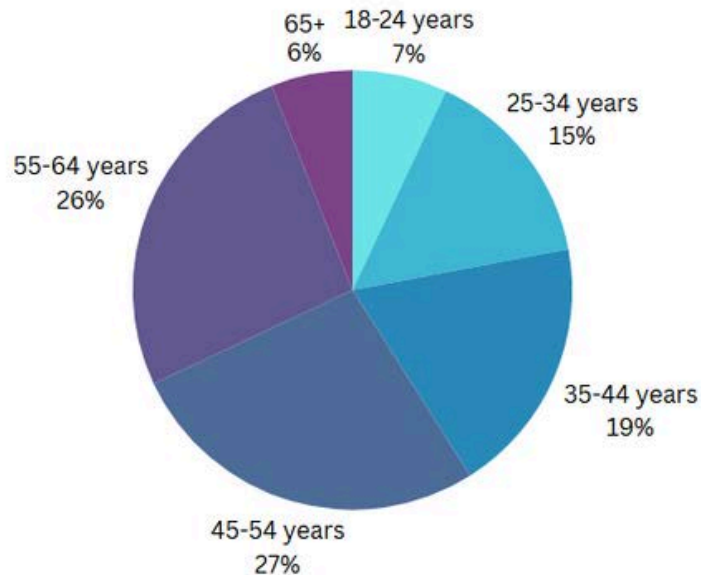
Unadjusted Pay Equity 2025

- At CBS Maintenance LTD., in 2025, Males on average earn 23.80\$ per hour and Females earn on average 23.10\$ per hour.



Age Breakdown in 2025

- In 2025, CBS Maintenance LTD. recorded the following age breakdown expressed as a percentage of the total workforce:

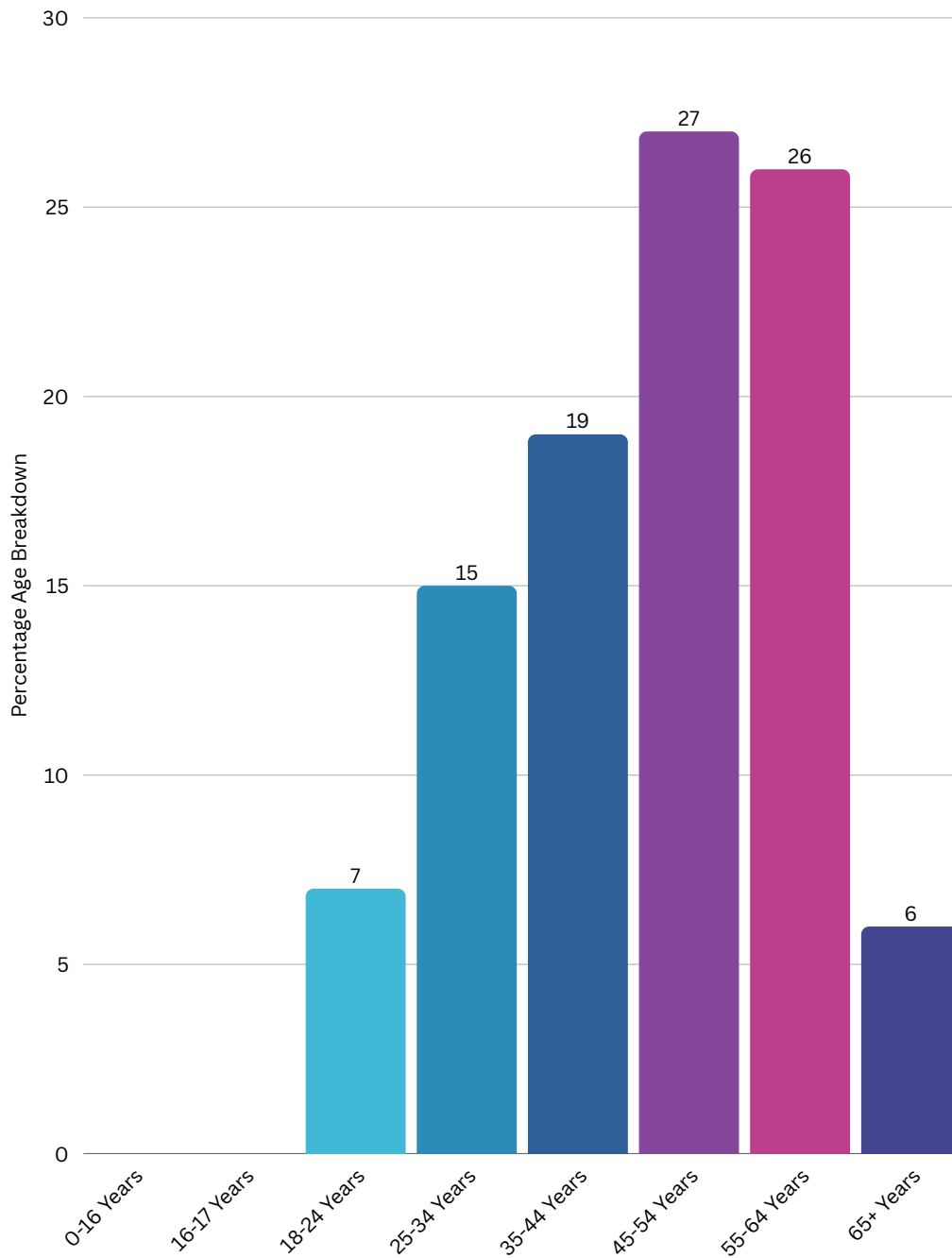


GLOBAL REPORT

Child Labor in CBS 2025

- Age is audited by the quality, ethics, sustainability and innovation departments annually.

Percentage is a function of the total workforce



GLOBAL REPORT

- In 2025, the CBS Maintenance LTD. turnover was recorded with a quarterly average , with Q1 recording the highest turnover at 4.7%.

