FINANCIAL STATEMENTS

COMMUNITY SOCIAL SERVICES HEALTH AND SAFETY ASSOCIATION OF BC

March 31, 2026

INDEPENDENT AUDITORS' REPORT

To the Members of
Community Social Services Health and Safety Association of BC

Opinion

We have audited the financial statements of Community Social Services Health and Safety Association of BC (the Association), which comprise the statement of financial position as at March 31, 2026, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2026, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

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

INDEPENDENT AUDITORS' REPORT (CONT'D)

Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Report on Legal and Regulatory Requirements

As required by the British Columbia Societies Act, we report that the accounting principles used in these financial statements have been applied on a basis consistent with that of the preceding year.

The comparative figures for the year ended March 31, 2025 were reported on by another firm of chartered professional accountants in their report dated June 20, 2025.

Tompkins Wozny LLP

Vancouver, Canada
June 16, 2026

Chartered Professional Accountants

Community Social Services Health and Safety Association of BC

STATEMENT OF FINANCIAL POSITION

As at March 31

	2026	**2025**
	$	**$**
ASSETS		
Current		
Cash	**1,550,950**	481,928
Short-term investments *[note 3]*	**335,788**	629,481
Accounts receivable *[note 4]*	**22,480**	7,704
Prepaid expenses	**25,093**	17,680
	1,934,311	1,136,793
Capital assets *[note 5]*	**5,896**	5,697
	1,940,207	1,142,490
LIABILITIES		
Current		
Accounts payable and accrued liabilities *[note 6]*	**96,428**	110,071
Deferred contributions *[note 7]*	**1,798,237**	995,817
Total liabilities	**1,894,665**	1,105,888
NET ASSETS	**45,542**	36,602
	1,940,207	1,142,490

See accompanying notes to the financial statements

Approved on behalf of the Board:

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Director Jonny Morris

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Richard FitzZaland
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Director Richard FitzZaland

Community Social Services Health and Safety Association of BC

STATEMENT OF CHANGES IN NET ASSETS

Year ended March 31

	Invested in Capital Assets $	Unrestricted $	Total $
2026			
Balance, beginning of year	**5,697**	**30,905**	**36,602**
Revenue over (under) expenses for the year	**(3,116)**	**12,056**	**8,940**
Purchase of capital assets	**3,315**	**(3,315)**	**—**
Balance, end of year	**5,896**	**39,646**	**45,542**
2025			
Balance, beginning of year	—	10,552	10,552
Revenue over (under) expenses for the year	(335)	26,385	26,050
Purchase of capital assets	6,032	(6,032)	—
Balance, end of year	5,697	30,905	36,602

See accompanying notes to the financial statements

Community Social Services Health and Safety Association of BC

STATEMENT OF OPERATIONS

Year ended March 31

	2026 $	2025 $
REVENUE		
Grant funding *[schedule 1]*	**1,286,755**	784,472
Fees	**44,870**	—
Interest revenue	**11,705**	26,050
	1,343,330	810,522
EXPENSES		
Salaries and benefits	**698,670**	377,515
Professional services	**413,353**	237,249
Office	**60,718**	55,074
Travel and training	**44,749**	10,654
Directors and commitees	**40,740**	46,897
Occupancy	**38,695**	28,956
Professional development	**17,423**	8,340
Non-recoverable GST	**12,522**	7,197
Equipment	**4,404**	11,036
Amortization	**3,116**	335
Members' services	**—**	1,219
	1,334,390	784,472
Excess of revenue over expenses	**8,940**	26,050

See accompanying notes to the financial statements

Community Social Services Health and Safety Association of BC

STATEMENT OF CASH FLOWS

Year ended March 31

	2026 $	2025 $
OPERATING ACTIVITIES		
Excess of revenue over expenses	**8,940**	26,050
Items not affecting cash:		
Amortization of capital assets	**3,116**	335
	12,056	26,385
Changes in non-cash working capital items:		
Accounts receivable	**(14,776)**	2,848
Prepaid expenses	**(7,413)**	(17,680)
Accounts payable and accrued liabilities	**(13,643)**	110,051
Deferred contributions	**802,420**	39,317
Cash provided by operating activities	**778,644**	160,921
INVESTING ACTIVITIES		
Purchase of short-term investments	**(335,788)**	(629,481)
Redemption of short-term investments	**629,481**	600,000
Acquisition of tangible capital assets	**(3,315)**	(6,032)
Cash provided by (used in) investing activities	**290,378**	(35,513)
Increase in cash during the year	**1,069,022**	125,408
Cash, beginning of year	**481,928**	356,520
Cash, end of year	**1,550,950**	481,928

See accompanying notes to the financial statements

NOTES TO FINANCIAL STATEMENTS

March 31, 2026

1. PURPOSE OF THE SOCIETY

Community Social Services Health and Safety Association of BC (the "Association") was incorporated on February 18, 2022 under the *Societies Act* (British Columbia). The Association provides support and delivers health and safety information, education, and resources to employers and unionized and non-unionized employees of the Association's membership. The Association is exempt from income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES

The Association follows Canadian accounting standards for not-for-profit organizations. The significant accounting policies are as follows:

Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of revenues and expenses reported during the year. The significant areas requiring the use of management estimate relate to the useful lives of capital assets. Actual results could differ from these estimates.

Revenue Recognition

The Association follows the deferral method of accounting for contributions which includes project funding.

Unrestricted contributions are recognized as revenue when received or as receivable, if the amount to be received can be reasonably established and collection is reasonably assured.

Externally restricted contributions are recorded as deferred contributions when received or receivable and recognized as revenue in the year in which the related expenses are incurred. Contributions specifically restricted for the purchase of capital assets are deferred and amortized to revenue on the same basis as the related assets are depreciated.

Interest income is recognized as revenue in accordance with the terms of the underlying investment, which is generally with the passage of time.

Measurement of Financial Instruments

The Association initially measures its financial assets and financial liabilities at fair value. The Association subsequently measures all of its financial assets and financial liabilities at amortized cost.

NOTES TO FINANCIAL STATEMENTS

March 31, 2026

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Measurement of Financial Instruments (Cont'd)

Financial assets measured at amortized cost include cash and short-term investments.

Financial liabilities measured at amortized cost include accounts payable and accruals.

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Capital Assets

Capital assets are initially recorded at cost. Contributed tangible capital assets are recorded at fair value at the date of contribution. Repairs and maintenance costs are charged to expense. Betterments that extend the estimated life or enhance the service potential of an asset are capitalized.

Amortization is provided on a straight-line basis over the assets' estimated useful lives as follows:

- Office equipment 3 Years

When conditions indicate that a tangible capital asset is impaired and no longer contributes to the Association's ability to provide goods and services or that the value of future economic benefits or service potential is less than its net carrying amount, the net carrying amount of the tangible capital asset is written down to the asset's fair value or replacement cost. The write- downs of tangible capital assets shall be accounted for as expenses in the statement of operations. A write-down shall not be reversed.

Allocation of Expenses

The Association allocates expenses among its programs proportionally based on relative basis of estimated expense attributed to the program.

3. SHORT-TERM INVESTMENTS

Short-term investments consists of a term deposit bearing interest at 3.00% [2025 - 2.75% to 3.40%] and matures in March 2027.

As at March 31 2026, accrued interest on the short-term investments of $688 [2025 - $7,704] is recorded as accrued interest receivable *[note 4]*.

NOTES TO FINANCIAL STATEMENTS

March 31, 2026

4. ACCOUNTS RECEIVABLE

	2026 $	2025 $
Trades receivables	**4,092**	—
Accrued interest	**688**	7,704
GST rebate receivable	**17,700**	—
	22,480	7,704

5. CAPITAL ASSETS

	Cost $	Accumulated Amortization $	Net Book Value $
2026			
Office equipment	**9,347**	**3,451**	**5,896**
	9,347	**3,451**	**5,896**
2025			
Office equipment	6,032	335	5,697
	6,032	335	5,697

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2026 $	2025 $
Trades payable	**96,428**	89,719
Government remittances - GST payable	**—**	20,352
	96,428	110,071

7. DEFERRED CONTRIBUTIONS

The composition of and changes in deferred contributions are as follows:

	Beginning Balance $	Funds Received or Receivable $	Revenue Recognized $	Ending Balance $
2026				
WorkSafeBC Initiatives	**393,680**	**1,844,425**	**734,577**	**1,503,528**
Health & Training Initiatives	**547,613**	**—**	**335,527**	**212,086**
Mental Health Initiative	**54,524**	**244,750**	**216,651**	**82,623**
	995,817	**2,089,175**	**1,286,755**	**1,798,237**
2025				
WorkSafeBC Initiatives	257,500	640,226	504,046	393,680
Health & Training Initiatives	699,000	—	151,387	547,613
Mental Health Initiative	—	183,563	129,039	54,524
	956,500	823,789	784,472	995,817

WorkSafeBC Initiatives

WorkSafeBC Initiatives is funded by WorkSafeBC and relates to various initiatives under an agreed workplan. As at March 31, 2026, deferred contributions includes $115,007 [2025 – $26,255] in a reserve fund, $5,896 [2025 – $Nil] in a capital asset fund, and $1,382,625 [2025 – $367,425] received in advance for the following fiscal year. Additionally, there was funds in the amount of $6,000 received during fiscal 2026 for small initiatives program and $4,000 to be received in future period.

Health & Training Initiatives

Health & Training Initiative is funded by The Federation of Community Social Services of BC (the “Federation”) and relates to providing virtual training and real-world sector-specific education on a website to address the high number of workplace injuries. $699,000 of funds were received for a 3-year period. As funds were not specifically restricted to specified periods, revenue is recognized when the related expenses are incurred.

Mental Health Initiative

Mental Health Initiative is funded by Canadian Mental Health Association, B.C. Division (“CMHA”) and relates to the B.C. Hub / People Working Well project.

8. RELATED PARTY TRANSACTIONS

During the year, the Association received a total of $244,750 [2025 - $183,563] from CMHA for the Mental Health Initiative program. CMHA's Chief Executive Officer serves as a member on the Board of Directors of the Association. The potential conflict of interest was fully disclosed and appropriately managed by both the Association and CMHA. All contracts with CMHA were reviewed and approved by the Association's Board of Directors independently of CMHA's Chief Executive Officer.

Amounts paid to related parties were incurred in the normal course of business and are measured at the exchange amount, which is the amount agreed upon by the transacting parties on terms and conditions similar to non-related parties.

9. FINANCIAL RISKS

The Association is exposed to various risks through its financial instruments. The following analysis provides a measure of the Association's risk exposure as at March 31, 2026:

Credit Risk

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to its cash and short-term investments. Cash and short-term investments are entirely held with one financial institution

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association is exposed to this type of risk as a result of investments in fixed rate term deposits.

Liquidity Risk

Liquidity risk is the risk of being unable to meet cash requirements or to fund financial obligations as they become due. The Association manages its liquidity risk by monitoring its operating requirements, and prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations as they become due

10. REMUNERATION OF EMPLOYEES AND CONTRACTORS

Pursuant to the British Columbia Societies Act, the Association is required is disclose remuneration and benefits paid to employees and contractors who are paid $75,000 or more during the fiscal year.

10. REMUNERATION OF EMPLOYEES AND CONTRACTORS (CONT'D)

During the year, the Association paid total remuneration of $450,000 [2024 - $202,018] to five [2025 - two] employees and contractors for services, each of whom received total annual remuneration of $75,000 or greater.

During the year ended March 31, 2026, the Association paid total remuneration of $25,000 [2025 – $25,000] to the Chair of the Board of Directors.

11. COMPARATIVE FIGURES

The comparative figures for the year ended March 31, 2025 were reported on by another firm of chartered professional accountants in their report dated June 20, 2025.

Certain 2025 comparative figures have been reclassified where necessary to conform to the current year's presentation.

FUNDING REVENUE AND EXPENSES BY FUNDING SOURCES

Year ended March 31

	WorkSafeBC $	The Federation $	CMHA $	Total $
2026				
Grant funding revenue	**734,577**	**335,527**	**216,651**	**1,286,755**
Fees	**24,000**	**20,870**	**—**	**44,870**
Interest revenue	**2,765**	**—**	**—**	**2,765**
	761,342	**356,397**	**216,651**	**1,334,390**
Expenses				
Salaries and benefits	**461,988**	**114,919**	**121,763**	**698,670**
Professional services	**146,355**	**219,998**	**47,000**	**413,353**
Office	**35,962**	**11,052**	**13,704**	**60,718**
Travel and training	**28,760**	**1,360**	**14,629**	**44,749**
Directors and commitees	**40,740**	**—**	**—**	**40,740**
Occupancy	**23,695**	**—**	**15,000**	**38,695**
Equipment	**2,654**	**793**	**957**	**4,404**
Professional development	**14,184**	**1,739**	**1,500**	**17,423**
Non-recoverable GST	**3,888**	**6,536**	**2,098**	**12,522**
Amortization	**3,116**	**—**	**—**	**3,116**
	761,342	**356,397**	**216,651**	**1,334,390**
Excess of revenue over expenses	**—**	**—**	**—**	**—**
2025				
Grant funding revenue	504,046	151,387	129,039	784,472
Expenses				
Salaries and benefits	279,765	—	97,750	377,515
Professional services	107,744	123,396	6,109	237,249
Directors and commitees	46,897	—	—	46,897
Travel and training	10,042	71	541	10,654
Office	27,789	23,014	4,271	55,074
Occupancy	17,706	—	11,250	28,956
Equipment	4,426	1,392	5,218	11,036
Professional development	4,158	362	3,820	8,340
Non-recoverable GST	3,965	3,152	80	7,197
Members' services	1,219	—	—	1,219
Amortization	335	—	—	335
	504,046	151,387	129,039	784,472
Excess of revenue over expenses	—	—	—	—