

Multi-Year Accessibility Plan of M.I.S. Electronics Inc.

In order for M.I.S. Electronics to meet its obligations under the Accessibilities for Ontarians with Disabilities Act (AODA), prepares a multi-year Accessibility Plan. The Five-Year (5) Accessibility Plan for M.I.S. Electronics has been reviewed and updated as of March 2026 outlining the company's strategy to prevent and remove barriers from its workplace, and to improve opportunities for persons with disabilities. This plan outlines the steps M.I.S. is taking to meet its requirements under the AODA.

Customer Service

M.I.S. Electronics is committed to excellence in serving all customers, suppliers, and visitors including people with disabilities. M.I.S. complies with the AODA's Customer Service Standard with the following initiatives:

An accessibility policy to inform employees, volunteers and customers of what to expect,

M.I.S.'s staff are trained to serve customers of all abilities as well as to work along-side employees with disabilities,

Record of accessibility training is maintained both in print form as well as electronically,

Service animals and support persons are welcomed onto company premises,

Accessible ways for people to provide feedback on how M.I.S. provides goods and services to people with disabilities are available.

Information and Communication

M.I.S. provides accessible formats and communication supports for persons with disabilities upon request. Consultation with the person making such a request to determine the suitability of an accessible format or communication support is carried out on a timely manner.

M.I.S. strives to meet the World Wide Web Consortium Content Accessibility Guidelines (WCAG) 2.0 standard. This is done by consultation with its IT consultant company and as

required by the AODA's Information and Communications Standard. Monthly reports are available upon request.

Policies and Training

M.I.S. Electronics continues to implement policies and initiatives in accordance with the AODA by taking the following steps:

Implementing policies outlining M.I.S.'s commitment to accessibility,

Remaining up to date with any changes implemented by AODA. One of the ways M.I.S. stays informed on current AODA requirements is by maintaining its membership with Canadian Federation of Independent Business (CFIB),

Providing training to employees on accessibility and human rights legislation, as it pertains to people with disabilities using an on-line certification course for its top management team and in-house orientation during on-boarding for all employees,

Employment

In accordance with the AODA's Employment Standards, M.I.S. has implemented the following:

Ensuring employment processes for hiring, retention and career development are accessible,

Documenting and recording processes for when individual accommodation plans and return-to-work plans are developed,

Providing individualized workplace emergency response information to employees who have a disability when M.I.S. becomes aware of the need for such accommodation.

Accessibility Plan Review

This Five-Year Accessibility Plan is reviewed and updated at least once every five (5) years. This plan was reviewed and updated in March 2026. This plan will be reviewed no later than March 1st, 2031.

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Accessibility Feedback

M.I.S. Electronics can provide accessible ways to receive and respond to feedback to persons with disabilities and will respond to feedback promptly.

For more information on this Accessibility Plan, please contact:

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Upon request, a copy of this Accessibility Plan will be provided in an accessible format free of charge.