

Multi-Year Accessibility Plan for 2026 to 2031

This Plan applies to Magnet Forensics' Ontario operations and to the policies, employment practices, goods, services, facilities, information, and communications that are subject to AODA and IASR. Magnet may apply these commitments more broadly across its operations where appropriate. The Multi-Year Accessibility Plan will be reviewed and updated at least once every five years.

Statement of Commitment

Magnet is committed to providing an inclusive, accessible, and barrier-free environment for employees, candidates, customers, contractors, and visitors. We are committed to treating people with disabilities in a manner that respects their dignity, independence, integration, and equal opportunity.

Policies and Training

Magnet will provide training on applicable accessibility standards and the Ontario Human Rights Code as it relates to people with disabilities. Training will be provided as soon as practicable, including onboarding. Additional training will be provided when accessibility policies or practices materially change. Magnet will maintain records of training, including completion dates and the number of individuals trained.

Information and Communications

Magnet will maintain applicable public websites and web content in accordance with the web accessibility requirements established under the IASR. Where practicable, Magnet will use WCAG 2.1 Level AA as an enhanced accessibility benchmark for new or materially updated digital content.

Employment

Magnet is committed to fair, accessible employment practices. Accommodations are available throughout recruitment and employment, including during interviews, onboarding, performance management, career development, redeployment, return to work, and workplace emergency planning. Magnet will consult with individuals who request accommodation, provide appropriate support, and review feedback to help identify, prevent, and remove accessibility barriers.

Emergency Response

Where Magnet is aware that an employee requires accommodation and individualized workplace emergency response information is necessary due to the employee's disability, Magnet will provide the information as soon as practicable. The information will be reviewed when the employee changes work location, when their accommodation needs or plans are reviewed, and when Magnet reviews its general emergency response procedures.

For more information and accessible versions of Magnet Forensics Accessibility Plan, please contact:

Jody Stecho, SVP, Human Resources
Email: aoda@magnetforensics.com