Statement of Commitment and Multi-Year Accessibility Plan

This Statement of Commitment and Multi-Year Accessibility Plan (the "Plan") outlines Onex Corporation's ("Onex") strategy to prevent and remove barriers and comply with the Integrated Accessibility Standards Regulation (IASR), Ontario Regulation 191/11 under the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA"). Onex will review and update this Plan at least once every five years in consultation with persons with disabilities.

This Plan is available in accessible formats upon request.

Onex is committed to addressing accessibility needs promptly and effectively. The following outlines Onex's approach to meeting these obligations under the AODA:

Customer Service Standard

Onex has been in compliance with the Accessibility Standards for Customer Service and continues its ongoing commitments. As detailed in Onex's Accessibility Policy, Onex is committed to providing people with disabilities equal opportunities to access services and facilities.

Onex will:

- Communicate with individuals considering their disabilities.
- Allow use of assistive devices at all Onex offices.
- Provide accessible formats of documents upon request.
- Welcome service animals and support persons.
- Provide appropriate notice in the event of disruptions to accessible facilities.
- Maintain a feedback process available via email (tmanagement@onex.com), phone (416-362-7711), and mail.
- Ensure all staff will receive training related to Ontario's accessibility laws and the Ontario Human Rights Code as it pertains to disabilities.

Integrated Accessibility Standards Regulation

Emergency Response Plans

Onex provides publicly available emergency response information in accessible formats upon request. Individualized emergency response plans are also available upon request.

Training

Onex will provide training to all staff regarding Ontario's accessibility standards and the Ontario Human Rights Code. Training is updated as necessary to reflect policy or legislative changes.

Information and Communications

Onex ensures that feedback processes are accessible and provides publicly available information in accessible formats upon request. The Onex website is compliant with WCAG 2.0 Level AA standards.

Employment

Onex is committed to accessible employment practices. Accommodations for applicants and employees with disabilities are managed on a case-by-case basis. Applicants are informed of accommodation availability during recruitment, and individualized accommodations for employees are developed in consultation with each employee.

Accessibility needs are considered in performance management, career development, and redeployment processes.

Accessible Workplace

Onex' Ontario offices, located at 161 Bay St, Suite 4900, and 130 Adelaide St W, Suite 200 in Toronto, feature accessibility enhancements including automatic doors, accessible washrooms, and elevators equipped with audible announcements.

Feedback

Feedback regarding accessibility at Onex can be directed to:

- **Email:** tmanagement@onex.com
- **Phone:** 416-362-7711
- **Mailing Address:** 161 Bay St, Suite 4900, Toronto, ON