MULTI-YEAR ACCESSIBILITY PLAN OVERVIEW (Rev. Aug 22, 2026)

PURPOSE AND COMMITMENT

Browne Group Inc. ("Browne") is committed to providing an accessible and inclusive environment for employees, customers, job applicants, visitors, and other individuals with disabilities.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standards Regulation (IASR), Ontario Regulation 191/11, Browne is committed to identifying, preventing, and removing accessibility barriers and meeting applicable accessibility requirements.

Accessibility practices are guided by the principles of dignity, independence, integration, and equal opportunity. Browne will provide accommodation in accordance with applicable accessibility legislation and the Ontario Human Rights Code.

ACCESSIBILITY STRATEGY

Browne works to identify, prevent, and remove accessibility barriers through its policies, practices, training, feedback processes, technology, employment practices, and accommodation procedures.

Accessibility considerations are incorporated into relevant business and employment practices, and identified barriers are reviewed and addressed where required and practicable.

Browne will continue to monitor its accessibility practices and applicable legislative requirements and will implement changes when necessary.

MEASURES IN PLACE AND ONGOING COMMITMENTS

Accessible Customer Service

Browne is committed to providing goods, services, and facilities to people with disabilities in a manner that respects their dignity and independence and provides equal opportunity to obtain, use, and benefit from them.

Browne maintains practices addressing communication, assistive devices, service animals, support persons, temporary disruptions, feedback, and other applicable customer service accessibility requirements.

Additional requirements and procedures are outlined in the Policy "Accessible Customer Service".

Information and Communications

Browne is committed to making its information and communications accessible to people with disabilities.

Upon request, Browne will provide or arrange for information and communications in an accessible format or with appropriate communication supports, in consultation with the person making the request, as required by applicable accessibility legislation.

Browne welcomes feedback regarding accessibility and will provide accessible methods for individuals to provide feedback upon request.

Websites and Web Content

Browne is committed to maintaining applicable public-facing websites and web content in accordance with the requirements of the AODA and IASR, including applicable Web Content Accessibility Guidelines (WCAG) 2.0 Level AA requirements.

Browne will continue to monitor applicable websites and web content, and address identified accessibility barriers as required. Browne has 3 public facing websites: Browneco.com, Brownefoodservice.com, and Cuisipro.com.

Accessible Employment and Recruitment

Browne is committed to fair and accessible employment practices throughout the employment lifecycle.

Applicants are informed that accommodation is available during the recruitment and selection process. Where an applicant requests accommodation, Browne will consult with the individual to determine and provide or arrange for suitable accommodation that takes the individual's accessibility needs into account.

Successful applicants and employees are informed of Browne's policies supporting employees with disabilities, including the availability of workplace accommodation.

Browne will continue to consider accessibility requirements in applicable employment practices, including recruitment, accommodation, return-to-work processes, performance management, career development, advancement, and redeployment.

Additional recruitment requirements and procedures are outlined in the Policy "Accessible Recruitment".

Workplace Emergency Response

Where Browne is aware that an employee requires accommodation due to a disability and an individualized workplace emergency response information is necessary, Browne will provide that information as soon as practicable.

Individualized emergency response information will be reviewed as required, including when the employee moves to a different location within the organization, when the employee's overall accommodation needs or plans are reviewed, or when Browne reviews its general emergency response policies.

Additional requirements and procedures are outlined in the Policy "Individual Workplace Emergency Response Plan".

Training

Browne provides accessibility training as required by the AODA and IASR to employees, volunteers, persons who participate in developing Browne's policies, and other persons who provide goods, services, or facilities on behalf of Browne, as applicable.

Training includes the requirements of Ontario's accessibility standards and the Ontario Human Rights Code as it relates to people with disabilities, appropriate to the individual's duties.

Required training is provided as soon as practicable and when changes are made to applicable accessibility policies, practices, or requirements.

Browne maintains records of accessibility training as required, including the dates training is provided.

IDENTIFICATION AND REMOVAL OF BARRIERS

Browne encourages employees, customers, job applicants, and other individuals interacting with the organization to communicate accessibility needs and identify potential barriers.

Accessibility feedback will be reviewed to determine whether barriers exist and what actions may be appropriate to prevent or remove them.

Where a barrier is identified, Browne will consider appropriate measures in accordance with applicable accessibility and human rights requirements.

MULTI-YEAR ACCESSIBILITY ACTION PLAN

Browne's accessibility strategy includes the following ongoing and recurring actions:

Area	What it means	Practical example
Return-to-work	Have a documented process to support employees returning after an	An employee returns from a disability-related leave but temporarily cannot perform certain physical duties. HR and the manager establish a

	absence related to a disability who require accommodation.	gradual return or modified duties/hours based on the employee's functional abilities and accommodation needs.
Performance management	Consider an employee's accessibility needs/accommodation plan when managing or evaluating performance.	An employee uses assistive technology and requires additional time for certain computer-based tasks. A manager should consider the accommodation before concluding that slower completion represents poor performance.
Career development	Accessibility cannot become an unintended barrier to training or development opportunities.	An employee with a hearing disability wants to participate, so appropriate communication supports are arranged rather than excluding the employee because the standard training format isn't accessible.
Advancement	Consider accessibility needs when employees are promoted or move into positions with greater responsibility.	An employee who has an accommodation is selected for promotion. Browne considers what accommodation is required in the new position rather than assuming the employee cannot perform it because the role or work environment is different.
Redeployment	Consider accessibility needs when moving an employee to another job or department as an alternative to termination.	During restructuring, an employee with an accommodation is moved to another available position. HR considers the employee's accommodation needs when determining how the new role/workstation will be set up.

Review of the Plan

Browne will review and update this Multi-Year Accessibility Plan Overview at least once every 5 (five) years.

The Plan may also be updated earlier where appropriate due to changes in legislation, organizational practices, identified accessibility barriers, or measures implemented by Browne.

Availability And Accessible Formats

This Multi-Year Accessibility Plan is publicly available on the Join Our Team page at www.browneco.com.

Upon request, Browne will provide or arrange for this Plan to be provided in an accessible format. Accessible formats of the Plan will be provided free of charge and in consultation with the person making the request regarding the suitability of the format.

For information regarding this Multi-Year Accessibility Plan, to request an accessible format, or to provide accessibility-related feedback, please contact the Human Resources department at the following email: humanresources@browneco.com.