

Multi-Year Accessibility Plan or the Integrated Accessibility Standards Regulation

Introduction

voestalpine High Performance Metals Ltd. (“voestalpine”) is a designated public sector organization that is subject to the provisions of the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”). Its purpose is to ensure greater accessibility for Ontarians of all abilities. AODA is Ontario’s roadmap to become barrier-free and includes accessibility standards in:

- Information and Communications
- Employment
- Transportation
- Design of Public Spaces
- Customer Service

Under AODA, Ontario organizations, including voestalpine, are required to develop multi-year accessibility plans in support of making Ontario accessible by 2025.

This Multi-Year Accessibility Plan (“Accessibility Plan”) outlines voestalpine’s compliance with AODA, including the requirements set by the Integrated Accessibility Standards Regulations. voestalpine is committed to fulfilling its obligations under AODA and making its premises and services accessible to all voestalpine.

This Accessibility Plan is available to all voestalpine employees and the general public via our external website and can be requested in an accessible format at no charge using the contact information at the end of this document.

Statement of Commitment

At voestalpine, we are committed to doing all we can to respect the core principles of accessibility legislation: dignity, independence, integration, and equal opportunity. We will incorporate these principles into our policies, procedures, trainings, and best practices. Our aim is that all members of the voestalpine community can access our services and information when and how they need them, regardless of their abilities or disabilities.

Ensuring our operations are accessible and barrier-free is a shared effort. As an organization, we are dedicated to working together to make accessibility for everyone a reality.

Integrated Accessibility Standards Regulation (“IASR”) Requirements

Part I – General Requirements

voestalpine recognizes that in order to create an operation that is accessible and barrier free, the core principles of accessibility legislation (dignity, independence, integration, and equal opportunity) must be incorporated into its policies, procedures, trainings, and best practices. voestalpine has created an accessibility policy and training, all of which undergo regular review. IN addition, we ask potential suppliers to tell us about the accessible options they offer and include accessibility considerations in our evaluation criteria.

- a. Accessibility Policies and Plans
- b. Accessibility Training
- c. Procurement

Part II – Information and Communication Standards

voestalpine is committed to making our information and communications accessible to people of all abilities. voestalpine will follow best practices when developing, implementing, and maintaining information and communications strategies and products to ensure that information and communications are available and accessible to people with disabilities. This includes websites, communication materials, telephone communications, and face-to-face interactions. The goal is to achieve the most effective and efficient access to information for all users.

- a. Feedback
- b. Accessible Formats and Communication Supports
- c. Accessible Website and Web Content

Part III – Employment Standards

voestalpine is committed to fair and accessible employment practices that attract and retain talented employees of all abilities.

- a. Recruitment
- b. Informing Employee of Supports
- c. Accessible Formats and Communication Supports
- d. Workplace Emergency Response Information
- e. Individual Accommodation Plans
- f. Return to Work
- g. Performance Management and Career Development

Part IV – Design of Public Spaces

voestalpine is committed maintaining our public spaces in accordance with the Accessibility Standard for the Design of Public Spaces.

Part V – Customer Service

voestalpine is committed to providing accessible customer service. This means that we will provide goods and services to everyone with the same high quality and timeliness.

For More Information

For more information on this accessibility plan, please contact:

Human Resources

voestalpine High Performance Metals Ltd.

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