

MULTI-YEAR ACCESSIBILITY PLAN

Statement of Commitment

Bagos Bun Bakery ULC, a facility in Brampton, Ontario, Canada, wholly owned by C. H. Guenther & Son LLC, (“**Bagos Bun Bakery**” or the “**Company**”), strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Bagos Bun Bakery is committed to fulfilling its requirements under the *Accessibility for Ontarians with Disabilities Act, 2005* (“*AODA*”) and the Integrated Accessibility Standards, O. Reg. 191/11 (“*IASR*”). This accessibility plan outlines the steps the Company is taking to meet those requirements and to improve opportunities for people with disabilities.

Achievements and Progress

The Company has taken a variety of actions to incorporate accessibility into aspects of its business and operations. We have achieved our goals on various fronts. Our accessibility plan will be updated as necessary, but at least every five years, to show our progress and accomplishments as we pursue the core principles of dignity, independence, integration, and equal treatment.

General

In pursuit of the Company’s commitment to ensuring accessibility, we have implemented this multi-year accessibility plan, which outlines our strategy to prevent and remove barriers and meet the requirements under the IASR. We have posted this accessibility plan on our website and are able to provide the plan in an accessible format upon request.

Bagos Buns Bakery has established an Accessibility Policy governing how the Company will meet its obligations under the *AODA*.

Employment

In pursuit of our commitment to providing fairness and accessibility across all stages of employment, the Company has developed and put in place documented return to work processes for those employees that have been absent from work due to a disability and require disability-related accommodation in order to return to work. This process takes into account individual documented accommodation plans.

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Information and Communications

In pursuit of our commitment to meeting the information and communication needs of people with disabilities, the Company has and continues to:

Access to Accessible Formats and Communication Supports:

- Upon request, the Company will provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability and at no cost.
- In doing so, the Company will consult with the person making the request in determining the suitability of an accessible format or communication support.
- The Company notifies the public about the availability of accessible formats and communication supports by posting a copy of its Accessibility Policy on the Company website.

Customer Service

The Company is committed to ensuring that persons with disabilities are able to access our facilities, goods and services. As such, the Company has developed and implemented policies governing the provision of the Company's facilities, goods and services to persons with disabilities.

Notification of Policies Respecting Accessible Customer Service:

The Company will continue to ensure that it notifies anyone accessing our premises of our policies respecting accessible customer service. To that end, our Accessibility Policy containing our policies respecting accessible customer service is posted on the Company website.

Feedback Process:

The Company has prepared a document describing the process on how the Company will receive and respond to feedback about the manner in which it provides goods, services or facilities to persons with disabilities, including complaints and feedback about whether the feedback process is accessible to persons with disabilities.

To that end, our Accessibility Policy containing our feedback process is posted on the Company website. The Company also has a feedback process physically posted at the front entrance to our premises.

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Action Plan

Goals to meet by June 30, 2026:

Employment

The Company is committed to providing for fairness and accessibility across all stages of the employment life cycle, allowing employees to reach their full potential.

Recruitment and Hiring:

The Company will take the following actions to achieve these goals during the recruitment and assessment processes, and when employees are hired:

- Notify employees and the public, as applicable that we will accommodate people with disabilities during the recruitment process;
- Notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be utilized;
- Consult with job applicants who request accommodation to support them through the recruitment, selection and/or assessment process and take into account their needs, so that the accommodations provided are effective; and
- Notify the successful applicant of the Company's policies for accommodating our employees with disabilities.

Accessible Formats and Communication Supports for Employees:

The Company will inform our employees of the policies used to support employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability, by:

- On request, consulting with our employees with disabilities to determine those accessible formats or communication supports that may be of assistance in accessing workplace information, and how such individualized accommodation may be provided.
- Providing the information as soon as practicable after commencement of employment, and updates whenever there is a change to the policies.

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Individualized Workplace Emergency Response Information:

- The Company will provide individualized workplace emergency response information to our employees with disabilities, if the disability is such that the individualized information is necessary and the Company is aware of the need for accommodation.
- The information will be provided as soon as practicable after the Company becomes aware of the need for accommodation.

Individual Accommodation Plans:

The Company will develop and put in place a process for the creation of documented individual accommodation plans for those employees with disabilities. This process shall be implemented by:

- Considering how employees with disabilities will participate in the development of their accommodation plan and what the plans may include;
- Determining the means by which an employee is assessed on an individual basis;
- Determining the manner by which the Company can request an evaluation by an outside expert, at the company's expense, to determine if and how accommodation can be achieved;
- Establishing the manner in which the employee can request the participation of a workplace representative in the development of the accommodation plan.
- Establishing where the plans will be stored and what steps will be taken to protect the privacy of employee information;
- Determining when and how the individual accommodation plans will be reviewed and updated;
- Determining the manner in which reasons will be given when an accommodation plan is denied; and
- Determining the means of providing the accommodation plan in a format that takes into account the employee's accessibility needs.

Individualized accommodation plans will include any:

- Information regarding accessible formats and communication supports provided;
- Individualized workplace emergency response information; and

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- Other accommodation that is to be provided.

Performance Management:

The Company will ensure that it takes into account the accessibility needs of employees with disabilities (as well as their individual accommodation plans) when implementing its performance management process by:

- Reviewing individual accommodation plans to understand employee needs and determine whether they should be adjusted to improve job performance;
- Providing performance-management related documents in accessible formats; and
- Providing informal and formal coaching and feedback in a manner that takes an employee's disability into account.

Career Development, Advancement or Re-Deployment:

The Company will take into account the accessibility needs of its employees with disabilities (as well as their individual accommodation plans) when providing career development, advancement, or redeployment. This may occur through the consideration of what accommodations employees with disabilities may need to succeed elsewhere within our organization, to take on new responsibilities in a current role, or when redeployment has become necessary.

Training

The Company will provide training on our accessibility policies, the requirements of the applicable standards contained in the IASR and on the Ontario *Human Rights Code* as it relates to people with disabilities. The Company will ensure that prompt and on-going training is provided to all employees and persons who participate in developing the Company's policies, and all persons who provide goods, services or facilities on the Company's behalf.

The following actions will be taken to achieve our goals:

- Develop/obtain training materials that address the requirements of Ontario's accessibility laws and the disability-related obligations under human rights laws;
- Tailor the training to the specific duties of an individual or group of individuals that require training;
- Keep a record detailing which individuals have been trained and on what date; and
- Ensure that individuals are trained as soon as practicable and that training in respect of any changes to the policy takes place on an on-going basis

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Goals to meet by December 15, 2026:

Information & Communication

In further pursuit of our commitment to meeting the information and communication needs of people with disabilities, Company will do the following:

Accessible Websites and Web Content:

- Ensure that any websites, web content and web-based applications controlled by the Company conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA (other than success criteria 1.2.4 and 1.2.5).
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Other Accessibility Matters

Design of Public Spaces

At the present time, the Company does not plan on developing or redeveloping any of its public spaces, as defined in the Design of Public Spaces Standard. However, should it choose to do so, this plan will be revised to include the requirements thereunder and how we will achieve compliance.

Going Forward

The Company will endeavour to identify and remove accessibility barriers going forward. This accessibility plan will be reviewed and updated at least every five (5) years to ensure compliance with legislated deadlines, address existing accessibility barriers and plan for the removal and prevention of any future barriers.

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For More Information

For more information on this accessibility plan, please contact Angelo Del Medico, Director Human Resources Canada at adelmedico@chg.com or 416-616-7842.

The Multi-Year Accessibility Plan is available in an accessible format, upon request.

Date: April 15, 2026

Next Review Date: December 15, 2026

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