



AODA Multi-Year Accessibility Plan

The Accessibility for Ontarians with Disabilities Act (AODA)

In 2005, the Government of Ontario passed the Accessibility for Ontarians with Disabilities Act (AODA), which requires that Ontario be an assessable province by 2025. To achieve this, the province introduced standards outlining key focus areas and deliverables to achieve a barrier-free Province. These include customer Service, Transportation, Information and Communication, Employment, And Built Environment.

The AODA requires organizations to develop and implement an Accessibility Plan that outlines areas for improvement in ensuring a barrier-free environment and access for all.

Developing NeuPath Health Multi-Year Accessibility Plan

NeuPath Health's Accessibility Plan is a living document, and just as our company and community evolve and grow, the Plan will be adjusted to reflect those changes. It outlines the company's response to the legislation and our initiatives designed to remove barriers and ensure equal access for people with disabilities. It also reflects the company's ongoing commitment to ensuring accessibility for all.

The Plan will be reviewed annually and updated at least once every five years to align with the AODA legislation and Neupath Health's strategic priorities.

Multi-Year Plan

General Requirements:

| Requirement | Description | Action | Status | Compliance Date |
|--------------------|---|--|------------------------|------------------------|
| Policies | Develop, implement, and maintain policies governing how NeuPath will achieve accessibility by meeting its requirements under the Accessibility Standards Regulation. | Create policy Provide all new and existing employees with the policy. Post policy on the Company Website | Completed | June 2015 |
| Accessibility Plan | Establish, implement, maintain, and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under AODA. | Identify Barriers Prepare and develop a multi-year accessibility plan. | Completed Completed | June 2015 June 2015 |
| | Post the accessibility plan on the NeuPath Health Inc. company website and provide the | Post the accessibility plan on the Company Website | Completed | Oct 2022 |

plan in an accessible format upon request.

Review and update the accessibility plan at least once every five years and update as required.

Review plan in October of every year

Completed

Oct 2022

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|----------|---|---|-----------|-----------|
| Training | Ensure an online training program based on AODA requirements is in place for all new and existing employees | Incorporate ongoing training into new employee onboarding | Completed | July 2018 |
| | | Maintain training records | Ongoing | |

Information and Communications:

| Requirement | Description | Action | Status | Compliance Date |
|--|--|---|----------|-----------------|
| Accessible Feedback Processes | Ensure that processes for Receiving and responding to feedback are accessible | Review all feedback processes | Complete | Feb 2021 |
| Accessible formats and Communication support | Provide or arrange for accessible formats and communication support upon request. Consult with the person requesting to determine the suitability of an accessible format of communication support. | Determine what accessible formats and communication support are to be provided upon request. Determine an appropriate timeline for providing formats and support in a timely manner. | Complete | Feb 2021 |
| Accessible Website and Web Content | Ensure NeuPath Health's website(s) and web content conform to W3C WCAG 2.0 Level A This applies to websites, web content, and web-based applications. | Communicate with IT Team to ensure implemented | Complete | Oct 2022 |

Employment:

| Requirement | Description | Action | Status | Compliance Date |
|-------------|--|---|----------|-----------------|
| Recruitment | Ensure NeuPath Health's recruitment process provides reasonable accommodations for those with disabilities | Develop a statement of accommodation and include it in all job postings | Complete | Oct 2022 |

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| Return to Work Process | Develop a return-to-work process for any employees absent from work due to a disability and require a disability-related accommodation to return to work. | Review current policy and process regarding return to work | Complete | Oct 2017 |
| Accessible formats and Communication support | NeuPath Health will provide appropriate communication formats at an employee's request regarding their disability. | Determine what accessible formats and communication support are to be provided upon request. | Complete | Feb 2021 |
| Workplace Emergency Response Information | An Individualized Emergency Response Information form will be completed for those employees who have disclosed a disability and require an accommodation. This will be done as soon as NeuPath Health Inc. becomes aware of any such persons with disabilities requiring such a plan. The Plans will be reviewed as required. | Create individual Emergency Response Information form | Complete | Oct 22 |
| Emergency Procedures, Plans, or Public Safety Information | Any emergency procedure plans or public safety information that is publicly available shall be provided in an accessible format or with appropriate communication support upon request. | Determine what accessible formats and communication support are to be provided upon request. | Complete | Feb 2021 |