



REX POWER MAGNETICS

Rex Power Magnetics
Accessibility Plan, 2026-2030

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Message from Rex Power Magnetics

Having launched in 1972, and now with over 400 employees, Rex Power Magnetics is a leading designer and manufacturer of CSA-certified, UL-listed, and ISO 9001-accredited custom dry-type transformers.

We are proud of our track record of sustained profitable growth, driven by technology, innovation, responsiveness, and customer service. This growth is achieved through our ongoing focus and commitment to our mission – to meet our customers’ application-specific performance requirements.

Part of our commitment to our company and our customers includes continuously improving accessibility and inclusion throughout our organization by identifying, removing, and preventing barriers for people with disabilities.

Providing an accessible and inclusive environment for our customers and employees is a priority at Rex Power Magnetics. We have prepared this 2026-2030 Accessibility Plan to help serve as a roadmap for our employees to work towards ensuring a welcoming and inclusive organization.

This Plan has been reviewed and approved by members of the Rex Power Magnetics leadership team. We commit to reviewing the Plan annually and to using it as a resource to help us comply with Ontario’s accessibility laws and to meet our own ongoing accessibility commitments and goals.

Ara Hasserjian
General Manager
Rex Power Magnetics

Statement of Commitment to Accessibility

Rex Power Magnetics is committed to excellence and to creating an inclusive and welcoming environment for all. We seek to apply the principles of dignity, independence, integration, and equality of opportunity in all that we do. These principles apply to our customers, employees, job applicants, and visitors who use our goods, services, information, or facilities. We are also committed to identifying, preventing and removing accessibility barriers and to meeting the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Ontario Human Rights Code*.

Accessibility Policies and Procedures at Rex Power Magnetics

For more information on accessibility at Rex Power Magnetics, to access online versions of our Accessibility Policy and Multi-year Accessibility Plan, or to download our accessibility feedback form, visit our website's [Accessibility page](#).

AODA Compliance Achievements

Rex Power Magnetics is committed to meeting all *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) compliance requirements and deadlines of a large (50+ employees) business or non-profit organization. This includes filing AODA accessibility compliance reports by the AODA deadlines applicable to the Company.

To review the *Accessibility for Ontarians with Disabilities Act, 2005*, go to Government of Ontario online laws at <https://www.ontario.ca/laws/statute/05a11>.

Category	AODA Requirement	Compliance Status as of March 2026
Employee Training	Provide accessible AODA and role-specific accessibility training, including training on Rex Power Magnetics accessibility policies and procedures Maintain a written record of training provided	Ongoing, with a planned roll-out of updated AODA training for all current employees in 2026
Customer Service Feedback	Provide accessible options for people to provide feedback and an accompanying accessibility feedback process	Compliant
Emergency Information	Provide accessible emergency and public safety information	Compliant

Category	AODA Requirement	Compliance Status as of March 2026
	Provide accessible emergency information to employees	
Transportation	Provide accessible transportation services	Not Applicable – Rex Power Magnetics does not provide or manage transportation services
Accessibility Policies	Create an accessibility policy Make the accessibility policy public	Compliant
Accessibility Plan	Create a multi-year accessibility plan to help achieve accessibility goals Make the multi-year accessibility plan public	Compliant
Self-service Kiosks	Include accessibility features when purchasing or designing self-service kiosks – including any interactive electronic terminals that people use to access information	Not Applicable – Rex Power Magnetics does not provide or manage any self-service kiosks
Accessible Websites	Ensure public websites that Rex Power Magnetics controls or manages meet or exceed WCAG 2.0 AA guidelines	Ongoing, with current updates in progress and regular compliance checks planned
Employment Practices	Make employment practices accessible, including how the organization hires, retains, and provides career development opportunities	Compliant
Individual Accommodation and Return-to-work Plans	Document processes for developing individual accommodation plans and return-to-work plans	Compliant

Category	AODA Requirement	Compliance Status as of March 2026
Public Information	Make public information accessible when requested	Compliant
Development of Public Spaces	Make new or redeveloped public spaces accessible	Compliant
Accessibility Reports	File accessibility reports based on stated deadlines in the AODA	Updated reports filed in March 2026 and ongoing, as required

To assist in ensuring Rex Power Magnetics meets its ongoing AODA compliance requirements, the Company also consulted with an external organization in early 2026. The project goal was to review the Company’s AODA compliance status and to update or create accessibility policies, procedures, and plans. Customized AODA and accessibility training content was also developed to incorporate updated policies and procedures, with updated AODA training planned for delivery to all current Rex Power Magnetics employees in 2026.

Measures to Identify, Remove, and Prevent Barriers

Those responsible for accessibility actions and initiatives within Rex Power Magnetics use various measures to identify, remove, and prevent accessibility barriers.

Identifying Barriers

To meet or exceed AODA compliance requirements, Rex Power Magnetics is committed to responding to employee, customer, and community feedback in identifying priorities to increase accessibility and inclusion.

Removing and Preventing Barriers

Rex Power Magnetics management and staff have identified the following goals and actions to remove and prevent accessibility barriers at the Company over the coming years. Key Company contacts, identified as Action Owners in the tables below, are responsible for ensuring that AODA compliance requirements and Company-identified accessibility goals and initiatives are carried out as per legislative and Company-identified deadlines.

Policies, Procedures, and Plans

Rex Power Magnetics management and staff, including Health and Safety Committee members, are committed to maintaining and reviewing the Rex Power Magnetics accessibility policy and multi-year accessibility plan annually. Reviewing the documents

annually will help ensure that the Company continues to work towards greater accessibility and inclusion and accomplishes its accessibility goals as planned. It also enables the Company to produce accurate and informative accessibility status reports and AODA compliance reports when required.

In addition, any Rex Power Magnetics policies that present barriers to accessibility, diversity, and inclusion will be revised to remove identified barriers.

Accessibility Goal	Action Owner	Target Completion Date
Ensure that the updated Statement of Commitment to Accessibility is shared within the Company and posted on the Rex Power Magnetics website	Senior Management	March 2026
Ensure that current facility emergency evacuation plans are in place and available in an accessible format for employees and members of the public	Senior Management	March 2026
Ensure that all current and new employees are aware of additional supports available during emergency and evacuation situations	Senior Management	April 2026 (for current employees) and Ongoing (for new employees)
Review existing Company policies and procedures with an accessibility and inclusion lens and edit policies and procedures as needed	Senior Management	Ongoing, with annual or scheduled reviews
Review how to incorporate accessibility guidelines in Rex Power Magnetics purchasing and procurement practices	Senior Management	October 2026
Raise awareness among current and new employees about accessible services and supports at Rex Power Magnetics	Senior Management	April 2026
Review the multi-year accessibility plan and status of accessibility goals annually	Senior Management	Annually
Update multi-year accessibility plan minimum of every five years	Senior Management	December 31, 2029

Accessibility Goal	Action Owner	Target Completion Date
File AODA compliance reports based on stated deadlines in the AODA	Senior Management	Provide updated report in March 2026, with ongoing reporting deadlines to be met as required

Training

Rex Power Magnetics is committed to ensuring that its employees receive training on the AODA and content in the *Ontario Human Rights Code* as it pertains to people with disabilities, as well as the Company’s AODA and accessibility-related policies and procedures applicable to employee roles and responsibilities.

Training will be provided on Rex Power Magnetics accessibility policies and procedures, as soon as possible following hiring. Refresher training is provided when changes are made to applicable accessibility legislation or to Company accessibility policies and procedures.

Rex Power Magnetics also ensures that those providing products or services on behalf of the Company, including sub-contractors, and those participating in development or approval of Rex Power Magnetics policies, confirm that they have received accessibility training similar to Company employees.

Accessibility Goal	Action Owner	Target Completion Date
Review and update current AODA and accessibility training and ensure customized content is accurate, appropriate, inclusive, accessible, effective, and role-specific; ensure supporting resources are made available and reviewed with employees	Senior Management	April 2026, and ongoing as needed
Provide updated refresher information on emergency and safety procedures for employees, and additional training as needed	Senior Management, Health and Safety	June 2026

Accessibility Goal	Action Owner	Target Completion Date
Provide resources on how to create accessible information and communication to all Rex Power Magnetics content creators	Marketing and Communications	May 2026

Customer Service

Rex Power Magnetics is committed to providing its goods and services in a way that respects the dignity and independence of persons with disabilities. The Company is also committed to ensuring that it provides persons with disabilities with integrated and equitable access to its goods and services.

Accessibility Goal	Action Owner	Target Completion Date
Raise awareness among employees and the public regarding how to provide, gather, address, and track feedback on accessibility barriers	Senior Management	May 2026

Information and Communication

Rex Power Magnetics is committed to making information and communications accessible to persons with disabilities. This includes a commitment to ensuring both print and online information is accessible to employees and the public, including emergency and safety information and website content. The Company is also committed to making every effort to provide information in alternate formats requested by people with disabilities.

Accessibility Goal	Action Owner	Target Completion Date
Provide resources to ensure that all Rex Power Magnetics content creators are aware of how to create information in accessible formats (e.g., accessible Word, PowerPoint, and PDF documents), and with accessible content and inclusive language and terminology	Marketing and Communications	October 2026
Make all public Rex Power Magnetics web content and social media that the Company manages or controls compliant with WCAG 2.0 level AA	Information Technology	May 2026, with ongoing

Accessibility Goal	Action Owner	Target Completion Date
guidelines (excluding live captioning and audio description)		accessibility checks
Develop and deliver resources and provide ongoing coaching opportunities to increase awareness of ableism and ageism; share related resources to support effective intergenerational teams	Senior Management	June 2026

Employment

Rex Power Magnetics is committed to providing fair and accessible employment opportunities at all stages of the employment cycle. This includes ensuring accessible recruitment and selection processes, creating individualized workplace emergency response plans, and providing formal written accommodation and return to work plans.

All processes involve consultation with the employee or potential employee, when requested. The Company is also committed to informing all employees of policies and procedures that support employees with disabilities.

Accessibility Goal	Action Owner	Target Completion Date
Ensure that employee accessibility and accommodation requests are addressed and reviewed on a regular basis, upon request by employees, and during annual performance reviews	Senior Management	Ongoing, with annual reviews
Continue to ensure that employees receive AODA and accessibility training in a timely manner, including information covering general AODA knowledge, relevant <i>Ontario Human Rights Code</i> and accessibility legislation, as well as Rex Power Magnetics accessibility and related policies required for staff to perform their roles effectively	Senior Management	Ongoing, with annual reviews

Built Environment or Design of Public Spaces

Rex Power Magnetics is committed to ensuring, wherever possible, that new and redeveloped built environments and public spaces developed by Rex Power Magnetics are designed in a way that takes into consideration the prevention or removal of barriers.

Communication of the Plan

The 2026-2030 Accessibility Plan will be shared with Rex Power Magnetics staff and the broader community. The Accessibility Plan will be available on the Company [Accessibility page](#) and upon request. Every effort will be made to provide the document in alternate formats upon request.

Contact Us

If you have any questions or feedback, accommodation requests, or would like to request a copy of our accessibility policies in an alternate format, contact us at:

Human Resources

By Phone: (905) 695-8844, extension 3241

By Email: HR@rexpowermagnetics.com