

MESSAGE FROM THE CEO

Accessibility matters at Virox Technologies Inc. (“Virox” or “the Company”) because it speaks to the kind of company we strive to be—one where people are treated with dignity, respect, and care, and where everyone can participate fully.

We are committed to continuing to strengthen accessibility across our workplace, communications, services, and digital platforms so that every employee, customer, and visitor feels supported, included, and able to succeed.

INTRODUCTION

As a Canadian innovator in the chemical manufacturing and infection prevention industry, Virox develops disinfectant technologies used across human and animal health sectors.

This Multi-Year Accessibility Plan outlines how the Company is meeting its obligations under the *Accessibility for Ontarians with Disabilities Act, 2005* (the “AODA”) and the Integrated Accessibility Standards Regulation, while continuing to strengthen accessibility across its workplace, communications, services, and digital platforms.

Consistent with the commitment outlined in the Message from the CEO, this plan reflects Virox’s belief that accessibility is fundamental to dignity, respect, and full participation. It is also closely linked to our commitment to being an equal opportunity employer by helping to remove barriers, support accommodation, and create an environment where employees, customers, and visitors can participate fully and succeed.

This accessibility plan outlines the steps we are taking to meet the requirements of the AODA and to improve opportunities for people with disabilities. The plan is reviewed and updated every three (3) years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies and we maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

PAST ACHIEVEMENTS TO REMOVE AND PREVENT BARRIERS

Virox Technologies Inc. has completed the following accessibility initiatives:

Customer Service:

Virox has established an Accessibility and Accommodation Policy, trained all employees on accessible service and assistive devices, accommodated service animals and support persons, created accessible feedback channels, and maintained compliance reporting and training records under the Customer Service Standard.

Information and Communications:

Virox has made feedback processes and communication supports available in accessible formats upon request, published accessibility support information on its website, and advanced digital accessibility by aligning websites and new web content with WCAG 2.0 requirements and using evaluation tools to test and improve compliance. As the Company seeks to leverage AI and other emerging technologies, the Company is taking the appropriate steps

to ensure that these features remain accessible to all.

Employment:

Virox has embedded accessibility into its employment practices by providing accommodations throughout recruitment and onboarding, developing individualized accommodation and return-to-work plans, offering accessible formats and communication supports as required, and considering accessibility needs in performance management and career development.

Self-Service Kiosks:

Virox has introduced a self-service kiosk at reception to support a more efficient visitor check-in experience, while recognizing that accessibility and choice remain important. Visitors continue to have access to human assistance at all times, and the Company will continue to review this experience to help ensure it remains supportive, inclusive, and responsive to a range of accessibility needs.

Training:

Virox has completed required accessibility training for staff, integrated Accessibility and Accessible Customer Service training into onboarding, engaged a third-party provider to keep training current and accessible, and maintained records to track completion and ongoing compliance.

PLANNED & ONGOING ACTIONS

Customer Service:

Virox Technologies Inc. is committed to continuing to provide accessible customer service to people with disabilities. This means that we will provide goods, services, and facilities to people with disabilities with the same high quality and timeliness as others. As the Company explores the use of artificial intelligence to support customer service, any tools adopted will be reviewed with accessibility in mind, and human support will continue to be available at all times.

The Company will continue to provide accessibility and accessible customer service training during onboarding and every three years thereafter. Additional training will be provided sooner when policies, practices, or legislative requirements change, so employees remain prepared to support all customers respectfully and effectively.

Information & Communications:

Virox will continue to provide accessible formats and communication supports upon request, maintain accessible feedback processes, and strengthen digital accessibility across websites and content through ongoing audits, testing, and remediation. As the Company explores the use of AI and other emerging technologies to support communications, accessibility will remain a core consideration so these tools are implemented thoughtfully and inclusively.

Employment:

Virox will continue to provide accommodation throughout recruitment and the employee lifecycle in accordance with AODA requirements. As the Company explores the use of AI to support recruitment, these tools will be reviewed with accessibility, fairness, and human oversight in mind, and candidates will continue to have access to accommodation and alternative supports throughout the hiring process.

Self-Service Kiosks:

As Virox continues to use its reception kiosk, the Company will continue to monitor the visitor experience to help ensure it remains accessible, supportive, and easy to use. Human assistance will continue to be available, and accessibility considerations will be reviewed as part of any future updates or enhancements to self-service technology.

Training:

Virox is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario *Human Rights Code* as it applies to people with disabilities. Virox will continue to provide accessibility and accessible customer service training during onboarding and at regular intervals thereafter, with additional training provided when policies, practices, or legislative requirements change. As the Company explores the use of AI to support training delivery, accessibility, clarity, and the availability of human support will remain key considerations so learning remains inclusive and effective for all employees.

Design of Public Spaces:

Virox will meet accessibility laws when building or making major changes to public spaces. Virox will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

REVISIONS TO THIS PLAN

This plan shall be formally reviewed every 3 years. In addition, the Human Resources Department will review and update the plan as needed based on feedback received and opportunities identified to further enhance accessibility, inclusion and equitable access to our products, services and facilities.

Any revised version of this plan will be posted on our website and made available in accessible or alternate formats upon request.

FOR MORE INFORMATION

For more information on this plan or to obtain a standard or accessible format of this document, please contact: Human Resources at: 905-813-0110 or by email at: hr@virox.com. This plan is publicly posted at: <https://virox.com/policies/>.