Multi-Year Accessibility Plan

Introduction
Bosch Building Technologies Inc. (“the Company”) is committed to supporting associates and customers with disabilities by actively identifying, removing, and preventing barriers to accessibility. In alignment with the Accessibility for Ontarians with Disabilities Act (AODA), we have developed this Multi-Year Accessibility Plan (“Plan”) to outline the measures we will take to meet our obligations and enhance accessibility across the Company. This Plan demonstrates our ongoing commitment to contributing to an accessible Ontario for all individuals.

Plan Overview
This Plan is structured to support compliance with all current AODA and IASR requirements while positioning the Company to adapt to future regulatory changes. Over the next several years, our priorities will focus on customer service, information and communications, and employment practices. We will keep monitoring updates from the Accessibility Directorate of Ontario, reviewing internal policies annually and ensuring all practices reflect the most current regulatory requirements.

Customer Service
The Company will strengthen its accessible customer service practices by continuing to ensure that all associates, subcontractors, and individuals who interact with the public receive accessibility training early in their onboarding process, with refresher training at appropriate intervals. Customer interactions—whether in person, by phone, or through digital channels—will be supported by clear processes that ensure respectful, dignified, and barrier-free service. The company will also maintain a process for communicating temporary disruptions to accessible services or features, ensuring that notices include the reason for the disruption, the expected duration, and available alternatives. Notices will be posted in locations and formats appropriate to the needs of individuals with disabilities. A feedback process will remain available to the public so that concerns or suggestions related to accessibility can be submitted through multiple channels, reviewed promptly, and addressed in a timely manner.

Information and Communications
From 2026 through 2031, the Company will continue enhancing accessible communication by offering information in alternative formats and supporting individuals who require communication assistance. Upon request, the Company will provide accessible formats at no additional cost and within reasonable timeframes, ensuring consultations occur with the requesting individual to determine suitable solutions. The Company will maintain an accessible feedback process, including electronic, written, telephone, and in-person options, ensuring all responses are provided in accessible formats as required. Additional efforts during this period will include improving internal guidelines for creating

accessible documents, reviewing and updating communication practices across all departments, and ensuring that digital tools, website content, and public safety information remain accessible as technology evolves.

As part of our digital accessibility commitments, the Company will ensure that all website design, redevelopment, and content updates follow applicable AODA requirements. Future website enhancements, navigation changes, content updates, and digital tools will be reviewed for accessibility during planning, development, and implementation. Regular accessibility assessments will be conducted to identify and resolve digital barriers, ensuring that online information remains usable and inclusive for all individuals as technology and organizational needs evolve.

The Company is committed to ensuring that any self-service kiosks we may implement in the future are accessible to persons with disabilities.

Employment

The Company will continue advancing accessible employment practices throughout the employment lifecycle. This includes notifying all job applicants of accommodation availability, ensuring interview and assessment processes are accessible, and consulting with candidates to provide accommodation during recruitment. The Company will maintain individualized accommodation plans and develop tailored return-to-work plans for associates returning from disability-related leave. Workplace emergency response information will be provided to associates with disabilities upon request, and individualized plans will be reviewed when work locations or associate needs change. Performance management, career development, redeployment, and training programs will continue to incorporate accessibility considerations to ensure equitable opportunities for all associates.

Feedback and Complaints

The Company will continue to provide multiple accessible channels for submitting feedback or complaints about accessibility, including verbal, written, electronic, and alternative methods as required. All feedback will be reviewed by the appropriate department, and responses will be provided in a timely and accessible manner. The Company will continue monitoring feedback trends to identify opportunities for improvement and ensure that accessibility concerns are addressed promptly and effectively.

Contact Details

For more information on this accessibility plan, please contact:
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