

Accessibility Plan: January 1, 2026 – December 31, 2030

Our Commitment to Accessibility

Sompo Japan Insurance Inc. (Canada Branch) and Sompo Canada Services Corp. (together, the “company,” “Sompo” or “we”) are committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the accessibility needs of people with disabilities in a timely manner, and will do so by identifying, preventing and removing barriers to accessibility and by meeting the accessibility requirements under the *Accessibility for Ontarians with Disability Act, 2005* (“AODA”).

This Sompo multi-year Accessibility Plan outlines our strategy for 2026-2030 to prevent and remove barriers from the workplace, to improve opportunities for persons with disabilities and to meet requirements under the AODA and the *Integrated Accessibility Standards Regulations* (IASR). The Company will update this Accessibility Plan at least every five years to reflect progress. A review will be conducted more frequently in the event of legislative changes or any changes to the work or the workplace that necessitates an earlier review.

- **Early 2026: Acknowledge Growth of Canada Operations/Prepare for publication of an Accessibility Policy and Plan**
 - Conduct review of accessibility for persons with disabilities with respect to Information and Communication, Employment and Training and Customer Service Standards as these Standards are set forth in the IASR
 - Ensure employees are receiving mandatory training Ontario’s accessibility laws, including the AODA, the Customer Service Standards and the IASR when onboarded and on a continuing basis annually.
- **Mid 2026: Establish and Publish an Accessibility Policy and Plan**
 - Ensure that there are accessible means by which the public or employees can provide feedback about their accessibility needs or our policies
 - Ensure websites and web content comply with Level AA standards set forth in the Worldwide Web Consortium’s Web Content Accessibility Guidelines (WCAG 2.0) to the extent possible. Develop procedures for regular testing of website accessibility features.
 - Ensure individuals with disabilities are accommodated during the recruitment process, upon hire and during the course of their employment
 - Provide individualized workplace emergency response information to employees who have a known disability, and who are in need of accommodation(s)



- Establish protocol to review Accessibility Policy and Plan
- Completion of 2026 Accessibility Compliance Report
- **2027-2030 Continued Implementation of Accessibility Policy**
 - Respond to feedback and requests for information with regard to the Accessibility Policy
 - Employment-related policies, practices and programs will undergo an accessibility audit
 - Monitor for changes in applicable legislation
 - In 2029, completion of 2029 Accessibility Compliance Report

/End.