Molex Human Resources

Ontario Accessibility Policy and Plan

Statement of Commitment

Consistent with our PBM® Values and our Code of Conduct, Molex and its affiliated entities ("the Company"), including Molex Canada Ltd. and AirBorn Flexible Circuits Inc., will conduct all affairs lawfully and with integrity. We are committed to providing a respectful workplace where all individuals are treated with dignity, respect, honesty, and sensitivity. We appreciate the value of diversity, respect privacy, and handle confidential information in an appropriate manner.

Furthermore, the Company is committed to taking all reasonable steps to meet the accessibility requirements outlined in applicable laws and regulations, including the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA).* We seek to achieve this by preventing and removing barriers to meet the accessibility needs of persons with disabilities in a timely manner.

Accessibility Policy

We will strive to ensure our goods, services, and facilities are accessible to everyone, including people with disabilities. The Company will comply with requirements under applicable accessibility legislation.

Anti-Discrimination

It is the Company's policy not to discriminate against any individual because of such individual's disability, perceived disability, or record of disability. Additionally, the Company will not discriminate against any individual because they are related to or associated with a person with a handicap or disability.

Our anti-discrimination policy extends to all aspects of our business, including recruitment and employment of qualified employees and applicants.

Reasonable Accommodations

The Company will provide reasonable accommodation to qualified individuals with a disability, as defined by applicable law, who have made the Company aware of their disability and need for accommodation, provided that such accommodation does not constitute an undue hardship for the Company. Upon receiving an individual's request for an accommodation, the Company will engage in an interactive process in order to determine how best to meet the individual's needs.

The Company will develop and document individualized accommodation plans for employees with disabilities, as appropriate and in accordance with applicable law. The following summarizes our typical approach for the development of individual accommodation plans:

- Employees requesting accommodation are engaged in the development of their individual accommodation plan.
- Each employee requesting accommodation will be assessed on an individual basis.

- To assist in determining if and how an accommodation could be achieved, the Company may pursue an evaluation by an outside medical professional or another relevant expert. Any such evaluation is conducted at the Company's expense.
- The Company will take appropriate steps to protect the privacy and confidentiality of employee information reviewed or gathered during the development or application of an individual accommodation plan.
- The frequency with which an individual accommodation plan will be reviewed and, if necessary, updated will be determined as part of the overall development and consultation with the employee requesting the accommodation.
- In the event that a requested accommodation is denied, the Company will inform the employee of the denial and the rationale behind it.
- Individual accommodation plans will be provided in a format that takes into account the employee's accessibility needs due to disability.

The Company will maintain a documented return-to-work process for employees who have been absent from work due to a disability and will take into account the accessibility needs of employees with disabilities when redeploying employees.

To ensure applicants are aware of potential accommodations available to them, the Company will explain in public job postings and offer letters for Ontario-based roles that applicants or offerees may request a reasonable accommodation and will provide necessary information on how to do so.

Training

As appropriate or as required, employees will be provided with training on the Accessibility for Ontarians with Disabilities Act, 2005 and its regulations, the Ontario Human Rights Code as it pertains to persons with disabilities, and the Company's accessibility policies. Training completions will be documented and information regarding the Company's approach to accessibility training is available upon request.

Communications and Feedback

Upon request, published information and communications will be provided in a format that is accessible to people with disabilities. Individuals who require accessible formats or communication support will be accommodated in a timely manner and to the extent practicable upon request.

Individuals who wish to provide feedback on the way the Company provides goods, services, or communication/information to people with disabilities can do so via the Contact Molex page on Molex.com or by submitting a report to our GuideLine. The Contact Molex page and GuideLine are shared corporate channels used by all Molex legal entities, including AirBorn Flexible Circuits, Inc. and Molex Canada Ltd. Individuals who wish to provide feedback to the Company but require accessible formats or communication support in order to do so will be provided with reasonable accommodation upon request.

Service Animals

Where reasonable, we will accommodate individuals with disabilities who request to bring a service animal onsite, and we'll evaluate each such request on an individual basis. Service animal access to certain areas of the facility may be limited based on safety, environmental, legal, or operational restrictions.

Support Persons
Where reasonable, we will accommodate individuals with disabilities who request to bring a support person to our premises, and we'll evaluate each such request on an individual basis. In order to be granted access, all individuals, including support persons, are required to adhere to our visitor and access management requirements, such as those required under Controlled Goods and Controlled Technology regulations.

Notice of Temporary Disruption to Accessible Services/Facilities
In the event of a planned or unexpected disruption to services or facilities for individuals with disabilities, the Company will notify appropriate and/or impacted individuals promptly.

Other
Accessibility requirements will be incorporated into existing processes throughout the employment life cycle and in our ongoing business operations, including within our emergency response procedures through the use of individualized emergency response plans, where appropriate.

Individuals with disabilities may use their own assistive devices as required during the recruitment and selection process, while working at the Company, or when accessing goods and services provided by the Company. As appropriate, we will ensure that our staff are trained and familiar with various assistive devices that may be used.

Accessibility Plan

This Accessibility Plan outlines the actions that the Company commits to undertake to achieve accessibility and to meet the requirements set out in the AODA and our Accessibility Policy. In particular, the Company intends to:

- Continuously assess our operations in order to ensure accessibility needs are met for people with disabilities, including but not limited to continuously assessing the following elements of our business:
    - Physical facilities and the built environment (e.g., accessible parking, accessible walkways),
    - Communication and feedback practices,
    - Recruitment and selection practices,
    - Employment practices, such as development, promotion, discipline, and termination practices,
- Ensure employees receive appropriate and/or required accessibility training, including ensuring employees are familiar with this Accessibility Policy and Plan,
- Designate appropriate leaders who are accountable for monitoring our accessibility practices for alignment with this Accessibility Policy and Plan and applicable laws or regulations, and
- Ensure that our Accessibility Policy and Plan is reviewed and updated, if needed, at least every five years.

Questions or concerns regarding this Policy, Plan, or other Company accessibility practices should be directed to Human Resources.

Upon request, this Accessibility Policy and Plan will be provided in an appropriate accessible format.