

**ANTHEM SPORTS & ENTERTAINMENT INC.**

**ACCESSIBILITY PLAN (the “Plan”)**

**As of June 1, 2024**

**The Plan and Feedback Process**

The purpose of the Accessible Canada Act (ACA) is to create a barrier-free Canada by January 1, 2040, through the proactive identification, removal, and prevention of barriers to accessibility wherever Canadians interact with areas of federal jurisdiction.

The Anthem Sports and Entertainment, (the “Company”) is committed to providing excellent customer service and welcomes customer input to improve the accessibility of our facility and/or services.

To request a copy of Anthem Sports and Entertainment (the “Company”) the Plan in an alternate format, or to provide feedback on accessibility at Anthem Sports and Entertainment, please contact:

***In-person***

Anthem’s office located at  
25 York Street, Suite 1810  
Toronto, ON

***By telephone***

(416)987-2321 – Anthony Cicione – President Sports

***By mail***

25 York Street, Suite 1810,  
Toronto, ON M5J 2V5  
Attention: Anthony Cicione – President Sports

***By email***

acicione@anthemse.com

We will acknowledge all feedback within two business days and will thereafter provide a timeframe for resolution or redress. The Company will follow up with any required action within the timeframe noted. Information on this feedback process will be readily available and will include information about what actions are required to be taken after feedback is received. The feedback may consist of a suggestion, compliment or complaint relating to the accessibility of our facilities and/or services. We will consult the individual providing the feedback to determine what is the most accessible or appropriate alternate format or accessible communication support. For individuals that would like to remain anonymous please do not include your email or any other contact information in your feedback letter or form.

We welcome your feedback. Let us know how we're doing on meeting your accessibility needs — and how you think we could improve.

## **Our Commitment**

The Company is committed to ensuring equal access and participation all people. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility.

This Plan outlines the actions the Company will take between 2024 and 2027. We are committed to identifying, removing, and preventing barriers to employment; our physical environment, information and communication technologies; communication; procurement of goods and services; and within the design and delivery of our programs and services.

The Company is committed to meeting the principles and requirements outlined in the ACA and to meeting the accessibility needs of people with disabilities in a timely manner, through the implementation of the requirements of the ACA and its applicable regulations.

## **Consultation**

To help create the Plan, the Company reviewed best practises, solicited feedback on our programs and consulted with persons with disabilities -- including customers, employees, and external organizations.

## **Our Three-Year Plan**

The Three-Year Plan address our accessibility improvement plans for employment, the built environment, information communication technologies, communication, the procurement of goods, services and facilities, the design and the design and delivery of programs and services. Transportation has not been included in this review as it does not apply to services the Company provides.

## ***Short-term***

- Continue to solicit feedback from our viewers.
- We will ensure we communicate with people with disabilities in ways that take into account their disability and we will work with the person with disabilities to determine what method of communication works for them.
- Review the effectiveness of current closed-captioning offerings.
- Roll out enhanced employee accessibility training.
- Increase awareness of accommodation process for job applicants.
- Increase manager and employee awareness of accommodation processes available for employees.

### ***Medium-term***

- Review the effectiveness of enhanced employee training.
- Evaluate the effectiveness of accommodation opportunities for job applicants.
- Promote accessibility services, and alternate options and methods of communications to increase awareness and usage.
- Research accessibility best practices and technologies that enhance program viewership for people with disabilities.
- Review web functionality for compliance and adequate accessibility features.
- Adopt universal design principles and best practices in digital accessibility.
- Continue to evaluate current procurement policies, processes and tools to improve accessibility.

### ***Long-term***

- Ensure any future office relocations consider accessibility of facilities as a key step in location evaluation.
- Use feedback and consultations with persons with disabilities to ensure accessibility process are integrated across our business.
- Review the possibility of offering ASL and described video on non-live event programming and any other technologies that enhance program viewership for people with disabilities.

### **Review and Update**

The Company will review and update the Plan at least every three years.