

Progress Report #2
Updated December 2025

This Progress Report is made pursuant to sections 69 (1) and 71 of the *Accessible Canada Act* and explains the Company's progress made toward the objectives set out in its Initial Accessibility Plan.

Employment

Description	Status	Anticipated Timeline
Education and awareness with respect to the identification of barriers in recruitment processes.	Implemented	Ongoing
Virtual meeting options for employees who benefit from mobility, visual or hearing accommodations.	Implemented	Ongoing
Plain language and inclusive Company communications.	Implemented	Ongoing

Built Environment

Description	Status	Anticipated Timeline
Identification of barriers with respect to building access and configuration.	Ongoing	2030

Information and Communication Technologies

Description	Status	Anticipated Timeline
Identification of opportunities to incorporate assistive technologies, e.g. closed captioning, transcription and/or other assistive technologies for virtual meetings.	Ongoing	2028
Procurement and implementation of assistive technologies.	TBD	TBD

Procurement of Goods, Services and Facilities

Description	Status	Anticipated Timeline
Education and awareness with respect to the identification of barriers in procurement processes and procedures.	Implemented	Ongoing
Identification of barriers in the procurement of goods, services and facilities.	Ongoing	N/A

Transportation

Description	Status	Anticipated Timeline
Identification of barriers with respect to the availability of public transportation.	Ongoing	2026-2027
Identification of opportunities to incorporate driver assistance features on new Company vehicles and equipment.	Ongoing	2030

Consultation and Feedback

In conjunction with its Accessibility Plan and future updates, the Company is engaged in ongoing consultation with persons with disabilities to support our identification of barriers in our workplaces. This consultation process includes opportunities for those who self-identify as a person with a disability to provide input in verbally, in writing, or through

other means if preferred. The Company is also exploring opportunities to engage with external organizations. Feedback received has been incorporated into this progress report and will be addressed in future revisions of the Company's Accessibility Plan.