

Progress Report #1
Updated March 10, 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
Identification of barriers with respect to job postings and job application/hiring processes.	Ongoing	2025-2026
Virtual meeting options for employees who benefit from mobility, visual or hearing accommodations.	Ongoing	2025-2026
Plain language and inclusive Company communications.	Ongoing	N/A

Built Environment

Description	Status	Anticipated Timeline
Identification of barriers with respect to building access and configuration.	Ongoing	2025-2026

Information and Communication Technologies

Description	Status	Anticipated Timeline
Implementation of closed captioning, transcription and/or other assistive technologies for virtual meetings.	Ongoing	2025

Procurement of Goods, Services and Facilities

Description	Status	Anticipated Timeline
Identification of opportunities to foster inclusivity 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	2025-2026
Identification of opportunities to incorporate driver assistance features on new Company vehicles and equipment.	Ongoing	2025

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 an opportunity 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.

The Company has not received feedback from individuals self-identifying as a person with disabilities. Upon receipt of such feedback, the Company will review and incorporate it into subsequent progress reports and/or revisions to its Accessibility Plan.