

TransCanada PipeLines Limited Accessibility Plan

General

Who we are and our commitment to contribute to a barrier-free Canada

For more than 70 years, TC Energy has proudly operated pipelines, storage facilities and power-generation plants that support life in Canada, the U.S. and Mexico.

We respect the core principles of dignity, independence, integration, and equal opportunity. We are committed to ensuring that our employees, job applicants, partners and the communities can fully interact with the Company without barriers. We strive to continuously improve accessibility by listening to feedback from our employees and other stakeholders and regularly reviewing our programs.

This Plan outlines the steps we have taken and plan to take in the next three years to identify, prevent and remove barriers for persons with disabilities.

Feedback

For more information, to provide feedback or to request alternate formats, contact:

- **Email:** accessibility@tcenergy.com
- **Phone:** (403)-920-2000
- **Mail:** TC Energy
450 – 1 Street, S.W.
Calgary, Alberta
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Attention: Ashley Popko, Human Resources

We welcome questions and comments provided in good faith and take steps to address barriers to accessibility identified through this process.

Glossary

Accessibility:	The design of products, devices, services, environments, technologies, policies, and rules in a way that allows all people to access them.
Barrier:	Anything physical, architectural, technological, or attitudinal, based on information or communications or that is the result of a policy or a practice, that hinders the full and equal participation in society of persons with disability.
Disability:	Any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation, permanent, temporary, or episodic in nature, evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.

Employment

Human Resources advances the Company's commitment to build a diverse, inclusive, and respectful workplace that reflects the communities where we live and work and to create an environment where every employee is respected and can contribute to their full potential. We embrace our differences and enable a creative, innovative, and high-performing culture.

To support our diversity, equity, and inclusion goals, we train our employees on these matters and have in place the Reasonable Workplace Accommodation, Equal Employment Opportunity and Non-Discrimination, and Harassment-Free Workplace Policies. In addition, we offer a flexible benefit package to support our employees' particular needs and interests, offer a hybrid work option to eligible employees, and recently implemented a new Human Capital Management system that provides a better recruitment, onboarding, learning, development, and career management experience.

Our employment policies, practices and programs are reviewed regularly to ensure they are compliant, competitive, relevant, and communicated in a user-friendly manner. Accommodations and return to work plans are developed considering the employee's specific needs.

We also have different groups that support our diversity and inclusion strategies, including our Diversity Officer, Diversity Executive Council, Diversity Champions, Mental Health Champions and Employee Inclusion Networks.

Actions	Completion date
• Post this Plan, and future updates, in the Company's intranet	June 2023
• Handle accessibility related feedback	On-going
• Provide leaders and employees information related to accessibility in the workplace	On-going
• Engage employees for feedback on this Plan	On-going
• Encourage self-disclosure of disabilities from employees and job applicants	On-going
• Ensure accessibility is included in evacuation and emergency plans, and communicated to staff through our internal site	2023

Built environment

Facilities Services oversees the planning, development, operation, and maintenance of select TC Energy work sites throughout Canada. We work with key service providers to deliver the vital support services needed to work efficiently and effectively. Facilities oversees upgrading and renovation projects designed to improve how our spaces function as our needs evolve, including removing barriers in our built environment.

Actions	Completion date
• Post notice of disruption of services that impact accessibility	On-going
• Review office locations and implement, where applicable, accessibility improvements	On-going
• Review field sites and regional facilities and implement, where applicable, accessibility improvements	On-going
• Review our policies to support a barrier-free workplace	2025
• Create wellness/nursing/multi faith area with TC Energy Tower (Calgary)	2023

<ul style="list-style-type: none"> • Ensure accessibility is included in evacuation and emergency plans for our office locations, and communicated to visitors upon registration 	2023
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Information and communications technologies

Information Services (IS) works to provide innovative solutions to ensure our business works efficiently and that all employees have improved access to technology needed to do their job.

Actions	Completion date
<ul style="list-style-type: none"> • Review accessibility performance of IS assets and resources 	On-going
<ul style="list-style-type: none"> • Support business partners to create accessible documents in a digital format 	On-going
<ul style="list-style-type: none"> • Develop process for providing adaptive technology, when needed for reasonable workplace accommodations 	2026

Communication, other than information and communications technologies

Communications ensures the right message gets to the right people, while utilizing the right channels and multiple formats. We provide guidance on making communications more accessible in daily work and through our communication channels.

Actions	Completion date
<ul style="list-style-type: none"> • Create an inclusion and diversity editorial guiding principles document 	2024
<ul style="list-style-type: none"> • Ensure both internal and external websites follow accessibility guidelines 	On-going

Procurement of goods, services, and facilities

Supply Chain "helps the business run the business" by identifying strategic opportunities to manage TC Energy's spend on goods and services from third-party suppliers. As a trusted business partner, we work closely with internal clients to deliver solutions for total life cycle value.

Through our Supplier Diversity program, we actively encourage diversity, by creating opportunities for qualified local and diverse suppliers to participate in our projects and operations. We recognize that a strong, diverse supplier community is crucial, it contributes to the endurance of the community where we live and work and ensures we are resilient and agile.

Actions	Completion date
<ul style="list-style-type: none"> • Promote awareness about procurement opportunities to businesses owned by persons with disabilities 	On-going
<ul style="list-style-type: none"> • Increase percentage of diverse influenceable procurement spend 5% year-over-year through to 2027 	On-going

Design and delivery of programs and services

Our external relations teams engage with chambers of commerce, business groups, economic development agencies, Indigenous groups, and all levels of government. We also direct project community investment dollars supporting first responders, improving access to education, enhancing

the environment, and sponsoring local events or initiatives. Efforts are being made to ensure accessible resources and events are provided to our community, so everyone can participate.

Actions	Completion date
<ul style="list-style-type: none">• Ensure consultation meetings and events with communities and stakeholders follow accessibility guidelines and offer accommodations where possible	2025

Transportation – Not applicable

Consultation

Although we provide the energy people need every day, members of the public do not interact directly or regularly with our Company. For this reason, we consulted an internal audience, including employees, members of our internal Inclusion and Diversity Executive Council, Mental Health Champions, and members of the Employee Inclusion Networks.

Consultations were conducted between February and April 2023, through meetings, emails, and a survey, where the current state of accessibility and proposed actions to identify, prevent and remove barriers were reviewed. The survey was anonymous but 23% of participants disclosed they have a disability, more than our current representation (3%).