

# TransCanada Pipelines Limited Accessibility Progress Report 2025

## 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.

We welcome questions and comments provided in good faith and have designated the Inclusion & Belonging Manager to receive and review these on our behalf.

For more information, to provide feedback or to request alternate formats of our Accessibility Plan or this Progress Report, contact:

- **Email:** [accessibility@tcenergy.com](mailto:accessibility@tcenergy.com)
- **Phone:** (403)920-2000
- **Mail:** TC Energy  
450 – 1 Street, S.W.  
Calgary, Alberta  
T2P 5H1  
Attention: Ashely Popko, Human Resources

This Progress Report outlines the status of our on-going efforts to identify, prevent and remove barriers for persons with disabilities.

## Employment

| Actions   | Status    |
|---|-----------|
| • Post this Plan, and future updates, in the Company's intranet   | Complete  |
| • 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 | Completed |

## Built environment

| Actions  | Status      |
|--|-------------|
| <ul style="list-style-type: none"> <li>• Post notice of disruption of services that impact accessibility</li> </ul>  | On-going    |
| <ul style="list-style-type: none"> <li>• Review office locations and implement, where applicable, accessibility improvements               <ul style="list-style-type: none"> <li>○ Following improvements complete in the TC Energy Tower (Calgary) in 2024:                   <ul style="list-style-type: none"> <li>– wellness/multi faith area</li> <li>– mother's room,</li> <li>– Nexus 30 universal washroom,</li> <li>– main floor washroom renovation to barrier free design,</li> <li>– Barrier free entry doors (west entrance) and</li> <li>– meeting room accessibility settings</li> </ul> </li> </ul> </li> </ul> | On-going    |
| <ul style="list-style-type: none"> <li>• Review field sites and regional facilities and implement, where applicable, accessibility improvements               <ul style="list-style-type: none"> <li>○ Following improvements complete in Q1 2025:                   <ul style="list-style-type: none"> <li>– New barrier free washrooms and entry doors in Spruce Grove facility</li> </ul> </li> </ul> </li> </ul>   | On-going    |
| <ul style="list-style-type: none"> <li>• Review our policies to support a barrier-free workplace</li> </ul>  | In progress |
| <ul style="list-style-type: none"> <li>• Ensure accessibility is included in evacuation and emergency plans for our office locations, and communicated to visitors upon registration</li> </ul>  | Completed   |

## Information and communications technologies

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

## Communication, other than information and communications technologies

| Actions  | Status      |
|--|-------------|
| <ul style="list-style-type: none"> <li>• Create an inclusion and belonging editorial guiding principles document</li> </ul>    | In progress |
| <ul style="list-style-type: none"> <li>• Ensure both internal and external websites follow accessibility guidelines</li> </ul> | On-going    |

## Procurement of goods, services, and facilities

| Actions  | Status      |
|--|-------------|
| <ul style="list-style-type: none"> <li>• Promote awareness about procurement opportunities to businesses owned by persons with disabilities</li> </ul> | Not started |
| <ul style="list-style-type: none"> <li>• Increase percentage of diverse influenceable procurement spend 5% year-over-year through to 2027</li> </ul>   | In progress |

## Design and delivery of programs and services

| Actions   | Status   |
|---|----------|
| <ul style="list-style-type: none"><li>• Ensure consultation meetings and events with communities and stakeholders follow accessibility guidelines and offer accommodations where possible</li></ul> | On-going |

## Transportation – Not applicable

### Consultation

We consulted the Inclusion and Diversity Executive Council and key stakeholders (Inclusion Champions, Inclusion & Belonging team members) between April 21 and May 6, 2025. All parties reviewed the progress report and did not have concerns with actions taken so far and supported further plans to meet our goals.

### Feedback

We implemented a process to receive and deal with feedback on accessibility on an ongoing basis, through the utilization of an anonymous survey tool. All feedback received is acknowledged, considered and actioned.