

TransCanada PipeLines Limited Accessibility Progress Report

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 Diversity, Equity and Inclusion 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
- **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	Completed
• 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">• Post notice of disruption of services that impact accessibility	On-going
<ul style="list-style-type: none">• Review office locations and implement, where applicable, accessibility improvements	On-going
<ul style="list-style-type: none">• Review field sites and regional facilities and implement, where applicable, accessibility improvements	On-going
<ul style="list-style-type: none">• Review our policies to support a barrier-free workplace	In progress
<ul style="list-style-type: none">• Create wellness/nursing/multi faith area with TC Energy Tower (Calgary)	Completed
<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	Completed

Information and communications technologies

Actions	Status
<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	By 2026

Communication, other than information and communications technologies

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

Procurement of goods, services, and facilities

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

Design and delivery of programs and services

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

Transportation – Not applicable

Consultation

We consulted the Inclusion and Diversity Executive Counsel between May 22 and 29 through emails and members reviewed the progress report and did not have concerns with actions taken so far and supported plans to meet our goals.

Feedback

We implemented a process to receive and deal with feedback on accessibility. All feedback received was acknowledged, considered and actioned. Through this process we received the following feedback from June 1, 2023, to June 1, 2024:

1. Include closed captioning, or sign language interpreters, to company-wide events for deaf and hard of hearing employees to fully participate.

Action: Communications will pilot a closed caption software with the goal to roll-out to company-wide events after feedback has been received and reviewed.