

TransCanada PipeLines Limited

Accessibility Plan

2026 - 2029

General

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

For more than 75 years, TC Energy's employees have worked together to safely and efficiently move, generate and store the critical energy that North America and the world rely on.

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 an 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 inclusion and belonging 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 inclusion strategies, including our Chief Inclusion Officer, Inclusion Leadership Council, Inclusion Champions, Mental Health Champions and Employee Inclusion Networks.

Actions	Completion date
Post this Plan, and future updates, in the Company's intranet	June 2026
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	May 2026
Encourage self-disclosure of disabilities from employees and job applicants	On-going

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
New office build in the U.S. to include an accessible wellness space	2026

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
Review accessibility performance of IS assets and resources	On-going
Support business partners to create accessible documents in a digital format	On-going

Communication, other than information and communications technologies

Communications ensure 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
Create an inclusion and diversity editorial guiding principles document	2026
Ensure both internal and external websites follow accessibility guidelines	On-going
Ensure live captioning is available for all Teams Live events so that employees have the option to turn on Spanish and French closed captions as needed.	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 spending 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
Promote awareness about procurement opportunities to businesses owned by persons with disabilities	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 community project 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
Ensure consultation meetings and events with communities and stakeholders follow accessibility guidelines and offer accommodations where possible	On-going

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 Leadership Council, Mental Health Champions and members of the Employee Inclusion Networks.

Consultations were on-going, through meetings, emails and a survey posted on the intranet, where the current state of accessibility and proposed actions to identify, prevent and remove barriers were reviewed. The survey was anonymous, but 22% of participants disclosed they have a disability, more than our current self-disclosed representation.