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2025 Accessibility Progress Report – Compugen Inc.



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Accessibility Progress Report

General

If you wish to request a copy of Compugen's accessibility plan, the progress report or the description of the feedback process in an alternative format (PDFs, Word document, large print etc.), or provide feedback, please contact:

- **Designated Person:** Tony Chow
- **Title:** People & Culture (HR) Operations Manager
- **Email:** pc@compugen.com
- **Phone Number:** 1-800-350-7404
- **Mailing Address:** Tony Chow c/o People and Culture, Compugen Inc. 100 Via Renzo Drive, Richmond Hill, Ontario, L4S 0B8
- **Other Communication Method:** Contact us at: <https://www.compugen.com/en-ca/contact>

Accessibility Feedback

Should you have feedback on any accessibility barriers that you may have encountered in dealing with Compugen Inc or your feedback on the way Compugen Inc is implementing its Accessibility Plan, please contact us using one of the methods listed above.

Areas in Section 5 of the Accessible Canada Act (ACA)

Employment

We have taken (or will be taking) the following actions in removing barriers identified in our accessibility plan:

Barrier 1 - Employee Training: We have extended accessibility training to all new hires, which they must complete within the first 60 days of employment.

Barrier 2 - Accommodation for Job Applicants: We added language regarding our accommodation process during the recruitment process on our job postings.

Barrier 3 - Accommodation for Employees: We have modernized our Workplace Accommodation policy to provide clear guidance on how to request accommodation for employees throughout their employee life cycle. The updated policy clarifies roles, rights and responsibilities and was drafted with simple and clear language.

Upcoming Initiative 1: We are planning on including verbiage in our recruitment communications and job postings to specifically invite persons with disabilities to apply.

Upcoming Initiative 2: We are conducting a feasibility study on the implementation of a new mechanism to facilitate voluntary self-identification from job applicants and current staff members.

Built Environment

We have taken (or will be taking) the following actions in removing barriers identified in our accessibility plan:

Barrier 1 - Head Office Accessibility Features: We have conducted a review and concluded that our Head Office contains sufficient accessible entrances, signage, parking spaces and washrooms are available on site.

Upcoming Initiative: We will be opening our new Montreal Office later in 2025; this office is designed with a basic level of accessibility for individuals with mobility issues. Further changes to our office suite to better accommodate persons with disabilities have been added to our capital projects list and will be implemented post move-in.

Information and Communication Technologies

We have taken (or will be taking) the following actions in removing barriers identified in our accessibility plan:

Barrier 1 – Web Content Accessibility Guidelines (WCAG) 2.1: We made considerable and deliberate effort in ensuring Compugen’s websites, mobile applications, and digital content comply (and continue to comply) with Web Content Accessibility Guidelines 2.0 AA. We are happy to share that all of our digital content is WCAG 2.1 compliant.

Barrier 2 - Alternative Formats: We included clear instructions on how to request a copy of our accessibility plan, feedback process or any other Compugen documents in alternate formats in our Feedback Process Description document, posted on our corporate website.

Upcoming Initiative: We believe there is an opportunity to assess the accessibility of Compugen’s HRIS, including the Applicant Tracking System, that allows job seekers to apply to job openings, to ensure it does not present barriers to persons with disabilities. Compugen will review our HRIS to identify barriers to accessibility and make it simpler to use where possible.

Communication

We have taken (or will be taking) the following actions in removing barriers identified in our accessibility plan:

Barrier 1 - Public-facing content: We added the “Accessibility” widget on our corporate website to allow readers to adjust / select accessibility features, including but not limited text size, text spacing, line height, contract, to significantly improve readability.

Upcoming Initiative: We will commence a review on the simplicity of the language we use in existing, employee-facing content (intranet pages, employee handbook etc.) to improve accessibility. The first step is to educate relevant individual(s) in the Human Resources department in plain language writing. We will prioritize the most frequently accessed content first once the team is trained.

Procurement of Goods, Services, and Facilities

We have taken (or will be taking) the following actions in removing barriers identified in our accessibility plan:

Barrier 1 - Suppliers Selection: We are committed to modernizing our procurement practices by working with like-minded suppliers and including accessibility considerations in our procurement process where appropriate.

Barrier 2 - Procurement Practices: We are in the process of reviewing our procurement checklists, procurement processes and other relevant templates to identify opportunities to introduce accessibility considerations.

Design and Delivery of Programs and Services

We have taken (or will be taking) the following actions in removing barriers identified in our accessibility plan:

Barrier 1 - Accessible Customer Service Training: We have extended training on accessible customer service to all new hires, including individuals providing goods or services on Compugen’s behalf. The training must be completed within the first 60 days of employment.

Transportation

Compugen does not offer transportation services and therefore has nothing to report under this heading.

Consultation

We want to create a platform / forum for persons with disabilities to share feedback on how Compugen can improve overall accessibility, as well as to share barriers to accessibility that they have encountered or observed. Against this backdrop, we are in the final stages of designing an

online survey with the goal to consult persons with disabilities in a meaningful way. The voluntary survey will be made available to employees and will be open for at least 4 weeks later this year (2025).

The survey will be made available to employees who completed the voluntary self-identification questionnaire and self-identified as a person with a disability.

Data collected will be used to help identify, prevent and remove barriers experienced by employees with disabilities and improve their experiences. We'll share the findings from the surveys with business leaders across Compugen to advocate for and address the needs of our employees with disabilities.

Feedback

Compugen did not receive any feedback (through methods described in the Feedback Process Description document) on how our accessibility plan is being implemented or the barriers that individuals may have encountered while dealing with us. Therefore, Compugen has nothing to report under this heading.