

ACCESSIBILITY PLAN PROGRESS REPORT #2

Cameco Corporation

The following outlines Cameco's Accessibility Plan Progress Report
in accordance with the Federal Accessible Canada Act.
June 2025



TABLE OF CONTENTS

1.0	GENERAL.....	3
2.0	FEEDBACK PROCESS PROGRESS	3
3.0	PROGRESS REPORT SUMMARY	4



1.0 GENERAL

The following is a progress report related to Cameco Corporations 2023 – 2025 Accessibility Plan of which was created following the Accessible Canada Act (ACA). The purpose of the Accessible Canada Act is to benefit all persons, especially persons with disabilities, and create a barrier-free Canada by 2040. The following outlines Cameco’s accessibility plan progress as of June 2025. This progress report includes all commitments identified in the plan following the prescribed areas as set out under the Act:

- employment
- built environment
- information and communication technology
- communication, other than information and communication technology
- procuring foods, services and facilities
- designing and delivering programs and services
- transportation

Content identified in this document are above and beyond what Cameco is already actively doing to support accessibility.

The scope of this progress report is applicable to Cameco Corporation and its wholly owned subsidiary, Cameco Fuel Manufacturing.

Reference document: Cameco Corporation 2023 – 2025 Accessibility Plan

2.0 FEEDBACK PROCESS PROGRESS

Recognizing the breadth of this space, this will be a continuous journey where we are committed to seeking ongoing feedback to improve our accessibility plan over time.

Cameco’s current feedback process directs individuals to send their feedback to Cameco’s Inclusion, Diversity & Equity Specialist. To see full details please reference Cameco’s published 2023 – 2025 Accessibility Plan.

As a progress update related to the feedback process, Cameco has set up a central email address (accessibility@cameco.com) to collect feedback and related inquiries from employees. The next Accessibility Plan will be updated in accordance with this to reflect this progress update.

3.0 PROGRESS REPORT SUMMARY

The following outlines the progress and current status of work and actions taken as of June 2025. The status identified will follow one of three options: Not started, In progress, Complete. Where required, commitments will be carried forward to the next plan. This acknowledges that our commitments remain while recognizing that some initiatives require additional time to solidify into business plans as Cameco continues to determine the best way to incorporate additional accessibility initiatives into our practices. We also remain focused on maintaining our existing accessibility practices that precede this plan.

Area	Barrier	Commitment	Progress
Employment	1. Attract - We do not actively take persons with disabilities into consideration when choosing posting platforms or job fairs.	During 2024 we will take persons with disabilities into consideration when selecting the posting platforms and job fair plans for 2025 (i.e. Sask Abilities Partner in Employment).	Status: In progress Comments: Exploring if attending the Sask Abilities job fair is feasible and a fit for Cameco in the 2026 year.
	2. Hire - Our onboarding orientation kit does not mention our commitment to accessibility or explain how to ask for disability-related accommodations that exist upon hire.	We will add text to our onboarding orientation kit that recognizes our commitment to accessibility during our 2024 onboarding orientation kit revision process for implementation in the 2025 version.	Status: Not started Comments: A broader project update to Cameco's Onboarding content and process was identified in 2024 and work is ongoing.
	3. Hire - Our inclusion and diversity supervisory resources do not mention our commitment to accessibility or provide a narrative to mitigate the perceived risk in hiring persons with disabilities (such as liability, lack of productivity, and increased cost) by identifying the opportunities in reimagining business practices and initiatives.	Update the above-mentioned supervisory resources with commitment and narrative by the end of 2024.	Status: Not started Comments: This will be incorporated into the next supervisory resources page update.

	4. Retain - We do not offer guidance to support inclusive meetings that are designed to provide support for persons with disabilities.	Adopt a version of the Guide to Planning Inclusive Meetings created by Human Resources and Skills Development Canada.	Status: Complete Comments: Guidance on inclusive meetings is included as part of Cameco's Effective Meetings employee resource page.
	5. Retain - Our diversity questionnaire does not ask for details on type of disability if an employee chooses to disclose that they are a person with a disability.	Change our diversity questionnaire to ask for type of disability so we can better understand our employee demographic and use this information to support prioritization related to adopting accessible measures.	Status: Complete Comments: This was implemented January 2024.
The built environment (physical spaces)	6. We are unaware of where all the opportunities to become more accessible exist related to our built environment.	<p>Given our locations and industry, the built environment will require assessment to determine where our opportunities to become more accessible exist. This may involve an external consultant as well as internal collaboration among with our Safety, Health, Environment and Quality (SHEQ) department and Facilities department.</p> <p>Over the course of the next three years, between this initial plan and the next plan, we commit to beginning a facility assessment focusing on our Saskatoon, Saskatchewan locations, which include:</p> <ul style="list-style-type: none"> - Saskatoon Head Office Building - Saskatoon Transit Warehouse Building 	Status: In progress Comments: For the Saskatoon Head Office Building, opportunities to make office space more accessible is assessed by the contracted architect firm as part of the project planning process when areas are scheduled to undergo renovations.

Information and communication technology (ICT)	7. We currently do not offer closed captions in all of our video content.	To address this barrier, we plan to include closed captions on all videos created going forward. This will involve work with our communications team, training team and/or IT teams where required.	Status: In progress Comments: Offered on some video content. Employees have the option of turning captions on themselves for content as well as the text to speak feature is available for training content that does not default to a video narrative.
	8. Technology is reflected in much of our equipment and we have been intentionally on a digitization journey at Cameco. This creates opportunities for accessibility but can put us at a risk of limitation for some if we don't establish a requirement to ensure adaptability within our technology standards.	We plan to consider how we can make information technology usable for all as we continue our digitization journey. This will involve work with our Business Technology Services (BTS) department.	Status: In progress Comments: Accessibility features are available within the technology platforms that are used at Cameco. For instance, employees can access the 'Accessibility Assistant' in Microsoft Office Word and Accessibility features in Microsoft Teams.
Communication, other than ICT	9. We do not communicate the option or have a plan to provide alternate formats of content if requested.	Upon request, Cameco is committed to providing alternate formats as soon as possible. Such formats may include but are not limited to: - Sign language - Braille - Font enlargement - Revised technical content to reflect simple, clear and concise language	Status: In progress Comments: we do this reactively upon request and plan to communicate this option to employees to increase awareness and thus utilization as required.
The procurement of goods, services and facilities	10. Our procurement procedures and practices do not require us to consider accessibility in our selection process.	We will consult with our Supply Chain Management department to build a plan for consulting with vendors to tell us how the products and services they provide take accessibility into consideration,	Status: Not started Comments: This commitment will be carried forward into Cameco's next Accessibility Plan.

		including accessibility considerations in forms related to request for proposal (RFP) activities.	
	11. We do not have a checklist to evaluate the accessibility of external locations (venues) for Cameco events when Cameco is primary organizer of the event.	In 2024 we will review our process for venue selection to identify if there is an opportunity to implement an accessibility checklist in 2025 for future event planning.	Status: Not started Comments: This commitment will be carried forward into Cameco's next Accessibility Plan.
The design of delivery of programs and services	12. We do not actively take accessibility into consideration when developing new or revising existing programs or services outside of Human Resources (HR). We review all programs and training developed within HR with a diverse perspective but we do not extend this assessment perspective to programs or training developed by departments outside of Human Resources.	Throughout 2024 we will build a process that will request departments outside of HR to have their programs/training reviewed by HR for a diverse perspective. This will include an accessibility review related to persons with disabilities and perspective to support other underrepresented groups. 2024 will build process and 2025 will involve rollout and gradual implementation through trial prior to establishing this as a requirement.	Status: Not started Comments: This commitment will be carried forward into Cameco's next Accessibility Plan.
	13. We do not have a mechanism to communicate inclusive equipment offerings to employees to ensure that individuals have the means to request equipment required to perform their position if requirements are outside of the standard.	We will review equipment offerings related to non-IT items (i.e. chairs) through our Facilities department and IT equipment offerings through our Business Technology Services (BTS) department. This will also involve a review of the process for requesting nonstandard equipment. This supports our goal to provide employees access to performance-optimizing equipment in order to present their best selves.	Status: Not started Comments: This commitment will be carried forward into Cameco's next Accessibility Plan.

Transportation	14. Our Light-Duty Vehicle Fleet Management standard does not address a plan for accessibility.	We will review the standard with the standard owner and add an accessibility section during the next scheduled review for this internal standard. Contracted transportation activities may be considered in future plan updates if deemed to be within scope.	Status: Not started Comments: This commitment will be carried forward into Cameco’s next Accessibility Plan.
----------------	---	--	---