



Terrestar
solutions

Terrestar Solutions Inc.

**Accessibility
Progress Report**
2026

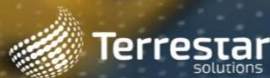


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GENERAL

Summary

Terrestar Solutions Inc. (“Terrestar”) has made significant progress towards most of the goals set in our Accessibility Plan. Our Accessibility Plan consisted of 6 goals with 13 associated actions. Of these, we have:

- Completed 12 action items
- Partially completed the final goal
- Identified 2 of the goals that will be ongoing

This year, our progress included embedding accessibility into recruitment and onboarding, publishing our Code of Business Conduct and Ethics, advancing our DEI plan and training, completing accessible office renovations, strengthening ICT and website accessibility practices, updating communication and brand guidelines, communicating our procurement policy, and integrating accessibility considerations into customer-facing service delivery. We also included accessibility questions in our 2026 employee survey to support more proactive feedback, although no accessibility-specific feedback was received. Accessibility remains an ongoing commitment. In the next reporting period, we will continue to track the effectiveness of completed actions, strengthen proactive feedback mechanisms, monitor and refresh accessibility and DEI practices, and address remaining procurement-related gaps as resources and supplier collaboration mechanisms mature.

Terrestar’s Accessibility Statement

We are committed to adopting a proactive approach to identify, prevent, and eliminate obstacles faced by people with disabilities in all spheres of our business. We aspire to create an environment where all Canadians, regardless of their abilities, can communicate freely with each other and with the world around them, without hindrance or barriers.

Thus, in preparing our plan, we have been guided by the fundamental principles outlined in the Accessible Canada Act (ACA):

Respect for the dignity of every individual, regardless of their disability, by ensuring fair and respectful treatment;

- Ensuring that all individuals, regardless of their disabilities, have equal opportunities to thrive fully;
- Commitment to providing barrier-free access and promoting full and equal participation in all aspects of society for every individual, without distinction;
- Recognition of the right for every person, with or without assistance, to make decisions for themselves autonomously and meaningfully;
- Integration of the needs and experiences of people with disabilities in the creation and implementation of laws, policies, programs, services, and structures;
- The importance of enabling the active participation of people with disabilities in the development and design of laws, policies, programs, services, and structures.

By committing to upholding these principles, we strive to create an inclusive environment where everyone can contribute fully and benefit from all the opportunities offered by our society.

Accessibility Committee

The members of Terrestar's Accessibility Committee, which is responsible for the preparation and execution of this Accessibility Plan, are:

- **Accessibility Champion:** Jean-Sébastien Boulard, Vice President, Talent and Culture: js.boulard@terrestar.ca
- **Executive Sponsor:** Jason Trembley, Vice President, Business Development: jason.trembley@terrestar.ca
- **Department Liaisons:**
 - Nathalie Langlois, Senior Director, Brand & Marketing Communications: nathalie.langlois@terrestar.ca
 - Nathalie Daigle, Executive and Talent Management Coordinator: nathalie.daigle@terrestar.ca
 - Isabelle Hallé, Senior Director, Project Management: isabelle.halle@terrestar.ca
 - Sharon Robson, Procurement Director, sharon.robson@terrestar.ca

Feedback Process

Terrestar is committed to providing an accessible, receptive, and transparent feedback process. Our feedback process and anonymous feedback form are hosted on our website following the Level AA Web Content Accessibility Guide (WCAG). We are committed to ensuring that all feedback submissions receive a timely response, unless feedback is provided anonymously.

We have a designated person and established feedback process to receive and deal with any feedback you may have for us about accessibility:

- **Feedback point of contact:** Jason Trembley, Vice-President, Business Development
- **By telephone:** 514-843-0679
- **By e-mail:** accessible@terrestar.ca
- **By regular mail:** Terrestar Solutions Inc., 1035 Laurier Ave, Suite 300, Outremont, Québec H2V 2L1
- **Anonymous feedback:**
 - <https://terrestarsolutions.ca/en/accessibility/accessibility-feedback-form>
 - <https://strigo.ca/en/accessibility/accessibility-feedback-form>

By using this contact information, employees, customers, and members of the public can send us:

- A request to receive this plan in an alternative format (see *Alternative Formats*).
- A request to receive the description of our accessibility feedback process.

Your feedback on accessibility

We actively encourage feedback and suggestions from our community, including those with disabilities, on the accessibility of our documents and services. We are committed to incorporating these insights into our ongoing efforts to enhance accessibility and meet the diverse needs of our audience. We will also prioritize conducting follow-up surveys to ensure continuous improvement.

Together, we can create an environment where everyone feels valued and included, where obstacles are minimized, and where opportunities are open to all, regardless of their abilities.

Alternative Formats

Terrestar's Accessibility Plan and a description of our accessibility feedback process will be made available in alternative formats, including:

- Print
- Large print
- Electronic format
- Braille
- Audio format
- Other formats compatible with adaptive technology that are intended to assist persons with disabilities

Requests for print, large print, and electronic formats will be fulfilled within 20 days from the date of the request and requests for Braille and audio formats will be fulfilled within 45 days.

Alternative formats of Terrestar's Accessibility Plan can be requested by email at accessible@strigo.ca, by phone at 514-843-0679, or through our online submission forms:

- <https://terrestarsolutions.ca/en/accessibility/accessibility-feedback-form>
- <https://strigo.ca/en/accessibility/accessibility-feedback-form>

For more information, please visit our website: <https://terrestarsolutions.ca/en/>.

PRIORITY AREAS

Area 1: Employment

Our Accessibility Goal

By removing barriers to employment, our goal is to offer equal opportunities to all our employees, including persons with disabilities. We are dedicated to fostering a culture that values diversity, equity, inclusion, and belonging while providing a secure and supportive work environment.

We are committed to providing appropriate resources and training to raise awareness among all our staff about the challenges and specific needs of people with disabilities. By fostering increased understanding and appreciation of diversity, we aim to create an environment where all individuals feel respected and supported in their professional journey.

We will also aim to work closely with external organizations that specialize in employing people with disabilities to leverage their expertise to achieve our accessibility and inclusion goals. By adopting a collaborative and results-oriented approach, we are confident that we can create fair opportunities for all members of our team, thus fostering a culture of excellence and innovation.

Commitment 1: Emphasize our ability and willingness to provide accommodations during the recruitment and onboarding process by:

1.1 Integrating the accommodation request process into recruitment and onboarding to make the option explicitly available to candidates and new employees.

Status: Completed

Actions: In June 2025, we added a specific section in our onboarding process that asks new employees to communicate any accessibility requests. We will work with employees requiring accommodations to fully understand their needs and how we can improve accessibility at Terrestar for all people with disabilities to provide barrier-free access to employment and career development.

1.2 Developing and publishing a public-facing anti-discrimination policy to be included in all job ads.

Status: Completed

Actions: Our Code of Business Conduct and Ethics has been completed and published at the end of June 2025. Our code requires a workplace free from discrimination and harassment, ensures access to accommodations, promotes inclusive communication, protects privacy, and provides safe, non-retaliatory ways to report accessibility concerns. Employees are expected to comply with all aspects of the Code while at work and when representing Terrestar to the public or clients. As a small team, we hold each other accountable for our conduct, and non-compliance with the code will result in disciplinary action up to and including termination

for serious offences. All employees must review and sign this policy at the beginning of each fiscal year, namely in July 2026.

Commitment 2: Ensure fair and equal access to employment and career progression by providing a thorough understanding and non-biased approach to performance management by:

2.1 Researching and creating a plan to provide training for managers and employees with a focus on Diversity, Equity, and Inclusion that informs on accessibility and the removal of barriers in the workplace.

Status: Completed

Actions: We have been working with Elance, a well-known DEI consulting firm, to develop our DEI plan. Elance uses a data-driven approach to develop personalized learning pathways. Their founders come from marginalized communities, and their lived experience helps share their commitment to creating truly inclusive and safe workplaces.

This partnership's objective was to ensure the adoption of fair and unbiased practices across our processes. Our DEI plan is built around three main pillars:

1. **Leadership and Governance:** Promote inclusive, empathetic leadership that embodies our core values.
2. **Talent Management:** Foster a professional environment where every talent is supported, respected, and valued.
3. **Internal Communications:** Encourage accessible and human-centred communication.

The plan has been communicated to our team, and it is expected that they integrate these pillars into how they conduct their day-to-day work. We will continue to monitor employee satisfaction, eNPS, and engagement to ensure these practices are being respected and remain effective amongst our team.

We delivered two training sessions, one in French with 24 participants and one in English with 35 participants, out of a total of 62 employees. Participants expressed how clearly the presenter explained the content and how easily many employees recognized themselves in the examples shared, resulting in a strong collective awareness that is helping us move forward together toward greater inclusion, and a deeper appreciation for Terrestar for allowing us to open ourselves to others

As our team grows, both in headcount and DEI maturity, we will look into opportunities to further our DEI learning and refresh our current knowledge.

Area 2: Built Environment

Our Accessibility Goal

We are committed to making our offices, buildings, and facilities accessible and barrier-free for people with disabilities. By collaborating with employees, external advisors, and accessibility experts, we identified and removed barriers. We also invested in physical modifications and specialized equipment to create inclusive spaces where everyone can participate and thrive.

Commitment 1: Enhance accessibility in our workplace by integrating accessible design requirements in our planned renovations by:

1.1 Ensuring that contractors follow applicable accessibility guidelines.

Status: Completed

Actions: Our office renovations were completed in September 2024. We reviewed guidelines like the Rick Hansen Foundation’s resources on universal design and accessibility. We worked with our contractors to determine which improvements we could make based on the limitations of our lease agreement while still optimizing for accessible use.

1.2 Establishing accessibility criteria for office renovations.

Status: Completed

Actions: After the assessment, our contractor gave us design plans for the office renovations. The plans included features that make the space accessible, open, inclusive and inviting. This process has established guiding principles for any future renovation we may make to our office space.

1.3 Completing office renovations with accessible design where possible.

Status: Completed

Actions: We completed the renovation in September 2024. We made the following changes to our office to improve accessibility:

- Added an automatic door for the entrance into Terrestar’s office.
- Added texture to the entrance glass to assist visually impaired individuals.
- Lowered the key fob access point to make it easier to reach.
- Made one of the bathrooms fully accessible with an automatic door, a lower sink, and support bars.
- Added a lower sink and support bars to the second bathroom.
- Increased the common area space to accommodate wheelchairs, walkers and other assistive devices.
- Provided adjustable tables in the common working area to accommodate different seat heights and standing options.

Our employees truly appreciate coming to the office because it is an open, inclusive space designed to encourage collaboration and knowledge-sharing through its layout. Beyond private meetings, all employees have been formally invited to avoid working in closed rooms so that we can foster open exchange, peer learning, and a stronger sense of collective engagement. This approach has helped create a workplace where people feel connected, supported, and inspired by one another.

While our team largely works from home, we believe it is important that they have the option of coming to an accessible and safe work environment. We will continue to look for opportunities within our scope to improve the workspace for our employees and visitors.

Area 3: Information and Communication Technologies (ICT)

Our Accessibility Goal

One way to achieve our accessibility goals is to remove barriers to ICT. To do so, we will identify and address barriers in our ICT systems, such as on our websites, networks, telecommunication systems, computer systems, and other technologies used in our business.

We are committed to ensuring the accessibility of our ICT systems, including our websites, networks, telecommunications systems, and computer systems, to ensure an inclusive experience for all users, including people with disabilities. To achieve this, we will seek to identify potential accessibility barriers. Based on these findings, we will implement corrective measures to eliminate these barriers and ensure technologies are accessible to all.

Furthermore, we are committed to integrating accessibility principles from the outset in the development of new technologies and updates to our existing systems. By removing barriers related to ICT, we aim to create an inclusive digital environment that enables everyone to fully participate in our business and services, regardless of their disability.

Commitment 1: Ensure employees are aware of accessibility features available to them through the various internal ICT systems and tools by:

1.1 Creating an “Accessibility Tools” guide for employees to be shared during onboarding and orientation.

Status: Completed

Actions: On our internal website, we have a comprehensive section dedicated to useful links for accessibility tools available on Teams, Apple, Microsoft, and Windows. In February 2025, we made the final version of the Terrestar and Strigo accessibility guide available in both French and English in the Accessibility section of our internal website.

Commitment 2: Increase accessibility across our social media platforms by:

2.1 Following accessibility standards on social media platforms and continuing to ensure our social media content can be accessed by all.

Status: Completed (ongoing)

Actions: To ensure compliance with accessibility standards, we rely on several recognized resources, including the guidelines from the W3C Web Accessibility Initiative (WAI), the practical handbook Accessibility 2 published by the Association of Registered Graphic Designers (RGD), and checklists provided by The A11Y Project, Guia-WCAG, Digital A11Y, Deque University, and WebAIM. We also refer to the detailed criteria outlined in the Web Content Accessibility Guide (WCAG) 2.2 standards. In addition, our digital and web agencies, Mutation and Adviso, support us with their specialized expertise in accessibility to help create a more inclusive digital environment.

As part of every new project, and at the beginning of collaborations with both new and existing external partners and suppliers, we systematically review our accessibility standards and guidelines to ensure ongoing understanding, alignment, and compliance. This approach helps support the long-term sustainability and integration of accessible practices across our digital and communication initiatives.

For example, we have added text descriptions to all videos on the Terrestar and Strigo websites, as well as descriptive alt text for all images across our platforms.

Commitment 3: Ensure that our websites are compliant with the current WCAG standards by:

3.1 Working with external firms to assess the upgrade requirements needed for our website to be compliant with WCAG 2.2 AA.

Status: Completed (ongoing)

Actions: Our Marketing Director ensures that our websites continuously comply with the latest WCAG 2.2 AA accessibility standards. Our web development and digital marketing partners, Mutation and Adviso, conduct ongoing monitoring and accessibility audits using industry-recognized tools such as axe DevTools (accessibility testing tool), WAVE (accessibility evaluation tool), NVDA (screen reader), as well as testing features like “prefers-reduced-motion” in Chrome to reduce animations. We also use resources such as WebAIM’s Contrast Checker (<https://webaim.org/resources/contrastchecker/>) to validate visual accessibility. These practices ensure continuous alignment with evolving standards and are implemented in all upcoming website releases. Accessibility and compatibility are core pillars of Mutation’s web development approach.

Area 4: Communication, other than ICT

Our Accessibility Goal

Identifying and addressing barriers in all our communications, not just information and communication technologies, is important to achieving a barrier-free workplace. We will implement plans to ensure that our commercial documents, advertising materials, and documents related to our products and services meet accessibility needs.

We are committed to expanding our accessibility initiative beyond just the areas of information and communication technologies to include all of our communications. This includes our

business documentation, advertising materials, and any materials related to our products and services.

To achieve this, we will seek to identify and eliminate potential barriers in our communications. This may involve reviewing our documents to ensure they are written in clear and easy-to-understand language, using accessible formats such as enlarged text or braille when necessary, and integrating audio descriptions for visual content in our advertising and promotional materials. By incorporating accessibility practices into all of our communications, we aim to ensure that every individual, including those with disabilities, can access information fairly and efficiently, thereby contributing to creating a barrier-free work environment where all members of our community can thrive.

Commitment 1: Incorporate principles of accessible design into our formal communication and brand standards.

1.1 Revising Terrestar’s Communication and Brand Guidelines to improve accessibility standards, such as plain language wherever possible.

Status: Completed

Actions: In June 2025, we completed two brand guidelines, one for Terrestar Solutions and one for Strigo, in both official languages. Each guide defines how graphic standards should be applied to support compliance with WCAG 2.2 AA web accessibility requirements across all web-based interfaces, including internal platforms.

The guidelines have been shared with all employees, as well as with external suppliers and business partners working on Terrestar and Strigo projects and are expected to be followed consistently. The guides promote the use of plain and inclusive language, along with built-in software tools, to support the creation of accessible Word, PowerPoint, and PDF documents. These guides will be reviewed and updated regularly to remain aligned with evolving accessibility standards.

Area 5: Procurement of Goods, Services, and Facilities

Our Accessibility Goal

We are committed to addressing accessibility barriers in the procurement of goods, services, and facilities. As such, we will endeavour to communicate our accessibility needs to our current and future suppliers, so they understand our accessibility objectives and requirements. By working with suppliers and vendors that are aligned with our accessibility objectives, we can help remove accessibility barriers experienced by persons with disabilities.

We are committed to extending our accessibility efforts to our supply chain for goods, services, and facilities. With this in mind, we will seek to communicate our accessibility needs to our current and future suppliers. By raising awareness of our accessibility goals and requirements, we create essential collaboration to eliminate barriers faced by people with disabilities.

By working with suppliers who share our commitment to accessibility, we contribute to creating a more inclusive ecosystem. Together, we can integrate accessible practices and solutions at every stage of our supply chain, from design to delivery. This strengthened collaboration not only promotes the accessibility of the products and services we offer but also helps to foster a more inclusive culture within our network of business partners.

Commitment 1: Ensure good accessibility governance by implementing a formal procurement policy that integrates accessibility standards into the procurement process by:

1.1 Developing and publishing a new Procurement Policy that prioritizes the selection of goods, services, and facilities that offer barrier-free options or promote accessibility.

Status: Completed (partially)

Actions: The policy states that Terrestar is dedicated to identifying, removing, and preventing accessibility barriers, particularly for persons with disabilities. To achieve this, Terrestar is addressing accessibility procurement barriers by communicating our needs to current and future suppliers, ensuring alignment with their accessibility objectives.

We will also train any new employees responsible for procurement on the new policy and how to identify accessible design. Some of our suppliers, such as SharePoint, Mutation (web agency), and WebRTC, already follow established standards. However, we are unable to commit to any vendor for the upcoming year, as we currently lack the necessary resources, such as clear contractual agreements on accessibility requirements, compliance monitoring tools, and dedicated personnel to coordinate with suppliers, as well as the appropriate collaboration mechanisms to ensure implementation.

We continue to be committed to improving accessibility in our procurement process and practices, and until we have additional capacity to dedicate to this area, we will manage accessibility in procurement on a case-by-case basis, including measures wherever possible.

1.2 Providing all employees responsible for procurement with training on the new policy and how to identify accessible design.

Status: Completed

Actions: The procurement policy was communicated to all employees in September of 2025 and is now available on our internal website.

We aim to prioritize accessible options whenever possible. For example, procurement for employee tools and equipment are managed on an individual basis to ensure the employees are equipped to fully perform their role.

Area 6: Design and Delivery of Programs and Services

Our Accessibility Goal

We strive to ensure that our programs and services are equally accessible to all by addressing barriers that may be preventing our services' accessibility. To achieve this goal, we will endeavour to make accessibility improvements to our systems, network, programs, and services to meet accessibility requirements.

To achieve this goal, we commit to undertaking specific measures to improve the accessibility of our systems, network, programs, and services. This involves implementing technologies and practices that meet established accessibility standards, as well as training our staff to ensure inclusive service delivery.

We will also strive to identify and eliminate potential barriers to accessing our programs and services by gathering feedback from users, including those with disabilities. By integrating these perspectives into our continuous improvement processes, we aim to create environments and services accessible to all, thereby fostering equitable and meaningful participation from our entire community.

Commitment 1: Provide guidance and support related to removing barriers in customer engagement through the delivery of programs and services by:

1.1 Researching and creating a plan to provide training focused on Diversity, Equity, and Inclusion that informs on accessibility and the removal of barriers in the workplace for all employees.

Status: Completed

Actions: We worked with Elance on creating a training plan. The objective of the training was to ensure the adoption of fair and unbiased practices across our processes, including in how we engage with suppliers and customers.

We have created a training plan for all our employees covering on the following:

- Chapter 1: The Fundamentals of DEI (Diversity, Equity, and Inclusion)
- Chapter 2: Unconscious Bias

Area 7: Transportation

Terrestar does not provide transport for employees or members of the public. The standards for transportation under the ACA are beyond the scope of our accessibility plan. Accordingly, we have not identified any barriers related to transportation.

Therefore, our accessibility plan primarily focuses on aspects of our business that are directly under our control, such as our physical facilities, communications, technologies, and services. Although we do not currently transport staff or members of the public, we remain committed to

eliminating barriers to accessibility in all aspects of our operations, per the ACA. If our business ever expands its activities to include the transportation of staff or the public, we will then review our accessibility plan to incorporate these new areas per the ACA standards.

FEEDBACK

Since implementing our accessibility plan, we have not received any feedback. However, it is important to note that the absence of feedback does not imply that no accessibility issues exist. To take a more proactive approach, we included questions regarding accessibility in our 2026 employee survey. Unfortunately, there was still no feedback on the current state of accessibility.

That said, we put a great deal of effort into treating all our employees fairly and equitably. The feedback that we do receive from our employees is overwhelmingly positive. They consistently highlight the strong support we provide, as well as the benefits we offer to promote their professional growth and overall well-being. Here, quality of life truly matters and remains our top priority.

We recognize that accessibility is an ongoing process, and we encourage open communication to identify areas for improvement. We are committed to continuously improving and to introducing meaningful initiatives that further enhance our employees' happiness, engagement, and satisfaction at work. This commitment is reflected in the results of our annual Net Promoter Score (NPS) survey, where we achieved a score of 81%, which is an excellent result and well above market standards.

As a small business-to-business company, we have limited opportunities to proactively seek feedback; however, we are dedicated to continuing to look for ways we can engage our employees and our customers in this process.

CONSULTATIONS

Summary

The concept of "[Nothing About Us, Without Us](#)" emphasizes that persons with disabilities must be involved in the development of new policies, processes, and systems. We consulted with the Action Committee for People Living with Disabilities (Comité d'action des personnes vivant des situations de handicap – "CAPVISH") in the development of our Progress Report to support us in identifying opportunities to progress accessibility in the work that we do at Terrestar.

Consultation Process

A copy of Terrestar's Progress Report was shared with CAPVISH in English as an MS Word document to allow font sizes to be adjusted and ensure screen reader compatibility. We provided CAPVISH with the flexibility to provide their own timeline for reviewing the Progress Report and returning their feedback to us.

CAPVISH reviewed the Progress Report and provided written feedback directly in the document. Their review focused on the clarity, completeness, and transparency of Terrestar’s accessibility progress, including how progress is measured, how feedback is gathered and incorporated, and how Terrestar will continue to address accessibility barriers over time.

Results

CAPVISH recognized the progress Terrestar has made in advancing accessibility across the areas of employment, the built environment, information and communication technologies, communications, procurement, and programs and services.

Overall, CAPVISH noted that the Progress Report provides a strong overview of completed actions and demonstrates meaningful progress toward Terrestar’s accessibility goals. CAPVISH also acknowledged Terrestar’s work to strengthen DEI training, improve workplace accessibility through renovations, embed accessibility into digital and communication practices, and integrate accessibility and inclusive practices into customer-facing services.

CAPVISH identified several areas where additional detail would strengthen the Progress Report and support greater transparency. This feedback was incorporated throughout the Progress Report by:

- Adding more detail on partially completed items, including remaining challenges, anticipated timelines, and measurable outcomes.
- Clarifying how employee feedback is incorporated into evaluating the effectiveness of accessibility initiatives.
- Expanding information on DEI and accessibility training, including training content, participation, refreshers, and how effectiveness will be assessed over time.
- Providing additional context on how Terrestar monitors employee understanding and compliance with accessibility-related policies, including the Code of Business Conduct and Ethics and communication and brand guidelines.
- Clarifying how the effectiveness of built environment improvements will be evaluated, including whether employees, persons with disabilities, or accessibility experts will be consulted following renovations.
- Adding information on how ICT accessibility measures are reviewed and evaluated, including through accessibility audits, or other review mechanisms.
- Providing more detail on how accessibility requirements will be applied and monitored with suppliers, including planned steps to address current resource gaps.
- Considering additional proactive feedback mechanisms to help identify barriers where direct feedback has not been received.

Strengthening the conclusion by reiterating key achievements, identifying priority focus areas for the next reporting period, and clarifying how accessibility outcomes will be tracked over time.

CONCLUSION

Terrestar Solutions Inc. remains firmly committed to building an inclusive and accessible environment. This progress report highlights the tangible steps we have taken toward achieving our accessibility goals across all key areas. While we have made excellent progress, we acknowledge that the work is ongoing, and we will continue to refine our approach to maintain progress in all areas. We are proud of the momentum we have built, and the structural changes now embedded in our operations.

At the same time, we recognize that accessibility is an ongoing journey that requires continuous review, feedback, and improvement. CAPVISH's feedback reinforced the importance of clearly explaining not only what has been completed, but also how we will measure effectiveness, address remaining gaps, and ensure that people with disabilities continue to inform our accessibility work. As a result, we will continue to strengthen how we track progress, evaluate outcomes, and document lessons learned across each priority area.

As we look ahead, we will continue to lead this work with transparency, collaboration, and accountability. By listening to employees, customers, people with disabilities, accessibility partners, and community organizations, we will ensure our accessibility efforts remain practical, responsive, and aligned with the goals of the Accessible Canada Act. Through this continued commitment, Terrestar will keep working to create a workplace and service environment where everyone can participate fully, equitably, and with dignity.

