

COMPUGEN

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Accessibility Plan

Document Subtitle

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Table of Contents

- Accessibility Plan** 1
- Accessibility Plan** 3
 - General 3
 - Commitment 3
 - Employment..... 3
 - Built Environment..... 4
 - Information and Communication Technologies..... 4
 - Communication..... 4
 - Procurement of Goods, Services, and Facilities 4
 - Design and Delivery of Programs and Services..... 4
 - Transportation..... 5
 - Consultations 5

Accessibility Plan

General

If you wish to request a copy of Compugen's accessibility plan or the description of the feedback process in an alternative format, or provide feedback, please contact:

Designated Person: Tony Chow

Title: People & Culture (HR) Operations Manager

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Commitment

Compugen strives to provide its goods and services in a way that respects the dignity and independence of people with disabilities. We are also committed to giving people with disabilities who may be employed by the customer organizations we serve the same opportunity to access our goods and services and allowing them to benefit from the same services, in the same place and in a similar way as other staff members of these customer organizations.

Employment

Our commitment to accessibility extends to our employees. We strive to create an inclusive workplace where all individuals, including those with disabilities, can fully participate. Our policies and practices include:

- Providing reasonable accommodations during the recruitment process and throughout employment.
- Ensuring accessible communication channels for job postings, interviews, and employee communications.
- Offering training and awareness programs to promote disability inclusion among staff and management.

Built Environment

We are committed to removing physical barriers within our premises to ensure equal access for everyone. Our plan includes:

- Ensuring sufficient accessible entrances, parking spaces, and restroom are available on site.
- Collaborating with relevant parties and stakeholders to ensure new construction or renovations comply with accessibility standards.

Information and Communication Technologies

We recognize the importance of accessible digital content. Our approach includes:

- Ensuring our website, mobile apps, and other digital platforms meet Web Content Accessibility Guidelines (WCAG) 2.1.
- Providing accessible formats for documents, such as PDFs and Word files.
- Providing relevant training and resources to staff responsible for creating and maintaining digital content on accessibility best practices.

Communication

We recognize the importance of plain language in promoting barrier-free communication. Our strategies include:

- Reviewing relative notices, documents and or content for concise, simple and clear language.
- Offering alternative formats (e.g., large print, high contrast, audio) for written materials upon request.
- Ensuring that public announcements, notices, and emergency information are easily understood by everyone, including people with disabilities.

Procurement of Goods, Services, and Facilities

We consider accessibility when procuring goods, services, and facilities. Our steps include:

- Collaborating with suppliers to ensure products and services meet accessibility standards.
- Reviewing and updating our procurement practices to align with accessibility requirements.

Design and Delivery of Programs and Services

Our commitment to accessible services involves:

- Offering alternative formats for program materials (e.g., brochures, forms).
- Providing accessible training to staff.

Transportation

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

Consultations

Consistent with our commitment to equity and diversity, we actively engage and recruit from all designated groups, including people with disabilities. We also provide employment accommodation upon request to applicants and employees throughout the recruitment process and employee life cycle respectively. We aim to provide a work environment where excellence is allowed to flourish and diversity is prized.

We also aim to engage persons with disabilities through different means to ensure their perspectives are considered in the development of our accessibility plan. Our consultation process may include, but not limited to the following:

1. **Surveys and Focus Groups:** Surveys and focus group sessions to understand specific barriers faced by people with disabilities.
2. **Individual Interviews:** Personalized conversations to dig deeper into individual experiences.
3. **Open Forum:** Open discussion where participants can share their perspectives and experiences.
4. **Consultants / Experts:** Individuals or companies with expertise in accessibility, assistive technologies and disability-related issues.

Through these consultations, it is our hope to identify key priorities, barriers, and potential solutions to enhance accessibility within our organization. We remain committed to ongoing engagement to ensure continuous improvement.