Equisolve IR Template Accessibility Conformance Report

WCAG Edition

(Based on VPAT® Version 2.5)

Name of Product/Version: Investor Relations Website Template (HTML) v8.3

Report Date: May 2024

Product Description: A template created to use as a platform to build investor relations websites for Equisolve clients.

Contact Information:

- Rachel Rowell, Operations Manager/Accessibility rachel@equisolve.com
- Nicholas Tesh, Front-end Development Team Lead, Pre-Dev, ntesh@equisolve.com

Notes:

- "3rd Party HTML" references in Conformance Remarks and Terms and Explanations in Tables 1 and 2 below only pertain to 3rd Party Press Releases and SEC Filings. Terms and Remarks Explanations in Table 1 and 2 below are only applicable to Accessibility-as-a-Service Tiers (AaaS) as follows:
    - A1 for limited use cases - only where noted
    - A2 - Press Release HTML
    - A3 - Press Release HTML and SEC Filing HTML for 10-K and 10-Q
    - A4 - All Press Release HTML and SEC Filing HTML
- PDFs generated from existing HTML (i.e. Press Release or SEC Filing PDFs) are not accessible. An accessible HTML version of the Press Release or SEC Filing is made available.

- "Electronic Documents" referenced in Tables 1 and 2 below pertain to PDFs only.
- Our Stock Information comes from a 3rd Party feed and we are working with the vendor on accessibility of their products.

Evaluation Methods Used: Automated scan; Manual - keyboard testing; Assistive Technology (VoiceOver on Safari and NVDA on Firefox and JAWS on Chrome)

Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes)
	Level AA (Yes)
	Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes)
	Level AA (Yes)
	Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (Yes)
	Level AA (Yes)
	Level AAA (No)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports**: The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports**: Some functionality of the product does not meet the criterion.
- **Does Not Support**: The majority of product functionality does not meet the criterion.
- **Not Applicable**: The criterion is not relevant to the product.

- **Not Evaluated**: The product has not been evaluated against the criterion. This can only be used in WCAG Level AAA criteria.

WCAG 2.2 Report

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** All non-text content that is presented to the user has a text alternative that serves the equivalent purpose making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. **Electronic Documents:** The template supports accessible PDFs with appropriate non-text content if supplied by the client or remediated by Equisolve.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	HTML: Supports* 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Multimedia players do not exist in incoming 3rd party HTML, if a multimedia link takes a user to another site, the client is responsible for providing accessible options. If a client insists on adding multimedia to a Press Release after it is added to the website, it can be done, but accessible files will need to be supplied or purchased. SEC Filings cannot be altered to add multimedia. **Electronic Documents**: Multimedia files do not exist in electronic documents; if a multimedia link takes a user to another site, the client is responsible for providing accessible options.
1.2.2 Captions (Prerecorded) (Level A)	HTML: Supports* 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Multimedia players do not exist in incoming 3rd party HTML, if a multimedia link takes a user to another site, the client is responsible for providing accessible options. If a client insists on adding multimedia to a Press Release after it is added to the website, it can be done, but accessible files will need to be supplied or purchased. SEC Filings cannot be altered to add multimedia.

Criteria	Conformance Level	Remarks and Explanations
		Electronic Documents: Multimedia files do not exist in electronic documents; if a multimedia link takes a user to another site, the client is responsible for providing accessible options.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	HTML: Supports* 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Multimedia players do not exist in incoming 3rd party HTML, if a multimedia link takes a user to another site, the client is responsible for providing accessible options. If a client insists on adding multimedia to a Press Release after it is added to the website, it can be done, but accessible files will need to be supplied or purchased. SEC Filings cannot be altered to add multimedia. **Electronic Documents**: Multimedia files do not exist in electronic documents; if a multimedia link takes a user to another site, the client is responsible for providing accessible options.
1.3.1 Info and Relationships (Level A)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** Semantic HTML structure is paramount and used as basis for structuring content before styles and scripts making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. Semantic HTML structure and attributes are applied to the HTML after it crosses into our system using automated and manual processes. **Electronic Documents:** The template supports accessible PDFs with appropriate info and relationships if supplied by the client or remediated by Equisolve.
1.3.2 Meaningful Sequence (Level A)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** Semantic HTML structure is paramount and used as the basis for structuring content before styles and scripts to provide proper reading order making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. Semantic HTML structure and attributes are applied to the HTML after it crosses into our system using automated and manual processes to provide proper reading order.

Criteria	Conformance Level	Remarks and Explanations
		Electronic Documents: The template supports accessible PDFs with appropriate meaningful sequence if supplied by the client or remediated by Equisolve.
[1.3.3 Sensory Characteristics](#) (Level A)	HTML: Supports* 3rd Party HTML: Supports* (A1-A4) Electronic Documents: Supports	**HTML:** When displaying data graphically, sufficient alt text or an accompanying table is created to give context and provide an alternative method for understanding making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied; this is dependent upon what the client supplies in, or for, their press releases and SEC Filings. Equisolve does not physically alter any document to meet accessibility. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **Electronic Documents:** The template supports accessible PDFs. This is dependent upon what the client supplies in, or for, their electronic documents. Equisolve does not visually alter any document to meet accessibility.
[1.4.1 Use of Color](#) (Level A)	HTML: Supports* 3rd Party HTML: Supports Electronic Documents: Supports	**HTML**: Color is used as a supplementary visual indicator of meaning and the template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. **Electronic Documents:** The template supports accessible PDFs with accessible use of color if correctly supplied by the client. Equisolve is not able to visually alter documents to meet accessibility; therefore any color violations will remain intact unless corrected by the client.
[1.4.2 Audio Control](#) (Level A)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** Audio players are provided with controls making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Multimedia players do not exist in incoming 3rd party HTML, if a multimedia link takes a user to another site, the client is responsible for providing accessible options. If a client adds multimedia to a Press Release

Criteria	Conformance Level	Remarks and Explanations
		after it is added to the website, it can be done, and audio controls are provided. **Electronic Documents**: Multimedia files do not exist in electronic documents so no audio controls are required; if a multimedia link takes a user to another site, the client is responsible for providing accessible options.
[2.1.1 Keyboard](#) (Level A)	HTML: Supports* 3rd Party HTML: Supports* (A1-A4) Electronic Documents: Supports	**HTML:** The template is built to support keyboard accessibility but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** The template is built to support keyboard accessibility but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **Electronic Documents:** The template supports accessible PDFs with appropriate info and relationships if supplied by the client or remediated by Equisolve.
[2.1.2 No Keyboard Trap](#) (Level A)	HTML: Supports* 3rd Party HTML: Supports* (A1-A4) Electronic Documents: Supports	**HTML:** The template is built to support keyboard accessibility but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** The template is built to support keyboard accessibility but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **Electronic Documents:** The template supports accessible PDFs with appropriate info and relationships if supplied by the client or remediated by Equisolve.
[2.1.4 Character Key Shortcuts](#) (Level A 2.1 and 2.2)	HTML: Not Applicable 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Supports	**HTML:** No keyboard shortcuts used or needed to access content. **3rd Party HTML:** No keyboard shortcuts used or needed to access content **Electronic Documents:** The template supports accessible PDFs. This is dependent upon what the client supplies in, or for, their electronic documents. Equisolve does not add any character key shortcuts.
[2.2.1 Timing Adjustable](#) (Level A)	HTML: Not Applicable	**HTML:** No content limited by timing

Criteria	Conformance Level	Remarks and Explanations
	3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**3rd Party HTML:** No content limited by timing **Electronic Documents**: No content limited by timing
2.2.2 Pause, Stop, Hide (Level A)	HTML: Supports* 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** No elements needing pause, stop, hide exist in 3rd Party HTML **Electronic Documents**: No elements needing pause, stop, hide exist in electronic documents.
2.3.1 Three Flashes or Below Threshold (Level A)	HTML: Not Applicable 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** This type of content does not exist in our template; it would be dependent on content provided from the client. No functionality exists to prevent this type of content. **3rd Party HTML:** No animation or flashing elements exist in 3rd Party HTML **Electronic Documents**: No animation or flashing elements exist in electronic documents.

2.4.1 Bypass Blocks (Level A)	HTML: Supports
	3rd Party HTML:
	  Press Releases - Supports (A1-A4)
	  SEC Filings - Not Applicable
	Electronic Documents: Not Applicable
		HTML: Links to Navigation, Content and Footer as required.
		3rd Party HTML: Press Releases are displayed on a webpage with navigation menu(s) and have bypass options. Individual SEC filings contain only the filing and do not need bypass options.
		Electronic Documents: Bookmarks are available in electronic documents.

2.4.2 Page Titled (Level A)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Not Applicable	**HTML:** Page titles generated for all webpages **3rd Party HTML:** Unique page titles for both Press Releases and SEC Filings **Electronic Documents**: The template supports accessible electronic documents. Document titles only are available in accessible electronic documents.
2.4.3 Focus Order (Level A)	HTML: Supports 3rd Party HTML: Supports (A1-A4) Electronic Documents: Supports	**HTML:** Using browser-specific defaults based on semantic HTML structure makes the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Focusable elements receive focus in a semantic order **Electronic Documents**: Focus order can be set in electronic documents. The template supports accessible electronic documents.
2.4.4 Link Purpose (In Context) (Level A)	HTML: Supports* 3rd Party HTML: Supports	**HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. Also, text can be edited by client thereafter, and

Criteria	Conformance Level	Remarks and Explanations
	Electronic Documents: Supports	there is no functionality to prevent non-meaningful text from being used for links. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. **Electronic Documents**: The template supports accessible electronic documents. Links and their content context are the responsibility of the client upon submission to Equisolve. In cases where Equisolve remediates a PDF on behalf of the client and the link purpose is ambiguous, Equisolve will resolve.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2)	HTML: Not Applicable 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** Functionality does not require multi-pointer or path-based use. **3rd Party HTML:** Functionality does not require multi-pointer or path-based use. **Electronic Documents**: Functionality does not require multi-pointer or path-based use in electronic documents.
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2)	HTML: Supports* 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** Built to follow event binding standards so the template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Not applicable for 3rd party HTML for Press Releases or SEC Filings. **Electronic Documents**: Pointer Cancellation is not applicable in electronic documents.
2.5.3 Label in Name (Level A 2.1 and 2.2)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Supports	**HTML:** Built for full support so the template is accessible but client-added and 3rd party content may not be accessible as applied.. **3rd Party HTML:** 3rd Party HTML does not contain user interface components that would require text labels. The "Related Documents" Financial Results module is not a 3rd party item and the links within are covered under HTML above. **Electronic Documents**: The template supports accessible electronic documents.
2.5.4 Motion Actuation (Level A 2.1 and 2.2)	HTML: Not Applicable 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** Functionality does not require motion actuation. **3rd Party HTML:** Functionality does not require motion actuation. **Electronic Documents**: Functionality does not require motion actuation.

Criteria	Conformance Level	Remarks and Explanations
3.1.1 Language of Page (Level A)	HTML: Supports 3rd Party HTML: Supports (A1-A4) Electronic Documents: Supports	HTML: Language of the page is set in HTML element. 3rd Party HTML: Language of the page is set in HTML element. Electronic Documents: The template supports accessible electronic documents. Language of the document is set in the meta data.
3.2.1 On Focus (Level A)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Supports	HTML: Built for full support of On Focus standard making the template accessible but client-added and 3rd party content may not be accessible as applied. 3rd Party HTML: On Focus is not applicable for these HTML documents. Electronic Documents: The template supports accessible electronic documents.
3.2.2 On Input (Level A)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Supports	HTML: Built for full support of On Input standards making the template accessible but client-added and 3rd party content may not be accessible as applied. 3rd Party HTML: On Input is not applicable for these HTML documents. Electronic Documents: The template supports accessible electronic documents.
3.2.6 Consistent Help (Level A 2.2 only)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	HTML: A Contact Us link is provided in the Footer for every website and AaaS sites also include an Accessibility Statement with a Request form. The template is accessible but client-added and 3rd party content may not be accessible as applied. 3rd Party HTML: Consistent Help is not applicable for these HTML documents. Electronic Documents: Consistent Help is not applicable for electronic documents.
3.3.1 Error Identification (Level A)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	HTML: Errors in user input are evaluated and displayed before submission making the template accessible but client-added and 3rd party content may not be accessible as applied. 3rd Party HTML: User input is not applicable for these HTML documents. Electronic Documents: User input is not applicable for electronic documents.
3.3.2 Labels or Instructions (Level A)	HTML: Supports 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Supports	HTML: Form Controls have been established to inform the user of what information is expected making the template accessible but client-added and 3rd party content may not be accessible as applied. 3rd Party HTML: Forms are not present in these documents.

Criteria	Conformance Level	Remarks and Explanations
		Electronic Documents: The template supports accessible electronic documents. Labels or Instructions must be provided by the client; Equisolve will not provide.
[3.3.7 Redundant Entry](#) (Level A 2.2 only)	HTML: Not Applicable 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template does not include functionality where this would be an issue. **3rd Party HTML:** Redundant Entry is not applicable for these HTML documents. **Electronic Documents**: Redundant Entry is not applicable for electronic documents.

[4.1.1 Parsing](#) (Level A)
    WCAG 2.0 and 2.1 – Always answer 'Supports'
    WCAG 2.2 (obsolete and removed) - Does not apply
	Supports	For WCAG 2.0 and 2.1, the September 2023 errata update indicates this criterion is always supported. See the [WCAG 2.0 Editorial Errata](#) and the [WCAG 2.1 Editorial Errata](#).

[4.1.2 Name, Role, Value](#) (Level A)	HTML: Supports 3rd Party HTML: Supports (A1-A4) Electronic Documents: Not applicable	**HTML:** Built for full support of Name, Role, Value standards making the template is accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Standard HTML controls are used making the template is accessible but client-added and 3rd party content may not be accessible as applied. **Electronic Documents**: Does not apply to electronic documents.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
[1.2.4 Captions (Live)](#) (Level AA)	HTML: Not applicable 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** Clients use a 3rd party vendor for webcasts and would need to request live captioning when ordering services for the webcast. **3rd Party HTML:** Not a "Live" product. **Electronic Documents**: Not a "Live" product.

Criteria	Conformance Level	Remarks and Explanations
1.2.5 Audio Description (Prerecorded) (Level AA)	HTML: Supports* 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template is accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Media players do not exist in incoming 3rd party HTML, if a media link takes a user to another site, the client is responsible for providing accessible options. If a client insists on adding multimedia to a Press Release after it is added to the website, it can be done, but accessible media files will need to be supplied or purchased. SEC Filings cannot be altered to add multimedia. **Electronic Documents**: Media files do not exist in electronic documents; if a media link takes a user to another site, the client is responsible for providing accessible options.
1.3.4 Orientation (Level AA 2.1 and 2.2)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** Content does not require a specific orientation **3rd Party HTML:** Content does not require a specific orientation **Electronic Documents**: The template supports accessible electronic documents. Content does not require a specific orientation
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2)	HTML: Supports 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** All fields and inputs properly labeled making the template is accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Forms are not present in these documents. **Electronic Documents**: Forms are not present in these documents.
1.4.3 Contrast (Minimum) (Level AA)	HTML: Supports* 3rd Party HTML: Supports Electronic Documents: Supports	**HTML**: The template is accessible and all text meets contrast minimum, but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** The template is accessible and all text meets contrast minimum, but client-added and 3rd party content may not be accessible as applied. Equisolve does not physically alter any document to meet accessibility. The only exception is to darken link text to pass contrast as this does not change the meaning. **Electronic Documents:** The template supports accessible PDFs with accessible use of color if correctly supplied by the client. Equisolve is not able to visually alter documents to meet accessibility; therefore any color violations will remain intact unless corrected by the client.

Criteria	Conformance Level	Remarks and Explanations
1.4.4 Resize text (Level AA)	HTML: Supports 3rd Party HTML: Supports (A1-A4) Electronic Documents: Supports	**HTML:** Template uses default browser functionality. **3rd Party HTML:** Template uses default browser functionality. **Electronic Documents**: The template supports accessible electronic documents and uses default browser functionality. Equisolve does not physically alter any document to meet accessibility.
1.4.5 Images of Text (Level AA)	HTML: Supports* 3rd Party HTML: Supports* Electronic Documents: Supports	**HTML:** Ability to add alternative text for content images available making the template accessible but client-added and 3rd party content may not be accessible as applied *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Ability to add alternative text for content images available making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **Electronic Documents**: The template supports accessible electronic documents and alternative text can be added for images if provided by the client.
1.4.10 Reflow (Level AA 2.1 and 2.2)	HTML: Supports 3rd Party HTML: Supports (A1-A4) Electronic Documents: Supports	**HTML:** Template is built to support reflow standards making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Template HTML built using responsive techniques allowing for reflow. For SEC Filings, tables are wrapped in another div to allow the user to scroll left/right. Client-added and 3rd party content may not be accessible as applied. **Electronic Documents**: Accessible PDFs with appropriate reading order are able to be reflowed with user designated applications.
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2)	HTML: Supports* 3rd Party HTML: Supports* Electronic Documents: Supports	**HTML:** Built for minimum contrast ratio for non-text elements making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** This is dependent upon what the client supplies in their press releases and SEC Filings. Equisolve does not physically alter any document to meet accessibility. The only exception is to darken link text to pass contrast as this does not change the meaning. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools.

Criteria	Conformance Level	Remarks and Explanations
		Electronic Documents: The template supports accessible PDFs with accessible use of color if correctly supplied by the client. Equisolve is not able to visually alter documents to meet accessibility; therefore any color violations will remain intact unless corrected by the client.

1.4.12 Text Spacing (Level AA 2.1 and 2.2)	HTML: Supports*
	3rd Party HTML:
	  Press Releases - Supports*
	  SEC Filings - Supports
	Electronic Documents: Not Applicable
		HTML: Built with text spacing standards in mind making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools.
		3rd Party HTML: Press Release HTML is built with text spacing standards in mind making the template accessible but client-added and 3rd party content may not be accessible as applied. The text spacing on SEC Filings is dependent upon the clients and their filing services. Equisolve will not change text spacing as we are prohibited from changing the formatting of an SEC Filing. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools.
		Electronic Documents: Text Spacing is not applicable for electronic documents.

1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)	HTML: Supports* 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** Built to make content on hover or focus dismissible making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Content on Hover or Focus is not applicable for Press Releases or SEC Filings. **Electronic Documents**: Functionality is not applicable for electronic documents.

2.4.5 Multiple Ways (Level AA)	HTML: Supports
	3rd Party HTML:
	  Press Releases - Supports
	  SEC Filings - Not Applicable
	Electronic Documents: Not Applicable
		HTML: Navigation menus and a sitemap are included
		3rd Party HTML: Press Releases are displayed on a webpage with navigation menu(s) and have bypass options. Individual SEC filings contain only the filing and do not need bypass options.
		Electronic Documents: Multiple Ways functionality is not applicable for electronic documents.

2.4.6 Headings and Labels (Level AA)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** Semantic HTML structure for headings and labels making the template accessible but client-added and 3rd party content may not be accessible as applied.

Criteria	Conformance Level	Remarks and Explanations
		3rd Party HTML: Semantic structure is provided either through HTML or attributes making the template accessible but client-added and 3rd party content may not be accessible as applied. **Electronic Documents**: The template supports accessible PDFs with accessible use of headings and labels if correctly supplied by the client or remediated by Equisolve.
2.4.7 Focus Visible (Level AA)	HTML: Supports* 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** Built with visible keyboard focus and meets color contrast minimums making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Uses default browser focus indicator. **Electronic Documents**: The template supports accessible PDFs and focus visible is a component of an accessible PDF.
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Not Applicable	**HTML:** Template is built with this criteria in mind making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Template is built with this criteria in mind making the template accessible but client-added and 3rd party content may not be accessible as applied. **Electronic Documents**: Focus Not Obscured is not applicable for electronic documents.
2.5.7 Dragging Movements (Level AA 2.2 only)	HTML: Not Applicable 3rd Party HTML: Not Applicable (A1-A4) Electronic Documents: Not Applicable	**HTML:** The template does not include functionality where this would be an issue. This would be dependent on content provided from the client. **3rd Party HTML:** Dragging Movements is not applicable for these HTML documents **Electronic Documents**: Dragging Movements is not applicable for electronic documents.

2.5.8 Target Size (Minimum) (Level AA 2.2 only)	HTML: Supports
	3rd Party HTML:
	  Press Releases - Supports (A2-A4)
	  SEC Filings - Supports (A3 (10K/Q only) & A4)
	Electronic Documents: Supports
		HTML: The template is built with Target Size criteria in mind making the template accessible but client-added and 3rd party content may not be accessible as applied.
		3rd Party HTML: The template is accessible but client-added and 3rd party content may not be accessible as applied. Target Size is addressed with Press Releases as noted in Conformance Level. Target Size is addressed for SEC Filings

Criteria	Conformance Level	Remarks and Explanations
		as noted in Conformance Level as long as it does not affect the physical appearance of the document as submitted. **Electronic Documents**: The template supports accessible PDFs where Target Size is addressed as a component of an accessible PDF. Target Size is the responsibility of the client upon submission to Equisolve. In cases where Equisolve remediates a PDF on behalf of the client and the target size resolution does not alter the physical appearance of the document, Equisolve will resolve.
3.1.2 Language of Parts (Level AA)	HTML: Supports 3rd Party HTML: Supports Electronic Documents: Supports	**HTML:** Language set as an HTML element and languages other than the set language are not used within the content **3rd Party HTML:** Language set as an HTML element and languages other than the set language are not used within the content **Electronic Documents**: The template supports accessible PDFs with accessible use of language of parts if correctly supplied by the client or client provides locations of different languages with order to remediate by Equisolve.

3.2.3 Consistent Navigation (Level AA)	HTML: Supports
	3rd Party HTML:
	  Press Releases - Supports
	  SEC Filings - Supports (unique)
	Electronic Documents: Supports
		HTML: Standard navigation template used throughout the website making the template accessible but client-added and 3rd party content may not be accessible as applied.
		3rd Party HTML: Standard navigation template used throughout template and can be used with Press Releases. Individual SEC Filings have their own consistent navigation from filing to filing.
		Electronic Documents: Generally applies to HTML. The template supports accessible PDFs with accessible use of navigation if correctly supplied by the client or remediated by Equisolve.

3.2.4 Consistent Identification (Level AA)	HTML: Supports
	3rd Party HTML:
	  Press Releases - Supports
	  SEC Filings - Does Not Support
	Electronic Documents: Supports
		HTML: Standard component templates used throughout the website making the template accessible but client-added and 3rd party content may not be accessible as applied.
		3rd Party HTML: Standard identification used throughout template and can be used with Press Releases. The formatting of individual SEC Filings is not under the control of Equisolve and therefore cannot be consistently identified.
		Electronic Documents: This criteria generally applies to HTML. The template supports accessible PDFs, however the identification of items within a PDF is not under the control of Equisolve and therefore cannot be consistently identified.

Criteria	Conformance Level	Remarks and Explanations
3.3.3 Error Suggestion (Level AA)	HTML: Supports 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** Error labels provided for form-based, user-provided content making the template accessible but client-added and 3rd party content may not be accessible as applied. **3rd Party HTML:** Functionality does not exist in 3rd Party HTML **Electronic Documents**: Functionality does not exist in electronic documents
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	HTML: Not Applicable 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** Template does not currently obtain or contain any legal commitments or financial transactions data from the user. **3rd Party HTML:** Functionality does not exist in 3rd Party HTML **Electronic Documents**: Functionality does not exist in electronic documents
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	HTML: Not Applicable 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** The template does not include functionality where this would be an issue. **3rd Party HTML:** Functionality does not exist in 3rd Party HTML **Electronic Documents**: Functionality is not applicable for electronic documents
4.1.3 Status Messages (Level AA 2.1 and 2.2)	HTML: Supports* 3rd Party HTML: Not Applicable Electronic Documents: Not Applicable	**HTML:** Template is built with this criteria in mind making the template accessible but client-added and 3rd party content may not be accessible as applied. *New, redesign, or upgraded websites would require additional testing outside of WAVE & AxeDev Tools. **3rd Party HTML:** Functionality does not exist in 3rd Party HTML **Electronic Documents**: Functionality does not exist in electronic documents

Table 3: Success Criteria, Level AAA

Notes: Table 3 has been removed because this product has not been tested for conformance to WCAG Level AAA criteria.

Legal Disclaimer (Company)

This report is intended to provide a general understanding of the level of accessibility conformance of a template used to build our investor relations websites. It is not an accessibility evaluation on a particular website. We build websites to our good faith understanding of WCAG 2.2 AA and test all website HTML with WAVE and/or Axe automated tools during development and before delivery. Accessibility-as-a-Service (AaaS) websites will receive additional manual review before delivery. The level of conformity of the final site will depend in part on the content, images, media, documents, etc. provided by the client (e.g. captions and descriptions for

various media) and will also be dependent upon the AaaS tier level chosen. Client-requested modifications that affect accessibility compliance will be brought to the client's attention.

In instances where the client would be required to provide content such as accessible media files, PDFs, alternate text, etc., we have indicated "Supports" and listed the content needed in the Remarks and Explanations field. If the necessary accessible content is provided, we will implement it in a way that results in full conformance. It is the client's responsibility to ensure that the content mentioned above is accessible.

In some cases, we indicate "Supports" with an asterisk (*) when the template supports the criteria and we develop the site in a way that fully supports the standard, but would require more than the included WAVE and Axe automated tool testing to ensure conformance. These cases are indicated as "requires additional testing" in the Remarks and Explanations.

3rd Party HTML (Press Releases and SEC Filings) is not accessible as it crosses into our system and may register errors with an automated tool unless the website falls into one of the following categories where it will be made accessible:
- Accessibility-as-a-Service Tiers (items below may require additional manual remediation upon receipt and will be posted as soon as possible)
  - A2 - Press Release HTML
  - A3 - Press Release HTML and SEC Filing HTML for 10-K and 10-Q
  - A4 - All Press Release HTML and SEC Filing HTML

A full accessibility evaluation of the final site after development is complete is available as an additional service. Clients are also welcome to use an independent evaluator and send us their report to correct any issues that may be found.

AaaS clients will have an Accessibility Statement on their website outlining their commitment to accessibility, ability to request assistance and note that all items posted after a certain date are or will be made accessible within a reasonable timeframe.