
Corporate Accessibility Plan – Progress Report 2026

May 22, 2026

1. GENERAL

a. About Ceres

Ceres Global Ag Corp. (“Ceres” or “the Company”) is an agriculture company primarily engaged in the processing, procurement, storage, handling, trading, and merchandising of grains and oilseeds, including wheat, oats, soybeans, and canola, through its facilities in Saskatchewan and Manitoba. Ceres also offers supply chain services, storage, and transloading facilities for non-agricultural commodities, including hydrocarbons and fertilizers, at its location in Northgate, Saskatchewan. This Progress Report (this “Report”) describes the progress made by Ceres in implementing its 2024 Corporate Accessibility Plan in its Canadian locations.

Ceres endeavors to maintain a skilled workforce where all employees are respected and valued. All employees are expected to conduct themselves in an ethical, honest, and professional manner. To that end, Ceres is committed to creating an accessible, productive, and welcoming environment for colleagues, customers, and the community.

Additionally, Ceres wholly owns Delmar Commodities Ltd. (“Delmar”), a Manitoba corporation. Unless otherwise noted, this Report applies to Ceres’s and Delmar’s operations.

On July 7, 2025, Bartlett Grain Company, LLC, a Savage Company (“Bartlett”), purchased Ceres and its subsidiaries (the “Bartlett Transaction”). After the Bartlett Transaction, Ceres and Bartlett began integrating governance, policies, and systems. This integration affected the sequencing of certain actions identified in previous Accessibility Plans and Reports. Ceres remains committed to identifying, removing, and preventing accessibility barriers, and will leverage Bartlett’s experience and resources to implement and strengthen accessibility practices.

b. Contact Information and Feedback

Ceres encourages individuals to contact us with questions about our Accessibility Plan, this Report, and to provide feedback. We will endeavor to acknowledge accessibility feedback promptly. Feedback is logged, tracked to closure, and escalated as appropriate to address urgent barriers. Where a request relates to accommodation in employment, Ceres will engage in an interactive process consistent with applicable Canadian human rights law. Individuals may provide anonymous feedback. Anonymous feedback will be reviewed and considered; however, Ceres cannot provide a direct response where no contact information is provided.

Email: talentacquisition@savageco.com



Physical Mail:

Ceres Global Ag Corp.
Attention: Trevor Gersch
701 Xenia Ave S., Suite 400
Golden Valley, MN 55416
Phone: 952-746-6800

c. Alternative Formats

Upon request, Ceres will provide the Accessibility Plan and this Report in alternate formats. Alternate formats include print, large print, electronic formats compatible with adaptive technology, braille, and audio recordings. Upon request, Ceres will provide a braille or audio version within 45 days. A print, large print, or alternate electronic format will be provided within 20 days.

d. Progress Report Highlights

Over the last year, Ceres continued to identify and reduce barriers affecting employees, applicants, customers, and community members. Key highlights include: (i) initiating a post-acquisition review of employee handbooks and human resource policies for Canadian workplaces; (ii) strengthening guidance for managers involved in hiring and accommodation requests; and (iii) reviewing communications related to the Bartlett Transaction for clarity and accessibility. This Report also identifies potential improvements for 2026–2027 where Bartlett’s resources can be leveraged.

2. EMPLOYMENT

a. Current Level of Accessibility

- i. During onboarding, employees are informed that they may request workplace accommodation for disability-related needs. Ceres will consider accommodation requests in a timely, individualized, and collaborative manner, consistent with applicable Canadian human rights law. Employees may request accommodation at any time. Where additional information is required (e.g., functional limitations), Ceres will request only information that is reasonably necessary to assess accommodation options and will treat such information as confidential. The accommodation process, including roles and responsibilities, is described in the Ceres Employee Handbook and supporting procedures. In recruitment, Canadian job postings will state that accommodations are available on request throughout the hiring process.
- ii. Supervisors, managers, and individuals involved in recruitment receive guidance on inclusive hiring and accommodation requests. This includes guidance on interviewing practices, responding to accommodation requests, and reducing bias in hiring. Ceres will track completion of required training for hiring managers and will refresh guidance upon material policy changes.

- iii. On hire, employees complete respectful workplace and anti-harassment training. Ceres will incorporate accessibility and disability inclusion content into applicable training curricula and will maintain records of completion.

b. Actions

- i. Starting in spring 2026, Ceres and Bartlett began a review of employee handbooks, training materials, and human resource policies. For Canadian employees, this review will: (a) confirm legal compliance obligations; (b) ensure accommodation language and processes are aligned with applicable Canadian human rights requirements; and (c) identify and remove barriers in recruitment, onboarding, training, performance management, and return-to-work processes.
- ii. Ceres will continue to communicate the Accessibility Plan, priorities, and feedback process to employees.

c. Progress

- i. Due to the acquisition and integration work, certain employment-related actions identified in prior accessibility planning were re-sequenced. During this reporting period, Ceres prioritized (a) reviewing Canadian handbook content for consistency and clarity, and (b) ensuring employee communications about changes were accessible and understandable.
- ii. Following the purchase by Bartlett, Ceres worked to ensure all communication with employees regarding the purchase, its implications, and changes were presented in a clear and understandable manner.

3. BUILT ENVIRONMENT

Ceres is committed to identifying, removing, and preventing barriers in its built environment. Ceres operates both office environments and industrial locations (including grain elevators). The nature of certain locations may constrain potential accommodations. However, Ceres will assess requests on an individualized basis and explore alternative arrangements where a barrier cannot be fully removed immediately. Individuals who have questions about accessibility at a location are encouraged to contact Ceres in advance so we can provide information about accessible routes, available accommodations, and alternative arrangements (e.g., meeting at an accessible location, remote participation, or staff assistance).

a. Current Level of Accessibility

- i. Each Ceres location maintains either a Safety Committee or a Safety Coordinator depending on its size. All employees are encouraged to raise any concerns or thoughts related to the physical environment with the Safety Committee or Coordinator.
- ii. Ceres aims to ensure office locations used for employee and visitor interactions are accessible to individuals using wheelchairs or other mobility aids. Where an office or meeting location presents a barrier, Ceres will work with the individual to identify



reasonable alternatives (e.g., a different accessible room, remote meeting, or on-site assistance). Where available, office locations provide space that can be used for quiet or reduced sensory input.

b. Actions

Ceres will leverage Bartlett’s resources and experience when developing new policies for Canadian locations as part of a planned policy integration.

c. Progress

The 2025 Progress Report noted Ceres would review how to best accomplish the goal of improving the awareness of potential physical accessibility concerns by Safety Committees and Coordinators. Ceres has not determined how to best accomplish that, but will leverage Bartlett’s resources and experience. There are no planned changes to the built environment that would present an opportunity to incorporate additional accessibility accommodations.

4. INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

a. Current Level of Accessibility

Ceres uses Microsoft Office 365 products, which include built-in accessibility features. Ceres encourages employees to use accessibility features (e.g., accessible templates, structured headings, alt-text where applicable, and built-in checkers) when creating documents and presentations.

b. Actions

- i. When sourcing new technology, software, or services, Ceres will consider accessibility features and compatibility with adaptive technology. Where practicable, Ceres will request accessibility information from vendors (e.g., accessibility documentation or conformance statements) and will consider accessibility in selection decisions for employee-facing and public-facing tools.
- ii. Ceres will provide employees with practical guidance on how to create accessible documents and communications using available tools.

c. Progress

Ceres has not sourced any new technology, software, or services since the Accessibility Plan was published where accessibility features are relevant.

5. COMMUNICATION OTHER THAN ICT

a. Current Level of Accessibility

Ceres endeavors to write all internal and external communication in a clear and concise manner, appropriate to the intended audience, and using terms common in the industry.

b. Actions

Ceres recognizes that some communications require technical terms that are common in the industry. Where feasible, Ceres will: (a) use plain language for key messages; (b) provide definitions or a short glossary for technical terms; and (c) offer an alternate method for receiving or understanding the information on request. Ceres encourages individuals to use the feedback process to identify barriers created by communication format, readability, or terminology so that we can improve future communications.

c. Progress

As opportunities arise, Ceres will continue to review the clarity of the language in our external communications.

6. PROCUREMENT OF GOODS, SERVICES, AND FACILITIES

a. Current Level of Accessibility

As of the date of this Report, Ceres does not have a formal, stand-alone accessible procurement policy for Canadian operations. Ceres's objective is to reduce barriers by considering accessibility when procuring employee-facing and customer-facing goods, services, and technology.

b. Actions

Ceres encourages individuals to use the feedback process to help us identify barriers or accessibility issues for development into an accessible procurement policy.

c. Progress

Ceres has not received any feedback in this area.

7. DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

a. Current Level of Accessibility

Ceres provides anti-harassment and respectful workplace training to all employees and expects all employees to adhere to the Ceres Code of Business Conduct and Ethics. As outlined in the Code of Conduct, all employees are expected to apply high ethical and professional standards in interaction with colleagues, customers, and the community.

b. Actions

Ceres will encourage the use of the feedback process for individuals to help us identify barriers or accessibility issues.

c. Progress

Ceres endeavored to use clear and understandable language in communication with employees about the Bartlett Transaction and changes to employment terms, benefits, policies, processes, and expectations.

8. TRANSPORTATION

Ceres does not provide transportation services to employees or customers. Accordingly, Ceres does not have any commitments, actions, or goals regarding transportation.

9. CONSULTATIONS

a. Current Level of Accessibility

Ceres reached out to disability advocacy groups in Manitoba and Saskatchewan to discuss Ceres' Accessibility Plan. The advocacy groups provided suggestions on common barriers in hiring and employment.

b. Actions

Ceres will circulate the Accessibility Plan and Reports among all employees for feedback. Even if an employee does not identify as having a disability, they may know someone who is affected by accessibility issues and can provide feedback.

c. Progress

Ceres circulated the Accessibility Plan and Reports among all employees to solicit feedback. The feedback received informs our actions and priorities.

10. FEEDBACK

Ceres did not receive any new feedback on the Accessibility Plan or the first Report during this reporting period. Ceres will continue to monitor the feedback channels listed above and will log and review any feedback received to identify trends and priority barriers.

11. PROGRESS

- a. Improving accessibility and reducing barriers is an ongoing process. This Report describes progress since the prior Progress Report. As this is the second Progress Report, next year Ceres will publish an updated Accessibility Plan. The updated Accessibility Plan will summarize the progress in implementing the initial Accessibility Plan and lay out our goals for the next three years.