

Docebo S.p.A.
Via Parco, 47, 20853
Biassano, MB
Italy

Jun 13, 2025

Re: Accessibility Continuing Effort Letter

Docebo has demonstrated its commitment to the policy that persons with disabilities should have an equal access to benefit from the goods, services, privileges, advantages, and accommodations offered by Docebo.

In keeping with that policy, Docebo has retained UsableNet as an accessibility consultant to assist Docebo with implementing and maintaining conformance with the relevant portions of the World Wide Web Consortium's Web Content Accessibility Guidelines 2.2 AA (WCAG 2.2 AA). During the period starting on Apr 18th, 2024, to May 7th, 2024, UsableNet has performed an initial Accessibility Audit on the agreed portion of the LSM - P1 URLs - (which has been detailed in the Appendix A), which highlighted areas to be improved to enhance accessibility and conformance to WCAG.

In addition to the above initial audit, UsableNet has also performed these activities:

- LMS (P2 URLs) Code Audit starting on May 27, 2024, to Jun 13, 2024 (full scope Appendix B)
- LMS (P3 URLs) Code Audit starting on Jun 18, 2024, to Jul 11, 2024 (full scope Appendix C)
- LMS (P4 + P5 URLs) Code Audit starting on Sep 9, 2024, to Nov 29, 2024 (full scope Appendix D)
- Docebo Community Code Audit starting on Nov 20, 2024, to Dec 18, 2024 (full scope Appendix E)
- LMS (P8 URLs) Code Audit starting on Jan 13, 2025, to Feb 6, 2025 (full scope Appendix F)
- LMS (P10, P11 and P12 URLs) Code Audit starting on Feb 11, 2025, to Mar 7, 2025 (full scope Appendix G)
- Admin (P2, PR URLs) Code Audit starting on Mar 11, 2025, to Mar 31, 2025 (full scope Appendix H)
- LMS (P13, P14 and P15 URLs) starting on Apr 9, 2025, to Apr 24, 2025 (full scope Appendix I)

- Accessibility training and workshops have been delivered throughout 2024 and are planned to continue into 2025.

UsableNet also licensed its AQA Platform for Docebo to use through October 29, 2026. The AQA platform allows Docebo to monitor its conformance and identify areas to fix.

A handwritten signature in black ink, appearing to read "Jeff Adams". The signature is fluid and cursive, with the first name "Jeff" and last name "Adams" clearly distinguishable.

Jeff Adams
Vice President, Accessibility Operations

Appendix – Projects scope

Appendix A - LMS audit (P1 URLs)

User flow	URL	Note
<u>1 - Login Background image</u>	https://platformname.docebosaas.com/learn	Login page
2 - Login Video	https://platformname.docebosaas.com/learn	Login page
3 - Privacy Policy	https://platformname.docebosaas.com/learn/confirm-details	Login page
4 - Register	https://platformname.docebosaas.com/learn/register	Self-registration page Reset Password page
5 - Single catalog	https://platformname.docebosaas.com/learn	Built-in page - Public Catalog
6 - Multiple catalog	https://platformname.docebosaas.com/learn	Public Catalog
7 - Error page	https://platformname.docebosaas.com/not-found	Layout

Appendix B - LMS audit (P2 URLs)

User flow	URL	Note
<u>1 - Dashboard and Global Elements</u>	https://platformname.docebosaas.com/pages/43/admin dashboard	Widget Page with Custom content box widget Task List Widget My Activity widget
<u>2 - Search Results - Learner</u>	https://platformname.docebosaas.com/learn/global search/Measuring%20Impact%20with%20Docebo%20Learning%20Impact	Built-in page The global search Results page

	https://platformname.docebosaas.com/learn/global search/{keyword...}	
3 - Learner Home	https://platformname.docebosaas.com/pages/51/learner-home	Widget Page with Custom content box widget Task List Widget Calendar Widget Channels Widget
4 - <u>Ongoing Training</u>	https://platformname.docebosaas.com/pages/62/ongoing training	Widget Page with My Profile Custom content box widget Task List Widget Calendar Widget Catalog Widget
5 - <u>Search Results - Admin</u>	https://platformname.docebosaas.com/learn/global search/Who%20can%20I%20talk%20to	Built-in page - The global search Results page
6 - <u>Cenariovr Admin</u>	https://platformname.docebosaas.com/pages/59/cenariovr admin	Widget Page with Iframe widget
7 - <u>Course Catalog</u>	https://platformname.docebosaas.com/pages/40/course catalog	Built-in page - Catalog
8 - <u>Poc Dashboard</u>	https://platformname.docebosaas.com/pages/48/poc dashboard	Widget Page with My transactions widget Activity overview widget My kpis widget Image widget My Activity Stream widget
9 - <u>Social Dashboard</u>	https://platformname.docebosaas.com/pages/42/social dashboard	Widget Page with Channels Widget Gamification Widget Question and Answer Widget

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<u>10 - Manager Dashboard</u>	https://platformname.docebosaas.com/pages/38/manager dashboard	Widget Page with My kpis widget Tasklist Widget Activity overview widget Image widget
<u>11 - Onboarding page</u>	https://platformname.docebosaas.com/pages/61/onboarding page	Widget Page with HTML/WYSIWYG widget Channels Widget

Appendix C - LMS audit (P3 URLs)

User flow	URL	Note
<u>1 - Choose Experience</u>	https://platformname.docebosaas.com/pages/77/choose-your experience	Layout and Widget Page with Iframe widget
<u>2 - Overlays</u>	https://platformname.docebosaas.com/pages/61/onboarding page	Widget Page with HTML/WYSIWYG widget Channels Widget
3 - Profile	https://platformname.docebosaas.com/learn/my-profile	Built-in page - My Profile
4 - Courses	https://platformname.docebosaas.com/learn/mycourses	Built-in page - My Courses and Learning Plans
5 - My team	https://platformname.docebosaas.com/manager/my-team	Built-in page - My team
6 - My skills	https://platformname.docebosaas.com/skill/my-skills	Built-in page - My Skills

Appendix D - LMS audit (P4 + P5 URLs)

User flow	URL	Note
<u>1 - Catalog#1</u>	https://platformname.docebosaas.com/learn/courses/108/advanced-microsoft-excel-2019	E-learning Course use case
<u>2 - Catalog#2</u>	https://platformname.docebosaas.com/learn/courses/130/product-pro-certification	E-learning Course use case
<u>3 - Catalog#3</u>	https://platformname.docebosaas.com/learn/courses/14/premium-sales-training	E-learning Course use case
<u>4 - Catalog#4</u>	https://platformname.docebosaas.com/learn/courses/28/conference-day-three	E-learning Course use case
<u>5 - Catalog#5</u>	https://platformname.docebosaas.com/learn/courses/27/conference-day-two	E-learning Course use case
<u>6 - Catalog#6</u>	https://platformname.docebosaas.com/learn/courses/26/conference-day-one	E-learning Course use case
<u>7 - Catalog#7</u>	https://platformname.docebosaas.com/learn/learning-plans/2/training-certification	E-learning Course use case
<u>8 - Catalog#8</u>	https://platformname.docebosaas.com/learn/courses/169/tm-with-esignature	E-learning Course use case
<u>9 - Catalog#9</u>	https://platformname.docebosaas.com/learn/courses/159/monthly-member-networking-session	E-learning Course use case
<u>10 - Error Page</u>	https://platformname.docebosaas.com/learn/courses/unauthorized	E-learning course use case
<u>11 - Courses#1</u>	https://platformname.docebosaas.com/learn/courses/165/course-with-all-training-material	E-learning course use case
<u>12 - Courses#2</u>	https://platformname.docebosaas.com/learn/courses/158/customer-centricity-understanding-inspiring-and-retaining-customers?playlistId=84	E-learning course use case

<u>13 - Courses#3</u>	https://platformname.docebosaas.com/learn/courses/165/course-with-all-training-material/lessons	E-learning course use case with all training materials
<u>14 - Courses#4</u>	https://platformname.docebosaas.com/learn/courses/122/how-do-i-work-securely-online/lessons	ILT Course Use case
<u>15 - Courses#5</u>	https://platformname.docebosaas.com/learn/courses/163/professional-leadership-and-management-certification-plmc/lessons	ILT Course Use case
<u>16 - Courses#6</u>	https://platformname.docebosaas.com/learn/courses/163/professional-leadership-and-management-certification-plmc/lessons/458/docebo-learning-suite-ppt	ILT Course Use case
<u>17 - Courses#7</u>	https://platformname.docebosaas.com/learn/courses/6/virtual-discussions	ILT Course Use case
<u>18 - Courses#8</u>	https://cdn1.dcbstatic.com/files/a/c/platformname_docebosaas_com/1728054000/oohbMDuwMRbUaDfHiTbvA/scorm/1eadfe789c289eabb03b7850fd3e01e49ed5014a/scormcontent/index.html#/	Da eliminare non è significativo, è un contenuto custom.
<u>19 - Courses#9</u>	https://platformname.docebosaas.com/learn/courses/169/tm-with-esignature/lessons/esignature/sign	E-Learning Course Use case
<u>20 - Courses#10</u>	https://platformname.docebosaas.com/learn/courses/6/virtual-discussions/sessions/23/sales-operations	ILT Course Use case
<u>21 - Courses#11</u>	https://platformname.docebosaas.com/learn/courses/27/conference-day-two/sessions/44/advanced-discussions	ILT Course Use case
<u>22 - Learning Plans#1</u>	https://platformname.docebosaas.com/learn/learning-plans/2/training-	ILT Course Use case

	certification/courses/10/social-learning-with-discover-coach-and-share/lessons	
<u>23 - Learning Plans#2</u>	https://platformname.docebosaas.com/learn/learning-plans/6/a-learning-suite-for-any-challenge?generated_by=13212&hash=39ad9ea33a6786edd866b4b2149dc8074d705918	Learning Plans Use case
<u>24 - Learning Plans#3</u>	https://platformname.docebosaas.com/learn/learning-plans/12/career-path-software-engineer	Learning Plans Use case

Appendix E – Docebo Community

User flow	URL	Note
<u>1 - Homepage & Global Elements</u>	https://platformname.docebosaas.com/learn/global-search/accessibility?search=tab-community	Global Search
<u>2 - Community</u>	https://platformname.docebosaas.com/community	Community
<u>3 - Accessibility Community</u>	https://platformname.docebosaas.com/community/space/scks56uxizeurzuk3ti72gdff2i	Community
<u>4 - Spaces Subscriptions</u>	https://platformname.docebosaas.com/community/spaces/subscriptions	Community
<u>5 - Profile</u>	https://platformname.docebosaas.com/community/profile/uneyu5eea5e2udkdir5osgzpgm	Community
<u>6 - Edit</u>	https://platformname.docebosaas.com/community/profile/uneyu5eea5e2udkdir5osgzpgm/edit	Community
<u>7 - Post</u>	https://platformname.docebosaas.com/community/posts/new	Community

<u>8 - Post Details</u>	https://platformname.docebosaas.com/community/post/pmij2uw ebkbo75sm73uwlx6wvgu?space=scks56uxizeurzu k3ti72gdff2i	Community
<u>9 - This is an Article</u>	https://platformname.docebosaas.com/community/post/pznrc4b 6k623qqqh3ujebc5ecde	Community
<u>10 - Chat</u>	https://platformname.docebosaas.com/community/chat/chjpvt6z 2bydrq5ufxyuqyvvd5k4	Community

Appendix F – LMS audit (P8 URLs)

User flow	URL	Note
<u>1 - E-Learning</u>	https://platformname.docebosaas.com/learn/courses/163/professional-leadership-and-management-certification-plmc	E-learning course use case
<u>2 - Choose session</u>	https://platformname.docebosaas.com/learn/courses/173/mastering-design-systems-building-consistent-and-scalable-user-interfaces/sessions	E-learning course use case
<u>3 - Enrolled</u>	https://platformname.docebosaas.com/learn/courses/161/sales-coaching/sessions/113/11-coaching-new-session	E-learning course use case

Appendix G – LMS audit (P10, P11 and P12 URLs)

User flow	URL	Note
1 - Notifications	https://platformname.docebosaas.com/learn/mycourses	E-learning course use case
<u>2 - Course with Honorlock</u>	https://platformname.docebosaas.com/learn/courses/174/course-with-honorlock/lessons/634/test	E-learning course use case
3 - Edit asset	https://platformname.docebosaas.com/share/asset/edit/74	Share Asset

<u>4 - E-commerce</u>	https://platformname.docebosaas.com/ecommerce/settings/currency setup	E-commerce
<u>5 - E-commerce - Training</u>	https://platformname.docebosaas.com/ecommerce/settings/training credits	E-commerce

Appendix H – Admin (P2, P3 URLs)

User flow	URL	Note
1 - Settings	https://platformname.docebosaas.com/manage/ai/settings	Ai Management
<u>2 - Auto tagging</u>	https://platformname.docebosaas.com/manage/ai/settings/auto tagging	Ai Management
<u>3 - Auto skill assignment</u>	https://platformname.docebosaas.com/manage/ai/settings/skill tagging	Ai Management
<u>4 - Learning plans</u>	https://platformname.docebosaas.com/learningplan/manage/learning plans	Learning Plans Management
<u>5 - Training Certification</u>	https://platformname.docebosaas.com/learningplan/manage/learning plans/2/properties#general-settings	Learning Plans Management
<u>6 - AI authoring seat management</u>	https://platformname.docebosaas.com/manage/ai-authoring	Ai Management

Appendix I - LMS audit (P13, P14 and P15 URLs)

User flow	URL	Note
1 - My Profile	https://platformname.docebosaas.com/learn/my-profile	Built-in - My profile

2 - My Courses	https://platformname.docebosaas.com/learn/mycourses	Built-in - My Courses and Learning Plans
3 - <u>Training Credit Shop</u>	https://platformname.docebosaas.com/ecommerce/training-creditshop	E-commerce
4 - <u>Training Credit Wallet</u>	https://platformname.docebosaas.com/ecommerce/your-trainingcredits/wallet/detail	E-commerce
5 - <u>Training Credit Management</u>	https://platformname.docebosaas.com/ecommerce/training-credits	E-commerce
6 - Insights	https://platformname.docebosaas.com/insights/list	Insights
7 - <u>Learning Plans</u>	https://platformname.docebosaas.com/insights/dashboard/1341cca5-397e-4aea-8567-5e650f2d3d99	Insights