



HORIZONS
EXCHANGE TRADED FUNDS

Horizons ETFs Management (Canada) Inc.

Multi-Year Accessibility Plan

December 2023

Statement of Commitment

Horizons ETFs Management (Canada) Inc (Horizons) is committed to providing an accessible workplace in which all individuals have equal access to Horizons services in a way that respects the dignity and independence of persons with disabilities. As such Horizons is committed to continually improving and making strides forward to make our workplace and website more accessible for everyone.

The below details Horizons commitments to our employees, job applicants and clients.

Premises

The building in which Horizons offices are currently located, 55 University Ave suite 800, Toronto, ON, is handicap accessible with elevator access to our floor. Although the bathrooms on the eighth floor are not handicap accessible there are publicly available handicap bathrooms available on the main level. For those with visual impairment the buzzer is labeled with raised lettering to call for assistance to enter our premises.

There are currently no planned changes to Horizons physical premise.

Accessible Communications

Horizons website is fully AODA compliant. All public documents are sent to a service provider who ensures they meet the needs of those with disabilities and we ensure all applicable documents go through this process. Please see website here www.horizonsetfs.com

Employment

Horizons is an equal opportunity employer and is committed to providing support and accommodation, if necessary, which would allow individuals to complete the duties of their job. Horizons notifies job applicants when they are selected for an assessment or selection process that accommodations are available upon request. If a selected applicant requests an accommodation, Horizons will consult with the applicant and provide a suitable accommodation that takes into account their needs due to a disability. Lastly, Horizons informs all employees of its accommodation policy that supports employees with disabilities and the process for providing that accommodation.

Training

Horizons is committed to keeping all employees informed on accessibility standards and regulation. Horizons has implemented training for all employees on the AODA Integrated Accessibility Standards Regulations and the Human Rights Code as it pertains to people with disabilities as part of its employee on-boarding process, as well as regular updates for existing employees and management in charge of creating policy.

Any questions or concerns regarding accessibility, or individual requests can be directed to the Human Resources Department at Horizons. We may ask for further information to identify a solution to respond to your request.

By Mail:

Horizons ETFs Management (Canada) Inc.

Attn: Human Resources

55 University Ave,

Suite 800

Toronto, Ontario, M5J 2H7

By Phone: Local: 416-507-4110 / Toll Free: 1-866-299-7929

By E-Mail: HR@horizonsetfs.com