



Global X Investments Canada Inc. (“Global X”)

Multi-Year Accessibility Plan

May 2024

Statement of Commitment

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

The below details Global X's commitments to our employees, job applicants and clients.

Premises

The building in which Global X 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 labelled with raised lettering to call for assistance to enter our premises.

There are currently no planned changes to Global X's physical premise.

Accessible Communications

Global X website is fully Accessibility for Ontarians with Disabilities Act (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 the website here www.GlobalX.ca

Employment

Global X 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. Global X notifies job applicants when they are selected for an assessment or selection process that accommodations are available upon request. If a selected applicant requests accommodation, Horizons will consult with the applicant and provide suitable accommodation that takes into account their needs due to a disability. Lastly, Global X informs all employees of its accommodation policy that supports employees with disabilities and the process for providing that accommodation.

Training

Global X is committed to keeping all employees informed on accessibility standards and regulations. Global X 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 onboarding 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 Global X. We may ask for further information to identify a solution to respond to your request.

By Mail:

Global X Investments 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@globalX.com.