

Corporate Responsibility

---

# **Equal Opportunities Policy**

Version 1.0 (March 2026)

**ISS  
STOXX**

# Contents

---

<b>Policy .....</b>	<b>3</b>
<b>Appendix.....</b>	<b>3</b>
Document Version Management.....	3

# Policy

---

ISS STOXX (referred to in this policy as “ISS”) is committed to fostering, cultivating, and preserving a culture of diversity of skills, thoughts and experience. It is our policy to prohibit discrimination or harassment against any applicant or employee on the basis of age, color, disability, ethnicity, family or marital status, gender identity or expression, height, weight, language, national origin, social origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status or any other characteristic protected by law. ISS expects that all relationships among persons in the workplace regardless of their employment type and seniority level will be business-like and free of bias, harassment, and violence. This includes sexual, psychological, verbal, and power harassment, mental and physical abuse, and intimidation. All employees of ISS have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects respectful behavior during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Additionally, ISS is an equal opportunity employer. We accept our responsibility to make employment decisions without regard to race, religious creed, color, citizenship status, age, sex, sexual orientation, gender identity, gender expression, height, weight, national origin, religion, marital status, medical condition, genetic information, disability, military service, pregnancy, childbirth and related medical conditions, or any other classification protected by applicable laws and ordinances. Our leadership team is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment. Any violation of this policy will not be tolerated and will result in appropriate disciplinary action, up to and including termination. If an employee believes someone has violated this policy, the employee should bring the matter to the attention of the Human Resources department. The Company will promptly investigate the facts and circumstances of any claim this policy has been violated and take appropriate corrective measures. No employee will be subject to, and the Company prohibits, any form of discipline or retaliation for reporting perceived violations of this policy, pursuing any such claim, or cooperating in any way in the investigation of such claims.

# Appendix

---

## Document Version Management

VERSION	DATE	CHANGES	CHANGED BY	REVIEWED BY	SIGNED BY
1.0	March 2026	Initial policy	CR team	HR Leadership Team and CORE Council	ISS STOXX Board

**Table 1: Document Versions**



[cr@iss-stoxx.com](mailto:cr@iss-stoxx.com)  
[iss-stoxx.com](https://iss-stoxx.com)

ISS STOXX delivers world-class research, data, and technology solutions that empower capital market participants to pursue their visions with confidence. Our expertise spans indices, corporate governance, sustainability, cyber risk, and fund intelligence, giving clients the tools they need to uncover opportunities, manage risks, and navigate evolving regulations. We are made up of 4,000 professionals operating across 20 countries and serving approximately 5,000 clients, including many of the world's leading institutional investors. Our scale and reach give us deep market knowledge, while our innovative methodologies allow us to offer our clients tailored insights that drive impact and success.

This document and all of the information contained in it is the property of ISS STOXX GmbH group of companies and is provided for informational purposes only. The information may not be reproduced or disseminated in whole or in part without prior written permission of ISS STOXX. ISS STOXX makes no express or implied warranties or representations with respect to the information. All statistics referenced to in this document are approximate and updated on an annual basis and, unless otherwise noted, relate to the year ending December 31, 2025.

©2026 ISS STOXX and/or its subsidiaries. All rights reserved.