

ISS STOXX 

2024

Sustainability Factbook



About this Report

This report highlights the achievement of key, sustainability-related performance indicators, results of corporate sustainability activities of ISS STOXX in 2024, and provides an overview of sustainability-related activities underway in 2025. The report effectively serves as an abridged update to the ISS STOXX Sustainability Report 2023 and follows both its structure and double materiality approach. The reporting period is the calendar year 2024.

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Environmental

Climate Targets & Reporting

- 3** climate goals currently on track
- 1st** consolidated ISS STOXX carbon footprint

Office Electricity

- 100%** green electricity in all offices and physical data centres since 2021*
**2021 to 2023 only covering legacy ISS business*

CO2 Emissions

- 54%** reduction of ISS STOXX's carbon footprint per employee since 2019
- 86%** reduction of ISS STOXX's Scope 1 and 2 emissions since 2019
- 54%** reduction of ISS STOXX's business travel emissions since 2019

Social

Training

- 54%** increase of workforce with a career- or skill-training between 2022 and 2024
- 100%** of staff completed the anti-harassment and respectful workplace training
- 142%** increase in ISS University courses since 2020
- 200+** average attendance per session of educational Brown Bag Lunch Series
- 150+** participants in the Managerial Foundational Program in 2024

Communities

- Donations supported **more than 200** charities in **17** countries totaling nearly **USD 250,000** since the start of the ISS STOXX Cares program
- 1,400+** hours volunteered as part of the ISS STOXX Cares program

Workforce

- 32%** women in executive management position as of Dec 31, 2024
- 74%** growth in headcount year-end 2019 versus year-end 2024
- 3,855** employees (headcount) as of Dec 31, 2024
- 33** years of age (average age of employees)
- 0** workplace accidents over the past five years

Governance

Business Ethics & Anti-Corruption

- 96%** ISS workforce trained in business ethics issues and anti-competitive practices
- 90%** STOXX workforce trained in business ethics issues
- 0** corruption incidents in 2024

Information Security

- 99%** of staff completed the annual IT security training
- 94%** of staff successfully passed the phishing awareness test
- 0** material incidents related to data and cybersecurity breaches

Complexity

Addressing rising complexity which drives structural growth in investor requirements and demands



Data and Analytics

Providing unique data and analytics to global investment community

Customization

Customized solutions combining data with analysis and insights

Leadership Positions

Global brand recognition with scale and leading market positions (#1 in governance¹, Top 3 in sustainability² and #2 European equity index provider³)



Global presence with 3,800+ employees in 20 countries combining global reach with local expertise



Critical highly relevant data and research powering critical investment decisions



Independent high standards of integrity and independence of research



Trusted partner with 40 years of strong track record



Quality of vast integrated lakes of unique and proprietary-sourced data



Customized use cases allowing clients to make informed decisions

Notes: All metrics as of 2024

1. #1 Leading Position in Governance is based on third-party research, taking into account the geographical coverage, scope of offered solutions (for proxy research, proxy voting, vote disclosure and proxy platform) and breadth of customer segments (for asset managers, asset owners and hedge funds)
2. Top 3 position in sustainability is based on third-party research, taking into account the geographical coverage, scope of offered solutions (for raw data, ratings & rankings, screenings & controversies and regulatory solutions) and breadth of customer segments (for asset managers, asset owners, hedge funds and corporations)
3. Top 2 position as European equity index provider is based on Company information from a third-party source and is calculated based on AUM as of 2024

Governance & Proxy Advisory

Founded with a focus on proxy advisory and governance solutions

Launch of Corporate Solutions

Providing companies with the necessary tools to strengthen governance, enhance resilience, and drive sustainability

Developing Responsible Investing Business

Growing sustainable investing business into a leading global provider of sustainability data, analytics, and services

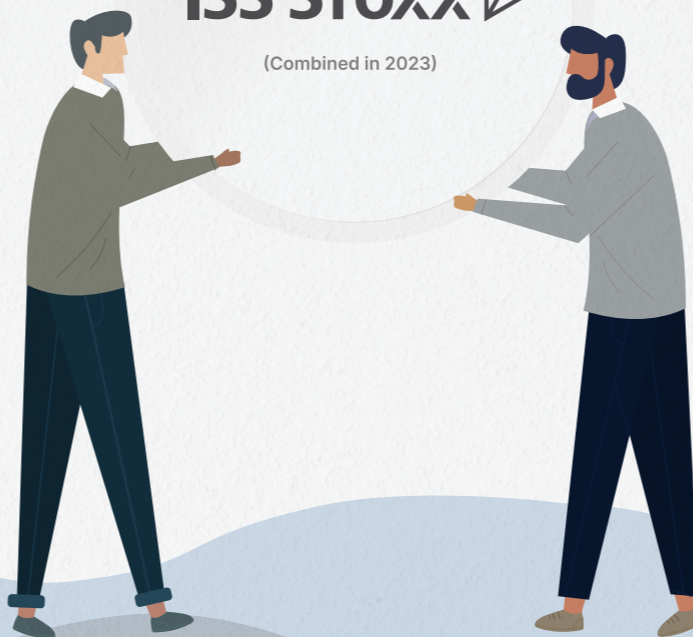
Build-out of Market Intelligence

Further expanding into data, analytics, and go-to-market expertise

Strategic journey to create one-stop-shop for comprehensive investment solutions



(Combined in 2023)



European Sell-side Leadership

DAX is launched and STOXX is founded

Leadership in Structured Products

Market leader within structured products issued on STOXX and DAX indices (sell-side) in Europe

Product Innovation

Continued product innovation ranging from passive investing to customized index solutions

Increasing Buy-side Coverage

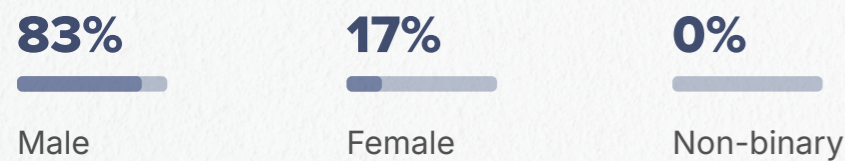
Catering to evolving industry dynamics by targeting the growing buy-side

ISS STOXX is dedicated to upholding the highest standards of corporate governance as a private company.

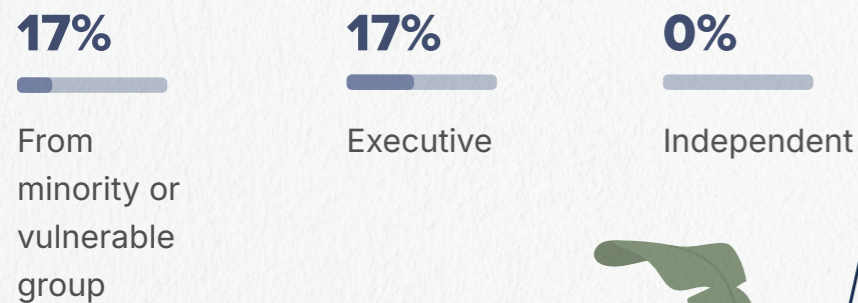
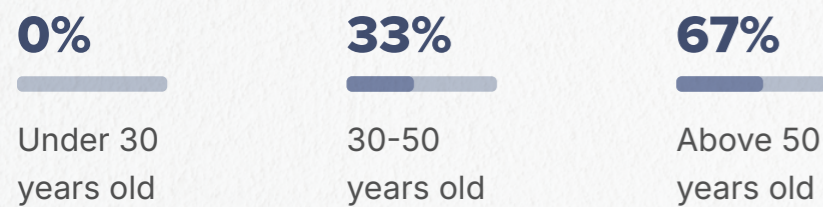
Shareholders Committee

The Shareholders Committee of ISS STOXX GmbH, whose role is similar to that of a Board of Directors, provides supervision and guidance on the strategy and operations of the ISS STOXX group of companies.

GENDER



AGE



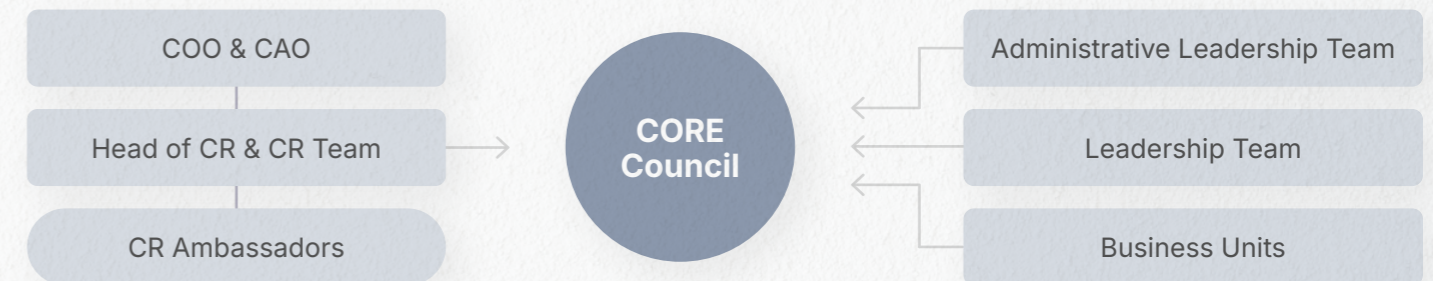
Data as of Dec 31, 2024

Total number of board members
6



Corporate Responsibility (CORE) Council

The oversight of the decision-making for sustainability related matters is delegated to the CORE (Corporate Responsibility) Council. It is composed of members of the Administrative Leadership team as well as the Leadership team and the business units.



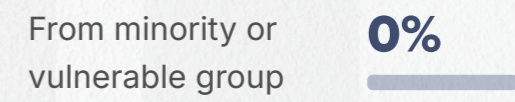
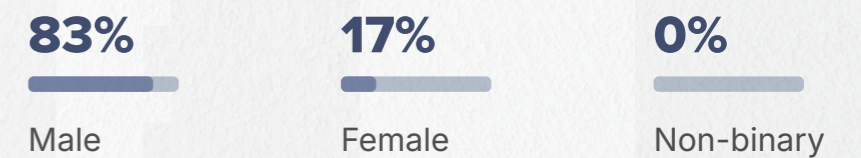
As of Dec 31, 2024, the CORE Council consists of:

<p>ALEXIS DAUR Head of Global HR</p>	<p>ALLEN HEERY COO & CAO</p>	<p>STEVEN FRIEDMAN General Counsel</p>
<p>MARIJA KRAMER Head of ISS-Corporate</p>	<p>ROBERT HASSLER Head of Corporate Responsibility</p>	<p>SUBODH MISHRA Head of Communications</p>

Total number of CORE Council members
6

Data as of Dec 31, 2024

GENDER



We are guided by the most basic principle: Do the right thing!

Employee training is a key objective. Our employees, who are subject to a **Code of Conduct** and other compliance policies, are required to complete relevant trainings upon hire and on an annual basis thereafter.

Our Focus in 2024

	2021	2022	2023	2024
ISS workforce trained in business ethics issues	100%	100%	100%	96%
STOXX workforce trained in business ethics issues	-	-	-	90%*
Awareness training performed at ISS to prevent anti-competitive practices	100%	100%	100%	96%

Awareness training performed at STOXX to prevent anti-competitive practices

The training was performed**

* Blended average of all active trainings performed by DB on behalf of STOXX since their inception which in some instances happened in previous years according to a three-years training plan. Some trainings have been initiated only recently and hence have a low participation rate which impacts the average.

** Participation has not been tracked.



	2021	2022	2023	2024
Number of confirmed corruption incidents identified at ISS STOXX	0	0	0	0
Number of reports related to whistleblower procedures in ISS STOXX	2	0	0	1



**2025
LOOKING
FORWARD**

- » Create and implement ISS STOXX's wider compliance policies
- » Harmonize the compliance processes across the firm in line with best practices
- » Ensure an effective compliance monitoring/reporting

Our objective is to identify risks to the company at an early stage, assess them appropriately and obtain the appropriate protections.

99% Workforce that has completed the annual security training within a month

2021-2024

Workforce that has successfully passed the phishing awareness test




100% Workforce that has completed the phishing awareness remediation training within two weeks


2021-2024


0 There were **no material incidents** related to data and cybersecurity breaches across our global operations in 2024





What we Achieved in 2024


 Implemented several significant projects that led to **enhancing the security posture of ISS STOXX**

 New **tooling enabled efficiency and automation** in the handling of security and phishing events

 Continued prioritization of **security awareness and training** produced a more security-conscious work force throughout the organization

 **Utilized automation** to assist in our Governance, Risk and Compliance (GRC) efforts enabling efficiencies in access reviews management and vulnerability management programs

 **Upgraded tooling** within our security stack to improve protection on the endpoint and network layers



**2025
LOOKING
FORWARD**

- » Continue to strengthen the firm’s resiliency and security posture to address emerging threats and meet client requirements
- » Refine and implement IT compliance strategies adhering to regulatory requirements, industry standards, and internal policies
- » Continued enhancements of security awareness and training to produce a more security-conscious work force throughout the organization

At ISS STOXX, exceptional people are the driving force behind our success.

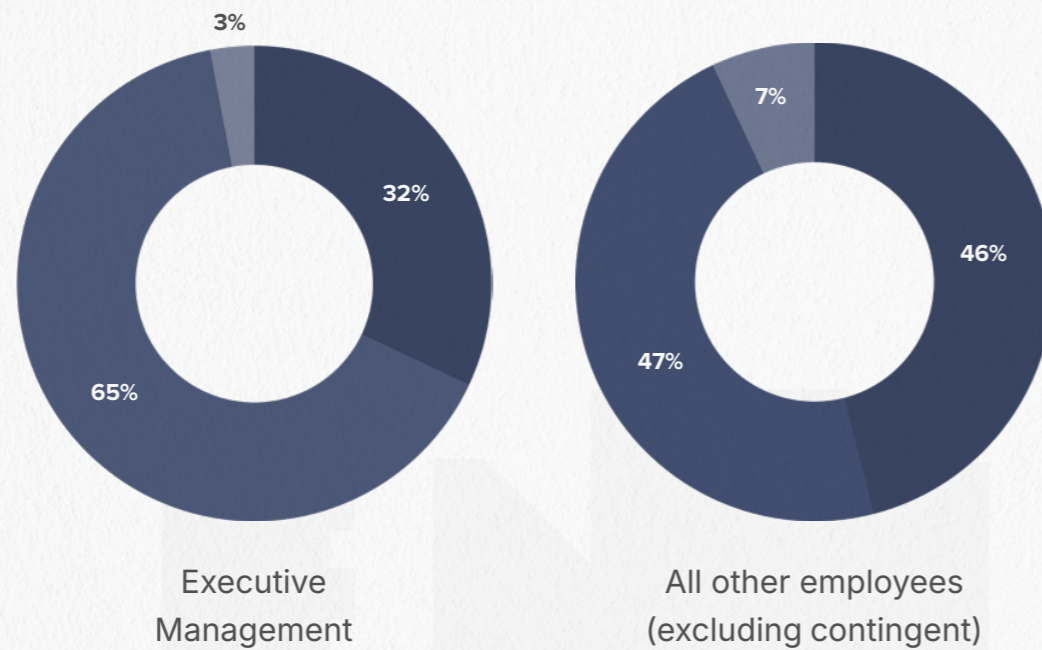
We firmly believe that by prioritizing the well-being and growth of our employees, we create a positive ripple effect that benefits everyone. We are deeply committed to investing in our people.

Employees are put at the center of everything we do, and we are dedicated to fostering their engagement and retention, prioritizing both professional development and individual well-being.

Breakdown by gender per employee type 2024

- % Female
- % Male
- % N/A*

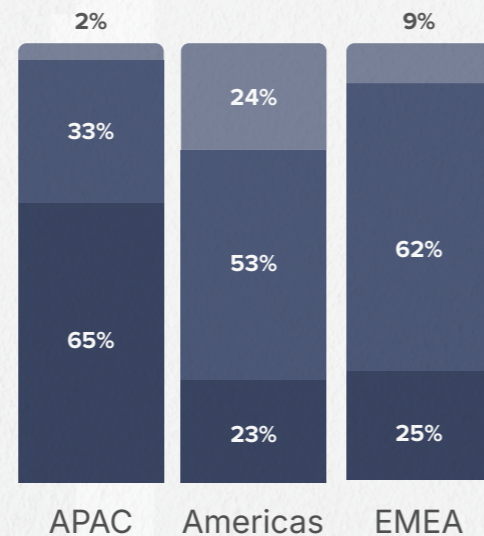
*Not available or not disclosed



Breakdown by age group per region 2024

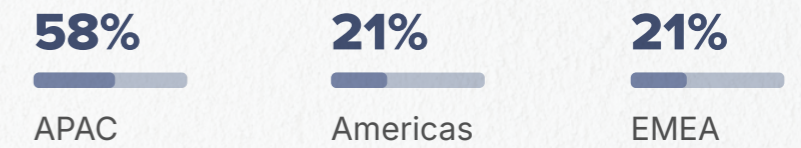
- Under 30
- 30-50
- Above 50

Note: For EMEA, 4% of employees did not disclose their age

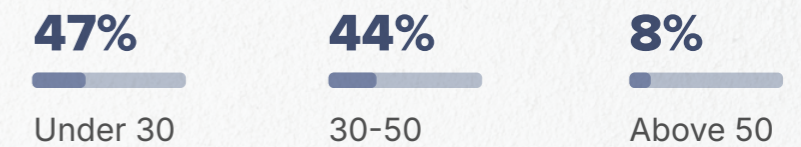


Data as of Dec 31, 2024

Breakdown of employees by region 2024



Breakdown of employees by age group 2024




Note: 1% did not disclose their age





Our employees are spread across 36 global locations (offices) in 20 countries with total global headcount standing at nearly 3,800+ at the end of 2024





Our Focus in 2024

- 

Established the **first affinity group W.O.M.E.N.** of ISS STOXX community
- 


Supported the **Volunteer Day** roll out
- 


Introduced in the **United States floating holidays** for religious and cultural events
- 


Continued to refine and develop our **cultural and societal milestone calendar**
- 

Hosted **various speaking events** on diverse topics ranging from Pride to Breast Cancer Awareness


What we Achieved in 2024

- 

Through our policies and activities, we fostered a workplace that values the **unique contributions of every individual**
- 

We assessed the success of our initiatives through employee satisfaction surveys, and leveraging feedback mechanisms for employees
- 

We regularly **monitored our initiatives** to ensure that we remained responsive to the evolving needs of our workforce



**2025
LOOKING
FORWARD**

- » Create a pilot of a mentorship program with the W.O.M.E.N.'s network
- » Continue to engage our employees through creative initiatives that align with and reinforce these values
- » Work towards a global employee recognition program

Since 2022, 100 percent of the workforce completed the anti-harassment and respectful workplace training.



Training and Education

We are committed to helping staff develop the expertise and skills of our employees necessary to ensure meaningful professional development

What we Achieved in 2024

61% The percentage of workforce with a career- or skill-training increased significantly from 40 percent in 2022 to 61 percent in 2024.



We expanded our training offering by adding the Udemy eLearning platform, which provided users with access to a vast range of skill enhancement courses further supporting employee career growth.

142% The number of courses in our ISS University (ISSU) has increased by 142 percent from 2020 to 2024.

154 graduates The Managerial Foundation Program (MFP), in-house training for new managers - had a total of 154 graduates with average training of 18 hours per graduate in 2024.

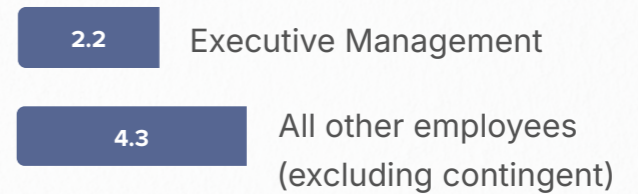
219 employees The Brown Bag Lunch Series held 12 educational sessions with the average attendance of 219 employees per session for 2024. The sessions covered a variety of topics including biodiversity, project management principles, and product offerings.



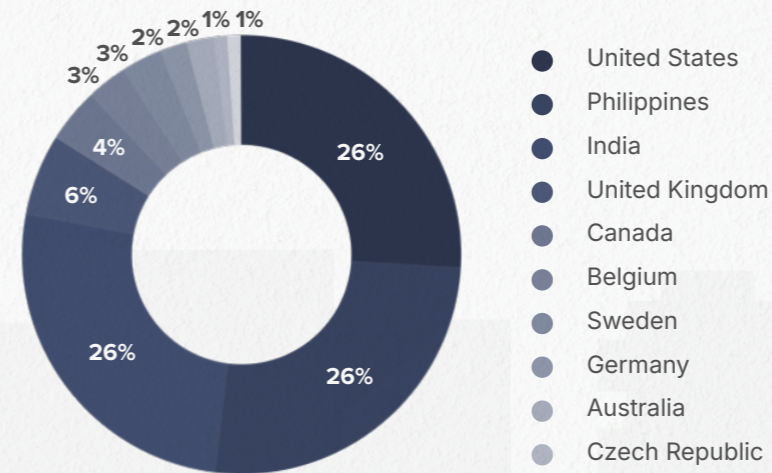
In 2024, each employee averaged 4 hours of training.

Employees have multiple learning channels at their disposal to access the tools and knowledge needed to perform successfully.

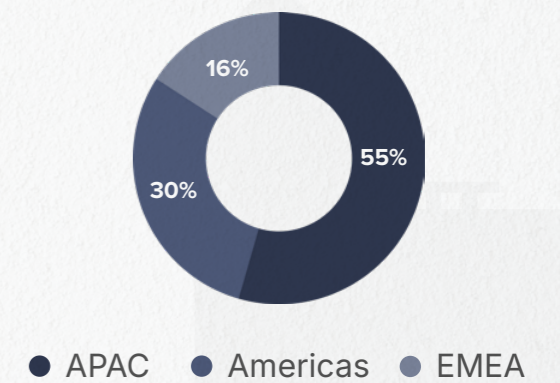
Average hours of training per employee type



Distribution of MFP graduates by country



Distribution of MFP graduates by region




2025
LOOKING FORWARD




- » Continue to leverage access and usage of our existing tools and programs
- » Build on manager & leadership development with an emphasis on accountability and building high-performing teams
- » Support employee growth, with an emphasis on succession planning

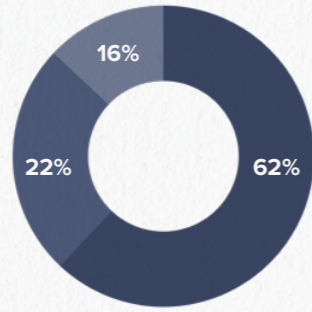
Employee Engagement & Retention

Our Focus in 2024

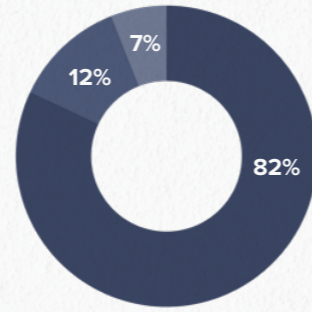
 In 2024, we made several efforts to advance our employee engagement and retention efforts while we remain focused on ensuring the health & safety of our employees and preventing work-related accidents

What we Achieved in 2024

 We conducted the **third company wide people survey**




Strategic alignment & organizational framework



Team effectiveness & collaboration

● Favorable
● Neutral
● Unfavorable

62% Response rate

 We kept the trend for the **fifth year in a row** of not having workplace accidents

0 Workplace accidents from 2020 through 2024

Staff turnover

15% Voluntary turnover **2%** Involuntary turnover

2025 LOOKING FORWARD

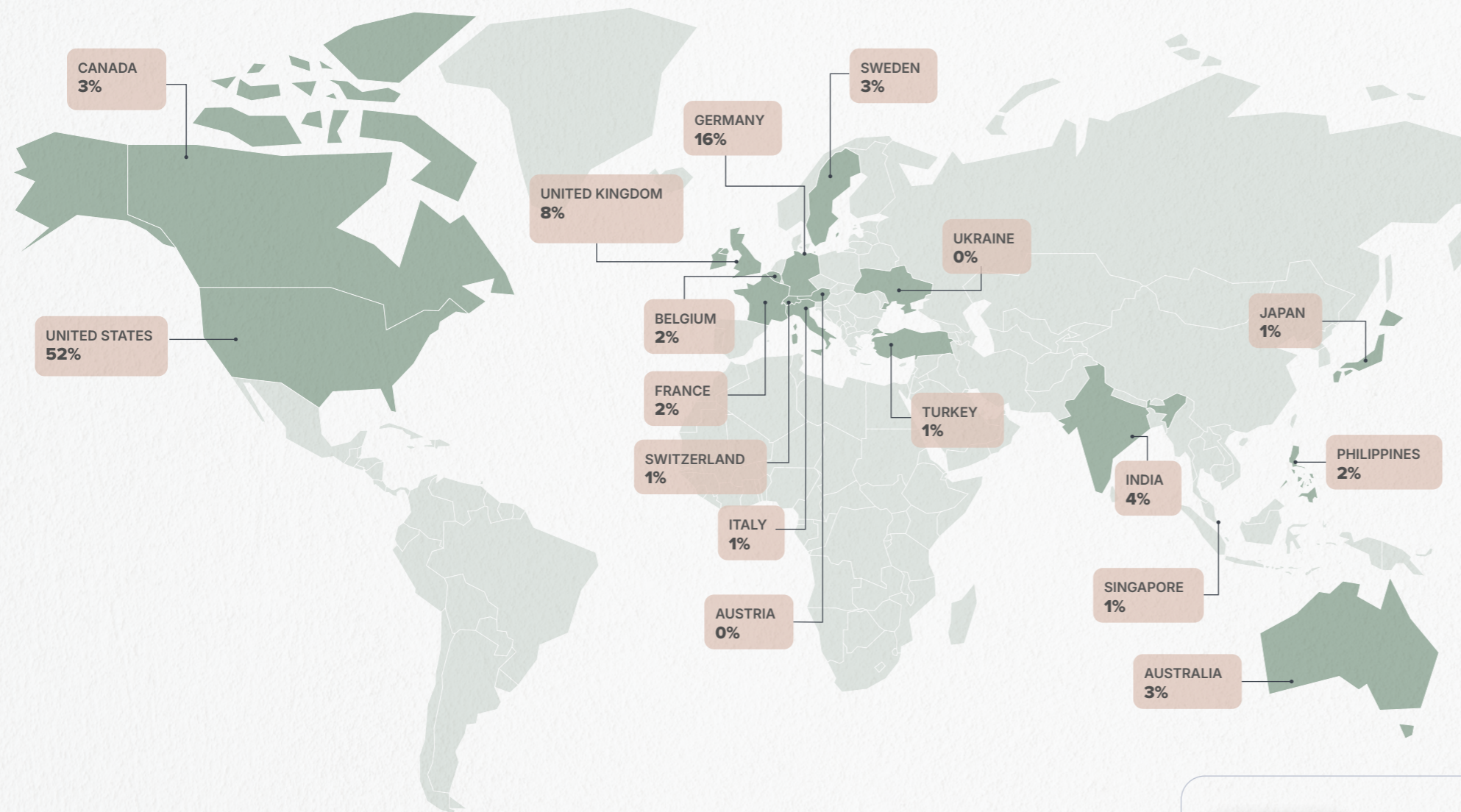
- » Focus on enhancing our culture and the employee experience
- » Place greater emphasis on employee recognition-both at the team level and on a global scale



ISS STOXX aims to be an ideal corporate citizen and encourages its employees to be active in their communities through meaningful social and environmental engagement.

Donation Matching Program

ISS STOXX and its employees have made more than **370 donations** - nearly **USD 250,000** in value - to charities in **17 countries** since the start of the program.



The focus in 2024 was education (21%). By comparison, most donations made were to charity and civic organizations (33%). Most donations made were to **charities in the United States** (52%), followed by non-profit organizations in **Germany** (16%) and in **the United Kingdom** (8%).

ISS STOXX Cares continued to have a **global reach** as donations made were distributed for charities in the Americas (55%), EMEA (35%) and APAC (15%) regions.



ISS Cares Report

Published in 2023, provides figures and graphs on all donations from the program launch until March 2023.

[ISS Cares Report 2023](#)

“

We baked and packaged cookies for 50 men at a shelter of the Montgomery County Coalition for the Homeless about 10 minutes from our office in Rockville. We wanted them to see that these were obviously homemade by people in the neighborhood that cared about them.



“

I volunteered at the Boys and Girls Club of Norman, Oklahoma. They are a safe space for youth and offer many opportunities for creative and social outlets.



A group of eight colleagues from the ISS Market Intelligence team volunteered at the Whitechapel Mission in London to prepare breakfast for individuals in need.

Volunteering Program



The ISS STOXX Volunteering Program was **launched in July 2024**



In 2024, colleagues volunteered **1400+ hours at more than 60 charities in 13 countries** – the majority in the United States, Philippines and Germany



In **almost two thirds** of all volunteering cases, people have **volunteered together**



» Publish an ISS STOXX Cares report in 2025 providing an updated overview of the program

ISS STOXX is committed to understanding and reducing the environmental footprint of its business operations.

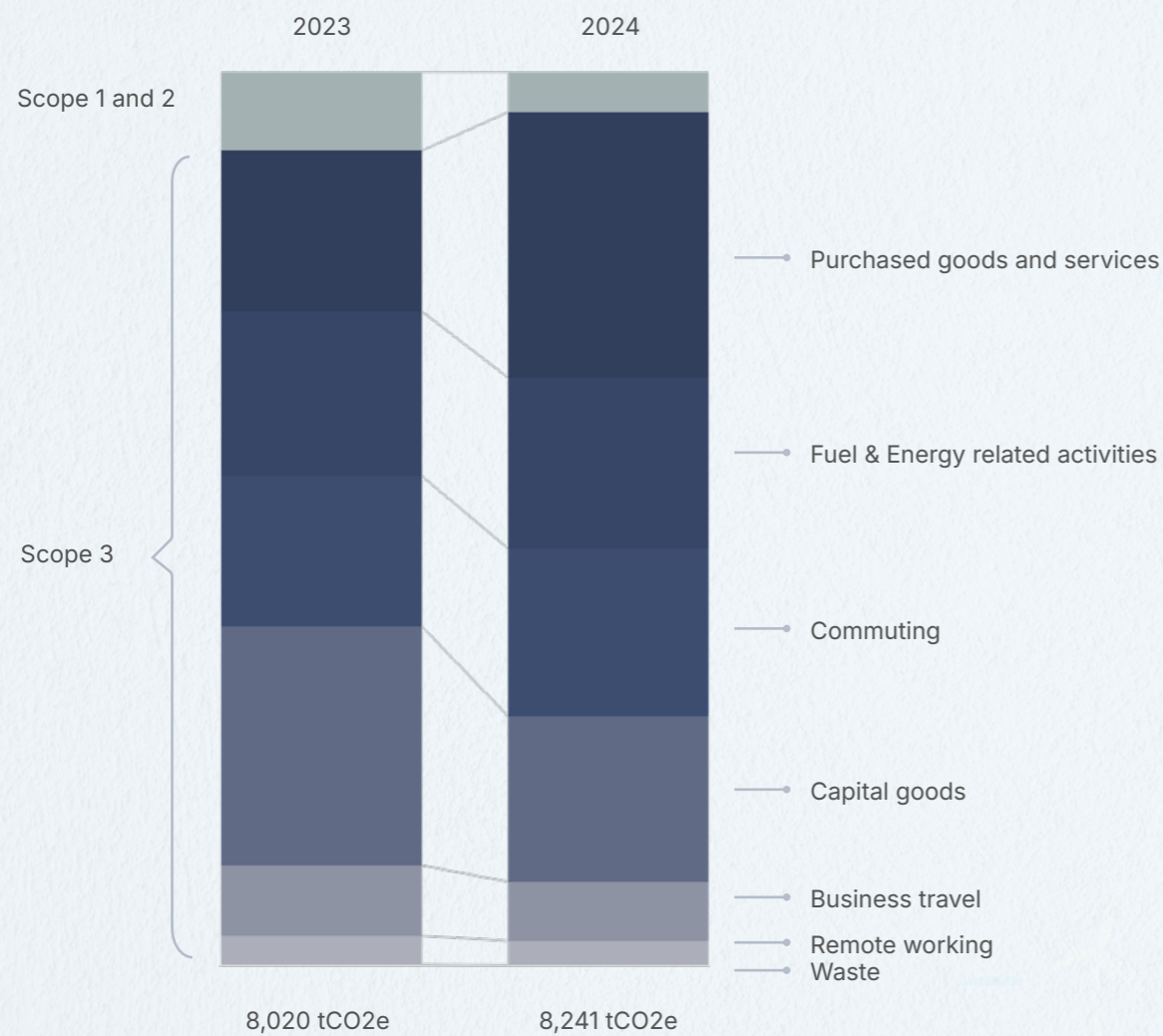


The ISS STOXX carbon footprint per employee was **reduced by 54%** between 2019 and 2024

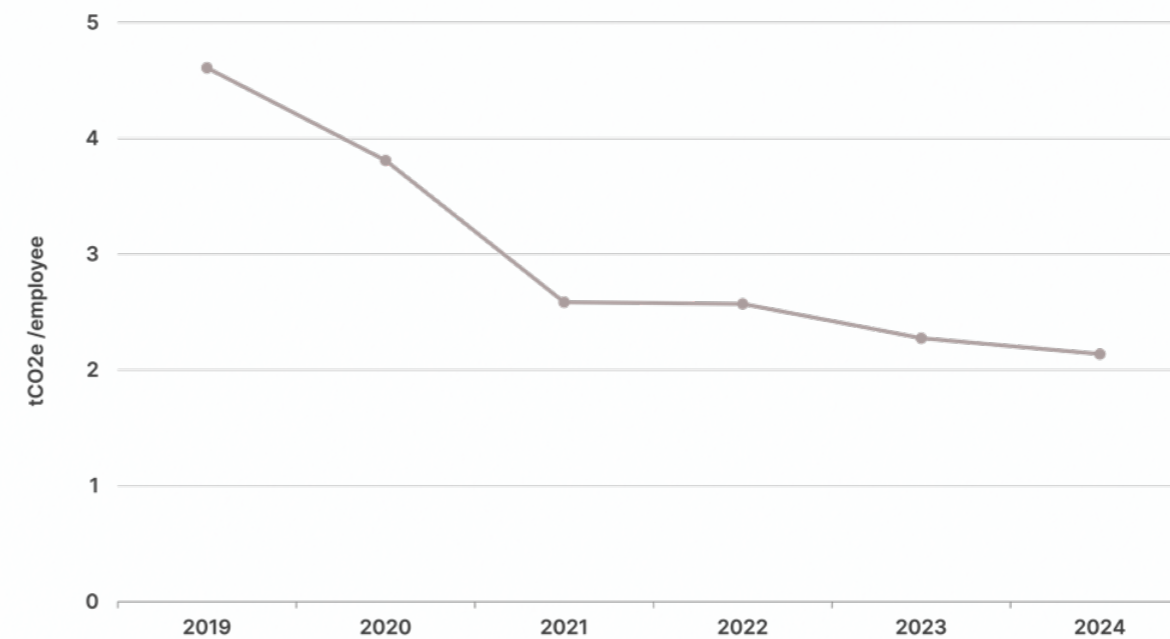


Since 2019 the total emissions was **reduced by 19%** while the headcount grew by 74%

ISS STOXX's carbon footprint 2023 vs. 2024



ISS STOXX's carbon footprint per employee 2019 – 2024



ISS STOXX's carbon footprint 2019 – 2024

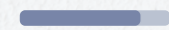
tCO2e	2019	2020	2021	2022	2023	2024
Scope 1	10	10	4	9	17	30
Scope 2 (Market-Based)	2,570	1,857	572	597	688	341
Scope 3	7,629	7,089	6,759	7,882	7,315	7,870
Total Emissions	10,209	8,956	7,334	8,488	8,020	8,241

ISS STOXX's Climate Goals

All ISS STOXX's climate goals for 2027/2030 remain achievable.

Scope 1 & 2

86%



reduction in
2024 vs. 2019

36%



buffer until
2030

Scope 3 Business Travel

54%



reduction in
2024 vs. 2019

34%



buffer until
2030

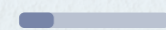
Scope 3 Supply Chain

28%



of suppliers have
a SBT goal in 2024

22%



to improve until
2027

50%

Scope 1 & 2 GHG emissions reduction
by 2030 vs. 2019

20%

Scope 3 Business travel emissions
reduction by 2030 vs. 2019

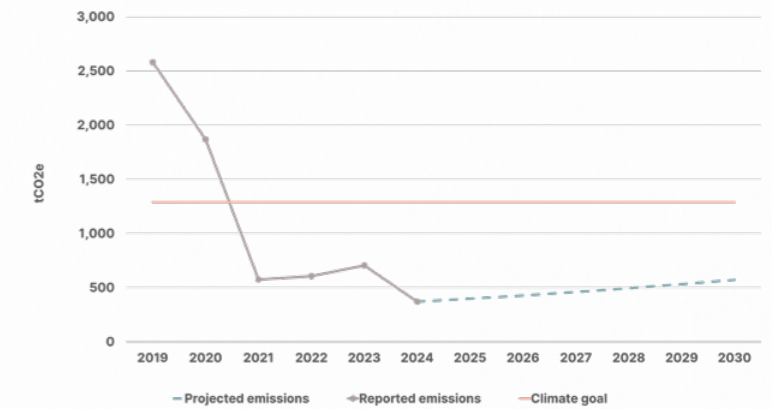
50%

Suppliers by spend to have a Science-
Based Target by 2027

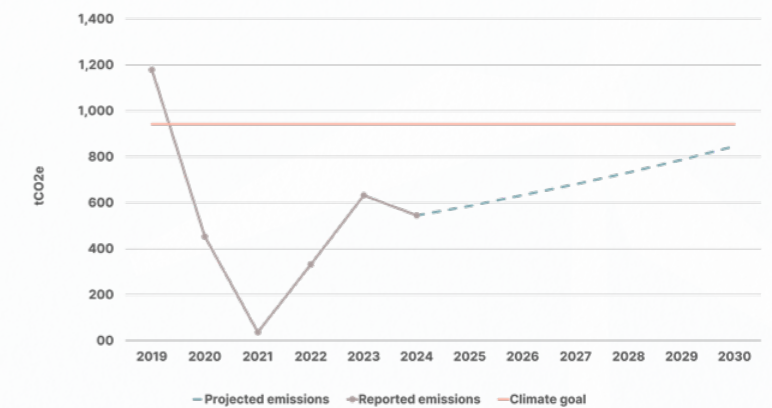


- » Further develop the decarbonization plan and implement concrete measures to reduce emissions
- » Identify reliable carbon removal projects as alternative to carbon offsets

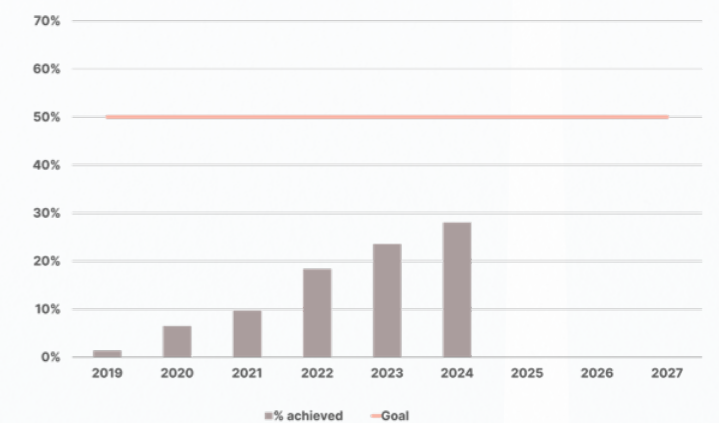
Scope 1 & 2¹ - 86% reduction



Scope 3 Business Travel¹ - 54% reduction



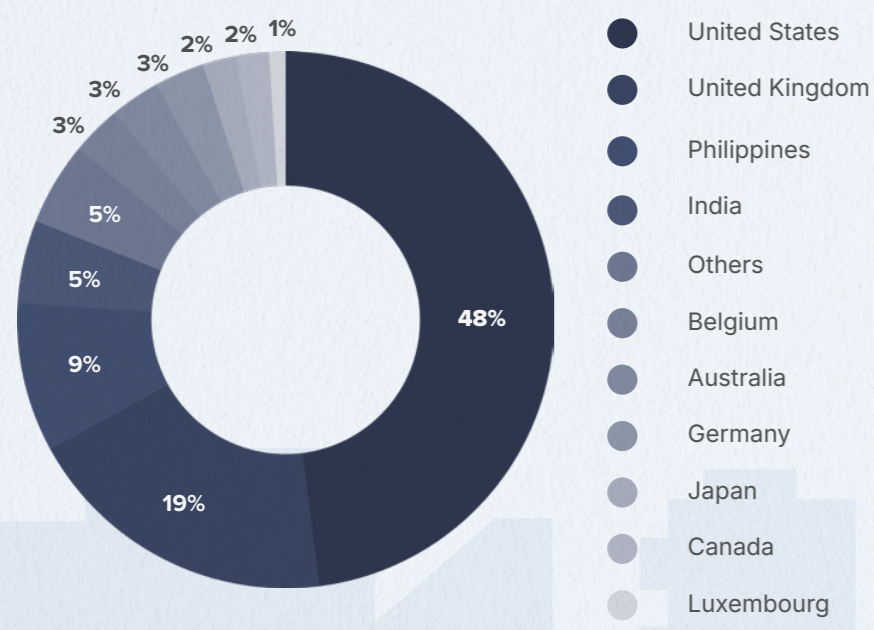
Scope 3 Supply Chain¹ - 56% achievement



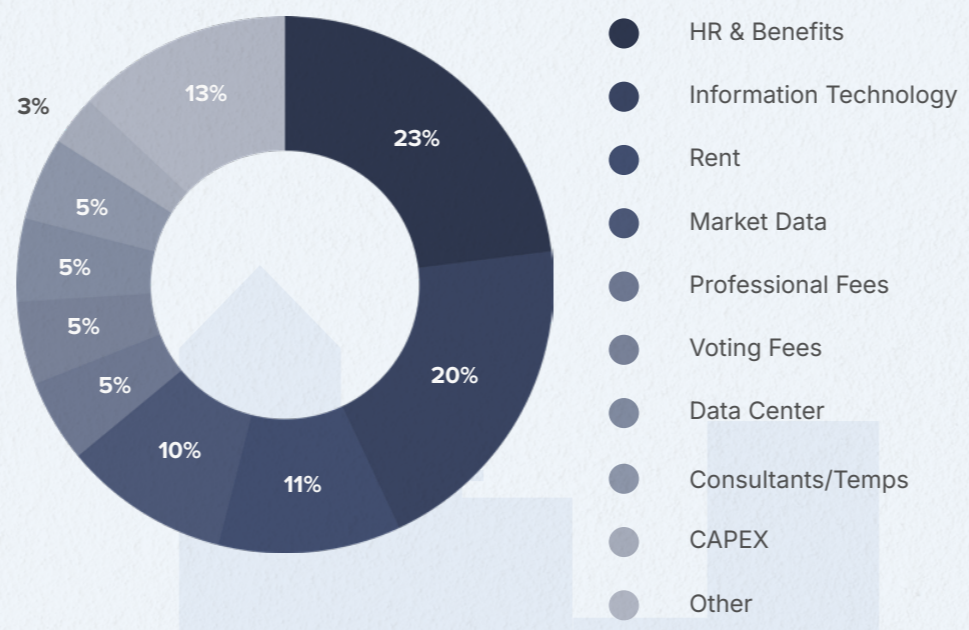
¹ Note: Baseline has been recalculated to represent ISS STOXX consolidated emissions

We promote sustainable business practices with our vendors and with whom we expect will share our commitment to ethical business practices.

Regional distribution of 2024 ISS vendors



Distribution of the main categories 2024 material ISS vendors




Modern Slavery Statement

Published in June 2024, it provides actions taken by ISS STOXX to identify and address modern slavery risks in our operations and supply chain.

[Modern Slavery Statement 2023](#) ↗



**2025
LOOKING
FORWARD**

- » Conduct a first ISS STOXX vendor risk analysis
- » Develop a vendor risk management system
- » Publish the 2024 ISS STOXX Modern Slavery Statement





The report contains some forward-looking statements. These statements are drawn from the current understanding of the context and expectations at present. However, any forward-looking statement provides no guarantee that said action/results will occur in the future (as they are impacted by future risks and uncertainty). Totals and percentages shown in this report may not equal the sum of individual totals or to 100% due to rounding adjustments.

Note: Please note that the historical data presented for the period 2019 to 2023 refers to the legacy ISS business. Data presented for 2024 covers the new company ISS STOXX. Only the carbon footprint data on page 15-16 include back calculated STOXX data and cover ISS STOXX over the entire period.

The report was published on July 1, 2025.

CONTACT US

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For questions about this report, please email: cr@iss-stoxx.com

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