



EQUAL OPPORTUNITIES 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.

This Policy was first approved by ISS’ Human Resources Leadership Team and ISS’ Corporate Responsibility (CORE) Council and formally implemented in April 2020. The Policy was reviewed and substantively amended in October 2022, again in July 2023, again in December 2023 and most recently in February 2025.