



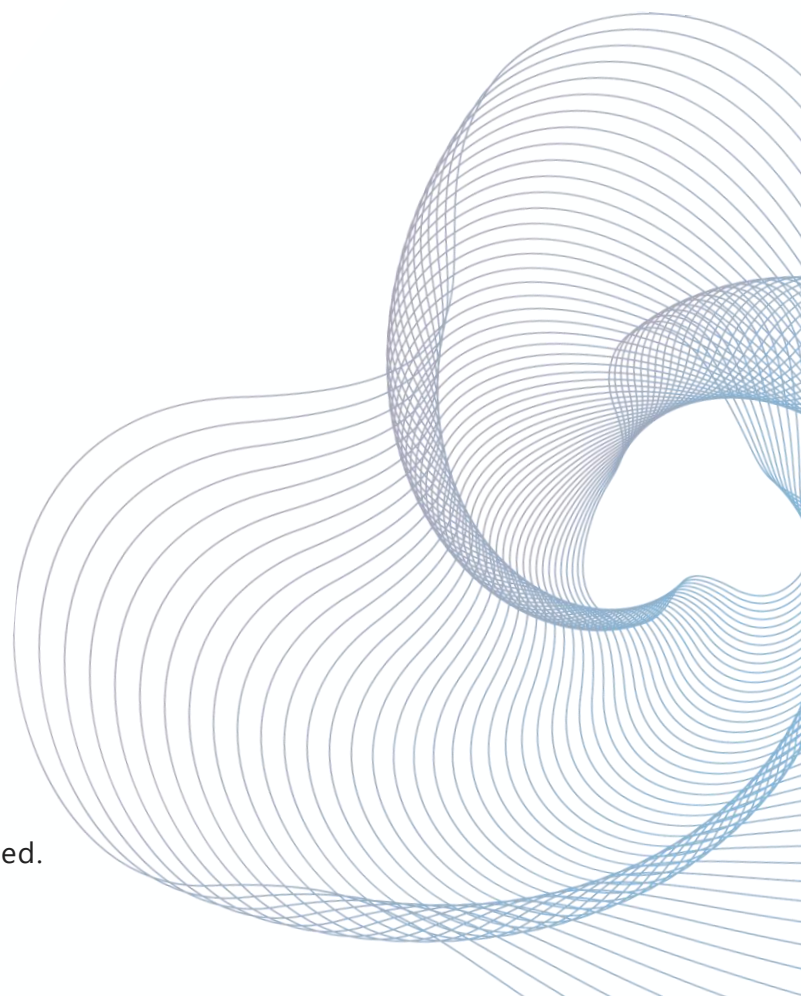
# Modern Slavery Statement 2023

ISS STOXX

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Editor’s note: Unless otherwise noted, the content reported covers the legacy ISS businesses and does not include the STOXX unit, which was combined with ISS in November 2023.

## Introduction

This ISS STOXX Modern Slavery Statement is made under the United Kingdom's Modern Slavery Act 2015 (MSA 2015) and the Australian Modern Slavery Act 2018 (Cth) (MSA 2018) and details actions taken by ISS STOXX to identify and address modern slavery risks in our operations and supply chain for the year ending December 31, 2023. Appendix 1 outlines which sections of the statement reference the mandatory Australian and recommended UK reporting criteria, respectively.

Our report reflects our strong commitment to protect and promote human rights throughout our operations and supply chain, in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Our actions to address modern slavery risks form part of our broader commitment to our values of integrity, empowerment, and collaboration. Our values are inspired by a collective sense of responsibility that prioritises the wellbeing of our people and stakeholders.

This statement is made on behalf of ISS STOXX GmbH and our controlled subsidiaries in Australia and the UK. A list of these subsidiaries can be found in Appendix 2. As our subsidiaries generally use the same group policies and procedures, engage in similar business activities, and largely share the same suppliers, this statement provides a consolidated description of the group's activities.

This joint statement has been reviewed and approved by the ISS STOXX GmbH management board.

Gary Retelny  
Chair, Management Board  
ISS STOXX GmbH

June 21, 2024

### Our consultation process

The oversight of the decision-making for sustainability-related matters is delegated to the CORE (Corporate Responsibility) Council. The [CORE Council](#) is composed of members of the Administrative Leadership team as well as the Leadership team and the business units including Chief Operating Officer and Chief Administrative Officer, Head of Global Human Resources, General Counsel, Head of Communications, and Head of ISS-Corporate and is led by the Head of Corporate Responsibility. The CORE Council leads our approach on sustainability matters across the ISS STOXX group and advises on actions taken to identify and address modern slavery risks in our operations and supply chain. The policies and procedures outlined in this statement are group-wide and apply to our controlled entities in Australia and the UK. (see Appendix 2). Information related to CORE Council can be found on the [CORE website](#).

## Progress in Addressing Modern Slavery Risks

**In 2023, we prioritised acting on modern slavery risks. To that end, we ...**

- finalised our supply chain risk assessment and prioritised high-risk vendors for further due diligence;
- submitted our first Enhanced Communication on Progress as a signatory of the United Nations Global Compact;
- conducted the annual review of our corporate responsibility policies through ISS' CORE Council;
- continued to develop the ISS Modern Slavery Scorecard, increasing its risk assessment coverage, an ISS ESG product offering that helps subscribing clients identify, evaluate, and act on modern slavery risks;
- continued to leverage our Modern Slavery Scorecard (and other ISS ESG products) for our internal supply chain risk assessment and
- launched four new Collaborative Engagement, on behalf of ISS ESG's Norm-Based Engagement clients, related to allegations of Modern Slavery.

**In 2024, we are prioritizing on continuous improvement focusing on implementing processes to mitigate modern slavery risks. We aim to...**

- conduct first consolidated ISS STOXX ESG vendor risk assessment including lessons learned from the previous year;
- strengthen our processes to mitigate modern slavery risks by implementing a process to engage with high-risk vendors and take necessary actions (if needed)
- expand efforts to build capacity and train our procurement teams to identify, mitigate, and address modern slavery risks.

How we understand **modern slavery**

Modern slavery is an umbrella term for some of the most severe human rights abuses, including forced labour, the worst forms of child labour and human trafficking. According to the [International Labour Organization](#), modern slavery refers to “situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.”

## Our Business

ISS STOXX, through its group companies, is a leading provider of comprehensive and data-centric research and technology solutions that help capital market participants identify investment opportunities, detect qualitative and quantitative portfolio company risks, and meet evolving regulatory requirements. With roots dating back to 1985, we today deliver world-class benchmark and custom indices across asset classes and geographies and serve as a premier source of independent corporate governance, sustainability, cyber risk, and fund intelligence research, data, and related offerings. Our products and services give clients the scale and leverage they need to grow their business more effectively and efficiently.

ISS STOXX, which is majority owned by Deutsche Börse AG, is comprised of more than 3,400 professionals operating across 33 global locations in 19 countries. Its approximately 6,400 clients include many of the world's leading institutional investors who turn to ISS STOXX for its objective and varied offerings, as well as companies focused on ESG, cyber, and governance risk mitigation as a shareholder value enhancing measure. Clients rely on ISS STOXX's expertise to help them make informed decisions to benefit their stakeholders.

ISS STOXX is committed to providing clients with objective and varied analyses and insights through a comprehensive suite of data, research, and technology solutions that help streamline workflows, optimize investment impact, and inform decision-making to benefit their stakeholders.

ISS STOXX is a signatory to the Principles for Responsible Investment (PRI), the United Nations Global Compact (UNGC), and a member of the UK SIF and RIAA along with several other industry networks.

Further information about our business can be found on [our website](#).

*Signatory of:*



## Our Operations

As a global company, ISS STOXX has more than 3,400 employees across 33 offices locations in 15 countries.<sup>1</sup> ISS STOXX is headquartered in Eschborn in Germany.

**35+** years of experience providing corporate governance and responsible investment solutions for institutional investors, companies and other stakeholders globally.

**600+** dedicated ESG professionals.

### Our Business Units

#### ISS GOVERNANCE

A global leader in providing objective, high-quality governance research and vote recommendations, and end-to-end proxy voting solutions.

#### ISS ESG

Provide innovative and high-quality ESG research, ratings, index, screening, data, analytics and advisory services.

#### STOXX | DAX

A global provider of rules-based, innovative benchmarks and customized indices including the EURO STOXX 50 and DAX indices.

#### ISS-CORPORATE

Helps companies design and manage their governance, compensation, sustainability, and cyber risk programs to align with company goals, reduce risk, and manage the needs of diverse stakeholders.

#### ISS MI MARKET INTELLIGENCE

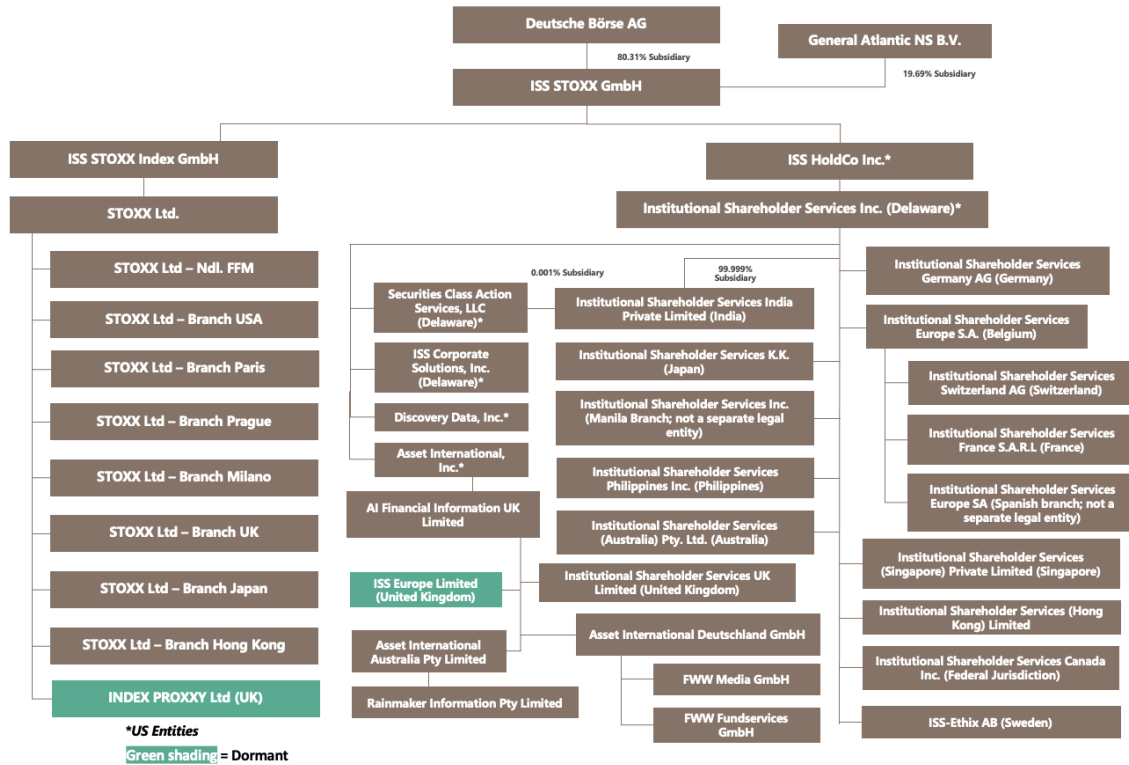
A leading global provider of data, insights, and market engagement solutions to the financial services industry.

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<sup>1</sup> The figures within this section are as of November 2023.

## LEGAL ENTITY ORG CHART

As of January 1, 2024



## Our Supply Chain

All of ISS STOXX’s clients-facing products and services are developed in-house and delivered by full-time employees. Our suppliers support us by supplying IT hardware and software, market and other financial data, office equipment and management, marketing, media, and event services.

**1,500+** vendors

**500+** material vendors

The vast majority of our vendors are from the United States of America (59.0%). The rest of our top 5 vendors’ countries are located in the United Kingdom (10.5%), India (6.6%), the Philippines (4.8%) and Australia (4.3%).



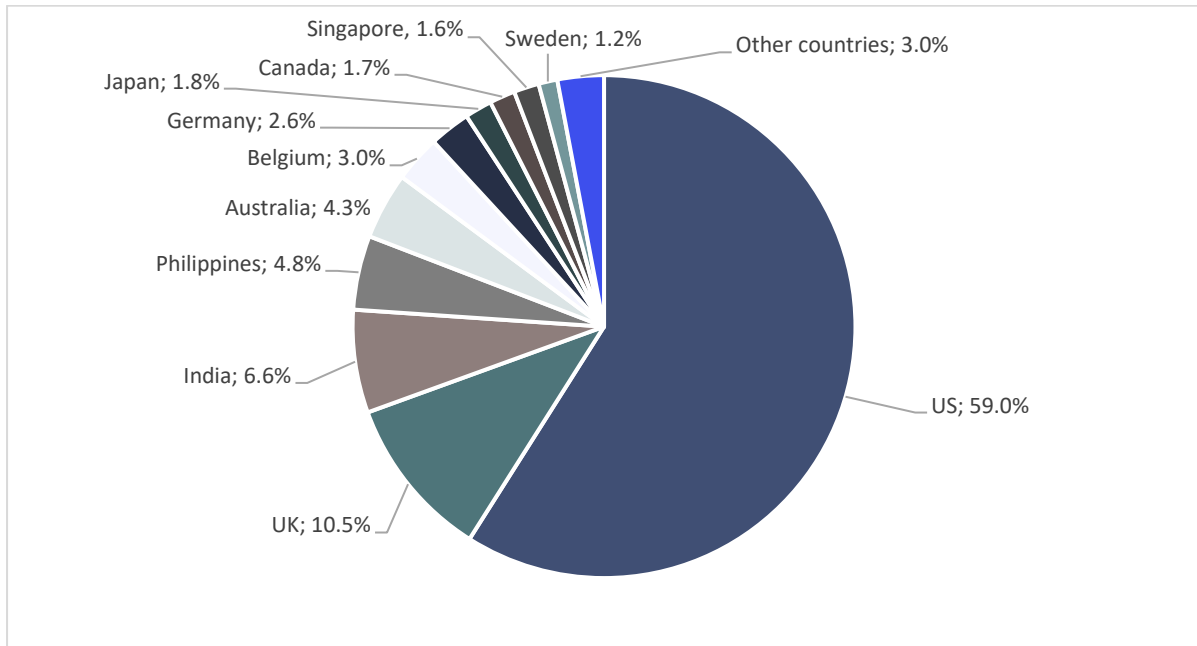


Figure 01: Regional Distribution of our Vendors 2022 by Spend  
Source: ISS STOXX

More than half of our spend goes into three categories: Information Technology (20.8%), office space - rented (18.9%) and Consultants, temps and professional fees (12.3%). The rest of our top 5 categories are: HR and benefits (10.6%) and Market data (10.1%). The graph above discloses additional details into categories with lower spend.

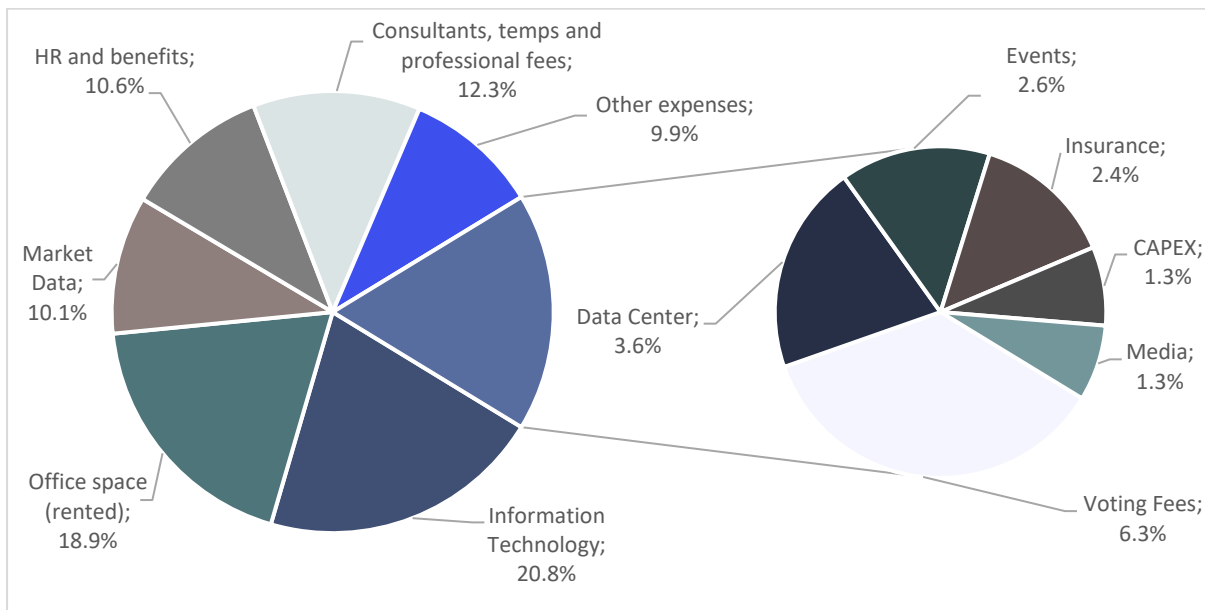


Figure 02: Distribution of the Main Vendor Categories 2022 by Spend  
Source: ISS STOXX

## Identifying and Understanding Modern Slavery Risks

Considering the nature of our business – namely, as a research, data and index provider that does not make or offer tangible goods – and because our services are being produced and delivered by in-house salaried professionals, we continue to believe there to be a **very low** risk of modern slavery within our business.

However, we acknowledge that we may be exposed to such a risk through our supply chain. In 2023, we finalised the risk assessment of our vendors. This section outlines the risk assessment framework and process followed.

### Our Risk Framework

In 2023, we continued the risk assessment started in 2022, following the same risk framework logic used in the initial evaluation stages in 2021. The risk framework for modern slavery leverages, in part, our own product offering to clients, the Modern Slavery Scorecard, which seeks to provide a holistic assessment of a company's modern slavery risk exposure and mitigation efforts (see Other Relevant Information for more details) as well as the ISS ESG Corporate Rating and the ISS ESG Norm Based Research.

We still continue to recognise there are significant difficulties in obtaining comprehensive data on modern slavery due to reasons including poor visibility into working conditions in global supply chains, barriers to survivors reporting exploitation, and the hidden and criminal nature of modern slavery. Our risk framework situates modern slavery within the context of broader human and labour rights in order to capture potential drivers of exploitation.

Our risk framework assesses both actual and potential human rights impacts, in line with the UN Guiding Principles on Business & Human Rights (UNGPs). We assess systemic geographic, industry, and business factors that are more likely to enable modern slavery, along with where risk has materialised into impact, through involvement in modern slavery incidents. Our risk framework focuses on risks to people, rather than risks to our business, although we consider that the two will often overlap. For example, our assessment of location risk prioritises modern slavery vulnerability factors, rather than the size or revenue of the vendor's operations, as this may exclude smaller operations or operations in countries where the risks to people are more severe.



## Assessing Risk in our Operations

We continue to consider that the risk of modern slavery in our operations to be **very low**, based in part on the following:

- The majority of our office locations are in countries not considered to be high risk for modern slavery.
- ISS STOXX has strong systems in place to identify, mitigate, and address risks across our business units (see Risk Mitigation in our Operations).
- ISS Business Integrity Hotline, a 24-hour anonymous hotline available to all employees, had no complaints concerning modern slavery in calendar year 2023.

According to our risk framework, three of our offices are in countries – India and the Philippines – that are considered more vulnerable than others to modern slavery. We consider that our robust policies and procedures to safeguard employees mitigate this risk. Although initially expected to be completed during the second half of 2023 and being impacted by the merger with STOXX in November 2023, the deeper analysis of these locations is expected to take place during 2024 once the consolidation is finalised.

## Assessing Risk in our Supply Chain

We finalised the risk assessment of ISS Tier 1 vendors (i.e., those that directly supply us with goods or services) and we are planning to expand the assessment to include STOXX suppliers in 2024.

Our risk assessment followed a four-stage process:

### 1. Map

As a starting point, we focused on Tier 1 vendors with whom we spend over USD 10,000 annually. This materiality threshold has helped us to identify vendors where we believe we are more likely to have leverage to mitigate any identified risks. Out of 1,563 total vendors, we assessed **587** material vendors, representing approximately **98%** of total spend.

### 2. Understand

Using our risk framework, we performed a comprehensive ESG vendor analysis to identify those which showed insufficient or poor performance regarding environmental and/or social considerations (including modern slavery).

The analysis was based on the following data sets from ISS ESG:

- ESG Corporate Rating
  - Overall rating score
- Norm-based Research
  - Involvement in, or links to, controversies referring to environmental and/or social matters (including modern slavery)
- Modern Slavery Scorecard
  - Modern slavery overall risk classification based on location of their operations, industry and sourcing practices
  - Disclosure performance

Out of the 587 material vendors, 75 percent were covered by the ISS ESG research, for the remaining 25 percent, the vendors were checked manually regarding their location, industry and potential involvement in controversies.

### 3. Prioritise

The objective of the vendor risk assessment, was to prioritise the following vendors for further risk analysis and due diligence:

- vendors that are at-risk for environmental and/or social considerations (including modern slavery) and are not well prepared to address those risks and/or;

- vendors that are involved in, or linked to, an alleged or verified, severe, ongoing environmental and/or social considerations (including modern slavery) controversies.

The result of the analysis that a group of fewer than 20 failed to meet the specific minimum requirements. As of this writing, ISS STOXX has started an internal process to identify appropriate approaches to engaging with the identified vendors to take remedial actions or, if needed, to move to alternatives.

#### 4. Continuous improvement

We are committed to reviewing and refining our supply chain risk assessment annually. Some of our goals include:

- Regularly re-assessing vendors' risk, recognising that risk is continually evolving.
- Expand the risk assessment beyond modern slavery risks to get a holistic view of our suppliers' sustainability risks.
- Incorporate our risk framework into screening of new vendors, in line with our expectation that our vendors demonstrate ethical business practices (as listed in the [Vendor Sustainability Policy](#)).

## Mitigating Modern Slavery Risks

Mitigating modern slavery risks is part of our wider commitment to corporate social responsibility and which aligns with our responsibility to our people, our engagement with vendors, and our business supporting clients.

ISS STOXX is a signatory to the United Nations Global Compact, the world's largest corporate sustainability initiative. ISS is committed to contributing to upholding and advancing the Global Compact principles, including the elimination of forced labour and child labour, and embedding these principles as part of our strategy, our vision, culture, and our day-to-day operations, and reporting our progress to such ends.

## Risk Mitigation in our Operations

### Our Policies and Procedures

We are committed to safe, healthy, and non-discriminatory workplaces, underpinned by values of integrity, diversity, empowerment, collaboration, and flexibility.

We recognise that strong labour standards, where employees feel comfortable to raise concerns, is fundamental to mitigating risks of exploitative work. We consider that the risk of modern slavery in our operations to be **very low**, given the nature of our work and our robust employee policies and procedures.

 CORE Policy	 General Code of Conduct	 Freedom of Association Statement	 Diversity & Equal Opportunities Policy	 Business Integrity Hotline
<ul style="list-style-type: none"> <li>This policy sets forth corporate social responsibility principles regarding our People, Environment and Business Operation, that apply globally across ISS and our subsidiaries.</li> <li>Our CORE Policy is implemented by our Corporate Responsibility team and CORE Council.</li> </ul>	<ul style="list-style-type: none"> <li>Our business practices are guided by our General Code of Conduct to ensure that we comply with the highest standards of integrity, with regards to bribery, corruption, information and data security, workplace safety and whistleblowing procedures.</li> <li>All newly hired employees are required to complete a compliance training session on the General Code of Conduct. Employees are required to certify having read, understood and agreed with the ISS policies and procedures. Subsequent training on the General Code of Conduct occurs on an annual basis.</li> </ul>	<ul style="list-style-type: none"> <li>ISS respects the right of all employees to freely form or join trade unions of their choice and to bargain collectively.</li> <li>A non-discriminatory policy applies to union membership and activity, as well as activities carried out by elected employee representatives as part of their mandate in areas such as employment, promotion transfer or dismissal.</li> </ul>	<ul style="list-style-type: none"> <li>ISS is an equal opportunity employer. We accept our responsibility to make employment decisions without regard to race, age, sex, sexual orientation, religion, disability, or any other classification protected by federal, state, and local laws and ordinances.</li> <li>Our equal opportunity policy applies to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment.</li> </ul>	<ul style="list-style-type: none"> <li>The Business Integrity Hotline is available 24 hours per day, 7 days per week for employees to anonymously raise issues of concerning conduct, whether by an employee, a manager, a client, a supplier or a third party.</li> </ul>

View our policies at our [website dedicated to our reporting efforts](#).

### Our Collaboration and External Engagement

We have continued to publish bespoke thought-leadership research, collaborate with our clients, academic institutions, and non-governmental organisations, and participate in industry networks to share key findings of our research, understand best practice, and contribute to policy and market developments in responsible investment.

Our 2023 thought-leadership research on modern slavery includes:

- [Not a Thing of the Past: Child Labor in the US \(May 2023\)](#)
- [Canada Regulatory Update: New Reporting Requirements on Modern Slavery \(July 2023\)](#)
- [The Social Impact of Water Scarcity: The Risk of Modern Slavery in Corporate Supply Chains \(July 2023\)](#)
- [Forced Labor in the Solar Supply Chain: Concerns about the Transition to Renewables \(August 2023\)](#)
- [Breaking New Regulatory Ground: Due Diligence Obligations in Corporate Supply Chains \(November 2023\)](#)

Our participation in relevant industry networks includes, among others:

- United Nations Global Compact – Signatory
- Principles for Responsible Investment (PRI) – Signatory
- Interfaith Centre for Corporate Responsibility (ICCR) – Member
- UK SIF - Member
- Responsible Investment Association, Australasia (RIAA) – Member. A Principal Partner of RIAA’s nature working group.

## Risk Mitigation in our Supply Chain

ISS STOXX strives to create long-term partnerships with our suppliers. We promote sustainable business practices with our vendors by advocating for stewardship of the environment, fair labour practices, the protection of human rights, and business ethics.

We expect our vendors to comply with all applicable laws, the ILO Declaration on Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights and the principles set out in our Vendor Sustainability Policy.

### Our expectations of vendors

- Vendors will not use or employ child labour.
- Vendors will not use any forced, compulsory or involuntary labour, which includes slavery, human trafficking and other forms of work against the worker's will.
- Vendors will respect employees' rights to freedom of association and collective bargaining.
- Vendors will not discriminate in their recruitment or employment practices.
- Vendors will foster a culture and workplace that does not tolerate harassment.
- Vendors will provide a safe and healthy working environment.
- Vendors will ensure that working hours, rest periods and wages are in accordance with local regulations and sector practice.

[View our Vendor Sustainability Policy.](#)

ISS STOXX reserves the right to assess a vendor's compliance against these expectations and the accuracy of the information given by the vendor. ISS STOXX also reserves the right to terminate or alter business relationships in case vendors are not willing or able to implement requested improvements to align with our policy.

We have finalised the risk assessment of our Tier 1 vendors, based on our risk framework, for further due diligence. We have started reviewing our internal procurement processes and outlining engagement processes for those high-risk vendors.

## Assessing the Effectiveness of our Actions

Effectively tackling modern slavery requires concerted effort, collaboration, and exchange across several stakeholders. In 2023, we have focused on strengthening our approach to modern slavery and setting Key Performance Indicators (KPIs) to assess the effectiveness of our response.

### STRATEGIC PLANNING

We are committed to embedding our approach to modern slavery across our businesses.

### REVIEW OF POLICIES AND PROCEDURES

The policies and procedures outlined in this statement will be reviewed on an annual basis.

### GRIEVANCE REPORTING

We commit that all reports of modern slavery (or incidents that may indicate risk of modern slavery) made via our Business Integrity Hotline will be given immediate attention, reviewed, evaluated, and, when and where appropriate, remediated.

### MONITORING AND REPORTING ON PROGRESS

The effectiveness of the key actions outlined in this statement has been tracked by relevant teams and reported to our CORE Council. We are pleased to report:

- Fewer than 20 vendors have failed to meet the specific minimum requirements set prior to the ESG risk analysis and prioritised for further due diligence.
- In 2023, there have been no material submissions of grievances raised via our Business Integrity Hotline.



## Other Relevant Information

### ISS ESG's Modern Slavery Solutions

ISS ESG developed in 2021 and launched in 2022 the [Modern Slavery Scorecard](#) to help investors identify, evaluate, and act on modern slavery risks. Our assessment of our own supply chain risk also draws, in part, on our Modern Slavery Scorecard.

The Modern Slavery Scorecard provides holistic insights into the risk exposure of approximately 60,000 companies and the risk management of approximately 8,000 companies<sup>2</sup>, through three components, assessing:

- modern slavery risk in a company's operations and supply chain;
- a company's disclosure and performance in managing modern slavery risks in its operations and supply chain; and
- potential involvement in modern slavery or labour rights controversies, including forced labour, child labour, underpayment of wages, violations of union rights and hazardous working conditions.

### ISS ESG Collaborative Engagement Services

ISS ESG's **Collaborative Engagement Services** allow investors to participate in a joint outreach and dialogue with companies on material sustainability-related themes, and exercise active ownership in line with established standards such as Stewardship Codes, PRI, SRD II, SFDR and the SDGs. ISS ESG facilitates the engagement on behalf of the participating clients to promote positive change such as enhanced disclosure, a push for improved sustainability performance or mitigation of ESG risks. The service includes **Norm-Based Engagement** (covering controversies with adverse environmental and social impacts – including modern slavery allegations) and **Thematic Engagement** (covering biodiversity, water, net zero, and gender equality). Participating clients may opt-in/opt-out of specific Norm-Based Engagements and select theme(s) depending on their focus areas. The services leverage ISS ESG proprietary data and research to identify engagement target companies, set engagement objectives and track progress, as well as the expertise of ESG engagement specialists and topic experts. On behalf of the participating clients, ISS ESG drafts engagement letters, manages correspondence with companies, organizes and moderates engagement meetings – which participating clients may join – and analyses company responses. For non-responding companies, ISS ESG implements a robust reminder and escalation process. Participating clients are provided with outcome-based reporting which includes specific engagement metrics and ISS ESG commentary on the dialogues. For the Norm-Based Engagement service, subscribing clients have access to a dedicated online

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<sup>2</sup> ISS ESG Modern Slavery Scorecard, as of November 2023.

platform to manage engagements, monitor dialogue and perform reporting duties. For Thematic Engagement, the information is provided through regular PDF and Excel reports.

In 2023, ISS ESG continued to facilitate on behalf of clients engagements with a number of companies in connection with allegations of benefitting from forced labour or modern slavery, including four collaborative engagements initiated in 2023. In 2023 ISS ESG's Sustainability Engagement team also closed the engagement with one company as the underlying Norm-Based Research assessment was upgraded from Amber to Green. This change occurred because the company continued to take measures, including enhanced recruitment processes, decent working conditions, improved living conditions, improved health and safety at the workplace, and implemented a grievance reporting hotline to address allegations of subjecting its workforce to conditions indicative of forced labour at its manufacturing facilities in Malaysia. In investor dialogue facilitated by ISS ESG in February 2022, the company had shared that it has adopted measures to remediate all issues flagged in an August 2020 independent third-party investigation of the company into the allegations raised by the United States Customs and Border Protection. Thus, ISS ESG's Sustainability Engagement team assessed that this controversy was no longer current, leading to no further need for engagement.

## Looking Forward

In 2024, we are focused on building on the work we've done and prioritizing continuous improvement while we implement processes to mitigate modern slavery risks across our business. We plan to:

- Conduct a first consolidated ISS STOXX ESG vendor risk assessment including lessons learned from the previous year.
- Strengthen our processes to mitigate modern slavery risks by implementing a process to engage with high-risk vendors and take necessary actions (if needed).
- Expand efforts to build capacity and train procurement teams, to identify, mitigate, and address modern slavery risks.

## Appendix 1: Modern Slavery Act Reporting Criteria

THE UK MSA RECOMMENDS A REPORTING ENTITY INCLUDE INFORMATION ABOUT:	THE AUSTRALIAN MSA REQUIRES A REPORTING ENTITY INCLUDE INFORMATION ABOUT	ISS MODERN SLAVERY STATEMENT PAGE REFERENCES
	The identity of the entity.	3, 6
Its structure, its business and its supply chains.	Its structure, operations and supply chains.	6, 7, 8, 9
Its policies in relation to slavery and human trafficking.		12, 13, 14
Its due diligence processes in relation to slavery and human trafficking in its business and supply chains.	Actions taken to assess and address those risks, including due diligence and remediation processes.	13, 14, 15
The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Risks of modern slavery practices in its operations and supply chains, and any entities that it owns or controls.	10, 11, 12, 13
Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against performance indicators it considers appropriate.	How it assesses the effectiveness of such actions.	16
Training about slavery and human trafficking available to its staff.		5
	The process of consultation with any entities that it owns or controls.	4
	Any other information that it considers relevant.	17, 18

## Appendix 2: Controlled Entities in Australia, and the United Kingdom (as of December 31, 2023)

### UK

- Institutional Shareholder Services UK Limited;
- ISS Europe Limited; and
- AI Financial Information UK Limited.

### Australia

- Institutional Shareholder Services (Australia) Pty. Ltd (ABN: 88 081 368 327);
- Asset International Australia Pty Ltd (42 147 440 140); and
- Rainmaker Information Pty Limited (86 095 610 996).

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