

SUSTAINABLE TRAVEL POLICY

In our CORE Policy, we set a commitment to be socially responsible and to reduce the impact of our operations on the environment. Given that travel accounts for a significant part of our annual carbon footprint (30% in 2019), we are implementing a sustainable business travel policy applying to all employees worldwide from ISS and its subsidiaries to reinforce our commitment to proactively reduce our environmental impact and achieve our goal of carbon neutrality. This policy will be reviewed, at least annually, by the CR Council, consisting of various members of the ISS Leadership team as well as the Global CR Manager who leads the CR Team.

Based on the positive experiences we made during the Covid pandemic 2020-22, we try to reduce overall travel by leveraging technology to maintain high levels of collaboration among our colleagues across our global offices, as well as the necessary interactions with clients, prospects, and partners. We encourage our team to travel only when absolutely necessary and to consider the reduction of CO₂ emissions when choosing the transportation mode. We commit to the offsetting of all ISS travel-related CO₂ emissions when traveling has been considered essential due to business needs. We seek to optimize the economic dimension of our essential travel needs (distance, time, costs) with a sustainable ecological impact (especially CO₂ emissions).

Our sustainable travel policy encourages all our employees:

- To leverage technology to communicate virtually and travel only when business needs have determined traveling to be essential;
- To consider costs and employees' time when establishing traveling needs;
- To consider greener transportation alternatives, such as train, for destinations under 300 miles (482 km), if they don't take longer than four hours (one way) - with any exception requiring management approval;
- To keep transcontinental flights to a minimum; and
- To avoid car transportation for business travels, whenever possible.

This Policy was first approved by ISS' CR Council, to be effective in December 2020. The Policy was firstly reviewed and further amended effective in May 2022. The Policy was secondly reviewed and further amended effective on October 11, 2022.