



FREEDOM OF ASSOCIATION STATEMENT

Institutional Shareholder Services Inc. (“ISS”) respects the right of all employees to freely form or join trade unions of their choice and to bargain collectively. A non-discriminatory policy is applied with respect 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. ISS encourages open and honest communication in its workplaces where employees can speak with their managers and local employee representatives about their ideas, concerns, or issues and work together to deal with work condition issues.

This Policy was first approved by ISS’ Human Resources Leadership Team and ISS’ CR Council, to be effective in November 2020. This Policy was firstly reviewed in November 2021 and no changes were made at that time. This Policy was secondly reviewed and further amended effective on October 11, 2022.