



2024 ANNUAL REVIEW



## Chairman's Message

"As a firm, we always 'AIM Higher.' Powered by AI, we can reach even greater heights of success."

Michael P. Connors

*Chairman and Chief Executive Officer*

# AIM Higher

To My Fellow Shareholders:

Our firm is entering into a new era of growth, powered by Artificial Intelligence, a technology that promises to revolutionize business—and life—as we know it.

AI will transform *every* industry sector, business process and technology stack—from hyper-personalized customer experience, supply chains and software development to data analytics, edge computing and data models—igniting more opportunities for ISG and opening new avenues to growth for our clients.

ISG has been investing in AI for more than two years now—empowering our people, platforms and products with new AI-driven capabilities—to better serve our clients and help them harness the power of AI to achieve operational excellence and faster growth.

In short, our mission is to help our clients AIM Higher.

We adopted this call-to-action in February when we announced a strategic repositioning of our firm, reflecting the expanding role ISG has been playing in helping our clients adopt AI at scale. We are now positioned as a “global *AI-centered* technology research and advisory firm.”

AI is at the heart of everything we do—from the technology strategies we develop and the partners we recommend to our clients, to the impact of AI on the future of work. We have truly become an AI-centered firm.

ISG has worked with more than 100 clients this past year (a number we expect to double in 2025) to set AI strategy, create AI-ready infrastructure and data, build AI provider ecosystems, and establish AI governance frameworks. Our ISG Research business, meanwhile, has produced detailed AI market surveys and analysis covering both the service and software provider ecosystems.

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*AI will transform **every** industry sector, business process and technology stack, igniting more opportunities for ISG and opening new avenues to growth for our clients.*

Our clients are still experimenting with AI, particularly generative AI, although more and more are benefiting from Artificial Intelligence for IT Operations (AIOps) to automate IT processes, detect and respond to issues, and make IT systems generally run more efficiently. AIOps can reduce IT operating costs an average of 30 to 60 percent, so we are ensuring this capability is embedded in every new sourcing agreement our clients sign.

Even though it's still early days for AI, market momentum is building, and we are getting nearer to a tipping point when AI will be scaled up and adopted broadly across organizations.

ISG is ready—AI ready—to capitalize on the AI-driven wave of growth that will accelerate all technology investment in the months and years ahead.

## The Year in Review

2024 was a challenging year for our industry and our firm. Enterprises were cautious in the face of difficult global economic and geopolitical conditions, pulling back on discretionary technology spending. This impacted the entire technology services industry. But the clouds of client caution are beginning to lift, and we are starting to see bright signs that client spending is on the rise, beginning in the U.S., as we move through the early months of 2025.

We are seeing a resurgence in IT infrastructure transformations, as clients push even more infrastructure and applications to the cloud and invest in edge data centers to realize their AI ambitions. This plays right into an ISG sweet spot, with clients turning to ISG to help find the best public, private and hybrid cloud infrastructure partners to meet their needs.

At the same time, market hesitation is starting to wane. There is a greater degree of certainty that U.S. tax cuts will be extended, that geopolitical conflicts are directionally moving toward positive conclusions, and that inflation and labor costs are becoming more manageable. As I write this, the real impacts of U.S. tariffs are still largely unknown. However, we are seeing clients sourcing larger and longer duration IT and business services contracts to optimize costs, thereby freeing

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We have truly become an AI-centered firm.*

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*We are seeing a resurgence in IT*

and longer duration IT and business services contracts to optimize costs, thereby freeing discretionary funds to make more investments in AI-driven transformation. This is right in our power alley.

ISG has the AI expertise and industry-leading sourcing capabilities, along with unmatched software and services research, to guide our clients through the next technology and business transformation wave, powered by AI.

To sharpen our focus on these core strengths, in early October we sold our automation unit to UST for more than \$20 million in cash, a move that significantly improved our balance sheet. We decided to sell the business because its growing reliance on software license sales for robotic process automation was at odds with our position as an independent, third-party advisory firm.

With our stronger cash position, we reduced our debt by \$7 million in the fourth quarter, and by \$20 million, or 25 percent, for the year. Combined with dividends of \$9.4 million and share repurchases of \$7.7 million, we created more than \$37 million dollars of shareholder value in 2024.

On an operating basis, ISG delivered revenues of \$248 million, down 13 percent, excluding the divested automation unit, due to a sluggish first half of the year. We saw an uptick in client demand in the back half of the year, most notably in the fourth quarter, when our largest region, the Americas, delivered 6 percent revenue growth, excluding automation.

Our more predictable recurring revenue streams, meanwhile, continue to grow as a percentage of our total revenues. For the full year, excluding automation, recurring revenues were \$108 million dollars, or 47 percent of firm revenues. Our recurring revenues were powered by growth in our ISG Research business, with its expanded portfolio of software and technology research; in our ISG GovernX® vendor compliance and risk management business, as we added new capabilities and clients, and in our U.S. Public Sector business, as more state and local government entities turn to us to support their technology modernization initiatives through long-term contracts.

Adjusted EBITDA, though down from the prior year on lower revenues, also began to rebound in the fourth quarter, up 11 percent, with our adjusted EBITDA margin up 200 basis points. This was due to

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our disciplined operating approach, our higher utilization in the fourth quarter—up more than 700 basis points year over year—and our improved business mix.

## Always Innovating

ISG is a firm that is always innovating. You could call it our own form of AI, and it's been a part of our DNA since our inception in 2006.

During 2024, our two biggest innovations were the launch of our Enterprise AI Advisory business in January and the introduction of our AI-enabled sourcing platform, ISG Tango™, in March.

Enterprise AI was born out of our first-mover research on the state of the AI services market in 2023, which identified key client needs and the providers capable of supporting them. (This report was updated in 2024.) This new business is really an extension of our existing capabilities, leveraging our market influence and permission as the world's leading sourcing and governance advisor to help clients navigate the complexities and implications of adopting this game-changing technology at scale.

We expect the AI services market to reach \$175 billion a year by 2030. Cost optimization remains a crucial goal, but AI is more than a cost-reduction tool. AI increasingly is seen as a strategic ally—with the power to streamline operations, reallocate resources, improve decision-making, reinvent customer experience and deliver new avenues for growth.

The market for AI software, AI cloud infrastructure and SaaS solutions is giving rise to entirely new provider capabilities and ecosystems—creating a golden opportunity for ISG to shape these categories and steer buying behaviors.

AI is also playing a role in modernizing our approach to sourcing advisory, through our groundbreaking ISG Tango sourcing platform. With ISG Tango, we have digitized all elements of our market-leading sourcing transactions business to better serve clients and improve transaction speed and efficiency. The platform draws on our unmatched data assets, intellectual property and

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*ISG Tango has been a great early success. More than \$7 billion of contract value is now running through the platform—and climbing.*

and efficiency. The platform draws on our unmatched data assets, intellectual property and proprietary tools, powered by AI to automate contracting and provide real-time predictive insights that streamline the entire transaction process and accelerate time to agreement.

ISG Tango has been a great early success. More than \$7 billion of contract value is now running through the platform—and climbing.

ISG Tango also gives us the platform capabilities we need to expand into the underserved mid-market, a segment whose interest in technology sourcing is expanding in the era of AI. Combining ISG Tango with our technology expertise, we believe, will enable us to provide a level of support that is attractive and affordable to mid-market clients. We are already at work expanding into this market segment in the U.S. and driving even deeper penetration in Europe.

We are also integrating AI into our operations for greater speed and efficiency. In 2024, we were awarded a second U.S. patent for our proprietary AI-powered contracting technology, and we have a third patent pending for a next-level solution. Our patented capabilities are offered as part of our GovernX vendor compliance and risk management platform.

## Client Success

Clients are the lifeblood of our firm. Our success requires a shared commitment by our people to deliver value to them every day.

Despite market headwinds, we served more than 920 blue-chip clients in 2024, up 2 percent, a testament to our market strength and value. We also attracted more than 250 brand-new clients to the firm, up 25 percent from the prior year.

Our clients, who regard us as a trusted advisor, remained loyal to the firm, with more than 80 percent of our revenues coming from ongoing relationships (what we call reoccurring revenues). In addition, client satisfaction, at 96 percent, remains near an all-time high, with 96 percent of our clients saying they would recommend ISG. This shows we remain intently focused on all facets of

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clients saying they would recommend ISG. This shows we remain intently focused on all facets of client experience—from collaboration and the quality of our deliverables to the skill and expertise of our people.

## ISG Cares

Our commitment to ESG is embedded in our culture and continues to grow in importance, as ISG people work toward better communities, a better environment and better opportunities for all.

Through our ISG Cares program, our people stepped up to support their communities in a variety of ways during 2024. This included helping prepare meals at a food bank in Texas; joining the STEPTember Challenge to raise money for cerebral palsy research; honoring the memory of an ISG colleague in the 2024 Great Cycle Challenge USA to benefit cancer research; volunteering as an exam scribe for visually impaired students; mentoring a young entrepreneur through the National Minority Supplier Development Council; fulfilling holiday wish lists for children through the Salvation Army Angel Tree program, and marking a successful fifth year of ISG Food for the Holidays donations in four U.S. cities.

Our ISG Go Green team continued to build awareness and energy around environmental issues, hosting another Grow Green plant-growing contest; participating in a volunteer cleanup day at the Bartlett Arboretum and Gardens in our headquarters city of Stamford, Connecticut; picking up litter around Sydney, Australia, and restoring land to its native habitat in Tennessee. There are now nearly 16,000 trees in the ISG Forest at Tree-Nation, offsetting more than 6,300 tons of CO2.

The 2024 ISG Women in Digital Awards, now firmly established as a prestigious global program, named a record 458 finalists in the Americas, EMEA, Asia Pacific and India and recognized their achievements in an online ISG Women in Digital Awards eBook and live, virtual regional awards ceremonies.

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# All in on AI

ISG is all in on AI. This technology is the biggest inflection point in a generation. Used wisely, it has the power to advance and accelerate human achievement beyond our imagination.

In our industry, AI is the technology that lifts all boats. It is being embedded in nearly every technology solution and service, and as AI gets smarter, it will be used to develop future solutions. The possibilities are enormous and just beginning.

And ISG is in the center of it all. As a long-time leader in technology and business services sourcing, we are at the forefront of helping clients leverage the power of AI at scale. We're not just riding the AI wave; we're steering it. As sourcing and managed services evolve under AI's influence, we're leading the charge on how the world buys and adopts AI services.

We expect our AI-related activities to become an increasingly important component of our business over the next few years. Growth will accelerate as our clients move beyond the planning and experimentation phases and begin to adopt AI more broadly across their organizations.

Our job, as always, is to help our clients see their future environment and leverage the right technology, software and provider ecosystems to achieve operational excellence and faster growth. In short, we are working every day to help our clients **AIM Higher**.

In closing, I want to thank our 1,600 professionals worldwide for their expertise, ingenuity and commitment to client success. Working as a global team, our people are the real engines of our growth. I also want to thank our leadership team and our Board of Directors—including Neil Budnick, who just retired from our board after 14 years of valued service—for their guidance and support, and welcome Sam Molinaro to our board. Finally, I want to thank our clients and our shareholders for your continued trust and confidence in our firm.

I know we have the drive, determination, data and capabilities that will carry us to new levels of growth in the years ahead. As a firm, we always "**AIM Higher**." Powered by AI, we can reach even

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*ISG is all in on AI. It is the technology that lifts all boats.*

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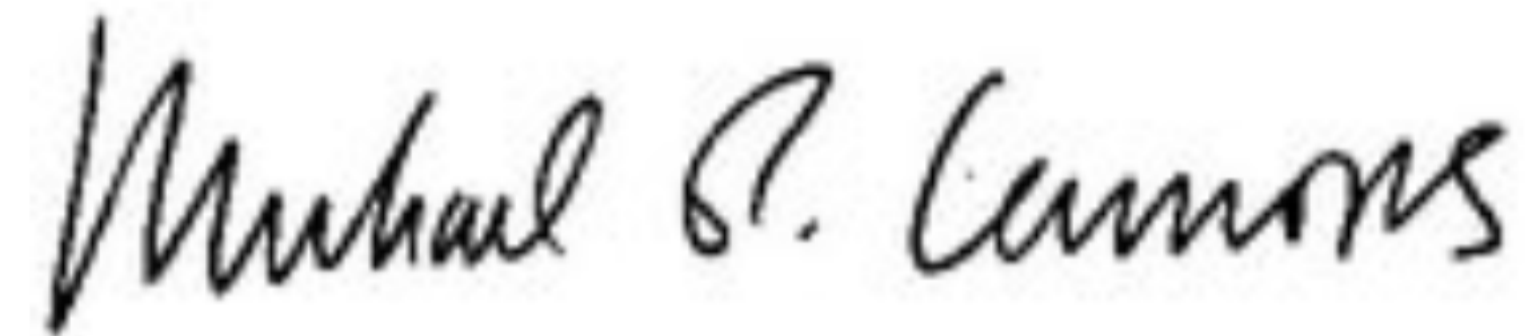
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I know we have the drive, determination, data and capabilities that will carry us to new levels of growth in the years ahead. As a firm, we always “**AIM Higher**.” Powered by AI, we can reach even greater heights of success.

Sincerely,

A handwritten signature in black ink that reads "Michael P. Connors". The signature is written in a cursive, slightly slanted style.

Michael P. Connors

Chairman and  
Chief Executive Officer

March 14, 2025

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*We are working every day to help our clients **AIM Higher**.*

# AI-Centered



ISG has been investing in AI for more than two years now, to better serve our clients and operate more efficiently as a firm.

AI is at the heart of everything we do—from the technology strategies we develop and the partners we recommend to our clients, to the impact of AI on the future of work. We have truly become an *AI-centered firm*.

## Research

ISG produced one of the first research reports on AI, in 2023. We followed that up with our [2024 ISG State of Applied Generative AI Market Report](#) and continue to produce detailed AI market research and analysis covering both the software and service provider ecosystems.

[Read less](#)

## Sourcing

In March 2024, we launched [ISG Tango™](#), our AI-powered, next-gen sourcing solution. ISG Tango now manages more than US \$7 billion of total contract value, representing 16 client industries worldwide, and climbing.

[Read less](#)

## Advisory

We launched our [Enterprise AI Advisory](#) business in January 2024, and appointed our first Chief AI Officer. To date, we have supported more than 100 clients with AI-focused research and advisory services.

[Read less](#)

## Governance

We offer AI-powered negotiating and intelligent contracting

## People

We have trained and certified more than 1,200 ISG employees in AI

[Read more](#)

## Events

We drew the largest in-person audience ever for an ISG event at

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[Read more](#)

## Governance

We offer AI-powered negotiating and intelligent contracting as a core capability of the **ISG GovernX®** platform. This patented capability leverages machine learning technology to suggest the best possible contracts or remediation.

[Read less](#)

## People

We have trained and certified more than 1,200 ISG employees in AI, including 250 employees who have attained Expert status.

[Read less](#)

## Events

We drew the largest in-person audience ever for an ISG event at our AI Impact Summit in London last September. We will host five ISG AI Impact Summits in 2025.

[Read less](#)

# The Future of AI. Now.

Here's a look at some of the ways ISG is helping clients shape their AI future.



A person in a yellow shirt is typing on a keyboard in an office setting. The background is slightly blurred, showing a desk and other office equipment.

## AI Sourcing

Discover

A person is sitting at a desk in an office, looking at a computer screen. The scene is dimly lit, with the primary light source being the screen and some overhead lights.

## AI Applications

Discover

A person's hands are typing on a keyboard in front of several computer monitors. The monitors display various data visualizations, including line graphs and charts, in a dark-themed interface.

## AI Governance

Discover

A modern data center or server room with multiple computer monitors. The screens display complex data visualizations, including line graphs and charts, with a futuristic, glowing blue and purple aesthetic. The text 'M-AITOPS' is visible on one of the screens.

## AIOps

Discover



## AI Sourcing

# ISG helps a hospitality company and their provider optimize an AI-driven customer profile database

A global hospitality company sought to channel data from across its business lines into unified customer profiles that could power immersive, personalized experiences.

Drawing on the strength of relationships and past experience with ISG, the client sought the firm's guidance on how to achieve the full potential of the process, strengthen their existing provider relationship, break down data silos and build on its customer information.

ISG evaluated the provider partnership to ensure it could achieve the client's business objectives, defined and implemented quality assurance and key performance indicators to measure for contract success, then built a strategic roadmap to enable the organization to adopt and scale the new AI-enabled solution to deliver personalized marketing, optimize operations and drive strategic outcomes.

“ ISG partnered with the client to build a provider partnership, organizational structure and governance that enables long-term stability, security and sustainability for the client's customer data. Only ISG can offer the unique blend of advisory services, technological expertise, sourcing guidance and contract management that was key to the success of this engagement. ”

**Olga Kupriyanova**  
Principal Consultant







## AI Applications

# ISG uses AI to power the migration of thousands of applications to the cloud

A new pension and employee health and benefits specialist, created as a carveout from a global insurance company, engaged ISG to help transition their entire data, application and technology portfolio to a cloud-based infrastructure.

ISG set out to drive a fast, thorough assessment and selection process for provider partners with strong cloud migration credentials that could leverage automation and AI to accelerate the transition, ensure compliance, information security and IT controls and maintain the cloud environment post-migration.

To meet the strict regulatory timeline, ISG co-solutioned the use of AI-powered tools to first understand the overall ecosystem architecture and application hosting landscape and determine each application's purpose, version, hosting location, licensing and data migration requirements and integration points. GenAI-powered testing covered the complex applications and diverse IT landscapes and significantly reduced the costs and time required for applications testing, leading to faster delivery cycles and higher productivity.

“ Arriving at a risk-mitigated cloud migration approach for over a thousand applications was a daunting task. AI-powered tools and GenAI-powered testing accelerated our timeline for creating a reliable and scalable technology environment for our client, ensuring a seamless transition with minimal disruption to the business and the user experience. ”

**Suresh Payapulli**

Director





## AI Governance

# ISG writes the GenAI governance playbook for a U.S. state

A U.S. state engaged ISG to create guiding principles, policies and procedures for the safe, transparent, ethical and secure use of generative AI (GenAI) by the state and its agencies.

With no AI governance guidelines in place, ISG conducted extensive research across U.S. and foreign municipalities to understand the legal, policy and regulatory landscape governing GenAI and to find best practices the state could adopt into their comprehensive usage policy for mapping, measuring, monitoring and managing use of GenAI.

The ISG-created playbook details acceptable GenAI use, potential risks and specific precautions, approved tools and use cases, guiding and ethical principles, a training plan for employees and a submission process for new GenAI requests that is easy to use and understand.

“ Good governance, and a process that works for all, was critical to this client. The GenAI playbook we created provides the state with a basis for adapting to new developments and challenges, ensuring that AI and GenAI remain a positive force in their state government. ”

**Wayne Butterfield**

Partner



## AIOps



# ISG helps a life insurance company optimize AIOps savings in its provider relationships

A life insurance company turned to ISG for an independent benchmark of their core IT provider to achieve better service levels and drive down costs by maximizing the strategic use of AI for IT Operations (AIOps).

ISG explored recent and contemporary IT contract data and models to assess the client's partners, scope, operating model, contract and pricing structure and recommended specific ways the client's providers could optimize operations, improve outcomes and pass on savings achieved with AI.

ISG's agile sourcing approach leveraged unique accelerators, tools and templates that streamline the sourcing process and highlight the impact of AI on sourcing contracts, ensuring the client could future-proof its agreements and drive significant price savings.

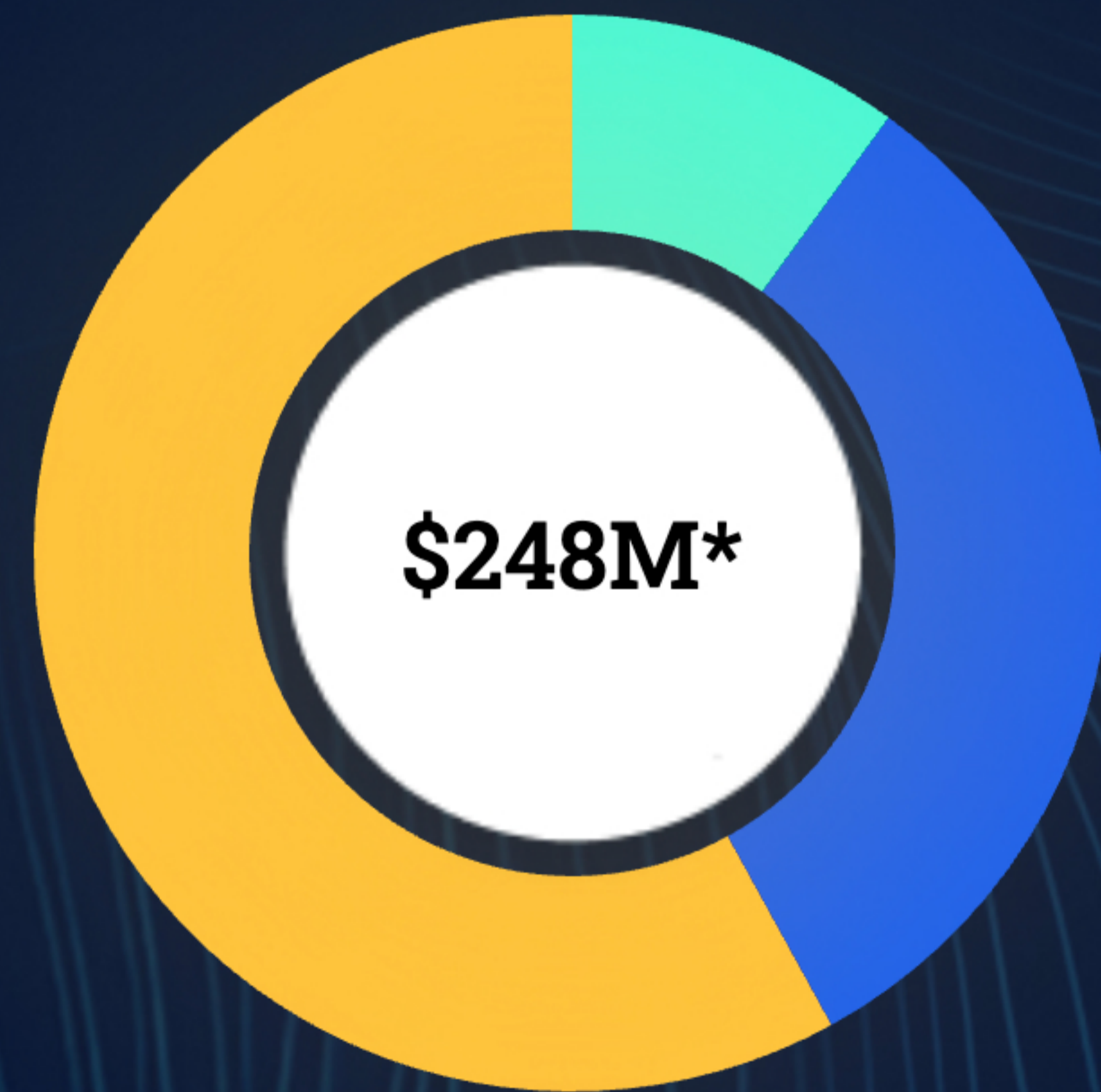
“ AIOps is a fundamental shift for managed services deals. Providers can use AIOps to make managed services more efficient and deliver cost savings between 30 and 60 percent. ISG uses our unique position as an independent advisor to ensure providers are including AIOps to the greatest possible extent and are passing those savings on to the client. ”

**Mike Rose**

Director

# 2024 Performance

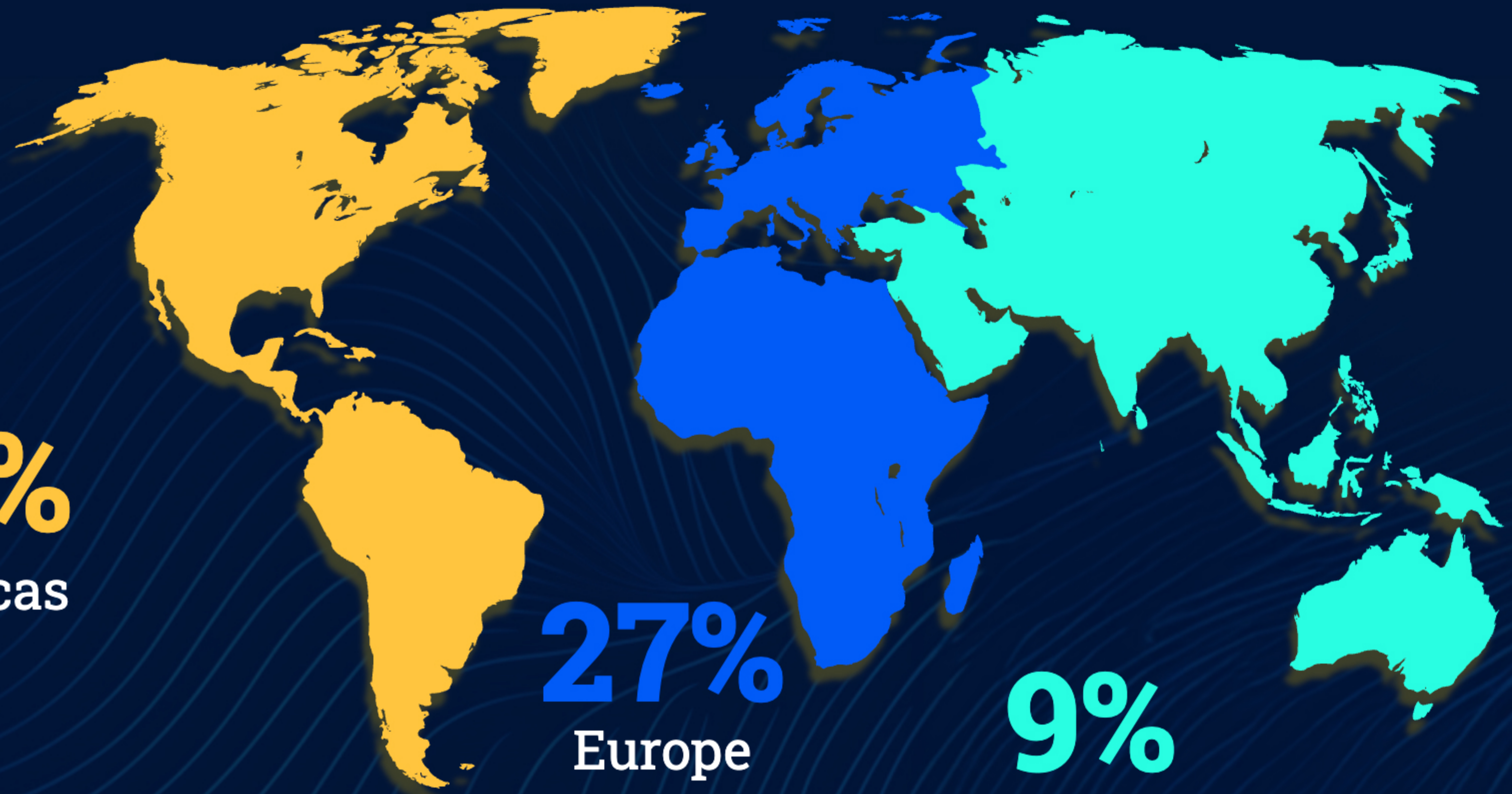
Revenues by Region



**64%**  
Americas

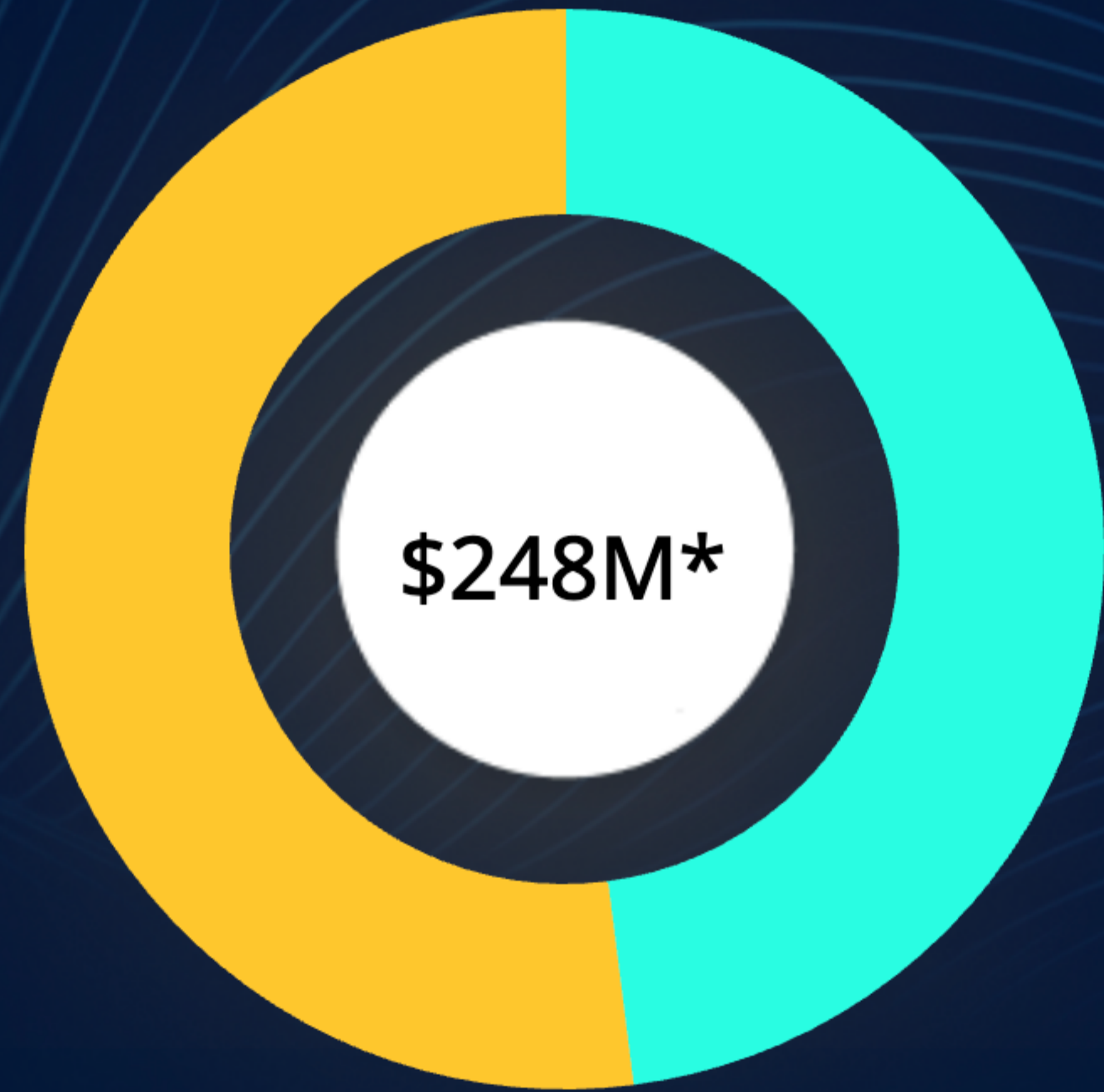
**27%**  
Europe

**9%**  
Asia Pacific



\*Includes automation results through September 30, 2024.

# Recurring Revenues



**48%**

Of total revenues

\*Includes automation results through September 30, 2024.

## Earnings



**Adjusted EBITDA**

**\$25<sub>M</sub>**



**Adjusted Net Income**

**\$10<sub>M</sub>**

# About the Firm

ISG (Information Services Group) is a global AI-centered technology research and advisory firm.



2024 ANNUAL REVENUES:  
\$248M\*



INDEX MEMBERSHIP:  
Russell 2000® Index



2024 ADJUSTED EBITDA:  
\$25M



HEADQUARTERS:  
Stamford, Conn.



EXCHANGE/TICKER:  
Nasdaq/III



YEAR FOUNDED:  
2006

\*Includes automation results through September 30, 2024.

## Clients

ISG is committed to helping corporations, public sector organizations, and service and technology providers achieve operational excellence and faster growth.

**900**

Blue Chip  
Clients

**75**

of the World's Top 100  
Enterprises Choose ISG

## People & Reach

The global team at ISG is known for its innovative thinking, market influence, deep industry and technology expertise, and world-class research and analytical capabilities.

**1,600**

Professionals

**20**

Countries

## Industry Leadership

**13/15**

Manufacturing

**13/15**

Health Sciences

**12/15**

Technology



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## Industry Leadership

Most of the top 15 enterprises in these sectors choose ISG.

**13/15**

Manufacturing

**13/15**

Health Sciences

**12/15**

Technology

**11/15**

Energy & Utilities

**10/15**

Banking & Financial Services

**10/15**

Insurance

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## Market Influence

**\$200B**

of client technology spend influenced annually



# ESG

In support of our shareholders, clients and employees, we have designed programs that create meaningful contributions to the environment, social causes and adherence to strong corporate governance.



## Environmental

- Planted 2,500 trees to offset carbon emissions from the firm's travel
- Organized a community service event to remove invasive species from the Bartlett Arboretum in Stamford
- Held a 'Go Green' contest focusing on edible, low-water plants
- Rolled out e-waste, recycling awareness and Earth Day trash pickup initiatives



## Social

- ISG India and ANZ again earned Great Place To Work certification
- Hosted third annual ISG Women in Digital Awards program, which received 458 nominations across the Americas, EMEA and Asia Pacific/India
- Fifth annual ISG Food for the Holidays program contributed money and food to charities in Stamford, Atlanta, Dallas and Detroit



## Governance

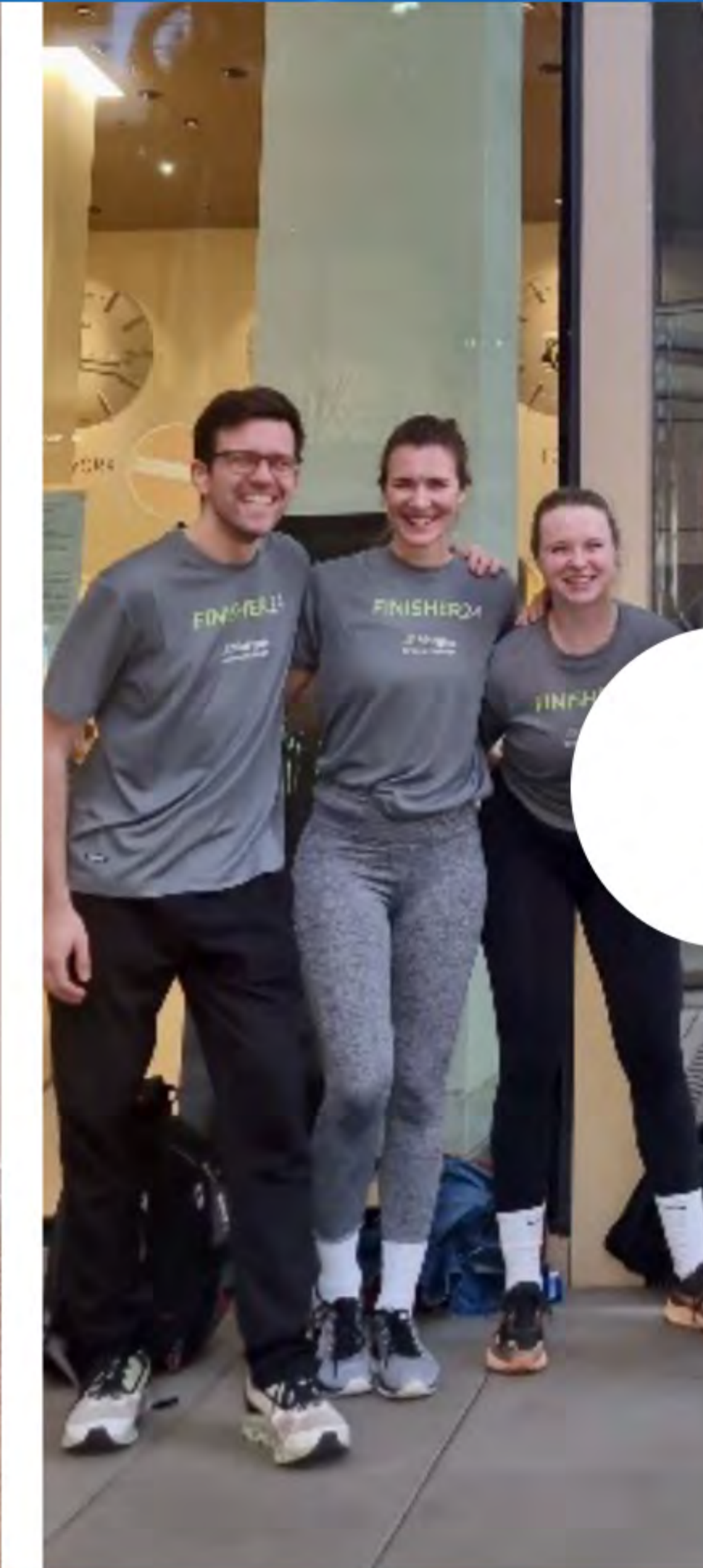
- Fielded an AI learning plan and trained more than 100 employees as skilled AI practitioners
- Trained and certified 1,200 ISG employees in AI
- Conducted mandatory data privacy and cybersecurity training

Our people are helping to lead the change for better communities, a better environment and better opportunities for all. Here are some of their stories.

## ISG Cares

Our ISG Cares program is now firmly entrenched in the culture of ISG, regularly recognizing and supporting the efforts of employees to make a positive impact on their communities and contribute to the causes they find meaningful.

[LEARN MORE](#)



Our people are helping to lead the change for better communities, a better environment



Four colleagues represented ISG at the 30th running of the J.P. Morgan Corporate Challenge in Frankfurt in June. The event hosted nearly 60,000 participants and raised money for organizations that support young people's education, inclusion and health in Germany and Austria, and sports and educational activities for young athletes with a disability.

Our people are helping to lead the change for better communities, a better environment



More than 60 ISG colleagues gathered at Gilda's Club of Metro Detroit, a free cancer support community named after Gilda Radner, one of the original cast members of "Saturday Night Live" and a native of Detroit. ISG made a cash donation, and colleagues made more than 80 individual contributions toward the purchase of almost every item on the organization's wish list for a kitchen renovation.

Our people are helping to lead the change for better communities, a better environment



**I'M RIDING TO  
FIGHT KIDS'  
CANCER!**



**GREAT  
CYCLE  
CHALLENGE  
USA**

*Sponsor me at [www.greatcyclechallenge.com](http://www.greatcyclechallenge.com)*



Doug Teachey pledged to ride 150 miles on his bike in September to benefit cancer research as part of the 2024 Great Cycle Challenge USA. He dedicated his participation to the memory of ISG Partner Sandra Williams, who lost her life to cancer in July 2023.

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## ISG Women in Digital

Created in 2018, the ISG Women in Digital program grew to new heights in 2024 as it continued to provide a platform to exchange advice and ideas on diversity and advancement in the workplace. The community hosts a LinkedIn page, a podcast series, learning and networking events and a global ISG Women in Digital Awards program.

[LEARN MORE](#)



Our people are helping to lead the change for better communities, a better environment and better opportunities for all. Here are some of their stories.



The third annual ISG Women in Digital Awards program received 458 nominations, up more than 40 percent from 2023. The nominees represented a wide range of enterprises—many of them ISG clients, but also many new to ISG—as well as the provider and wider industry community across the Americas, EMEA, Asia Pacific and India.

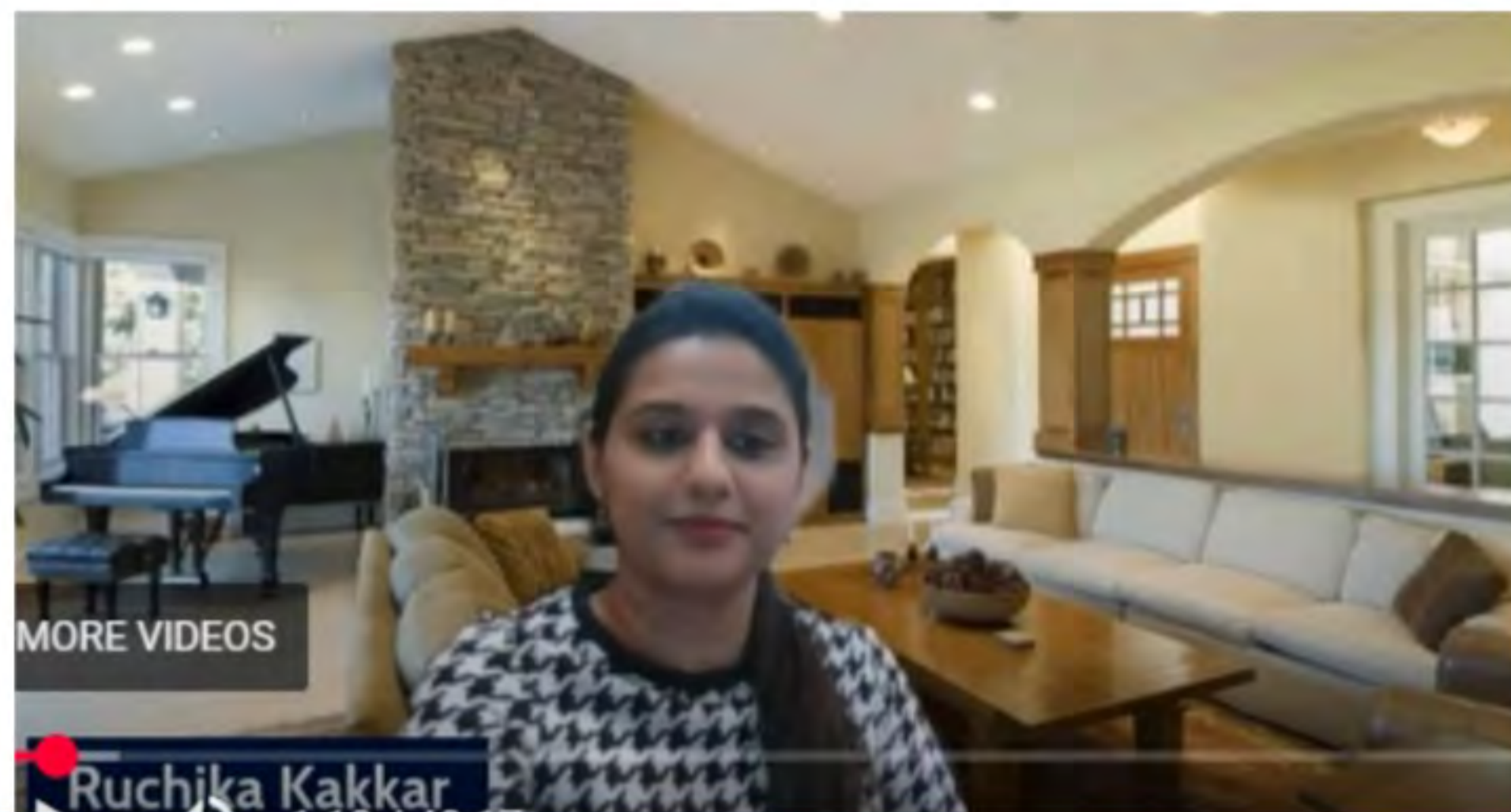


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Nearly 300 ISG colleagues joined an event in the Bangalore office featuring Anuradha TK, the retired director of the satellite communications program for the Indian Space Research Organization (ISRO) and the first woman to hold that position.

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ISG Women in Digital celebrated Women's History Month and International Women's Day with our third annual ISG Journeys webinars, featuring professional and personal stories and advice from ISG leaders.

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## ISG IDEA Team

The ISG Inclusion, Diversity, Equity and Awareness (IDEA) team went global in 2024, forming volunteer committees in each region covering specific topics of interest. The IDEA team sent monthly employee communications on IDEA-related topics and marked important dates including Martin Luther King, Jr. Day, Women's History Month, Pride Month, Juneteenth, NAIDOC Week, Republic Day, India Independence Day and Diwali.

[LEARN MORE](#)



Our people are helping to lead the change for better communities, a better environment



Partner Rekha Acharya was invited to speak at the first World Odia Language Conference in January in Bhubaneswar, India, which aims to promote and preserve the Odia language, one of India's six classical languages, with roots tracing back more than 2,500 years. She joined a session on how technology can bolster regional languages and the impact of the burgeoning, \$13 billion AI translation industry.

Our people are helping to lead the change for better communities, a better environment



# Emerging Young Entrepreneurs Program



Dr. Tyra Paytes is volunteering as a mentor for a young entrepreneur as part of the Emerging Young Entrepreneurs (EYE) Program of the National Minority Supplier Development Council (NMSDC). The year-long program matches minority entrepreneurs between the ages of 19 and 35 with experienced leaders for support and advice on issues they face in growing their business.



Our people are helping to lead the change for better communities, a better environment and better opportunities for all. Here are some of their stories.



ISG celebrated the efforts of Assistant Director Sudheendra Tanthri, who has been volunteering as a scribe for visually impaired, college-bound students in Bangalore for more than a decade. Scribes volunteer to read questions and record exam answers for students unable to do so on their own. Approximately 40 million people in India are blind or visually impaired, and most children with sight challenges do not have access to specialized schooling.

Our people are helping to lead the change for better communities, a better environment and better opportunities for all. Here are some of their stories.

## ISG Go Green Team

The ISG Go Green Team broadened its programs and educational opportunities in 2024 to make meaningful contributions to protecting the environment and adhere to strong corporate governance.

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Our people are helping to lead the change for better communities, a better environment



Eleven ISG colleagues from the Stamford headquarters office participated in an ISG Go Green volunteer activity, helping with fall cleanup activity on the grounds of the Bartlett Arboretum and Gardens, a 93-acre natural preserve that highlights Connecticut's native landscape.



Our people are helping to lead the change for better communities, a better environment



The ISG Go Green Team again challenged colleagues worldwide to join the Grow Green Contest by entering “before” and “after” photos of native plants, edible plants and pollinators. Participants shared progress photos, tips and tricks, and winners received digital gift cards to local, eco-friendly shops.

Our people are helping to lead the change for better communities, a better environment and better opportunities for all. Here are some of their stories.



ISG colleagues worldwide have been following the efforts of Director Andrew Sauter to restore five acres of his land in Tennessee to its native habitat, under a U.S. Department of Agriculture program that provides landowners with curated seed mixes to create meadows of wildflowers that support bees and other pollinators, as well as wildlife populations and fast-growing legumes.

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ISG RESEARCH



**Lois Coatney**

PARTNER, BANKING, FINANCIAL  
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LEAD DIRECTOR



Samuel L. Molinaro Jr. <sup>[2]</sup>

DIRECTOR



Christine C. Putur <sup>[4]</sup>

DIRECTOR

(1) Executive Officer

(2) Audit Committee Chair

(3) Compensation Committee Chair and Lead Director

(4) Nominating and Corporate Governance Committee Chair

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Bruce N. Pfau

DIRECTOR



Kalpana Raina

DIRECTOR

- (1) Executive Officer
- (2) Audit Committee Chair
- (3) Compensation Committee Chair and Lead Director
- (4) Nominating and Corporate Governance Committee Chair

# Corporate Information

## Global Headquarters

Information Services Group, Inc.  
2187 Atlantic Street  
Stamford, CT 06902

## Transfer Agent

Continental Stock Transfer & Trust Co.  
One State Street Plaza, 30th Floor  
New York, NY 10004

## Independent Public Accounting Firm

PricewaterhouseCoopers LLP  
300 Madison Avenue  
New York, NY 10017

## Form 10-K Availability

Requests for copies of the company's Annual Report on Form 10-K, filed on March 13, 2025, are available to stockholders free of charge upon written request to the attention of Investor Relations, located at the company's global headquarters.

## Annual Meeting

The Annual Meeting of Stockholders will be held at the company's global headquarters on April 24, 2025, at 10 a.m, Eastern Time.

## Other Information

Information Services Group, Inc. (ISG) securities trade on Nasdaq under the symbol III. To learn more about ISG, visit [www.isg-one.com](http://www.isg-one.com).