

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

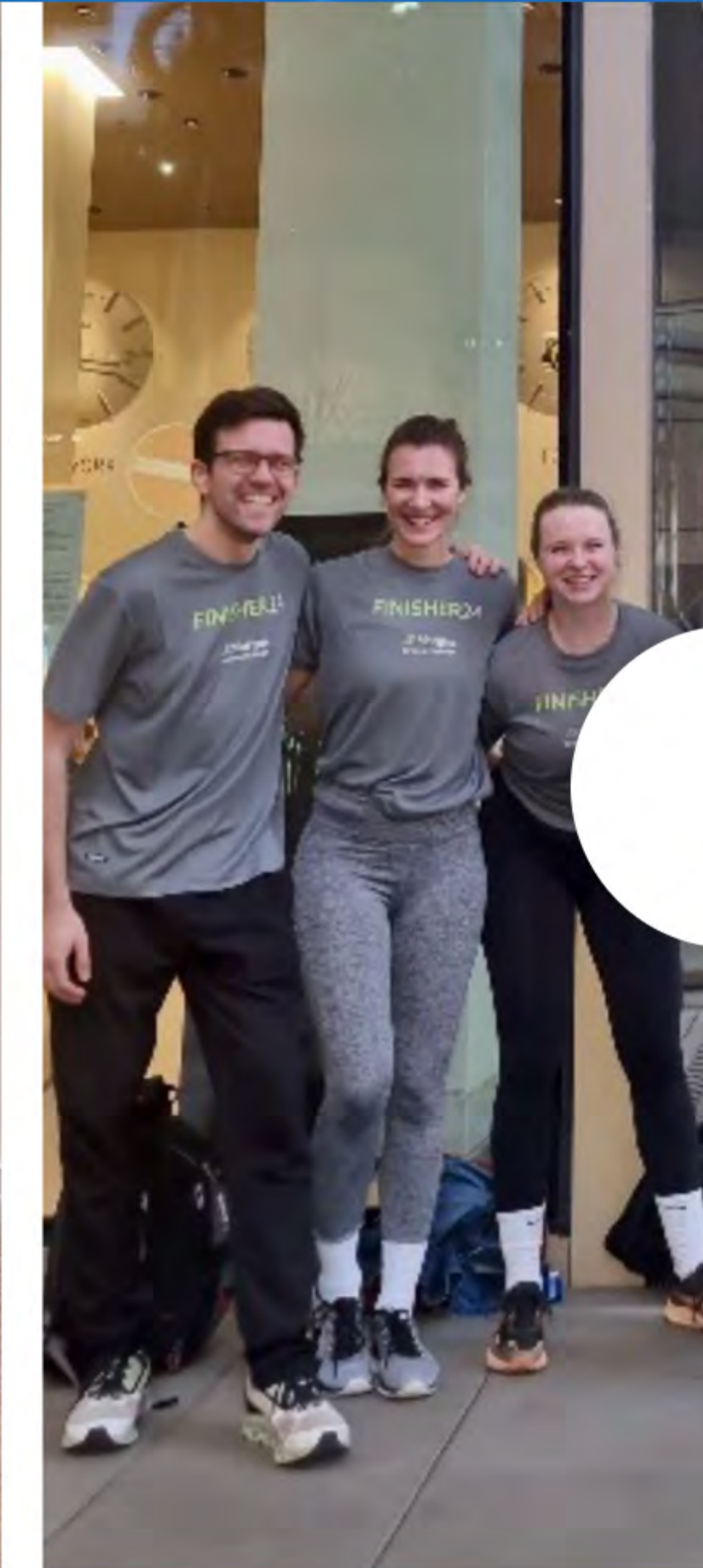
- Fielded an AI learning plan and trained more than 100 employees as skilled AI practitioners
- Trained and certified 1,200 ISG employees in AI
- Conducted mandatory data privacy and cybersecurity training

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.

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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.

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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.

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



**GREAT
CYCLE
CHALLENGE
USA**

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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.

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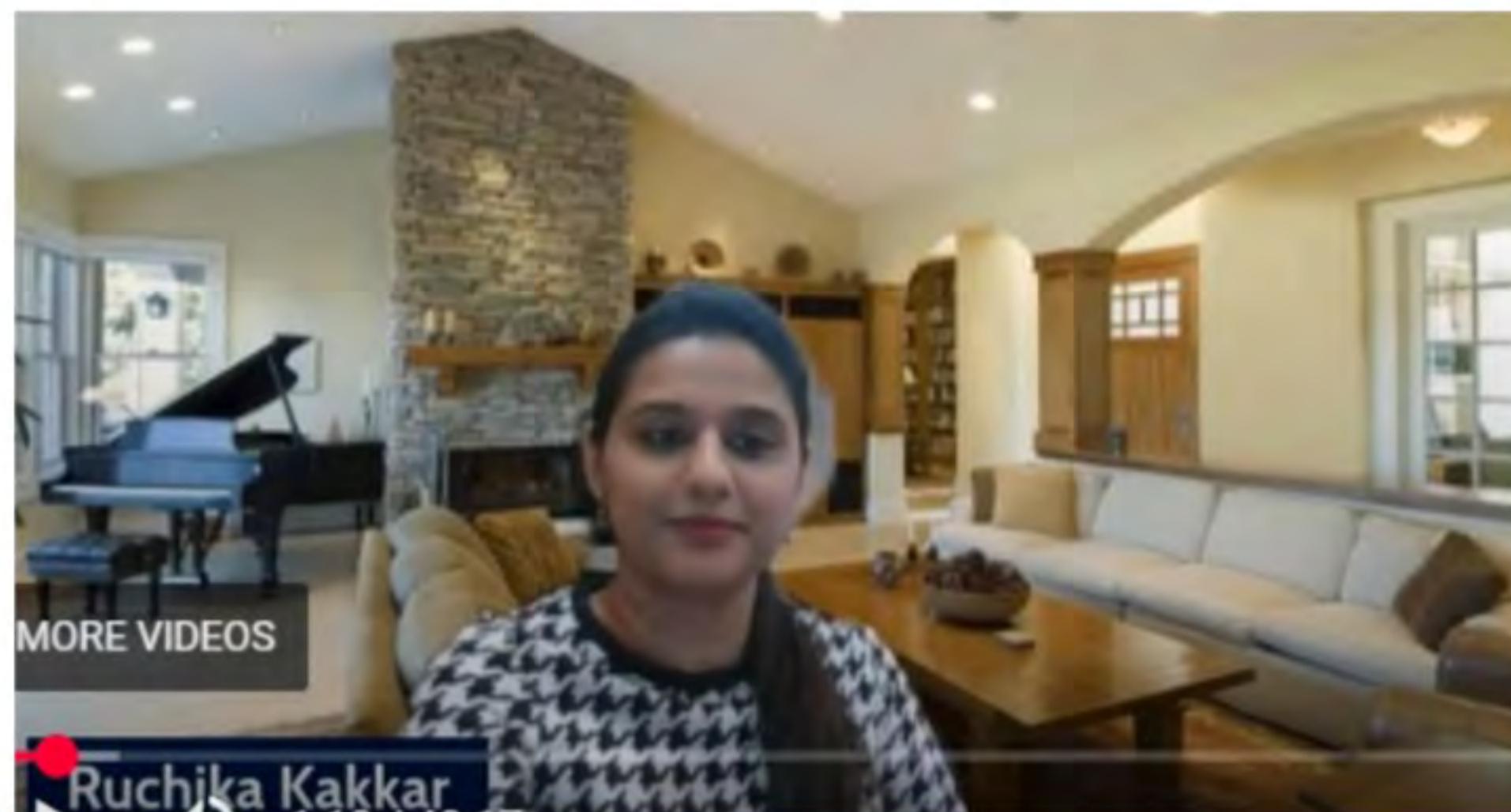
The third annual ISG Women in Digital Awards program received 458 nominations, up more than 40 percent from 2023. The nominees represented a wide range of enterprises—many of them ISG clients, but also many new to ISG—as well as the provider and wider industry community across the Americas, EMEA, Asia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

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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.

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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.



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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.

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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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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.

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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.

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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.