



Information in the right hands.

Environmental, Social and Governance Report 2025

About Us

Headquartered in Canada, ISC (TSX:ISC) is a leading provider of registry and information management services for public data and records.

Throughout our history, we have delivered value to our clients by providing solutions to manage, secure and administer information through our Registry Operations, Services and Technology Solutions segments.



Our Business

Registry Operations

Delivers registry and information services on behalf of governments and private sector organizations



Services

Delivers products and services that utilize public records and data to provide value to customers in the financial and legal sectors



Technology Solutions

Provides the development, delivery and support of registry (and related) technology solutions



Environment, Social and Governance

This summary presents information on environmental, social, and governance (ESG) practices that impact our organization and society. ISC remains committed to ESG initiatives that align with our values, benefit our stakeholders, and contribute to meaningful global and local progress.



Environmental

By embracing a responsibility to protect and sustain the environment, the Company aims to define how our day-to-day business and industry are making an impact on our environment and how ISC can monitor and manage this impact. Environmental related initiatives at ISC include:

Procurement

We prioritize suppliers focused on reducing environmental impact, requiring them to detail methods for minimizing their ecological footprint.

Recycling

Our offices participate in recycling programs for paper, toner, cell phones, and computers. Unused devices are donated or recycled through partnerships like SaskTel's [Phones for a Fresh Start](#) and the [Computers for Schools Plus \(CES+\)](#) program, which extends the lifecycle of electronic equipment.

Sustainable Operations

As an IT solutions provider, ISC recognizes the importance of sustainable operations and energy-efficient infrastructure. ISC focuses on items related to energy efficiency as a cloud-first technology company. Additionally, ISC leases office space to take advantage of any green initiatives implemented by property owners.

Partnerships

With a partnership spanning over a decade, ISC has supported the Nature Conservancy of Canada in advancing conservation projects. In 2025, we contributed to the conservation of over 646 hectares of Cypress Uplands as well as Prairie grasslands, preserving habitats for over 250 at risk species.

Social

A people-first approach at ISC fosters a culture of inclusivity and care. We strive to empower employees professionally and personally while making meaningful contributions to our communities. Efforts in 2025 are structured around two strategic pillars: People, nurturing wellness and vitality in our communities and organization and Growth, facilitating economic growth, excellence and innovation.

Community Wellbeing

Focused on creating meaningful and positive impacts for the people and communities we serve, ISC addresses critical societal issues and fosters global collaboration among employees. Through these efforts, we aim to enhance overall quality of life and build stronger, more inclusive communities.

- **Direct Contributions:** ISC contributed **nearly \$600,000** to **46** organizations in Canada, Ireland and targeted global initiatives.
- **Charitable Campaigns:** To unite colleagues across all regional offices for meaningful causes, ISC continued two annual campaigns, fostering increased employee engagement and strengthening the shared sense of purpose across our workforce:
 - The **Spring into Action** initiative aims to address food insecurity and homelessness in our local communities.
 - The **Holiday Spirit of Giving** initiative brings employees together to support society's most vulnerable population during the holidays by hosting fundraising events and funding hampers across multiple regions.
- **Targeted Philanthropy:** The Company allocated over \$50,000 to celebrate and support diverse communities during key observances, including the International Day for Women and Girls in Science, World Mental Health Day, Pride Month, National Day for Truth and Reconciliation, and more. This funding enabled initiatives like scholarships for young women pursuing STEM education, mental health resources in underserved areas, and support for LGBTQ2S+ community events.
- **Employee Engagement:** Employees actively volunteered at even more community initiatives, including youth programming, organizing community events, supporting local shelters and food banks through ISC Impact's Volunteer Time Off program.
- **Saskatchewan Roughriders Foundation:** Through ISC's sponsorship of the football club's 50/50, the Foundation raised **\$3.3 million** to support mental health, youth sport, and literacy programs across the province.
- **Expanded Partnership - MacKenzie Art Gallery:** Building upon a decade long partnership ISC Impact renewed and expanded upon its agreement with the MacKenzie Art Gallery to support Sharing the MacKenzie, a community membership program that opens doors to an expanded audience that would not otherwise have access to experience arts and culture.



In addition to our existing certification in Ireland, ISC and our Canadian subsidiaries are newly certified by **Great Place to Work®**, reflecting our enterprise's dedication to fostering a supportive and inclusive culture. This recognition is based entirely on what employees report about their workplace experience, specifically about how consistently they experience a high-trust workplace.

We foster a culture of continuous improvement and a positive work environment resulting in ISC achieving the **Respect in the Workplace** certification since 2019 and are recognized as one of **Saskatchewan's Top Employers** for the 17th year in a row.

IDEA Strategy

ISC is committed to fostering a culture where everyone feels safe, valued, and empowered. Our diversity and inclusion framework, IDEA - Inclusion, Diversity, Equality, and Accessibility - reflects this commitment and guides how we create an environment of wellbeing, equity, and belonging. Supporting this vision is the THRIVE Committee.



Growth

Investing in education, entrepreneurship and local economies, ISC empowers individuals and drives societal advancement. By equipping individuals with the resources and support needed to succeed, we are contributing to building resilient and prosperous communities. Key initiatives include:

- **Educational Sponsorships:** ISC supports Albert Community School and First Nations University of Canada's Indigenous Youth Entrepreneurship Camp, providing aspiring leaders and today's youth with resources to succeed.
- **Local Economic Support:** Our procurement strategies prioritize sustainably sourced and locally operated businesses, including Creative Fire, Bamboo Shoots, Western Litho Printers Ltd., and other small businesses in Canada and Ireland, contributing to community advancement.
- **Entrepreneurial Advocacy:** Through our Corporate Registries, as well as through investments in local workshops and conferences with organizations such as Women Entrepreneurs of Saskatchewan (WESK) and the Saskatchewan Chamber of Commerce, ISC is fostering opportunities for small and diverse business owners.
- **Workforce Development:** In collaborating with educational institutions and nonprofit organizations, we help bridge the gap between academia and industry. This includes volunteering with and providing funding to organizations like the Neil Squire Society, which empowers individuals with disabilities by enhancing their technical and professional capabilities.

ISC IMPACT >>>

Achievements:

- Our employees raised more than \$36,000 through grassroots initiatives. An increase from the previous year of almost \$16,000.
- Employee Matching donations through the program increased by \$2,400, supporting organizations our employees are most passionate about.
- 333 hours of giving back to our communities through the new Employee Volunteer Time Off Program across the company.

The ISC Impact initiative brings employees together across our global operations, aligning philanthropic efforts and employee-led initiatives to create lasting, positive change.

With the recent launch of ISC Impact, employees have increasingly engaged in community initiatives through the Volunteer Time Off program, contributing their time to local nonprofit organizations. Employees also leveraged the company's matching donation program to amplify their support for causes they value. As participation grows across the enterprise, community engagement is rising and meaningful partnerships continue to strengthen.



Governance

Our Board of Directors (the Board) plays an important role in providing governance oversight and direction for our strategy and business affairs. The Board guides ISC to operate as a sustainable business, to optimize financial returns while effectively managing risk, and to conduct our business in a way that is transparent, independent and ethical.

Governance Information	
Ethics	
Code of Conduct for directors, executives and employees	Yes
Board Composition and Independence	
Size of Board	10
Independent Directors	10
Separate Chair and CEO	Yes
Independent Chair (required)	Yes
Comprehensive Board Assessment Process	Yes
Directors that are financially literate	100%
Board meetings held in 2025	20
Average meeting attendance	95%
Board Renewal and Diversity	
Annual election of Directors	Yes
Average age of Directors	64
Female Board members	30%
Board Diversity Policy	Yes

Board Composition and Renewal

The Governance and Nominating Committee (the GNC) reviews Director competencies annually against a skills matrix to validate that they continue to meet ISC's needs. Bi-annually, each Director completes a self-assessment of their competencies following a prescribed rating scale and meets with the Board Chair to review their self-assessment. The GNC reviews the results for consistency and to confirm that the Directors possess skills in these areas.

Board Diversity

A Board with a mix of diverse skills, backgrounds, experience, gender and age is important for sound decision-making and good governance. The Board has a formal Diversity Policy, which includes a set of measurable objectives for achieving diversity on the Board. Of ISC's current Directors, three are women (30% of the total number of Directors).

Business Ethics

Our Code of Conduct (the Code) guides how we uphold our value of integrity. The Code applies to all employees, executives and members of ISC's Board, and subsidiary Boards. It sets out our principles and guidelines for ethical behaviour at ISC and with our shareholders, communities and all stakeholder groups.

Conduct and Ethics Training

Every year, all new and current employees at ISC and its subsidiaries complete Code of Conduct online training and submit a declaration statement. The training covers key issues such as anti-bribery, conflicts of interest, data privacy, financial integrity, insider trading, protecting organization assets, reporting and retaliation, and supply chain due diligence and provides the avenues available to raise concerns about ethics matters.

Whistleblower Hotline

Through a third-party service provider, we offer an anonymous whistleblower hotline that is open to all employees, contractors and suppliers from across our operations. Information about the hotline is broadly communicated to employees to let them know they can communicate any concerns to us in this way. Results of whistleblower complaints are reported to the Company's Governance and Nominating and Audit Committees and the Board as applicable.

Cyber Security

As a trusted partner of choice to governments, industries and communities around the world, data and information security is at the forefront of everything we do. In 2025, ISC continued to prioritize and focus effort on their **ISO/IEC 27001:2022** standards and commitments across the enterprise.

ISO/IEC 27001 defines requirements that an information security management system (ISMS) must meet in order to obtain certification. The ISO/IEC 27001 standard provides companies of any size and from all sectors of activity with guidance for establishing, implementing, maintaining and continually improving an ISMS. Conformity with ISO/IEC 27001 means that an organization or business has put in place a system to manage risks related to the security of data owned or handled by the company, and that this system respects all the best practices and principles enshrined in this international standard.

The Company is committed to maintaining the highest levels of information security and giving customers and clients added confidence in its products and services.

In 2025, ISC successfully completed their second SOC 2®Type II examination across its ISC locations in Saskatchewan.

SOC 2®Type II examination focuses on Trust Services Criteria or addresses controls relevant to security, availability and processing integrity of the systems the service organization uses to process users' data and the confidentiality and privacy of the information these systems process. ISC is compliant in all five Trust Services Criteria.

Our commitment to maintaining the highest standards of security, reliability and operational excellence reflects our dedication to safeguarding the trust our clients place in us every day.





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