

ISS Pillar	ISS Category	Topic	Section on Website	Current Source	Current URL
Governance					
Governance	Board Structure	Board Oversight of ESG	Investor Relations	Corporate Governance Committee Charter	https://ir.arbor.com/static-files/c6b9449c-4e10-4437-a9fe-95b883477ce1
Governance	Audit / Risk	Financial Disclosures and Reporting	Investor Relations	All quarterly and annual filings	https://ir.arbor.com/investor-relations/sec-filings
Governance	Board Structure	Board structure and composition	Investor Relations	Corporate Governance Guidelines	https://ir.arbor.com/static-files/c6b9449c-4e10-4437-a9fe-95b883477ce1
Governance	Board Structure	Board performance evaluation policy	Investor Relations	Corporate Governance Guidelines	https://ir.arbor.com/static-files/c6b9449c-4e10-4437-a9fe-95b883477ce1
Governance	Board Structure	Governance guidelines	Investor Relations	Corporate Governance Guidelines	https://ir.arbor.com/static-files/c6b9449c-4e10-4437-a9fe-95b883477ce1
Governance	Board Structure	Executive succession plan and tenure policy	Investor Relations	Corporate Governance Guidelines	https://ir.arbor.com/static-files/c6b9449c-4e10-4437-a9fe-95b883477ce1
Governance	Compensation	Equity plan / policies i.e. holding, vesting periods	Investor Relations	10-K	https://ir.arbor.com/static-files/82c51977-1940-4f69-823c-7009bcc17dd3
Governance	Compensation	Compensation, performance, and voting metrics / policies	Investor Relations	10-K	https://ir.arbor.com/static-files/82c51977-1940-4f69-823c-7009bcc17dd3
Governance	Compensation	Say on Pay proposal	Investor Relations	10-K	https://ir.arbor.com/static-files/82c51977-1940-4f69-823c-7009bcc17dd3
Governance	Audit / Risk	Information security	Investor Relations	10-K	https://ir.arbor.com/static-files/82c51977-1940-4f69-823c-7009bcc17dd3
Governance	Audit / Risk + Product Safety, Quality and Brand	Cybersecurity (Information and Data Security)	Investor Relations	10-K	https://ir.arbor.com/static-files/82c51977-1940-4f69-823c-7009bcc17dd3
Governance	Audit / Risk	Risk Management	Investor Relations	10-K	https://ir.arbor.com/static-files/82c51977-1940-4f69-823c-7009bcc17dd3
Environmental					
Environmental	Risks and opportunities	Environmental Policy	ESG	ESG Summary	TBD
Social					
Social	Human Rights	Human Rights (Policy)	ESG	TBD	
Social	Labor, Health and Safety + Board Structure	Diversity and Inclusion Initiatives/Programs		Code of Conduct (2021)	https://ir.arbor.com/static-files/f7f18ba6-4d76-4c8c-affa-baa30d0f00d9
Social	Labor, Health and Safety	Workplace Health and Safety	ESG	Human Rights Policy and internal documents (employee handbook)	
Social	Human Rights + Stakeholders and Society	Participation in Workplace Pledges or Programs (ADL, HRC)	ESG	TBD	
Social	Stakeholders and Society	Business Code of Conduct		Code of Conduct (2021)	https://ir.arbor.com/static-files/f7f18ba6-4d76-4c8c-affa-baa30d0f00d9
Social	Stakeholders and Society	Vendor and Supplier Management (Vendor Code of Conduct)	ESG	TBD	
Social	Stakeholders and Society	Anti-Bribery and Corruption		Code of Conduct (2021)	https://ir.arbor.com/static-files/f7f18ba6-4d76-4c8c-affa-baa30d0f00d9
Social	Stakeholders and Society	Whistleblower Protections/Hotline	Investor Relations	Corporate Governance Hotline (policy maintained internally)	https://ir.arbor.com/investor-relations/contact
Social	Stakeholders and Society	Political Involvement and Dealings (Code of Conduct)		Code of Conduct (2021)	https://ir.arbor.com/static-files/f7f18ba6-4d76-4c8c-affa-baa30d0f00d9
Social	Stakeholders and Society	Anti-Money Laundering		Internal policy and procedure	
Social	Labor, Health and Safety	Labor practices (discrimination, child labor, forced labor, living wage, employee training and satisfaction, etc)		Human Rights Policy and internal documents (employee handbook), as well as the Code of Conduct	https://ir.arbor.com/static-files/f7f18ba6-4d76-4c8c-affa-baa30d0f00d9
Social	Stakeholders and Society	ESG / Sustainability committee (meetings and attendance, oversight of policies, schedule of topics, board participation or report to board, CEO or management)	ESG	ESG Summary	TBD
Social	Labor, Health and Safety	Employee Engagement	ESG	ESG Summary	TBD
Social	Labor, Health and Safety	Employee Demographics	ESG	ESG Summary	TBD