

Corporate Social Responsibility Report

January - December 2022





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Unlock the world
make it safer



1. INTRODUCTION BY OUR CEO

Here at IDEMIA, our mission is to unlock the world and make it a safer place. We are committed to fostering meaningful innovation with a client-centric approach that promotes responsibility, inclusivity, and sustainability, not only within IDEMIA, but throughout our supply chain.

I have made corporate responsibility one of the company's top priorities by creating a CSR program called IDEMIA IMPACT. Built on five founding pillars, IMPACT helps us target our best efforts in the aim of becoming more sustainable and playing our part in creating a better world for everyone.

As a member of the United Nations Global Compact since 2006, and by aligning with 12 of the United Nations' Sustainable Development Goals, we have pledged to transform our relationship with society and the environment, not only by identifying and addressing our impacts but also by being a catalyst for positive change.

In the latest CSR performance assessment by EcoVadis, and for the second time in a row, IDEMIA was awarded the Platinum certification, placing us in the top 1% of participating companies for the progress we are making in terms of CSR.

This report focuses on what our CSR program has accomplished over the course of 2022. Many achievements have already been made, and even greater ones are ahead of us.

Pierre BARRIAL
President & CEO



2. ABOUT IDEMIA




2.1. Our business

Thousands of businesses and dozens of governments in over 180 countries, including some of the biggest and most influential brands in the world, put their trust in us for their mission-critical activities. Our technologies enable our clients to register, credentialize, authenticate and analyze identities

for frictionless access control, connectivity, identity, payments, public security, and travel—on a variety of scales and in total security. As we provide Enterprise and Government solutions, we have organized our company into four Business Units (BUs) to address our different markets:

<p>Enterprise Solutions grouped within the Secure Enterprise Transactions Division (SET)</p>	<ul style="list-style-type: none"> › Payment Services › Connectivity Services
<p>Government Solutions</p>	<ul style="list-style-type: none"> › Public Security & Identity › Identity & Security North America

2.2. Key figures

 <p>A major player with global reach</p> <ul style="list-style-type: none"> › €2.6B in revenue in 2022 › 15,000 employees › 3,000 R&D engineers › 180+ countries using our technologies 	 <p>Future-proof services, at scale</p> <ul style="list-style-type: none"> › 1.2B identity credentials managed in the framework of Aadhaar › 400M+ tokens provisioned for different token requestors › 37M automated passenger crossings per year 	 <p>Best-in-class proprietary solutions</p> <ul style="list-style-type: none"> › 1500+ active patent families › Ranked in the top of industry benchmarks for our biometric algorithms (facial, iris, fingerprint)* › 1st company to develop a quantum-resistant 5G SIM
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*Based on the latest NIST rankings

2.3. Core values



CURIOS

We find inspiration from clients, colleagues, markets and friends

TRUSTED

We don't ask for trust, we earn it

CARING

We care for our clients, our people and our stakeholders

DARING

We challenge the status quo

TOGETHER

We can be #1 in all our efforts

3. ENGAGING WITH OUR STAKEHOLDERS IN REGARD ON CSR-RELATED TOPICS

3.1. IDEMIA's network of stakeholders

We have identified the stakeholder groups to which we are accountable and have categorized them by the likelihood of them being impacted by our activities, products, services or business conduct, or by their potential of affecting our ability to conduct our business. These are the main stakeholder groups that IDEMIA engages with:

IDEMIA STAKEHOLDER	ENGAGEMENT METHODS	CSR FOCUS AREAS
Employees	<ul style="list-style-type: none"> › Internal communications › Training › Employee surveys › Employee committees › Whistleblowing line 	<ul style="list-style-type: none"> › Employment conditions › Ethics Charter › Health & Safety › Equality, Diversity & Inclusion › Human rights › Training and development programs
Customers	<ul style="list-style-type: none"> › Customer survey › CSR panel discussion › Contracts › Service reviews › Tenders › Meetings 	<ul style="list-style-type: none"> › Quality of products & services › Innovation, Design, Product End-of-Life › Code of Conduct alignment › Feedback on IDEMIA CSR performance and expectations
Suppliers	<ul style="list-style-type: none"> › Contracts › Tenders › Supplier Code of Conduct › Supplier Performance Review and quality audit › CSR maturity and panel discussion on CSR 	<ul style="list-style-type: none"> › CSR performance evaluation › Code of Conduct adherence › No restricted substances › Legal compliance › Modern slavery avoidance › Respect of human rights
Investors	<ul style="list-style-type: none"> › Annual general meeting › Company financial report and other public reports › IDEMIA website 	<ul style="list-style-type: none"> › Sustainable business – ESG assessment › Financial performance › Risk management › Trade compliance › Conflict of interest avoidance
Competitors	<ul style="list-style-type: none"> › Industry working groups 	<ul style="list-style-type: none"> › Common solutions for industry-wide issues, including CSR › Fair competition

IDEMIA STAKEHOLDER	ENGAGEMENT METHODS	CSR FOCUS AREAS
Communities	<ul style="list-style-type: none"> › Employment opportunities › Outreach activities › Environmental protection › Local procurement › Social media and IDEMIA website › Panel discussion on CSR 	<ul style="list-style-type: none"> › Providing employment in the community › Partnerships with NGOs › Local environmental and social initiatives, and community initiatives › Support for communities experiencing hardship
Applicants	<ul style="list-style-type: none"> › Recruitment agencies › Applicant website 	<ul style="list-style-type: none"> › Sharing IDEMIA's CSR ambitions and objectives
Citizens	<ul style="list-style-type: none"> › IDEMIA products and services 	<ul style="list-style-type: none"> › Environmentally-conscious products › Products and services that benefit society › Human rights
Education establishments	<ul style="list-style-type: none"> › Recruitment fairs › Sending IDEMIA experts to educational events › Links with local schools, and further and higher education establishments 	<ul style="list-style-type: none"> › Graduate schemes › Work placements › Local initiatives with schools

3.2. Updated Materiality Matrix

With the objectives of continuous improvement and making a positive impact in mind, maintaining dialogue, and understanding CSR expectations is key to IDEMIA.

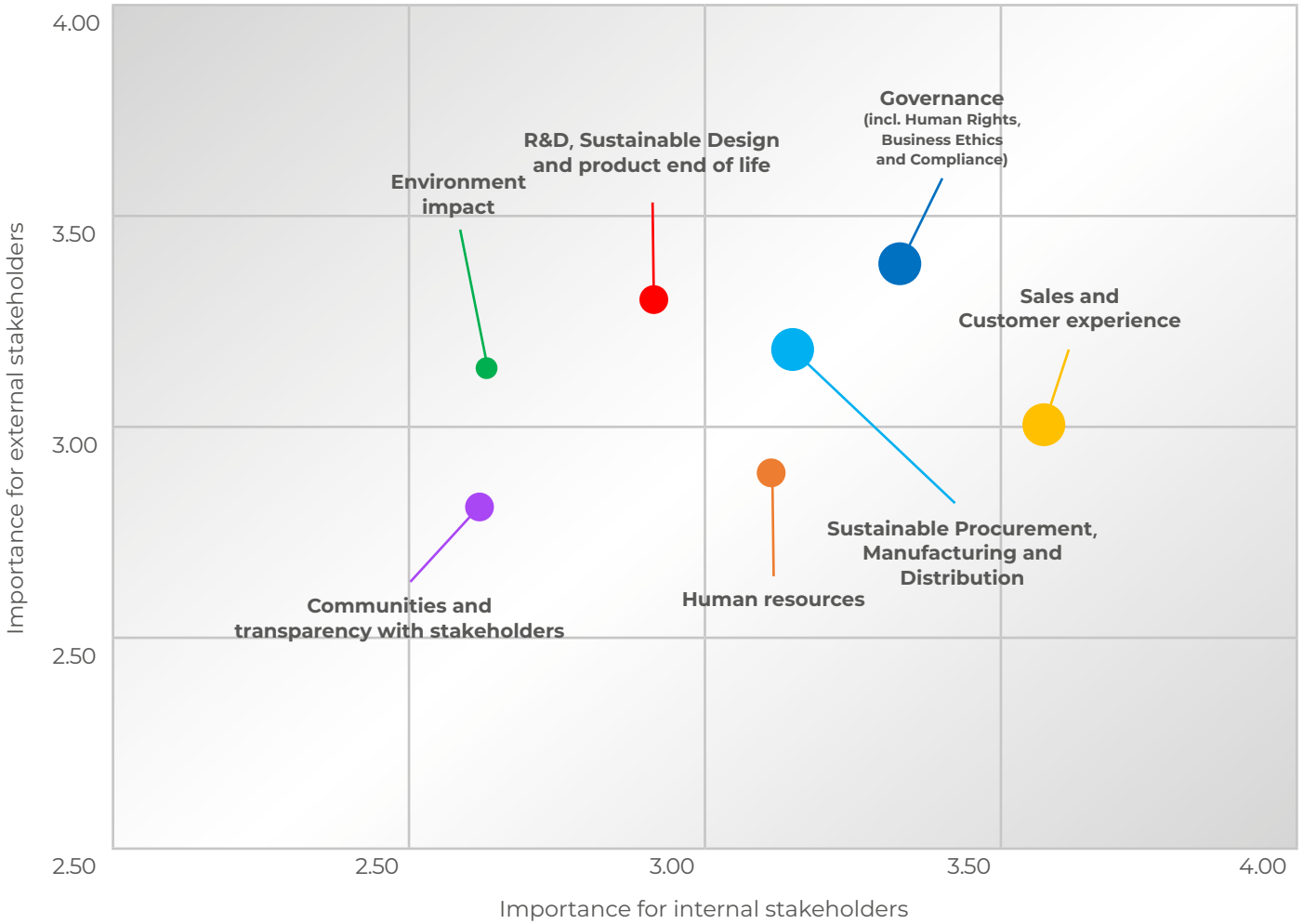
In order to focus our efforts on the right CSR topics, IDEMIA revised its materiality matrix in 2022, working in liaison with the following stakeholder groups: Employees, clients, suppliers, partners and NGOs. This updated matrix supported IDEMIA in extending its IMPACT Program and in identifying further objectives and areas of focus for the years to come.

Methodology

With support from a consulting agency, IDEMIA identified 24 CSR topics relevant to its business cycle. The analysis was carried out by taking into consideration both internal and external perspectives.

The internal perspective was assessed by interviewing 16 people from Top Management on various aspects related to these topics - the impact on our activity, the company's performance, and our outlook for the next three years. An anonymous online survey was also shared with employees to gain an understanding of their view on the impact of these topics on IDEMIA's activity, and to collect qualitative data on their expectations. More than 1,000 employees participated.

The external perspective was assessed by inviting 10 different external stakeholders, from clients, to suppliers and partners to a take part in a panel discussion. The discussion was aimed at understanding their expectation levels in regard to the different topics identified. An anonymous online survey was also shared with clients; 29 of which completed the survey and shared their expectations.



CSR priorities identified

Based on the updated materiality matrix and IDEMIA's progress in regard to the different topics, we identified the following CSR priorities, divided across different themes:

- › **1. R&D, Sustainable Design and Product End-of-Life**
 - Sustainable design and innovation
 - Product end-of-life
- › **2. Environmental impact**
 - Energy and resources
 - Mitigating and adapting to climate change
 - Environmental impact of I.T. and digital use
 - Protecting and regenerating biodiversity
- › **3. Human Resources**
 - Skills development and talent management
 - Diversity and inclusion
 - Quality of life

› **4. Sustainable procurement, Manufacturing and Distribution**

- Responsible purchasing & supplier's commitment
- Responsible logistics and transportation

› **5. Communities and transparency with stakeholders**

- Societal & employee commitments

Other CSR related topics are taken into consideration by IDEMIA such as Human Rights, Business Ethics and Compliance. They have not been added to the above list as their processes have been identified as mature. They are nevertheless topics of importance that our teams are working on every day. Additional information can be found in our [2022 Vigilance Plan](#).

3.3. Understanding and managing the CSR challenges

THEME	ISSUE	ANALYSIS	KEY ACTIONS
R&D, Sustainable Design and Product End-of-Life	Sustainable design and innovation	<p>The decision to focus on sustainable innovation has been received by a resounding consensus here at IDEMIA. We are driven by our purpose of making the world a safer place by using cutting-edge technologies, for the benefit of both society and the planet.</p> <p>Besides working toward sustainable design and innovation, IDEMIA understands the expectations that its stakeholders have in relation to the full life cycle of our product.</p>	<p>We offer products and solutions which can provide clients with environmentally sensitive product and solution options, such as IDEMIA GREENPAY for financial institutions and GREENCONNECT for mobile operators. Furthermore, in addition to these specific offers, CSR-related topics are being progressively implemented in our R&D design processes such as for the new facial recognition terminal for physical access control (Smarter Biometric Devices).</p> <p><i>See Section ENVIRONMENT</i></p>
	Product end-of-life	<p>The greatest risk of failing to address this is the unsustainability of the organization through an inability to consider our responsibilities for future generations, whilst also meeting the needs of today. The potential outcomes of this could affect IDEMIA's environmental impact, competitiveness, reputation, and a loss of business to more sustainable products.</p>	<p>IDEMIA has started working on solutions for the end-of-life phase of its products by identifying recycling networks and channels in order to offer more sustainable solutions throughout their entire life cycle.</p> <p><i>See Section ENVIRONMENT</i></p>

THEME	ISSUE	ANALYSIS	KEY ACTIONS
Environmental impact	Energy and resources	<p>Avoidance of environmental responsibility could result in a lack of availability of critical resources, environmental risk, financial penalties, non-compliance with legal obligations, reputational risk, and also damage to our attractiveness as an employer.</p>	<p>IDEMIA's global Environmental Policy sets out the fundamental actions that must be taken by each site, the responsibilities of each employee to play their part in environmental protection, and the key performance indicators that sites must support.</p> <p>Since 2022, energy and resources have been made a top priority for the company by working together with our manufacturing sites and offices to reduce energy consumption and be mindful of the resources that we are using.</p>
	Mitigation and adaptation to climate change		<p>The actions launched in terms of sustainable design and innovation also contribute to addressing the challenge of Mitigation and adaptation to climate change.</p> <p><i>See Section ENVIRONMENT</i></p>
	Environmental impact of IT and digital use	<p>The digital age has positively transformed people's lives with technologies that enable the easy access and transfer of information. However, this shift also comes with certain drawbacks, especially for the environment through digital pollution produced by numeric tools--from their manufacturing to their daily use and end-of-life. Not taking this into account could have a long-term impact on the environment and could also affect our relationship with our clients.</p>	<p>IDEMIA works on evaluating, monitoring and reducing the environmental impact of our digital equipment and I.T. solutions. We also raise awareness internally on ecological digital uses by promoting best practices.</p> <p><i>See Section ENVIRONMENT</i></p>

THEME	ISSUE	ANALYSIS	KEY ACTIONS
<p>Human resources</p>	<p>Skills development and talent management</p>	<p>The skills and commitment of our workforce ensure that clients are able to put their trust in us with their business. IDEMIA recognizes that this workforce represents an invaluable asset, and it must be nurtured and protected. This means attracting and retaining the best people for the jobs. Inadequate management could present a risk of high turnover, loss of expertise, interruptions in client relationships, and an inability to attract new talents.</p>	<p>IDEMIA offers skills development, training, and evolution opportunities to employees, with a focus on equity and diversity.</p> <p>We also give opportunities to the younger generation of employees, including the transmission of knowledge and expertise between generations through apprenticeship contracts.</p>
	<p>Diversity and inclusion</p>	<p>Building a diverse and inclusive workforce by providing a platform for different opinions and perspectives, helping to create vibrant, dynamic, and creative environments in which people have the opportunity to flourish.</p> <p>Maintaining an excellent reputation as an employer is crucial to IDEMIA. Without this, it would not be possible to attract the high caliber of talent that is pivotal to its business success. To maintain a highly skilled and motivated workforce, IDEMIA must ensure that it is a first-choice employer in every location where it operates.</p>	<p>IDEMIA's HR policies target, for example, equal opportunities in recruitment, promotion, terms of employment and anti-discrimination. A focus on diversity is one of the key objectives of IDEMIA's IMPACT program, starting with the Diversity & Inclusion Declaration, which is shared both internally and externally.</p> <p>See Section PEOPLE</p>
	<p>Quality of life</p>	<p>IDEMIA has almost 15,000 employees in 60+ countries and is now operating in more than 180 locations. We are compliant with all local laws and regulations while delivering a consistent model for all employees. Beyond the legal aspects, IDEMIA considers it important to mitigate the risks resulting from business pressure and insufficient awareness amongst managers that can generate stress, amongst other consequences. As it operates multiple production centers across all continents, IDEMIA considers it important to optimize working conditions everywhere, so that all employees and sub-contractors feel highly protected.</p> <p>Operating in a large number of markets and countries, directly or through partners, IDEMIA pays special attention to human right violations: forced labor, child labor or other slavery-like practices, unsafe or unhealthy working conditions, discrimination, and underpayment for labor or services provided.</p>	<p>IDEMIA has formalized health and safety precautions into a Health & Safety Manual which sets out the guidelines on how to protect employees and sub-contractors. Talent management and the whole HR cycle of an employee is addressed through a set of HR guidelines and procedures, covering recruitment, terms of employment, training, and development.</p> <p>IDEMIA promotes and complies with all legal provisions related to upholding the freedom of association and the right to collective bargaining, as well as the provisions contained in EU law, international treaties, and agreements (ILO Convention).</p> <p>IDEMIA has deployed an anonymous-access, free holistic EAP (Employee Assistance Program) for all employees.</p> <p>See Section PEOPLE, ETHICS</p>

THEME	ISSUE	ANALYSIS	KEY ACTIONS
<p>Sustainable procurement, Manufacturing and Distribution</p>	<p>Responsible logistics and transportation</p>	<p>As a company operating on a global scale, IDEMIA's logistics and transportation activities can have consequences on the environment. Besides the actual environmental impact, end clients are also seeking more responsible partnerships, thus impacting the competitiveness of companies.</p>	<p>To minimize the environmental impact of our logistics and transportation activity, IDEMIA has launched an assessment process for this aspect of its business. In doing so, we aim to reduce the GHG emissions of logistics and transportation by taking the appropriate measures.</p> <p>We work on developing transportation solutions that reduce the carbon footprint of our supply chain, working together with qualified logistics providers as responsible business partners.</p> <p>We are confident that we can reduce our CO₂ emissions on transportation in a global market through a model shift from Air-to-Sea/Rail or Combined Transport that also proved itself to be less disruptive in terms of service in 2022.</p> <p>See Section ENVIRONMENT</p>
	<p>Responsible purchasing & supplier's commitment</p>	<p>IDEMIA has a wide and diverse supply chain which spans the globe. A lack of proper management of supplier relationships and the CSR performance within the supply chain, could pose a risk of non-compliance with both regulatory obligations and client requirements. Furthermore, there is the potential for brand damage through risk by association, should a supplier be involved in a scandal in regard to its ethical, environmental or social actions.</p>	<p>In the spirit of transparency, IDEMIA maintains open communications with all those concerned by its business activities. The Supplier Code of Conduct, human resources policies and other policies outline the ethical behavioral expectations of everyone at IDEMIA. The IDEMIA Supplier Code of Conduct lays out clear expectations for suppliers in terms of ethical conduct, and it also forms part of the agreement. This is supported by specific CSR clauses within the general purchasing conditions.</p> <p>See Section EXTERNAL STAKEHOLDERS</p>

THEME	ISSUE	ANALYSIS	KEY ACTIONS
<p>Communities and transparency with stakeholders</p>	<p>Societal & employee's commitment</p>	<p>Failure to use the considerable skills and resources at its disposal to positively impact local communities and the environment would be not only a missed opportunity to build strong, enduring relationships with local communities, but would also pose a potential risk for seeing employee's engagement reduced, as well as IDEMIA's image as a corporate citizen being damaged. IDEMIA also recognizes that supporting education and skills development amongst the younger generations helps to ensure that the workforce of tomorrow is well-prepared for employment.</p>	<p>Across the IDEMIA group, teams are involved in a broad range of initiatives that support their local communities. Through IDEMIA's IMPACT program, the company will continue and extend these relationships wherever IDEMIA is located, and will also promote a wider corporate societal initiative, with a focus on access to education, STEM (Science, Technology, Engineering, and Mathematics) subject engagement and the development of skills with a view to employment.</p> <p>See Section COMMUNITIES</p>

In addition to the topics associated with the identified CSR materiality matrix topics, IDEMIA identifies the risks arising from its activities and outlines how the company anticipates them, how it assesses them, and what steps are being taken to protect IDEMIA's stakeholders from these risks (see [IDEMIA 2022 Vigilance Plan](#)).

4. IMPACT: IDEMIA CSR PROGRAM

“As with our offers, we are working on delivering products and solutions that have a positive impact on society, consumers and users. The IMPACT program has allowed us to onboard teams on a transformation of our relationship with the stakeholders of our ecosystem for a newer holistic approach.”

Yves PORTALIER
SVP
Corporate Social Responsibility



4.1. Reinforcing our commitment to CSR through IDEMIA IMPACT

In 2020, we launched IDEMIA IMPACT, our CSR Program which groups together all of the efforts across our business that contribute to securing a sustainable business with positive impacts on the environment and society.






The five pillars on which IDEMIA IMPACT has been built, and the 17 objectives that it has set, have enabled us to build our CSR roadmap. Based on the progress made and on the updated Materiality Matrix, the IDEMIA CSR objectives will be reviewed this year.

4.2. IDEMIA non-financial objectives and progress

IDEMIA non-financial objectives

Objectives		2022 Progress
Reduce our CO ₂ emissions (Mainly focusing on Scope 1 and Scope 2)	-25% in 2025 vs. 2019	██████
Reduce our water consumption	-25% in 2025 vs. 2019	██████
Increase and maintain the amount of waste recycled	83% by 2023	██████
Train R&D on CSR and Green offers	100% by 2023	██████
Give all employees access to training	100% by 2023	██████
Train employees in social- and environment-related issues and ensure they are aware of IDEMIA IMPACT Program	100% by 2023	██████
Increase both the number of women in IDEMIA and the internal promotion of women	From 30% in 2020 to 34% by 2025	██████
Increase the number of key suppliers audited by EcoVadis	From 57% in 2020 to 80% by 2025	██████

IDEMIA 2021 IMPACT key achievements

ESG FOCUS	IDEMIA IMPACT PILLAR	2021-2023 OBJECTIVES	2022 PROGRESS
ENVIRONMENT		Reduction of our environmental impact: Cut water and carbon emissions by 25% by 2025	▶▶▶▶
		Integrate and develop Green offers	▶▶▶▶
		Develop & maintain environmental awareness in R&D	▶▶▶▶
		Build a carbon-neutral strategy from 2023	▶▶▶▶
SOCIAL		Enable access to training for every employee	▶▶▶▶
		Incorporate and collect feedback on CSR through our employee survey	▶▶▶▶
		Develop diversity and inclusion: Increase both the number of women in IDEMIA and the internal promotion of women	▶▶▶▶
ENVIRONMENT, SOCIAL		Integrate CSR questions into our client survey	▶▶▶▶
		Increase the number of key suppliers audited by EcoVadis	▶▶▶▶
		Assess Scope 3 emissions throughout our supply chain	▶▶▶▶
		Push internal & external communications on CSR	▶▶▶▶
ENVIRONMENT, SOCIAL		Coordinate a group initiative that is deployed across our sites	▶▶▶▶
		Encourage local community actions, mainly supporting education	▶▶▶▶
GOVERNANCE		Re-define the IDEMIA Ethics Committee, including CSR representation	▶▶▶▶
		Conflicts of Interest campaign rollout	▶▶▶▶
		Develop an anti-trust Trade program	▶▶▶▶
		Trade compliance focus	▶▶▶▶

4.3. Global initiatives

Since 2006, IDEMIA has pledged its support to the Ten Principles of the United Nations Global Compact (UNGC) and this report serves as IDEMIA's annual communication on Progress to the UNGC. In 2022, IDEMIA participated in the UNGC Early Adopter Program for the new Communication on Progress (CoP) digital platform, which will be officially launched in 2023.

IDEMIA's participant page can be found here: [IDEMIA and the UNGC](#).

We have analyzed and identified the Sustainable Development Goals (SDGs) and their targets that are most applicable to our activities and upon which we can have the greatest positive impact. Through our CSR priorities and ambitions, we are most aligned with 12 SDGs, as highlighted in the following page.

4.4. Performance Assessment

Each year, IDEMIA conducts numerous assessments of its CSR performance. Most notably, IDEMIA engages in a voluntary assessment which is led by EcoVadis. By increasing our score from 73/100 to 75/100, we have once again demonstrated our capacity to create an impact through our CSR program, especially thanks to the progress made in relation to environmental challenges. This recognition places us in the top 1% of all corporations around the world participating in this assessment. Always striving for continuous improvement, we are already planning to implement many more initiatives over the coming years.



For the second year in a row, we have achieved the highest distinction of EcoVadis certification.

SUSTAINABLE DEVELOPMENT GOALS	THE SUSTAINABLE DEVELOPMENT GOALS ALIGNED WITH
 <p>1. End poverty in all its manifestations, everywhere</p>	<ul style="list-style-type: none"> • Financial inclusion is a key transformation aspect which is crucial to development. • New forms of money, aiming to increase financial inclusion, bridging identity gaps and accelerating the switch from cash to digital money. • IDEMIA is positioned at the heart of this transformation.
 <p>3. Ensure healthy lives and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> • Supporting our employees in both their professional and personal lives with the launch of a new, holistic EAP. • Helping our employees with the hybrid work model, and especially with its impact on their mental health.
 <p>4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> • Dedicated Employee Resource Group • IDEMIA Foundation in India, launching an upskilling center for underprivileged youth • Global Alliance 4Youth partnership
 <p>5. Achieve gender equality and empower all women and girls</p>	<ul style="list-style-type: none"> • Dedicated Employee Resource Group • Hiring goals to have more women in our workforce, and embracing every opportunity to promote gender equity
 <p>6. Ensure availability and sustainable management of water and sanitation for all</p>	<ul style="list-style-type: none"> • Environment Management System, based on the ISO14001:2015 standard, on all our production sites • Water management resources: reporting and monitoring • Hazardous Waste Management • Joined the World Cleanup Day movement
 <p>8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all</p>	<ul style="list-style-type: none"> • Ethics Charter revised in 2022 • HR Policy and local actions put in place for our employees • Employee Resource Groups • Modern Slavery Statement • Internal training of our workforces
 <p>10. Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> • Common Career framework across the Group • Hiring Goals targeting female hires • Internal mobility policy • Encourage community action
 <p>12. Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> • Environment Management System based on the ISO14001 standard, implemented on all our production sites • Energy savings program • Growing use of renewable energies • Recycling initiatives for our products and production sites • GREENPAY and GREENCONNECT product ranges (using recycled PVC)
 <p>13. Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Environment Management System based on the ISO14001 standard, implemented on all our production sites • CO₂ emissions strategy • Eco-designed products featured in our portfolio • CSR fundamentals training • Communications and workshops to raise awareness: Climate Collage organized within different teams and the head offices, Sustainability Week, with a focus on plastic pollution, etc.
 <p>14. Conserve and sustainably use the oceans, seas, and marine resources for sustainable development</p>	<ul style="list-style-type: none"> • As part of the World Cleanup Day movement, some sites cleaned the beaches nearby • Wastewater Treatment Plant on our Yumbo site (Colombia)
 <p>15. Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<ul style="list-style-type: none"> • Joined the World Cleanup Day movement • Biodiversity impact study of sites (i.e., Osny in France)
 <p>16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> • Modern Slavery Statement • Anti-Bribery and corruption (part of the mandatory training for every employee) • Whistleblowing line

5. ENVIRONMENT

From life cycle analyses, eco-design and waste minimization to recycling and reducing our carbon footprint, IDEMIA is working on a wide range of initiatives with the aim of addressing its environmental responsibilities.



5.1. Respect for the environment

IDEMIA's commitment to the environment

Through the Group Health, Safety & Environmental Policy, which is applicable to the whole company, everyone at IDEMIA is expected to act upon and honor their individual and collective environmental obligations.

IDEMIA has a global presence, with more than 180 sites including manufacturing plants, service centers, headquarters, sales offices, R&D centers and data centers. Although these sites have different purposes, they all follow common environmental objectives:

- › **Minimize the environmental impacts** of processes and services by reducing or eliminating dangerous substances, reducing energy consumption, limiting emissions, managing waste recycling and disposal.
- › **Achieve our environmental goals** through eco-friendly products and solutions.
- › **Help our customers** achieve their environmental goals with our products offering and provide suitable advice.
- › **Encourage environmental responsibility** within the supply chain.
- › **Deploy and maintain** ISO 14001 certifications at our production sites as well as work on a global ISO 14001 certification.
- › **Communicate to stakeholders** and regularly publish actions and results on environmental matters.
- › **Educate and train employees** on the environmental stakes.

We measure progress in regard to our main environmental objectives: To reduce energy consumption per person or unit produced, and to lower our carbon footprint, improve energy mix, reduce water consumption per person, manage waste (paying specific attention to landfill), and to reduce VOCs (volatile organic compounds). Since 2019, we have been gathering environmental data through our company-wide reporting tool.

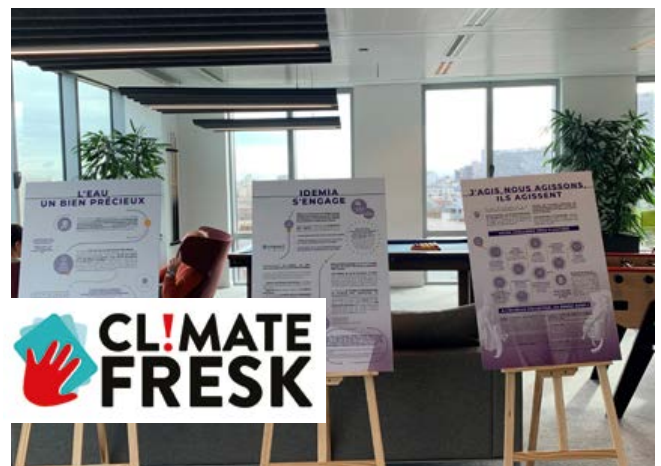
Raising awareness and getting everyone involved

Here at IDEMIA, we believe that environmental protection is everyone's concern and that we all, from individuals, teams, sites, regions, business units to the whole company can, and must, acknowledge our impact and play our part. We communicate with our teams on environmental topics, sharing news and updates via internal newsletters, infographics, and interviews with key players, policies, reports, training modules and our intranet site.

Throughout 2022, we started delivering dedicated workshops to raise awareness around climate change and environmental topics, for example, with the Climate Fresk, which is a 3-hour collaborative workshop that taught the fundamental science behind climate change and aimed to inspire participants to take action. The same has been initiated with the Digital Fresk, which is a workshop that aims to help participants understand the environmental stakes of digital technology. These

workshops have been delivered to various populations within the company, both out in the regions where we operate and within the CSR Ambassadors network and the R&D Department. In 2023, these workshops will be extended to a broader population and workshops on other environment-related topics will be delivered to specific populations.

At our head offices, various actions have been organized to mark European Sustainable Development Week, including awareness-raising exhibitions on plastic and water, workshops on climate change, water usage and plastic consumption and our impact on them through the *Climate Fresk*, the *Plastic Fresk* and the *Water Fresk*.



A tour of the Paris Sewers Museum was also hosted to promote sustainable development, rounding off three weeks of activities focused around sustainability.

IDEMIA's Business Units are working towards making a difference in the products we sell, and also in the way we work towards being more responsible. They do so by sharing best practices, regulatory evolutions, strategies and offer updates amidst other sustainability-related topics.

The Regions are also very much involved in organizing environmental activities. For example, in September, in addition to participating in World Cleanup Day, Environment Week was held in LATAM in Brazil, Colombia, Peru, Chile and Mexico. Each country organized a wide range of activities, such as competitions around recycling household waste, or planting activities. In some countries, recycling activities were organized in partnership with public schools. Lastly, employees were invited to attend various webinars, such as "Circular Economy and Climate Change" and "Environment, sustainability, recycling and responsible consumption", which were presented by renowned local environmental experts.

Any employee with an email address can access an e-learning platform, which contains multiple training courses on CSR topics. Dedicated training courses are highlighted in internal communications.

5.2. Environmental management within our operations

Group Environmental Management System

In 2022, in the aim of further boosting our manufacturing and personalization centers' environmental performances, IDEMIA launched the deployment of a common Environmental Management System (EMS), based on the ISO14001 standard.

All IDEMIA Manufacturing sites and the biggest personalization centers have been ISO14001-certified for several years now. By deploying a common EMS, we will be better able to improve our environmental performances on a global scale, and also be in a better position to build a strong network of HSE managers, collaborating together and sharing best practices.

18 sites certified in line with ISO14001 in 2022

Objective to obtain a common ISO14001 certification in 2023

Greenhouse Gas Strategy

IDEMIA is continuously working on its Greenhouse Gas (GHG) Emissions strategy. This strategy was first implemented in 2019, with the aim of monitoring Scope 1 & 2 emissions in regard to the GHG Protocol on a global level.

As of this year, the company has begun an annual process of submitting an annual report on these emissions, namely through the CSR report.

In 2020, after an initial analysis of the results obtained, IDEMIA has set a target of reducing its emissions by 25% across Scopes 1 & 2. This target is based on the data from 2019 and is expected to be achieved by 2025. Offsetting is not part of our strategy to meet our target, reducing our consumption is.

IDEMIA is also implementing a massive work on the establishment of a measurement of Scope 3 emissions, meaning emissions that are not produced by the company itself, and not the result of activities from assets owned or controlled by it, but by those that are indirectly responsible for, up and down its value chain.

A global estimation will be realized before the end of 2023 and will be the first step on the establishment of new climate ambitions, with quantified targets associated on emissions related to a global perimeter, including all scopes. This target intends to be on track with science-based targets, including a SBTi certification.

In the meantime, CSR & Purchasing teams are working closely to implement a new way of working with the suppliers, putting GHG emissions at the core of our suppliers' relationships.

For several years now, IDEMIA has been part of the Carbon Disclosure Project (CDP) and submits annual reports on the Climate Change questionnaire. This enables the Group to obtain an assessment of its environmental performance and to identify areas for improvement, needed to reduce its carbon footprint.



In 2023, IDEMIA will join the CDP Reporter Service to improve the quality of our CDP disclosure, and to accelerate our GHG strategy.

In order to achieve these objectives, a series of indicators has been implemented to measure IDEMIA's environmental footprint. This list is due to be expanded for 2023, given the company's desire to further develop these objectives and to prepare for future regulations.

Reduce Scope 1, 2 and part of Scope 3 GHG emissions by **25%** by 2025



Scope 1 and 2 GHG emissions for IDEMIA

Year	Scope 1 & 2 emissions (tCO ₂ eq)
2019	37.393
2020	35.896
2021	38.429
2022	32.431

The efforts demonstrated by the whole Group have allowed IDEMIA to reduce its Scope 1 & 2 emissions in 2022 and to align with its target, despite new sites being added to the assessment scope in 2021 (which explains the higher value recorded for 2021). Emissions are now close to the trend set by the 25% reduction commitment, as explained above. This is accompanied by new measures that have been adopted by sites all around the world in 2022.

Year	Emissions (tCO ₂ eq)	Turnover (€M)	Carbon emissions per turnover
2019	37,711	2,339	16,12
2020	35,847	2,176	16,47
2021	38,446	2,220	17,32
2022	32,431	2,650	12,24

For €1M generated in 2022, the company has emitted 12.24 tons of CO₂ (Scope 1 & 2).

These figures are reported as required by French law (L.229-25 of the French Environmental Code). This implies that the use of renewable energy is not taken into account, whereas it has been a strength for the Group over the course of the year. IDEMIA's goal is to continue promoting these renewable sourcing initiatives. Figures related to the renewable sourcing of energy are available below, in the energy section.

Energy

IDEMIA is continuously working on the ways through which we can reduce the footprint we have on our planet, and how we can work to achieve this.

IDEMIA is striving to limit its CO₂ emissions by procuring or producing renewable electricity. Sites are encouraged to contract renewable electricity sourcing in order to minimize their footprint.

For instance, in Colombia, the Yumbo site implemented solar panels in 2022 to reduce costs and its carbon footprint, as part of its energy efficiency program. In Brazil, the Cotia site is working with I-REC Standard (International Renewable Energy Certificates) to select a conscious and evidence-based option for renewable energy. Finally, in France, all sites have switched their energy contract to a 100% renewable energy sourcing option. This aligns with IDEMIA's ambition to reduce its environmental impact and is also in line with our commitment to contribute to the national French effort in terms of energy restraint. Indeed, in 2022, on all its sites in France, IDEMIA set up an energy restraint approach, in line with the approach proposed by the French Government.

By choosing the right energy source, we're able to act directly to improve our carbon footprint and this approach fits perfectly into our action plan to reduce

CO₂ emissions—our objective, as part of our IMPACT plan, is to achieve a 25% carbon emission reduction by 2025.

Solar panels in Cali (Yumbo site), Colombia

As a manufacturing site, our Yumbo facility in Colombia is one of the biggest consumers of electrical and thermal energy among our American sites, recording consumptions of 390 MWh/month. 52% of the total consumption transforms electrical energy into thermal energy for the lamination process and the HVAC system (Heating, Ventilation and Air-Conditioning).

Looking to reduce its CO₂ emissions, the site has defined an important energy efficiency program, with more than 20 projects anticipated over the coming years.

As a renewable energy project, a photovoltaic solar panel system was installed: 950 photovoltaic 650Wp modules covering in 3,400 m², producing a peak power of 617.5 kWp. This first photovoltaic system will generate 20% of total electricity and provide a 14% CO₂ reduction (meaning that it will produce 101 metric tons less of equivalent CO₂).

Hydroelectric sourcing in Cotia, Brazil

Brazil has a “free energy market”, in which it is possible to buy energy directly from generators or traders, through bilateral contracts with freely negotiated conditions such as price, term, volume, etc. Our site in Cotia started to work with this market in 2016, buying the hydroelectric option.

Consequently, the teams have been able to decrease their CO₂ emissions. They decided to obtain I-REC certification in order to formally document this incredible effort to reduce CO₂ emissions: This certification was officially approved in June 2022. Today, on our Cotia site, 100% of the energy supply is derived from renewable energy sources, 100% of it being from hydroelectric energy.

The I-REC is an International Energy Environmental Attribute Tracking Certificate, designed to facilitate reliable carbon accounting for Scope 2 and compliant with various international carbon accounting standards. The I-REC is accepted for compliance with sustainability initiatives and goals, such as the abatement of CO₂ emissions (GHG Protocol), compliance with the requirements of the Global RE 100 Initiative, and LEED Certification (Green Building Council).

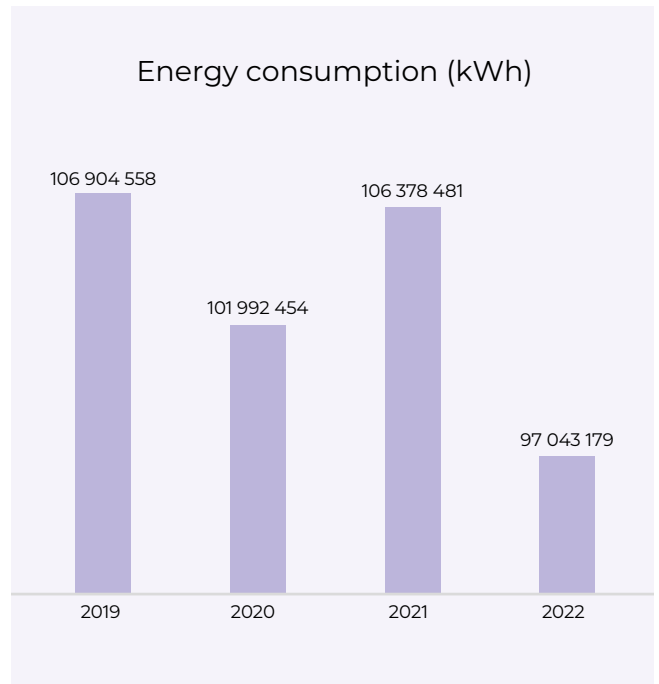
100% renewable energy purchased for our French sites

IDEMIA has proactively decided to switch supplier contracts in order to reduce its emissions linked to electricity consumption: The decision was made at a global level in order to coordinate our efforts to limit our impact on the planet. This commitment was undertaken in collaboration with the usual energy supplier for our French sites.

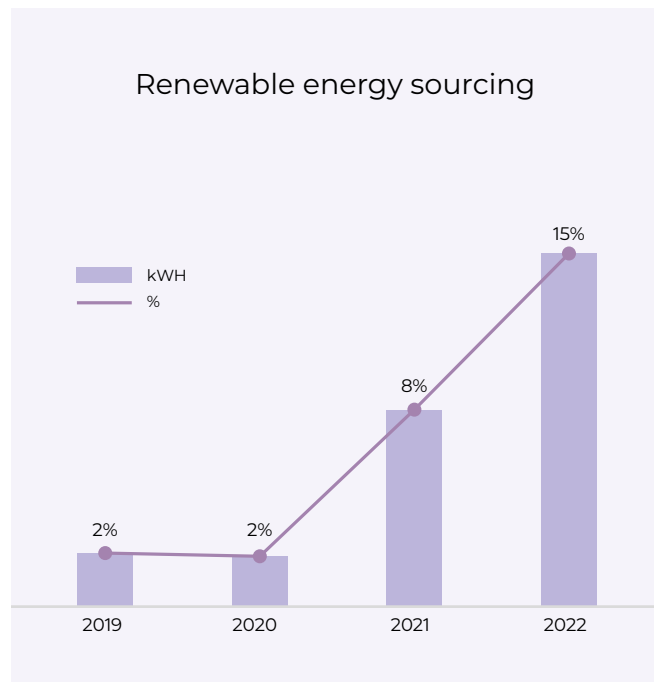
Today, 100% of the electricity purchased for our French sites is renewable electricity, which allows sites to lower

their CO₂ emissions when consuming electricity. This reduction will be accompanied by energy optimization measures, as using energy from renewable sources does not eliminate the need to use it more sparingly.

Relying on the data collected in 2021, this would represent approximately 1,000 equivalent tons of CO₂ that will not be released into the atmosphere.



Energy consumption for IDEMIA Group



% and quantity of renewable energy for IDEMIA Group

Water

In addition to working on reducing water consumption, as part of its IMPACT program, IDEMIA has set itself the target of reducing its water consumption by 25% between 2019 and 2025. At the end of 2022, the actual water consumption aligned with this target.

Year	Water consumption (m ³)
2019	99.748
2020	80.949
2021	97.800
2022	79.071

Some sites have worked on ways to reduce and treat our wastewater from production. For example, on our Yumbo site, a wastewater treatment plant has been implemented, where we clean the water that comes out of the silk-washing process through a physicochemical and biological process that then generates clean water and avoids contaminating the soil.

Waste

IDEMIA is working on a wide range of initiatives surrounding waste minimization and recycling throughout the world that have enabled an improvement in the percentage of recycled waste, increasing from 76% in 2019 up to 85% in 2022.

**Waste management:
The example of our Vitré site**

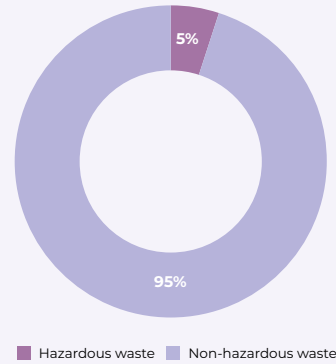
IDEMIA is working on a wide range of initiatives surrounding waste minimization and recycling throughout the world. For example, our Vitré site in France is working with various stakeholders to tackle this subject.

On our Vitré site in France, they have been working for many years on sorting the waste produced on the site, which includes plastics, metal, paper, and cardboard materials, aiming to recycle them whenever possible. Figures have confirmed Vitré's commitment to waste recovery with a cumulative total of 86% of non-hazardous waste generated by production and the offices being recycled, corresponding to more than 486 tons of waste recycled.

The majority of waste is made up of PVC plastics sheets and card-cutting templates used for the production of payment cards, which represent 62% of the total non-hazardous waste.

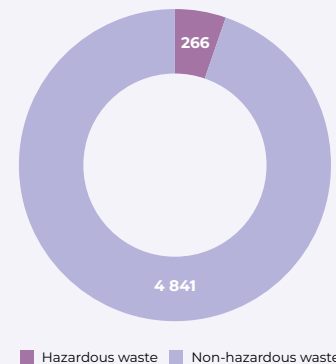
Vitré's plant also selected key partners, such as the international figures Veolia and Adimas, specialized in

Percentage of waste for IDEMIA manufacturing sites and services centers



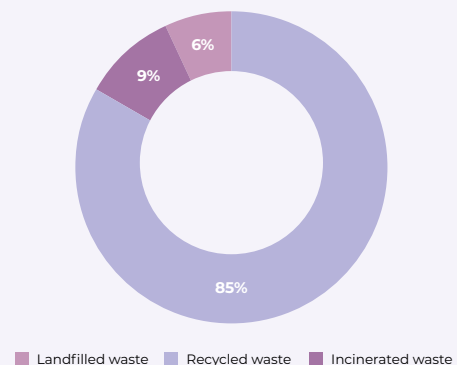
Percentage of waste generated in manufacturing sites and services centers in 2022

Total waste for IDEMIA manufacturing sites and services centers



Total waste generated manufacturing sites and services centers in 2022 (tons)

Waste disposal methods for IDEMIA manufacturing sites

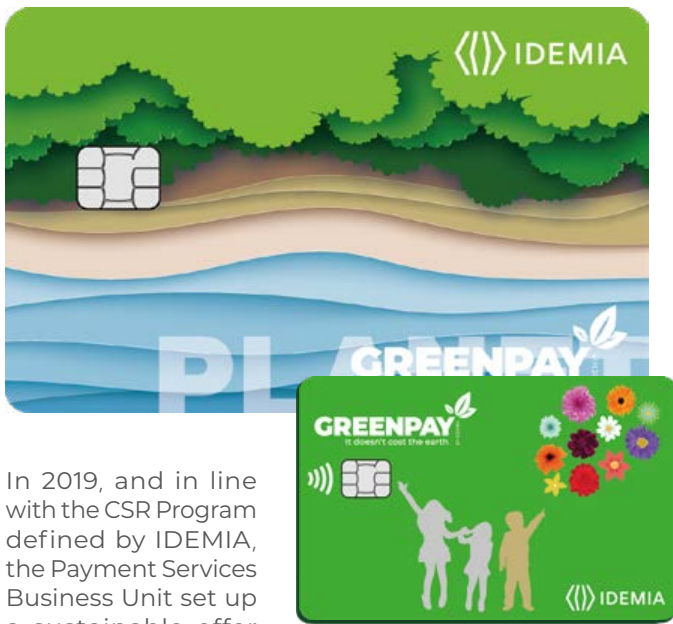


Waste disposal methods

the recovery (recycling) of waste from the connector and electronics sector, working to set up recycling solutions for other plastic waste such as PE (Polyethylene), PP (Polypropylene), PS (Polystyrene) and cardboard, paper, wood, and metal waste (aluminum, iron, copper, palladium, and gold).

5.3. Sustainable innovation

Payment Services



In 2019, and in line with the CSR Program defined by IDEMIA, the Payment Services Business Unit set up a sustainable offer called GREENPAY which is fully dedicated to the payment market. GREENPAY is IDEMIA's commitment to continuously improve each part of the payment card value chain, seeking to:

- › Minimize the environmental impacts of its processes and services
- › Develop innovative, eco-friendly products, services and solutions
- › Help clients achieve their environmental goals and migration with IDEMIA's product and service offering

With GREENPAY, IDEMIA has made the shift from Take-Make-Waste to Reduce-Recycle-Offset, beginning with a commitment to reduce single-use plastics. IDEMIA develops and manufactures innovative cards made from recycled PVC materials:

- › GREENPAY cards, launched in 2020, which combine 2 layers of pure virgin PVC (front and back overlays) and 3 layers of 100% recycled PVC for the core and the inlay
- › GREENPAY PLANET cards, launched in 2021, made from 5 layers of 100% recycled PVC .

Migrating to recycled plastics helps meet key environmental expectations such as limiting the extraction of natural resources from the earth, reducing CO₂ emissions, reducing plastic waste to limit plastic

pollution, and also reducing water consumption, as standard PVC production is intensive in terms of water use.

In 2022, up to 112 million GREENPAY cards made from recycled PVC were produced across five manufacturing plants and delivered to all continents.

GREENPAY is also developing next-generation cards using non-fossil energy-based raw materials to enhance our product offering in the near future.

GREENPAY also supports the sustainable ambitions of banks with a line of GREENPAY services that include environmentally friendly packaging for the payment cards, and digital services to replace postal and paper communication. As part of the offer, clients are invited to opt for paperless options, such as electronic PIN codes or inserts and other card-related documents, all sent to cardholders' connected devices.

To go even further with the implementation of sustainable services, IDEMIA is working on solutions to securely manage the end-of-life of payment cards through collection and recycling solutions, working in partnership with local and global recycling leaders.

A solution to offset the carbon footprint related to the production of GREENPAY cards is also available via our partnership with ClimateSeed, which certifies local projects around the world. In 2021, the Payment Services Business Unit financially supported the "Khasi Hills Community" program to conserve and regenerate damaged forests in North-East India. The young, regenerating forests are sequestering carbon at an annual rate of 1.75 tC/ha.

In 2022, Payment Services confirmed its strategy to reduce its carbon footprint by supporting a second carbon offset program in Latin America, through the ClimateSeed organization.

This program is based in Peru and administered by governmental and local NGOs, aiming to address vectors for deforestation by investing in commercially viable cacao agroforestry. The expected benefits are to protect 600,000 hectares of threatened rainforest, avoid 4,7Million tCO₂eq, create 460 jobs (30% held by women), and to develop a cacao cooperative with a projected 1,200 tons of cacao exported.

A range of certified payment cards

The GREENPAY card range uses recycled PVC materials certified by UL (Underwriters Laboratories) since its launch in 2020 and was awarded the ICMA EcoLabel Standard Program certification in 2022 for the Recycled Content category.



GREENPAY and GREENPAY PLANET cards have also been awarded the Card Eco Certification by Mastercard at its main manufacturing plants. Since 2021, the Payment Services Business Unit has completed both the Environmental Claim Validation (ECV) by UL (Underwriters laboratories) and the EcoLabel Standard Program certification (ICMA in 2022) for the recycled content in its range of metal cards with the Smart Metal Art and Smart Prime cards. Throughout these certification processes, IDEMIA's objectives have been to demonstrate its commitment to sustainability, obtain third-party certification, and promote the Metal cards portfolio in line with an environmentally conscious banking strategy.

Promoting social inclusion with dedicated design

We also integrate social concerns into the heart of our product strategy. For example, we have co-designed three specific card templates with Mastercard, featuring a round, square or triangle design to differentiate between debit, credit and prepaid cards to promote the inclusion of blind and visually impaired individuals.

Connectivity Services



As mobile operators reinforce their objectives to reduce their environmental impact and commit through SBTi programs, the Connectivity Services Business Unit has further developed its GREENCONNECT by IDEMIA product range—launched in 2020—in order to better adapt to local market conditions and the ambitions of mobile operators.

IDEMIA offers Recycled PVC and Recycled ABS options to their clients looking to limit their consumption of single-use plastics. Both innovative materials combine with HalfSIM card formats to further boost the environmental credentials of the final products while also generating substantial carbon savings linked to the shipment of SIM cards to mobile operators worldwide.

IDEMIA's APOCa (ABS Plug On Cardboard card) has also been reengineered to further boost the environmental benefits of the product by using a half-credit card sized cardboard card, which aligns with our strategy to limit the use of raw materials in the SIM card holder composition.

The limitation of packing materials to ship SIM cards also integrates an end-to-end ambition to reduce the environmental impact of the SIM. In 2022, IDEMIA introduced ECO-PACKING, replacing all plastic items in/on a pallet with their cardboard equivalents, including cardboard pallet corners, cardboard caps and sleeves, and paper strapping. The substantiation of a product's eco-benefit is paramount to ensure that it meets the objectives of carbon reduction. Taking this into consideration and understanding stricter regulations around green claims, The Connectivity Services Business Unit also performed a lifecycle analysis of SIM and eSIM solutions in 2022, the results of which were verified by Bureau Veritas, a global leader in laboratory testing, inspection, and certification services.

IDEMIA also chairs the Sustainability Working Group in the Trusted Connectivity Alliance, discussing with all industry leaders to build a coordinated approach to sustainability objectives within the mobile ecosystem.

“Innovation in banking and payment services is not just about technology and convenience, it is also about Corporate Social Responsibility and Sustainability. By putting people and the planet at the forefront of our solutions, we can create a more inclusive and equitable financial system that benefits everyone, both now and in the future.”

Julia SCHOONENBERG
Executive Vice-President
Payment Services

“Sustainable connectivity is about supporting mobile operators with reducing the environmental impact of their business on the planet. Here at IDEMIA, we take sustainable development very seriously and are using our expertise to innovate and promote more responsible and environmentally friendly solutions.”

Fabien JAUTARD
Executive Vice-President
Connectivity Services



Smarter Biometric Devices

The IDEMIA R&D department works continuously to develop creative and sustainable products and solutions by defining new materials and designing new formats to help our clients in the evolution of their sustainability needs. For instance, improvements have been made to the packaging and materials used in our access control terminals. Specifically, efforts have focused on reducing packaging and using materials that are less harmful to the environment, such as raw cardboard, recyclable padding foams, printing directly onto boxes instead of using separate labels, and using less paper in general.

Recently, IDEMIA has designed a new facial recognition terminal for physical access control that uses up to 90% less power consumption compared to existing products through the introduction of an automatic deep sleep mode. The goal is to have the lowest possible power consumption when not in use, combined with a quick and automatic wake-up for immediate identification when needed that is fully transparent for users. To do this, IDEMIA has implemented an independent detection sensor to minimize the use of cameras and computing power while detecting a person outside of the camera's field of view. To minimize RFID (Radio Frequency Identification) power consumption, a low-power card-reading profile has also been developed. This product integrates the latest-generation computing platform with a dedicated low-consumption AI component, as well as a built-in deep sleep mode option. The result is a 60 % reduction in power consumption in identification mode compared to the current facial recognition terminal, and a 70% reduction of power consumption when in deep sleep mode compared to identification mode. This demonstrates how innovation can simultaneously improve product efficiency while also decrease its environmental impact.

5.4. Responsible logistics and transportation

IDEMIA is committed to working in a responsible and sustainable way in its approach to transportation and logistics, with the aim of establishing initiatives that makes our supply chain more carbon efficient.

To do so, we prepare business cases that outline the best way to configure our transport services, taking cost, service, CO₂ emissions, and risk impacts into consideration.

For instance, we switched the transportation of higher volumes of raw materials and finished goods to sea freight mode, as an alternative to air transport. We also reviewed our packaging specifications for sea transport in order to optimize the padding ratio of containers. Sea freight allows IDEMIA to reduce the impact of CO₂ emissions by up to 20 times compared to using air freight. We aim to further develop our sea freight delivery services in the future, as along with other alternative transportation modes, such as rail and sea-air on specific routes.

We also improved how we group more shipments by road in order to reduce the number of trucks that make the delivery to our sites and to some of our clients.

We also closely monitor environmental regulation changes in the transportation industry that will come into force in the coming years, as well as how our qualified partners have and will respond.

5.5. Environmental impact of IT and digital use

Here at IDEMIA, we're committed to minimizing our environmental impact by undertaking dedicated projects that evaluate, monitor, and reduce the environmental impact of our digital equipment and I.T. solutions.

IDEMIA is continuously moving towards centralized and scalable Cloud-based solutions, which allows for IDEMIA to reduce its own I.T. hardware, facility and utility needs while also allowing for continuous adjustment and a minimum allocated I.T. capacity. We work on centralizing and virtualizing our local and global premise data centers while using state-of-the-art elements, energy-saving I.T. equipment, and data center facilities, as well as optimizing their capacity management.

IDEMIA data life cycle management allows us to keep stored data at a minimum level in order to ensure compliance and minimal I.T. storage capacity needs.

Finally, IDEMIA has implemented collaborative I.T. tools throughout the company, along with a work-from-home policy, which has enabled real-time virtual collaboration between IDEMIA employees and partners across the globe. As a result, the need for travel has been reduced, which has in turn reduced our impact on the environment.

6. PEOPLE

IDEMIA values the skills dedication and contribution of its people and recognizes the critical part they play in the company's success. IDEMIA is driven by the desire to create a vibrant and rewarding working environment, making it a great place to be: An environment where people can deliver their best work, learn, and grow, and achieve their full potential. IDEMIA was recognized as a Top Employer in France for 2021, an award that recognizes companies offering excellent HR practices, covering their strategy, the employee journey, and corporate culture.



“At the heart of our company culture is a deep commitment to developing and empowering our employees. We recognize that investing in our people and creating an inclusive, supportive and fulfilling work environment not only benefits them, but also strengthens our organization as a whole.”

*Astrid WARREN,
Chief People Officer*



6.1. Employee Experience

Employee engagement survey

A key driver of the people strategy is our annual employee survey, this was conducted across the IDEMIA Group in March 2022 via our annual “I Speak Up” employee engagement survey. 80% of our target population provided feedback.

The survey covered 12 key categories, including indexes such as Employee Engagement, Diversity, Equity and Inclusion, and Innovation. Combined with more specific categories, these indexes enable IDEMIA to gain a deep understanding of our workforce, driven by strong analysis tools.

A major highlight identified by this employee engagement survey was the high engagement levels of our teams, scoring an impressive 81%, +5% compared to last year.

Another outstanding result identified is our positive work environment, where collaboration and teamwork were assessed as being ahead of the industry standards. This shows incredible resilience from our teams, to stay connected to one another.

Our People managers were also praised, with managers being recognized for being supportive and contributing to the development of their teams, representing +3 points compared to our last survey and +2 points compared to the industry average!

Both our strong collaboration and the engagement of our managers helps us to create and nurture a positive working environment which is free of discrimination and harassment (+5 points vs our industry average), where everyone is accepted (+8 points compared to our industry average).

Our working environment has a significant impact on our employees' perception of IDEMIA: 87% of employees feel that they are contributing to building the IDEMIA story (“empowered to make the decisions needed to do your job well”), and nearly 90% of them believe in our products and services. That's 2 points above our industry average.



Employee Engagement Survey 2022

On-boarding

With over 4,000 newcomers in 2022, onboarding is one of the major focus points of the work experience IDEMIA is striving to create and maintain.

Our team of highly skilled and diverse professionals from around the world is the driving force behind our success. We recognize that our people are our most valuable asset and therefore, we are fully committed to providing them with the tools and knowledge they need to excel in their roles and achieve their career goals. Whether it's through ongoing development opportunities or guidance for promotions and transfers, we are dedicated to supporting our employees every step of the way.

From the moment new team members join us, we strive to make them feel welcome and included. We understand that adjusting to a new job can be daunting, which is why we go the extra mile to ensure a seamless onboarding process. We listen to feedback from new recruits to continually enhance and improve the experience, helping them understand their roles, our company, its culture, and values. Our aim is to create an environment where everyone can thrive and achieve their full potential.

Well-being program

The current economic situation and the rise of hybrid force has highlighted that taking care of our employees' mental health and wellbeing are more important than ever. At IDEMIA, we understand the challenges that our employees face in balancing personal and professional commitments, and we are committed to supporting them in every way possible.

That's why we have created a comprehensive Wellbeing program in 2022, which focuses on holistic wellness and is available to all our employees around the world. We work closely with experts at our Employee Assistance Program to develop and deliver programs that promote wellbeing.

Our Global Employee Assistance Program covers all of our employees and their families worldwide, providing a

consistent and comprehensive approach to supporting wellbeing. We partner with external providers to offer our employees and their families assistance with personal issues, adverse events, stress, and other challenges that may impact their overall wellbeing. This includes support for financial management, physical wellness, and mental health.

In addition, we highlight a wellbeing theme each month and offer our teams a range of resources to learn more about the topic, including articles, tips, and webinars run by experts in the field. By prioritizing our employees' mental and physical wellbeing, we are creating a healthier and more productive workplace for all.

Diversity, Equity, and Inclusion

At IDEMIA, our diversity makes us stronger: It unlocks our ability to innovate and perform, to meet the needs of our customers worldwide. It is embedded in our values, and we acknowledge that it is a driving force behind our vision to open up the world and make it safer.

We value our global workforce and ensure that we listen to their feedback, enabling us to foster an inclusive and extremely positive experience for all our teams.

Since 2021, IDEMIA has a **Diversity & Inclusion Declaration as part of the IMPACT roadmap for Diversity, Inclusion and Equity**.

At IDEMIA, we are committed to promoting gender equality and have taken concrete steps towards achieving this goal. In mid-2022, we set specific objectives across the organization, with a focus on each business line, to increase the representation of women in our workforce, management positions, and technology/engineering roles.

To ensure these targets are achieved, we have developed detailed scenarios that are supported by our leadership team. These objectives are based on current metrics of our workforce and the talent pipeline available on the market. Our group targets for 2025, set in 2023, are accompanied by specific actions, and we believe that this is a collective ambition that will take IDEMIA a step further in promoting gender equality.

- › **Women in our workforce:** +3 points, from 31% to 34%
- › **Women in management** (all managers at IDEMIA): + 4.3pts, from 24.7% to 29%
- › **Women in tech** (engineer positions): +2.5pts, from 15.5% to 18%
- › **DEI Index** (from our annual ISpeakUp survey): + 3pts, from 82% to 85%

By aspiring to these goals, we are committed to promoting a culture of diversity, equity, and inclusion at IDEMIA, and we believe that by working together, we can make meaningful progress towards achieving gender equality in our workplace.

We also have the ambition to widen our talent pool setting the objective to recruitment 40% women annually.

A wide internal talent pool: Gender diversity

While we value all kinds of diversity, gender diversity in particular is something that we can monitor across all of the countries in which we operate. Therefore, gender diversity is counted among the ambitions of IDEMIA's IMPACT CSR program. Through IMPACT, IDEMIA has committed to developing diversity with a focus on extending the number of women within IDEMIA, in STEM roles, and in management and leadership positions.

Workforce diversity by gender and age

Employee category definitions:

- › **Direct:** Employees who directly process machines and/or production equipment to create the products; except supervisors and managers who are indirect employees.
- › **Indirect:** Any employee who is not direct is systematically an indirect employee.

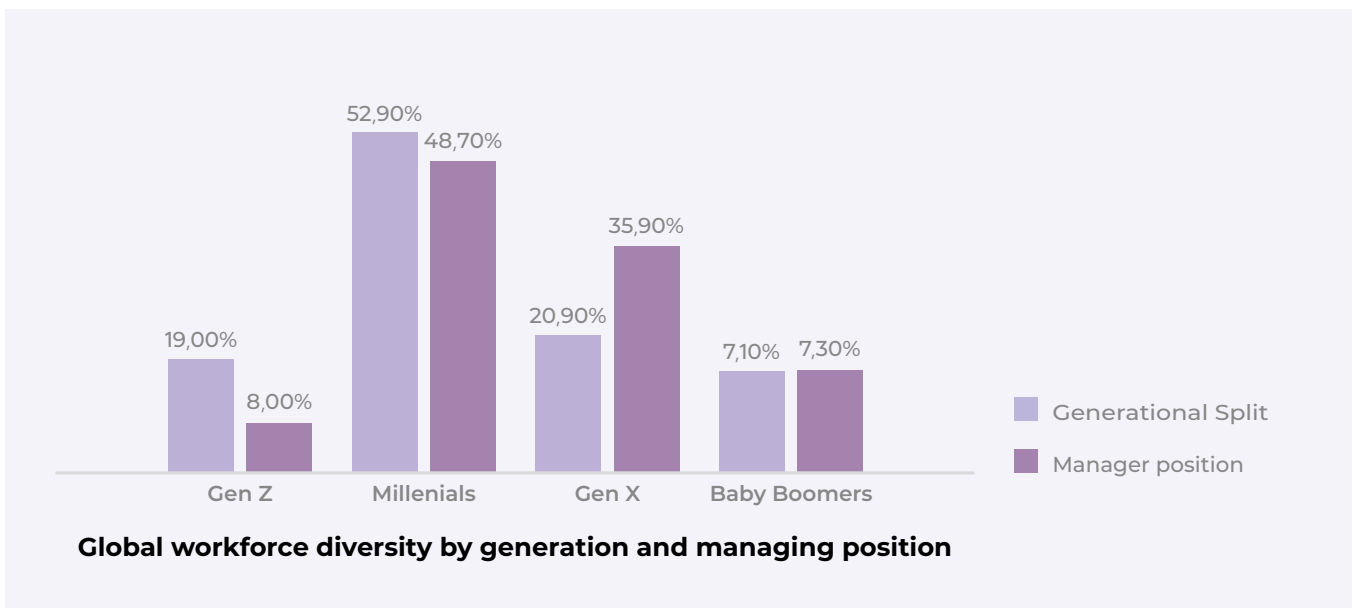
The data presented below includes all IDEMIA employees globally, at the end of 2022:

By gender	Employees
Direct	5 674
F	41%
M	59%
Indirect	9 283
F	41%
M	59%
Total	14 9547

Manager diversity by gender and age

Manager definition: All Permanent or Fixed-Term employees who supervise at least one employee in their team.

2022 data	Headcount	% Headcount
Total IDEMIA Headcount	14,596	
Women Total	4,785	32,8
Women Indirect	2,564	28
Women Direct	2,221	40,8
Women Managers	637	25,9
Women in Tech	717	16,7







Employees influencing the diversity agenda

Everyone can be a driving force for change: Employee Resource Groups (ERG's) are a powerful tool to drive engagement and inclusiveness in the workplace, by providing a platform for employees to connect, collaborate, and share their unique perspectives.

Since 2020, our employees have launched ERG's throughout the company, particularly in our North American locations. Our ERG's are a driver of our DE&I strategy at IDEMIA, as employees can contribute and assist the organization to improve.

To date, IDEMIA is proud to support various ERGs such as WIN, as well as new ERGs that were also implemented along 2022, such as:

 <p>WIN</p> <p>Women in IDEMIA Network</p> <p>Purpose: Driving gender diversity and inclusion initiatives, supporting professional and leadership development, and establishing a network for strong peer support through mentorship</p> <p>Founded: 2019</p> <p>Committee Members: 10</p>	 <p>LIFE</p> <p>Leading IDEMIA's Future Executives</p> <p>Purpose: Giving early career and young professionals a space to network, develop, and grow into their best selves through a group of peers</p> <p>Founded: 2022</p> <p>Committee Members: 9</p>	 <p>REACH</p> <p>Remote Employee And Contributor Hub</p> <p>Purpose: Creating a welcoming environment for remote employees, increasing remote employee engagement and appreciation, and providing opportunities for remote employees to connect and network</p> <p>Founded: 2022</p> <p>Committee Members: 10</p>	 <p>LEAGUE</p> <p>LGBTQ+ Employee and Ally Group United for Equality</p> <p>Purpose: Promoting diversity and inclusion, especially as it relates to employee's sexual orientation and gender identity, and establishing a professional network for LGBTQ+ employees</p> <p>Founded: 2022</p> <p>Committee Members: 10</p>
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Women in IDEMIA Network: IDEMIA's first Employees Resource Group

WIN was the first IDEMIA ERG led by employees, for employees. It is organized and hosted by volunteers with a passion to promote gender diversity in the workplace, and to inspire and empower colleagues to develop and grow. WIN is an opportunity for all employees at IDEMIA to play their part in supporting and driving gender diversity within the Group. Since 2022, IDEMIA has expanded its WIN network to each region, with a dedicated action plan in every region.

To inspire our employees, WIN holds regular webinars and meetings covering a wide range of topics, including internal and external guest speakers, multi-regional events that invite employees to share their experience, and a mentorship program.

In 2022, WIN NORAM hosted two health & wellness campaigns, four in-person small group meetings (WIN Circles), and three virtual events on female leadership development topics. WIN NORAM also collaborated with Marketing to create special celebration videos for International Women's Day and Mother's Day. WIN NORAM organized its second mentorship program, in which 33 female employees were paired with a mentor who was either in a director role or above in the organization. At the end of the mentorship programs, WIN NORAM hosted a panel discussion with the mentees to share their mentorship experiences.

WIN LATAM, organized various webinars intended for all employees in Brazil on "Unconscious biases", "Maternity

and Career", and "Emotional intelligence". Following the latest webinar on the challenges of balancing motherhood and a career, a conversation took place which included discussions on the role of men in this regard. Another webinar broadcast to all employees in LATAM has been held on the topic of "Power and Influence".

WIN Europe organized a Masterclass on "How to overcome your imposter's syndrome in 3 steps and develop your career", which covered a conversation about the obstacles to feeling confident and belonging, along with tools to feel more legitimate in one's career.

Group partnership with Women in Tech: going a step further

In 2022, IDEMIA signed a global partnership with the social organization Women in Tech to create impact through actions that build skills and confidence and set women up for success in Science, Technology, Engineering & Mathematics (STEM) careers around the globe. Women in Tech is a global organization with a focus on driving Diversity Equity & Inclusion in STEM.

Via the partnership with Women in Tech, IDEMIA is supporting the UN's Sustainable development goals by contributing to 5 of the 17 goals:

- #4: Quality Education
- #5: Achieve gender equality and empower all women and girls
- #8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

#9: Industry, Innovation and Infrastructure

#10: Reduced Inequalities

Our partnership with Women in Tech will also enable us to obtain their feedback and benchmarks in order to improve our overall processes.

6.2. Learning and Development

At IDEMIA, we operate in a constantly evolving technology industry, which means that we must prioritize the ongoing development of our employees in order to maintain our “edge” in the technology market.

Learning

Our ambition is to drive a culture of lifelong learning. To support our employees with their growth and development, the Group has invested in a global learning platform that provides all employees with access to a wide range of learning opportunities, allowing them to choose the courses that will enhance their skills and retain relevance.

Over 8,000 courses are available in English on topics as broad as data science, project management, language and communication skills or mental health. Many of these courses are also available in local languages. In 2022, a total of 585,000 training hours were completed by 4,500 to 5,600 employees registered to the program.

Career Week

Providing an environment where our people can unlock their full potential and be the pilot of their own career journey is essential for the success of the Group. That is why, in 2022, IDEMIA organized its first Career Week: A whole week dedicated to career and learning opportunities at IDEMIA. Employees were invited to join a wide range of webinars and workshops that provided guidance on developing their career within the company.

Panel discussions were organized to learn from the experience of colleagues on three different topics: changing professions, building a career in tech, and choosing to become a people manager.

Workshops on boosting careers at IDEMIA were also delivered, as well as workshops on driving career conversations. Additional sessions for managers were also proposed, with specific content to accompany and support their team members in their individual career journey at IDEMIA.

6.3. Protecting our people

Occupational health and safety

Seeking to achieve zero injuries at its sites, IDEMIA is committed to safeguarding the health and safety of its employees at their place of work and during business travel. The group strives to create a strong culture of prevention, with clear definition and communication of

health and safety responsibilities through the company Health & Safety Manual. Health and safety behavioral expectations are applicable to the whole company, across all activities and all facilities, including all employees, both those on permanent and fixed-term contracts, agency workers, and/or temporary staff and contractors. IDEMIA's Integrity Line has been established as a reporting mechanism for concerns, including those related to health and safety, and employees are encouraged to use this process in good faith, without fear of reprisal.

IDEMIA commits to dealing with situations that incur a risk of resulting in accident or injury: Handling hazardous substances, emergency situations, working at heights, manual handling, and repetitive actions, etc. Health and Safety Managers are responsible for regularly assessing the risks associated with production and office environments and at other times, such as the integration of new equipment and new industrial procedures. The results of these risk assessments are shared with management and ensure that the appropriate controls are introduced.

10 IDEMIA sites were certified in line with ISO45001 in 2022.

In 2022, there were 22 reported injuries across IDEMIA's sites, for a Lost-Time Injury (LTI) Frequency Rate of 2.90. We have calculated this rate based on the number of LTIs (37) x 1,000,000 / total hours worked (12,755,428)

	2019	2020	2021	2022
Number of injuries on manufacturing sites	32	24	22	14
Occupational Injury Frequency Rate on manufacturing sites	3,35	2,55	2,75	1,90

Security of our employees

IDEMIA is committed to protecting all its assets from physical threats, including its buildings, its products, and its equipment, as well as the most valuable asset of all: Its people. Therefore, in 2021, the Group Security Department reviewed the physical security-related requirements accordingly, in order to ensure the optimum level of security for all IDEMIA assets. Available on the intranet, the Group Physical Security Policy is a global guideline, and each of our sites, in relation with concerned Business Unit Security Officer, is in charge of translating it into a local physical security policy, to which each employee of the site must refer.

In today's ever-changing and competitive global job market, attracting and retaining top talent can be a daunting task. However, at IDEMIA, we have embraced this challenge and taken significant steps to enhance our ability to attract, develop and retain employees.

7. External stakeholders

IDEMIA recognizes that the partnerships it enters into can both positively and negatively impact its achievements and reputation. IDEMIA conducts its external stakeholder relationships with consideration of its clients and partners' needs and concerns, including those relating to CSR topics. IDEMIA carefully chooses its suppliers and monitors their performance..



“IDEMIA pays special attention to CSR aspects within our value chain and recognizes its value in the success of our relationship with our clients, partners, and suppliers. Through our Supplier Code of Conduct, IDEMIA conveys our expectations to suppliers and sub-contractors in the areas of Human Rights and Labor, as well as in terms of Environment and Ethics, with the aim of ensuring more sustainable partnerships.”

*Xavier CASSIGNOL
Chief Purchasing Officer*



7.1. Responsible partnerships with suppliers

To serve its clients and meet its internal needs, IDEMIA relies on several thousand suppliers and subcontractors which are based around the world.

To build a chain of confidence, we prefer to engage with third parties that share our ethical, social, and environmental values. We welcome opportunities to share best practices and to learn with our more experienced CSR partners, while encouraging those who are at an earlier stage in their development to prioritize responsible business practices. All third parties with whom we engage must demonstrate that they are prepared to meet our fundamental expectations for responsible corporate behavior. We have defined a framework to ensure a trustworthy supply chain in our Supplier Code of Conduct, with key CSR principles set out in our general purchasing conditions as well. We work to positively influence CSR practices across our supply chain, including the responsible sourcing of minerals and a zero-tolerance policy on child labor and forced labor.

We ensure that our commitments are met throughout the supply chain:

- › CSR enquiry in RFI
- › Supplier Code of Conduct,
- › ISO Certifications,
- › Quality audits,
- › EcoVadis rating of suppliers, especially for ethical, social and environmental risks.

The IDEMIA iWAY Partner Program directs the way we engage the supply chain on CSR topics. We distinguish between direct suppliers (key manufacturing subcontractors, suppliers of raw materials, equipment, and spare parts) and indirect suppliers (local suppliers, catering, cleaning, security, temporary work agencies or facility management, etc.). The iWAY program was first deployed to guide suppliers on operational performance topics and has been gradually expanded.

Supplier Code of Conduct

We have reviewed our behavioral expectations for suppliers and have put together our Supplier Code of

Conduct to be fully complementary to the IDEMIA Code of Conduct, the ethical framework within which IDEMIA conducts its business. Working with suppliers that share our ethical values means mirroring our expectations of them with our expectations of ourselves. The Supplier Code of Conduct was developed with reference to prevailing international standards, such as the ILO Codes of Practice, the Universal Declaration of Human Rights, Social Accountability International and the Responsible Business Alliance Code of Conduct. The IDEMIA Purchasing Department ensures that suppliers adhere to the principles of our Code of Conduct. The Purchasing Quality Team assesses whether our basic CSR principles are applied and respected during on-site audits.

Supply chain risk

Since 2019, the scope of our mapping activities has been improved in order to include CSR risks (human rights and freedoms, health and safety, environment) and indirect suppliers.

This mapping is reviewed at least once yearly with purchasing managers to:

- › Incorporate potential new risks, the probability of occurrence, the impact and level, the action plan and the risk reduction objective,
- › Reassess the risks already identified and the relevance and effectiveness of the action plan.

CSR risk is identified using operational CSR assessment data, considering the prioritization of suppliers, internal or third-party audits (or clients), supplier audits and supplier performance reviews, legal and media monitoring, and expectations of other stakeholders.

Each year, the supplier database is screened through sanction lists to identify CSR-risk suppliers and decide what actions to take (CSR assessment by EcoVadis, audit, etc.). 100% of existing and new suppliers are screened for CSR risk, including environmental and human rights risks.

Buyer training

In 2019, a module covering CSR topics has been introduced into our training program for buyers, the Purchasing Academy. In addition, buyers take the IDEMIA e-learning course, and in 2023, IDEMIA will roll out buyer training on CO₂ emissions.

Assessing CSR performance of suppliers

IDEMIA considers the social, environmental, and ethical behavior of its supply chain in its business activities. To monitor the CSR performance of its suppliers and manage supply chain risk, IDEMIA has

extended its partnership with EcoVadis, which offers a simple, easy-to-use service for suppliers, allowing them to report and improve their CSR performance through an online platform. The assessment addresses 21 CSR Criteria across four categories:

- › Environment (ENV)
- › Fair Business Practices/Ethics (FBP)
- › Supply Chain/Sustainable Procurement (SUP)
- › Social/Labor and Human Rights (LAB)

We invite top-spending suppliers and strategic partners to be assessed via the EcoVadis platform. Monitoring the CSR performance of the supply chain helps us to identify, address, and avoid supply chain risks, and achieve compliance with legislation affecting our business and find opportunities to collaborate with suppliers on CSR. Purchasing Teams support suppliers throughout the EcoVadis assessment process, from first contact to post-assessment follow-ups. Supplier scores are categorized from High Opportunity to High Risk. The CSR Performance Score is integrated into the scorecard used during Supplier Performance Reviews.

Corrective action plans are launched for low-scoring suppliers, enabling IDEMIA to monitor and address supply chain CSR risks. The next steps are initiated when reassessments following corrective actions still fail to meet IDEMIA's expectations. As of the end of 2022, 84% of assessed suppliers met IDEMIA's threshold score. Those that did not are working on the agreed set of corrective actions and will be re-evaluated to ensure that their progress targets are met.

The CSR performance of IDEMIA's suppliers has improved, with suppliers making particularly considerable progress in their Environmental practices. The lowest-scoring category is Supply Chain, indicating that there is some room for improvement in how IDEMIA suppliers are promoting responsibility within their own sphere of influence.

Five suppliers have EcoVadis scorecards in the environment category which fall below IDEMIA's threshold. 100% of these low-scoring suppliers are actively engaged in corrective actions to improve their score in the next assessment.

No supply chain relationships have been terminated due to negative assessment of environmental or other CSR criteria, as a result of successfully following the IDEMIA procedure for CSR assessment via EcoVadis.

In 2022, actions with our suppliers to onboard them onto the EcoVadis platform resulted in the following:

- › 100% of new global suppliers with an annual spend >€50k have committed to the provisions of our Supplier Code of Conduct or have provided acceptable equivalent guarantees,

- › 89% of our purchase volume with top-spend suppliers and strategic partners was covered by an EcoVadis assessment by the end of 2022 (compared to 64% in 2021).

7.2. Customer relations

Even with the best products, services, pricing, quality and innovative technologies, a sustainable business must ensure the ongoing and sustained confidence of clients who are happy to place their trust in it as an honest, transparent, reliable and ethical partner. At IDEMIA we want to be THE supplier of choice for our clients, naturally on the basis of the innovations and services we offer, but also influenced by the reassurance that our moral compass is fixed firmly on doing the right thing. For us, corporate social responsibility guides our behaviors and constantly pushes us to strive to be better. As we have put in place the necessary resources and expertise and continue to strengthen cross-departmental collaboration on CSR-related topics, we are seeing progress in our performance year on year. In cases whereby clients are further along on their CSR journeys than us, we are keen to learn from them, in order to support our continuous improvement efforts. Fundamentally, we are committed, at all times, to conducting our business with honesty and integrity, in compliance with the laws of all of the countries in which we are active. Technology is progressing faster now than ever before and with this comes new actors in the

market and positional shifts that we must prepare for and respond to. Our competitors are among our key stakeholders and on certain subjects we work together in collaborative groups to improve our industry conditions, including those relating to CSR aspects, such as environmental legislation and product compliance. We demonstrate through our policies, procedures, and training our intention to always do business within the law, including cases whereby we are seeking to win business. We are against price-fixing, creating market restrictions, imposing geographic quotas or any other kind of anti-competitive behavior that would limit the effects of market competition. Our Conflicts of Interest Policy ensures that potential risks are anticipated and managed.

Since 2022, our client survey has featured a section dedicated to CSR. In 2022, during our Materiality Matrix update, we invited our clients to express their needs and expectations for IDEMIA in regard to CSR-related subjects. The findings helped us understand the CSR topics that are important to our clients, and also gave us an insight into how we can improve the way in which we engage with them on sustainability.

Understanding our clients' expectations and working with them on CSR topics is key to our business

8. COMMUNITIES

Whether through its products and services that are making the world more secure and better connected, its close relationship with local communities as an employer and corporate citizen, or the encouragement of innovation, IDEMIA is intrinsically linked to society.

IDEMIA works on encouraging community actions within its offices, service centers, enrollment centers and manufacturing sites, aiming to positively impact the neighborhoods in which we operate, help those in need, and contribute to environmentally friendly initiatives. Wherever possible, we seek to give back to the society that we live and work in.

In 2021, IDEMIA launched a community action software tool that is accessible to employees through the corporate intranet. A live map of global community projects provides a dynamic overview of all actions across the IDEMIA network. The tool aims to encourage and empower employees to get involved in their communities, as well as shining visibility over the many excellent initiatives of IDEMIA employees. In 2022, almost 50 local community actions were reported to involve more than approximately 5,000 volunteers.

To promote employee involvement in the community and to structure our local engagement efforts, IDEMIA launched its inaugural Local Community Actions Procedure in 2022.

Lastly, IDEMIA is keen for everyone to get involved in environmental and society engagement conversations. To facilitate this, the Group encourages insights, opinions, and the sharing of best practices through the “We are IDEMIA” community page.

Engaging everyone in local community actions and monitoring these actions

8.1. Making a difference in society through our business

At IDEMIA, we are proud to support the United Nations Sustainability Goal 16, which promotes inclusive societies for sustainable development—including the attribution of a legal identity for all. Providing unique identification to millions of undocumented people across the world is one of the most pressing needs and greatest challenges of our time.

A foundational ID starts with birth registration and provides citizens with both a nationality and a sense of belonging, which is crucial to their growth in society. A legal identity also gives people the ability to exercise



their rights, along with access fundamental services and political privileges. These services are essential to a citizen's wellbeing and include education, healthcare, social protection, the right to vote, and also access to private sector services, such as banking and credit facilities.

The three essential pillars of a legal identity are inclusion, protection, and empowerment. Biometric technologies can help with all three of these pillars, and IDEMIA uses these technologies as a key enabler in providing citizens with a secure identity that is valid throughout their lifetime. IDEMIA's biometric algorithms for fingerprint, face, and iris recognition consistently rank in the top-tier across many protocols and solutions under the National Institute of Standards and Technology (NIST) evaluations. They are often ranked as the most accurate, fair, and consistent in the market and ensure inclusion for all citizens. With these identity technologies, IDEMIA continues to deliver in regard to its commitment to unlock the world and make it a safer place.

8.2. Developing education and skills

Across IDEMIA, we are engaging with local education establishments by supporting or sponsoring a local school, providing mentoring opportunities to young people, offering coaching to jobseekers, providing student internships, and many more initiatives. In addition to our local initiatives, IDEMIA is also engaged in global efforts that make a positive impact.

Partnership with the Global Alliance for Youth

In 2021, to reinforce our youth engagement, IDEMIA partnered with the Global Alliance for Youth.

The Global Alliance for Youth is a business-driven movement committed to supporting young people by working on a wide range of topics related to education, such as developing dual education, soft skills, STEM (science, technology, engineering, and mathematics) and entrepreneurship. IDEMIA is working alongside 20 companies worldwide to help young people obtain the necessary skills to thrive in the world of work.

In 2022, IDEMIA joined the Soft Skills working group, with the aim of developing Resilient Agility and creating a series of podcasts and educational tools on this topic.

Launch of the IDEMIA India Foundation

IDEMIA recognizes that any commitment regarding CSR matters must be enduring—in essence, CSR is a marathon, not a sprint. The IDEMIA India Foundation was created in 2022 to sustain the impact of IDEMIA's CSR activities in India, with a focus on the following areas:

- › Empowerment through upskilling, with a special focus on women and girls
- › Creating a greener and cleaner environment
- › Building community actions via corporate volunteering
- › Community care initiatives for disaster reduction and responses

As part of our endeavor to empower youth through upskilling and to support the communities around us, we are proud to launch our first-ever upskilling program for underprivileged young adults. Inaugurated by Didier Fontaine, our COO and sponsor of the first class of the program, and Matthew Foxton, Regional President for India and EVP of

Branding & Communication, the upskilling center is located at IDEMIA Tower in Noida, allowing us to share our location and resources with youth populations who need employable skills to build their future lives.

The upskilling center enrolls mainly high school seniors, as along with some students with higher-education experience or degrees, delivering them with a 4-month course on data management and tech support. These youth come from challenging social backgrounds and cannot afford employment-enhancing programs on their own. Through this program, IDEMIA is giving them a chance to access financial security. We are especially enthusiastic about the fact that approximately 50% of enrollments in the program are girls, which helps to create equal opportunities.

We have also created an IDEMIA volunteer network, composed of experienced professionals who share the knowledge and skills needed to excel in their careers. This helps students prepare for their future jobs, and as a result of these efforts, more than 95% of students in our foundation have been successful in securing job offers across multiple industries.



8.3. Supporting through donations and fundraising

In 2022, IDEMIA's team members have participated in various donation and fundraising actions in the aim of supporting people and organizations working to reduce inequality.

IDEMIA employees in the NORAM region made positive impacts in the communities by making donations to the Titans Foundation, food banks, and thanksgiving meal boxes for schools. Overall, our employees in the region donated over \$9,000 worth of items and raised over \$4,000 for local charities.

IDEMIA-South Asia visited the Indonesian Pediatric Cancer Foundation, Yayasan Kanker Anak Indonesia (YKAI), a non-profit organization that focuses on providing aid to children with cancer from underprivileged backgrounds. To help the children continue their education while receiving treatment, IDEMIA distributed 35 Android tablets. In addition, and to support YKAI, three laptop units, and two desktop and projector sets were donated.

IDEMIA Morocco participated in the donation of 200 boxes for immigrants with unstable housing situations. The boxes contained food and clothing donated by employees in Morocco. This event took place in partnership with the International NGO Caritas, based in Casablanca.

IDEMIA employees in Lodz took part in raising awareness and promoting breast cancer prevention. Together with the Fundacja Pełną Piersią, they participated in a fundraising charity run in October.



From May 9 to May 22, 2022, 110 employees from the Payment Services and Connectivity Services BUs, across five continents and 17 countries, participated in the 6K for Water 2022 edition organized by the French NGO Vision du Monde to raise awareness

of the challenges of clean water accessibility. More than 6,000 kilometers were covered and IDEMIA's donation will help fund two water well drillings in the Koulikoro region of Mali and solar water pumps in Loma Verde, Colombia.

IDEMIA's Public Security & Identity business unit launched a 30-day PSI Sport and Solidarity Challenge ("run, bike, walk, swim as much as you can") which ran from May 19 to June 20, 2022, to support Ukrainian refugees. An all-in-one platform allowed participants to record their physical activities and earn points to support a local organization in Ukraine:



Finally, during the lead-up to Christmas, the IDEMIA Tewkesbury site in the UK ran a Reverse Advent Calendar to collect food and essentials to help support the local Tewkesbury Food Bank. Tewkesbury Food Bank helps local people in difficulty who are struggling financially to feed themselves or their families. Employees were able to add an item on each day of advent to the collection box in the employee entrance, and these items were then donated to the Tewkesbury Food Bank.

8.4. Supporting Diversity and Inclusion

In France, for the second year running, IDEMIA partnered up with Handiamo—a sports agency dedicated to disability and inclusivity—in the Ensemble 2022 Edition. Ensemble is an event that transforms the way people look at disability through engaging experiences and activities, including a 5k connected race, an interactive quiz and a 5k immersive race with initiations into paralympic disciplines and e-sport activities. 170 employees in France ran to support this initiative, and 14 of them did so in pairs of disabled and non-disabled people. This also generated a donation from IDEMIA to the association Un pas vers la vie.



IDEMIA employees in France participating in the Ensemble 2022 event, raising awareness of disabilities



In partnership with Goumbook, the Dubai Team joined the "Save the Butts" initiative for the World Cleanup Day

8.5. Engaging in local environmental actions

In September, IDEMIA organized its first Group Volunteering Initiative as part of the World Cleanup Day Movement. 30 locations joined the initiative all around the world, gathering 1,000+ employees to positively impact the environment and their neighborhoods by cleaning up litter from beaches, parks, forests, homes, streets, sites, and more. Other activities were also organized to raise awareness of the use of plastic and to provide our employees with more information on this subject through exhibitions, workshops on climate and plastic, planting greenery, partnerships with local NGOs and schools, etc.

Given the success of this Group activity, IDEMIA will join the World Cleanup Day Movement in 2023 for the second year in a row.



9. ETHICS

Trust is at the heart of IDEMIA's business. Earning and retaining the trust of our stakeholders is of the utmost importance. IDEMIA has built a robust ethical foundation of policies, processes, training, management systems, and compliance with the law.



“As a global company, IDEMIA must make sure that transparency and integrity is shared by all our stakeholders. This is why the Group launched a whistleblowing platform, via which anyone can anonymously report incidents that violate applicable laws or the internal Code of Conduct and ethics principles of our company.”

*Adrien CADIEUX
General Counsel &
Chief Compliance Officer*



9.1. IDEMIA Group Ethics Charter

The IDEMIA Group Ethics Charter specifies the Group's values and defines its guiding principles, providing background and setting benchmarks for its operations. It also identifies its CSR, ethics, and compliance markers. Released at the end of 2022, it notably sets out the Group's compliance with international standards, such as the Universal Declaration of Human Rights, UN guiding principles on Business and human rights, and OECD guidelines for multinational enterprises.

The Ethics Charter is available in five languages on the intranet and on IDEMIA's website. The Ethics Charter applies to all employees of the IDEMIA Group and its companies worldwide, including temporary staff. All new employees are given a copy of this Charter. We also expect our partners, specifically our clients and suppliers, to familiarize themselves with the Charter, in order to make sure that they share our values and commitments.

Ethics Charter training is a key element of new recruit training, along with modules covering CSR Fundamentals, Quality, GDPR and Anti-Corruption. In 2022, 5,126 employees completed this training (vs. 4,597 in 2021).

9.2. Anti-corruption, business ethics, and trade compliance

IDEMIA is a major figure in the identity and security market, in which administrations and public authorities are active, and in which the amounts invested can be significant. In addition, the Group is present in more than 130 countries, some of which have a level of corruption perceived as high, according to the index established by Transparency International. Considering that there may be more exposure to the risk of corruption and influence peddling, IDEMIA applies a principle of zero tolerance in regard to these matters.

To prevent corruption risks, IDEMIA implements and deploys a corruption risk prevention policy within the Group, which has been the subject of a continuous improvement process over recent years. This policy aims to promote a culture of compliance and transparency, two aspects which are essential to the sustainability of the Group's activities. This is regularly assessed, and the systems are adjusted to take into account legislative and regulatory changes, as well as best market practices. The Group's policy is based on a compliance program, which features various components integrated into the operational systems and is supported by a dedicated organization.

In December 2022, IDEMIA became ISO 37001 certified (anti-bribery management systems), rewarding its efforts and investments made to achieve the highest standards in terms of anti-bribery strategy.

Anti-Corruption Compliance Program

The Group Anti-Corruption Compliance Program is based on:

- › Zero tolerance for corruption and influence peddling at the highest level of the Group. Every year, the Ethics, Compliance and Safety Committee of the IDEMIA Group Supervisory Board reviews the Anti-Corruption Compliance Program applicable to all subsidiaries and companies controlled by the Group, both in France and overseas;
- › An “Anti-Corruption” Code of Conduct which, in line with the commitments made by the Group's Ethics Charter, defines the types of behavior to be prohibited as being likely to characterize acts of corruption or influence peddling;
- › A corruption risk mapping, drawn up in line with the Group's general risk mapping methodology. The corruption risk mapping was completely revised beginning of 2022;
- › A third-party due diligence process (mainly partners, agents, suppliers and subcontractors) including preventive measures that are proportionate to the risks identified;
- › Accounting controls integrated into the Group's internal control rules aimed at preventing and detecting acts of corruption and fraud;
- › A Group whistleblowing system, open and accessible to employees and also to individuals external to IDEMIA;
- › A training system offering a training course tailored to employees' exposure to the risk of corruption. It consists of a mandatory online training module, and physical or remote training sessions, targeting functions identified as the most exposed to the risk of corruption as a priority. Anti-corruption training completion figures are provided below:

Anti-corruption e-Learning completion reports for 2021 and 2022

Region	2021	2022
APAC	389	422
EUROPE	896	915
FRANCE	1271	1291
INDIA	756	886
LATAM	320	288
MEA	292	243
NORAM	1658	1685
TOTAL	5582	5730

Number of IDEMIA employees who completed and passed the anti-corruption e-Learning module

A dedicated organization

The Anti-Corruption Compliance Program is managed by a dedicated organization on a Group-wide level: the Compliance Department, led by the Chief Compliance Officer and the Trade Compliance Director. They coordinate a global network of Trade Compliance Officers responsible for rolling out and running the program at regional and local levels. This structured organization allows for proximity to the business while benefiting from a dedicated reporting line.

9.3. Antitrust

IDEMIA prides itself on being at the forefront of innovation. Our clients choose us because they recognize and appreciate the quality of our solutions. Making sure that we only engage in fair competition practices is one of the many ways that we are able to demonstrate that we are a sustainable company.

IDEMIA's compliance program on antitrust focuses on making sure that all employees know the rules and how to apply them into their daily business activity. This is achieved by raising awareness on the topic at all levels within the Group, training individuals in each business unit, focusing on the types of risks they are exposed to, giving them access to guidelines and “do's and don'ts” factsheets (e.g. on market intelligence or trade association memberships), and making sure they know who to contact if they have any doubts or if they want to report any non-compliance.

While the Antitrust Compliance Program is managed at a Group-wide level, the Legal and Compliance Department plays a key role in supporting the business on this topic in all geographies.

9.4. Export Control and trade sanctions

IDEMIA complies with all applicable laws and regulations relating to trade sanctions and export control. In particular, in all of its operations worldwide, IDEMIA makes sure that it complies with UN, EU and US economic sanctions.

IDEMIA has a comprehensive compliance program in place which is implemented through a network of more than 50 export control officers and correspondents around the world. They are namely in charge of:

- › Ensuring the consistent application of export control and trade sanction processes within the IDEMIA Group;
- › Ensuring the compliance of all activities conducted by IDEMIA companies, taking into consideration the classification of goods, their final use, end-users, and recipient states and paying a particular attention to the risk of misuse of our products or circumvention of trade sanctions;
- › Making sure that all relevant business processes (e.g. sale, purchase, assignment to a project) incorporate the appropriate controls, in accordance with the Group policy;
- › Facilitating awareness sessions for newcomers and deliver specific training (regulatory changes, targeted activities, countries under sanctions and embargoes, etc.):

	2020	2021	2022
Specific training sessions	26	38	31

	2019	2020	2021
Specific training sessions	29	26	38

9.5. Human rights

As we put humans first in our values, one of our priorities is to make sure that when it comes to human rights and fundamental freedoms, we comply with the same standards everywhere in the world. In this regard, our commitment is materialized by IDEMIA's adherence to the United Nations Global Compact Initiative.

In practice, these principles are upheld in all our policies that relate to the conditions of work of our employees, in the way in which we structure our supply chain and in the way in which we develop and market our solutions, with particular attention paid to child labor, modern slavery, conflict minerals, data protection and privacy and to the risk of misuse of our products.

Universal Declaration of Human Rights

Child labor

We have policies in place to ensure that any work carried out for IDEMIA by individuals under the age of 18 and still in compulsory education, such as trainees and work placements students, is specifically designed not to interfere with or impede the employee's studies, should not include overtime, night working, hazardous tasks or any other work that is likely to jeopardize their health or safety. We ensure the proper management of student workers through adequate support and training, pay that is equal to workers at the same entry level performing similar tasks, proper maintenance of student records, due diligence of educational partners and protection of students' rights in accordance with applicable law. We expect our suppliers to mirror our conduct in this regard. We are guided by the recommendations of the UN Global Compact to:

- › Be aware of countries, regions, sectors, economic activities where there is a greater likelihood of child labor, and respond accordingly with policies and procedures;
- › Respect the minimum age provisions of national labor laws and regulations and, in cases whereby national law is insufficient, take account of international standards;
- › Use adequate and verifiable mechanisms for age verification in recruitment procedures;
- › Avoid having a blanket policy against hiring children under 18, as it will exclude those above the legal age for employment with decent work opportunities;
- › Exercise influence over subcontractors, suppliers, and other business affiliates to combat child labor.

Modern slavery

We are committed to addressing the issue of modern slavery and human trafficking. Our responsibilities towards modern slavery avoidance require a collaborative effort between the Human Resources, Purchasing, Legal and CSR teams. A significant focus is placed on identifying risks of modern slavery in our supply chain, including an annual assessment of their labor practices. Our Modern Slavery Statement is in compliance with legal obligations. We have identified that, in cases whereby we work with small-scale local recruitment agencies that are not coordinated at a corporate level, we must ensure that we consistently share our Supplier Code of Conduct, educate those responsible for managing relationships with local recruitment agencies on modern slavery risks, and work with suppliers to be reassured that all recruitment is managed according to our expectations. We have also incorporated screening questions related to corporate responsibility practices in our information request template.

Conflict minerals

IDEMIA supports the efforts of human rights organizations to end violence and atrocities in conflict zones and high-risk areas. While IDEMIA is not currently subject to legal obligations such as those of the US Dodd-Frank Act, we work with Purchasing to positively influence ethical behavior through the application of a conflict-free sourcing process. IDEMIA does not directly buy minerals, however, we keep a list of mineral-sourcing partners, to ensure that our products and components originate from conflict-free smelters for gold, tungsten, tantalum, and tin (3TG). We have also started to focus on emerging minerals of concern, such as cobalt. Each year, we support numerous clients with their conflict mineral reporting requirements by sharing our conflict minerals reporting. Our actions follow the recommendations stipulated by the Responsible Minerals Initiative, including checking for and requesting transitioning away from any identified smelters not compliant with the Responsible Minerals Assurance Process (RMAP). The conflict minerals due diligence process at IDEMIA relies on inputs from the CSR Team, Purchasing, and Product Management.

Data protection and privacy

As a major player in civil and digital identity management, online security, and personal data protection are at central to our business. At IDEMIA, the confidentiality and protection of personal data are our primary concerns, and this goes hand-in-hand with the security of our products and services. IDEMIA keeps various records, and particularly keeps one with substantial complaints, another with major data breaches that have an impact on privacy.

In 2022, there was no major personal data breach with an impact on privacy and personal data. IDEMIA ensures the protection of personal data through technical and organizational measures, in accordance with the GDPR.

Technical measures include:

- › Encryption
- › Double authentication
- › Secured keys
- › Data segmentation
- › Access rights management
- › Pseudonymization: Action of converting personal data into the form of pseudonyms, with syllables or a truncated form
- › Anonymization: Action of making personal data entirely anonymous

Organizational measures are:

- › Privacy coordinators at Group level

- › A DPOs network in European countries where IDEMIA operates
- › An international network of points of contact for data or DPOs when the country has personal data legislation
- › Data centers in Europe
- › Annual reports
- › Alert procedures in the event of a personal data breach

Our client and supplier contracts systematically contain clauses relating to data protection and privacy.

Finally, there are two mandatory GDPR training courses: An online awareness module and an updated module for 2022, to be taken by all IDEMIA employees. 90% of employees based in the European Union and 85% of employees outside the European Union took this training as part of the 2022 campaign.

15 IDEMIA sites were certified in line with ISO 27001 in 2022

Risk of misuse of our products

IDEMIA develops and sells powerful solutions, and we do so in a mindful and ethical way. IDEMIA has implemented a governance approach designed to address the risks that the use of its products may be diverted and used in connection with human rights violations.

Certain projects, either because they involve heavily sanctioned countries or countries subject to human rights related sanctions, or because they include sensitive solutions and a country with a low democracy index (according to the index compiled by the Economic Intelligence Unit), are reviewed by a dedicated committee and require the validation of IDEMIA's CEO.

This Human Rights Committee is composed of the head of the business unit concerned, the Group Chief Technology Officer, the Group General Counsel, and the Head of Branding & Communication. It may recommend that the business unit pursues or abandons the presented opportunity, or that it amends its scope to reduce the level of risk of misuse of the products.

This governance was implemented in 2022 and applies to both new opportunities and contract renewals.

Decision	2022
Approved	4
Approved with	3
FRANCE	0
INDIA	7

9.6. Internal audit and control

Internal Audit and control teams, reporting to the COO Organization, verify the compliance of our subsidiaries around the world.

The Internal Audit Team is responsible for analyzing the self-assessment questionnaires completed annually by the subsidiaries, and our team of auditors make on-site visits according to a plan over several years. These controls cover various processes: Inventory, supplier purchases, client sales, cash, human resources, recruitment requests, newcomers, departures, payroll management, and compliance.

In recent years, the Internal Audit has added to the «compliance» questionnaire and on-site checklist a list of CSR-related questions (health, security, environment, human resources, ethics, supply chain, etc.).

In 2022, 55 IDEMIA entities representing more than 72% of the Group's workforce completed and returned this questionnaire.

9.7. Whistleblowing system

Launched mid-2020, our alert collection system is accessible to anyone who wishes to report a violation of ethics and is available in 17 languages. To broaden the scope, the mechanism is now accessible from our website for all stakeholders: <https://idemia.integrityline.org/>

Anyone can also contact the Ethics Committee to ask a question or report facts presenting a risk of non-compliance with the Ethics Charter via the generic email address (ethics@idemia.com).

The Ethics Committee is a central structure. Its members are Group employees with thorough knowledge of its activities, who have the independence and freedom-of-mind necessary to carry out their mission. The Ethics Committee also guarantees compliance with the Ethics Charter and oversees its proper implementation.

The Ethics Committee centralizes all of the alerts received (internal and external). Each alert is analyzed and pre-qualified to then be submitted for an investigation by the Ethics Committee, if deemed necessary. Depending on the type of allegation, the Ethics Committee decides on the investigation strategy to be carried out, the controls and interviews to perform, and the support that will be required. Information collected in relation to an alert are strictly confidential and stored on an online portal accessible only to the Ethics Committee members.

Any incident that violates local applicable laws or constitutes misconduct in violation of the IDEMIA Group Ethics Charter can be reported. Alerts figures are disclosed below:

TYPE OF ALERT RECEIVED	2021	2022
Allegations of fraud	4	4
Allegations of corruption	0	2
Allegations of conflicts of interest	2	3
Allegations of harassment	1	3
Allegations of favoritism	1	2
Non-compliance with Ethics Charter	2	3
Not admissible	1	0
TOTAL	11	17

OUTCOME	2021	2022
Sanctions	4	6
Policy / procedure reminder	3	6
Dedicated training	1	1
Non	2	4
Not Applicable	1	0
TOTAL	11	17

10. GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

IDEMIA Corporate Social Responsibility (CSR) reporting follows the Global Reporting Initiative (GRI) Standards which is an internationally recognized set of disclosures that allows organizations to report consistent and transparent information about their impacts on the economy, environment and people.

IDEMIA GRI content index is available on [idemia.com](https://www.idemia.com) and helps reader navigate the disclosures and information that IDEMIA has reported.

We help business gain value by operating in much cleverer, sustainable ways

Assurance Statement

Independent Assurance Statement to IDEMIA Group S.A.S.

FBRH Consultants Ltd (FBRH Consultants) was engaged by IDEMIA Group S.A.S. to provide assurance in relation to the information set out below and presented in IDEMIA Group S.A.S.'s Corporate Social Responsibility Report 2022 (the Report) covering the period from 1st January 2022 until 31st December 2022. FBRH is totally independent from IDEMIA Group S.A.S. and did not perform any other sustainability-related work during the above-mentioned period.

Engagement summary

Scope of our assurance engagement: Whether the 2022 information and data presented in Appendix I are fairly presented, in accordance with the reporting criteria.

Reporting criteria: The GRI Sustainability Reporting Standards (GRI Standards)

Assurance standard: FBRH Sustainability Report Assurance (for GRI reports)

Assurance level: Limited assurance

Respective responsibilities: IDEMIA Group S.A.S. is responsible for preparing the Report and for the collection and presentation of the information within it. FBRH Consultants' responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

Our conclusions

Based on our activities, nothing has come to our attention to indicate that the 2022 information and data are not fairly presented in accordance with the reporting criteria. This Sustainability Report does meet all the requirements of the GRI Standards.

Our assurance activities

We planned and performed our work to obtain all the information and explanations that we believe were necessary to provide a basis for our assurance conclusions. A multi-disciplinary team of sustainability and assurance specialists performed assurance procedures as follows:
A review of the presentation of information in the Report relevant to the scope of our work to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

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Appendix I: Scope of our assurance engagement

General Disclosures

Disclosure # Disclosure Title

2-1	Organizational details
2-2	Entities included in the organization's sustainability reporting
2-3	Reporting period, frequency and contact point
2-4	Restatements of information
2-5	External assurance
2-6	Activities, value chain and other business relationships
2-7	Employees
2-8	Workers who are not employees
2-9	Governance structure and composition
2-10	Nomination and selection of the highest governance body
2-11	Chair of the highest governance body
2-12	Role of the highest governance body in overseeing the management of impacts
2-13	Delegation of responsibility for managing impacts
2-14	Role of the highest governance body in sustainability reporting
2-15	Conflicts of interest
2-16	Communication of critical concerns
2-17	Collective knowledge of the highest governance body
2-18	Evaluation of the performance of the highest governance body
2-19	Remuneration policies
2-20	Process to determine remuneration
2-21	Annual total compensation ratio
2-22	Statement on sustainable development strategy
2-23	Policy commitments
2-24	Embedding policy commitments
2-25	Processes to remediate negative impacts
2-26	Mechanisms for seeking advice and raising concerns
2-27	Compliance with laws and regulations
2-28	Membership associations
2-29	Approach to stakeholder engagement
2-30	Collective bargaining agreements

Requirements Title

GRI 1 Foundation 2021

Disclosures Disclosure Title

3-1 Process to determine material topics

3-2 List of material topics

3-3 Management of material topics

Topic-Specific Disclosures

Disclosure # Disclosure Title

GRI 301 Materials

GRI 302 Energy

GRI 305 Emissions

GRI 308 Supplier Environmental Assessment

GRI 404 Training and Education

GRI 405 Diversity and Equal Opportunity

GRI 414 Supplier Social Assessment

Unlock the world make it safer



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