Corporate Social Responsibility Report

January › December 2024

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Introduction

A word from our CEOs

We are pleased to present our annual extra-financial report, a reflection of IDEMIA Group's deepening commitment to sustainability, responsible innovation and inclusive growth. As a global leader, we recognize that our role extends well beyond technological advancement: we are accountable for contributing meaningfully to the environmental and social systems that surround us.

In an era defined by accelerating climate risks, geopolitical uncertainty, social inequality, and resource scarcity, the expectations placed on businesses have evolved. At IDEMIA Group, we are rising to this challenge through our CSR program, IMPACT, which embeds sustainable principles into our operations, products and partnerships. Our objective is clear: to redefine success in ways that are not only profitable, but regenerative and resilient.

This report offers a transparent overview of our progress across key ESG topics, from decarbonization and circularity to digital inclusion and ethical governance. It outlines both our achievements and the next steps we must take to contribute meaningfully to a just transition.

We know that we cannot achieve these goals alone. Stakeholder dialogue and engagement are essential to our impact. Whether it's clients, employees, suppliers, policymakers, or local communities, we rely on open, constructive collaboration to shape solutions that are relevant, scalable and equitable.

Our values guide us in navigating complexity and ensuring that our actions today support a safer, more sustainable tomorrow. We invite all stakeholders to hold us accountable, challenge us to do better, and partner with us on the path forward. Together, we can leverage the power of technology and shared responsibility to drive real, lasting change.

Philippe OLIVA
Co-CEO of IDEMIA Group,
CEO of IDEMIA Secure Transactions

Matt COLE
Co-CEO of IDEMIA Group,
CEO of IDEMIA Public Security

About our CSR report

Our approach

❯ The CSR report has been conducted internally and covers the year 2024.

❯ The report is in-line with our commitment to the UN Global Compact Communication on Progress.

❯ To ensure the accuracy of the information, the data presented in the report is derived from both internal tools and external assessments.

❯ This report adheres to the Global Reporting Initiative (GRI) Standards for Sustainability Reporting, meeting the GRI's Requirements. There has been no change in the way we report or the reporting period. GRI Compliance has been assured by an independent third party in sustainability report writing, checking and assurance. The GRI Compliance report can be found as an appendix of the 2024 CSR Report.

Scope

❯ This report covers our worldwide locations. Environmental data includes all our owned and controlled manufacturing sites and the vast majority of our non-manufacturing sites.

❯ Our reporting reflects the current Divisions of IDEMIA:

• IDEMIA Secure Transactions (IST)

• IDEMIA Public Security (IPS)

• IDEMIA Smart Identity (ISI)

❯ Discontinued operations: IDEMIA Group has announced that it has entered into a sell process for its ISI activities. As the sale was not effective in 2024, the report includes metrics from all the Divisions mentioned hereabove.

Data collection

❯ To produce the CSR report, we used various data collection methodologies and tools.

❯ In our commitment to understanding our employees better, we conduct every year our I Speak Up survey including dedicated questions on sustainability.

❯ To understand our environmental impact, we conducted an Environmental Carbon Footprint Assessment, with a focus on our Scope 3 emissions and are collecting data for Scope 1 and 2 from our sites.

❯ Furthermore, ongoing assessments by the Carbon Project Disclosure (CDP) and EcoVadis contribute to our commitment to continuous improvement.

❯ Due to the geographical spread of our operations and the complexity of our value chain, some of the quantitative metrics are estimated when they cannot be extracted from our systems. When relevant, the methodology is indicated in the related section of the report.

We are IDEMIA

Key data

❯ IDEMIA Group SAS is headquartered in Courbevoie (France) and employs **15,000** people representing over 80 nationalities

❯ **1,500** Active patents families in 84+ countries technologies enabling our clients to enroll, accredit, authenticate and analyze identities for frictionless access control, connectivity, identity, payment, public security and travel at scale and in total security

Business figures

❯ **€ 2.8 Bn** in revenue in 2024 across 180 countries

❯ 3 Divisions trusted for their mission-critical activities by **600+** Governments, states and federal organizations

❯ **2,400** Enterprise customers worldwide
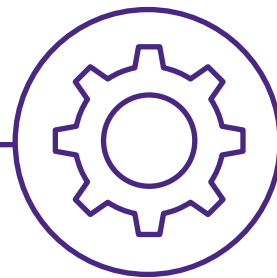
Operating model

❯ Since January 2024, IDEMIA Group has been organized in 3 Divisions, aligning its structure with the specific strategic ambitions of each

IDEMIA Secure Transactions

IDEMIA Public Security

IDEMIA Smart Identity

We are IDEMIA

IDEMIA
Secure Transactions

❯ IDEMIA Secure Transactions is a leading player in secure payment and connectivity technologies with long-standing expertise in advanced cryptography and at-scale credential issuance. IST crafts innovative solutions that seamlessly blend physical and digital experiences. It serves clients in fast-moving and highly regulated market segments including financial institutions, telecom operators, Internet of Things players and automakers.

IDEMIA
Public Security

❯ IDEMIA Public Security is one of the world's leading suppliers of biometric solutions dedicated to securing and streamlining travel, infrastructure access and citizen protection. IPS meets the challenges of the access control, travel optimization, border management and public safety markets. IDEMIA Public Security supports governments and institutions in setting up reliable, high-performance systems.

IDEMIA
Smart Identity

❯ IDEMIA Smart Identity puts the power of biometric and cryptographic technologies at the service of a unique and reliable identity for everyone. ISI is dedicated to the civil identity market in particular for governments, offering solutions for authenticating and protecting citizens.

Sustainability strategy

Overview of our value chain

Upstream

Material sourcing

❯ Extraction (mining, drilling)

❯ Refining, smelting of virgin materials

❯ Refining of recycled materials

Components & Services

❯ Hardware, software, Cloud services, subcontracted labor and services

❯ Transport

Manufacturing & assembly

❯ Outsourced manufacturing and repair

Leased facilities

❯ Lease and facility management

❯ Energy

Own operations

Assets

❯ Employees

❯ Intellectual property

❯ Tools, processes and systems

❯ Hardware and software

❯ Facilities incl. datacenters

Core activities

❯ Sales and product management

❯ Software and hardware design, development and testing

❯ Manufacturing and personalization

❯ Release and delivery, deployment

❯ Customer support

Downstream

Product & service use

❯ Hardware, software and services by customers and end-users

Customer support & maintenance

❯ Hardware maintenance and replacement

❯ Software maintenance, upgrades

❯ Other technical support

End-of-life management

❯ Recycling and waste management

❯ Disassembly, refurbishment

Stakeholder engagement overview

IDEMIA Stakeholders	EMPLOYEES: European work council Local work councils Individual employees	CUSTOMERS: Government and governmental bodies, channel partners and system integrators, financial institutions, mobile network operators, automotive manufacturers, IoT device manufacturers END-USERS	SUPPLIERS	INVESTORS FINANCIAL INSTITUTIONS	COMPETITORS	LOCAL COMMUNITIES	REGULATORS, GOVERNMENTS ACADEMIC INSTITUTIONS
Engagement processes	› Internal communication: global at Division level and per function / location › Information and consultation of employee representatives incl. review of strategic orientations › Annual employee survey (I Speak Up) › Employee assistance › Employee development and training › Whistleblowing platform	› Regular engagement and dialog, joint development projects with anchor customers, business development › Webinars to present new offerings › Strategic partnerships › Annual customer survey › Customer experience center › End-user panels on specific topics › Interviews for materiality assessment	› Regular engagement and dialog › Tenders and contracts › Supplier performance evaluation and audit › Supplier day › Whistleblowing platform	› Financial and operational performance; strategy and outlooks › Regular Investor calls › Regular Board meetings with main shareholders	› Industry working groups	› Cooperation with local suppliers › Support to local events, causes and organizations › Engagement with local communities	› Topic specific meetings › Research projects
Example of results	› Evaluation of employee's engagement and resulting action plans › Higher levels of employee satisfaction › Interviews for materiality assessment › Inputs for Double Materiality	› Net Promoter Score progressing YoY › New materials and technologies for smart cards (for example post-quantum products) › New generation of offerings, product improvements › Product life cycle analysis › Products and services that benefit society › Inputs for Double Materiality	› Long-term relationships, supplier improvement projects › Supplier code of conduct regularly updated › ESG maturity evaluated on an annual basis › Joint projects › Inputs for Double Materiality	› Enhanced transparency › ESG rating › Identification of material sustainability topics	› Standardized and/or interoperable solutions for customers	› Skilling center in India focused on employment › Global initiatives run worldwide and local initiatives through a network of ambassadors › IDEMIA experts contributing to local events	› Feedback on proposed legislations › Joint innovation projects

Impacts, risks and opportunities

In 2024, we carried out a double materiality analysis based on input from internal and external stakeholders. It already serves as a strategic compass to steer our CSR priorities and strengthen our resilience, as well as a solid foundation for aligning our actions with stakeholder expectations and future regulatory requirements.

● Environment

● Social

● Governance

Financial materiality

Water usage

Privacy
(own workforce)

Data privacy & security
(consumers & end-users)

Relation with suppliers

Double materiality

Climate change adaptation

Energy use & efficiency

GreenHouse Gases (GHGs) emissions*

Working conditions
(value chain)

Impact materiality

Plastic & microplastics

Resource outflows

Working conditions
(own workforce)

The outcomes of this analysis will contribute to shape the next phases of our IMPACT program related to sustainability.

‹ ⌂ ›

Sustainability strategy: impact program

❯ Our impact program is structured on 5 pillars with dedicated goals. It involves our internal and external stakeholders to drive meaningful changes. Since the launch of the program, it has evolved to include new challenges and address new opportunities. In a context of fast evolution of regulations and expectations from the various parties, we dynamically assess our performance and our roadmap.

ENVIRONMENT

PEOPLE

COMMUNITIES

ETHICS

CUSTOMERS, PARTNERS & SUPPLIERS
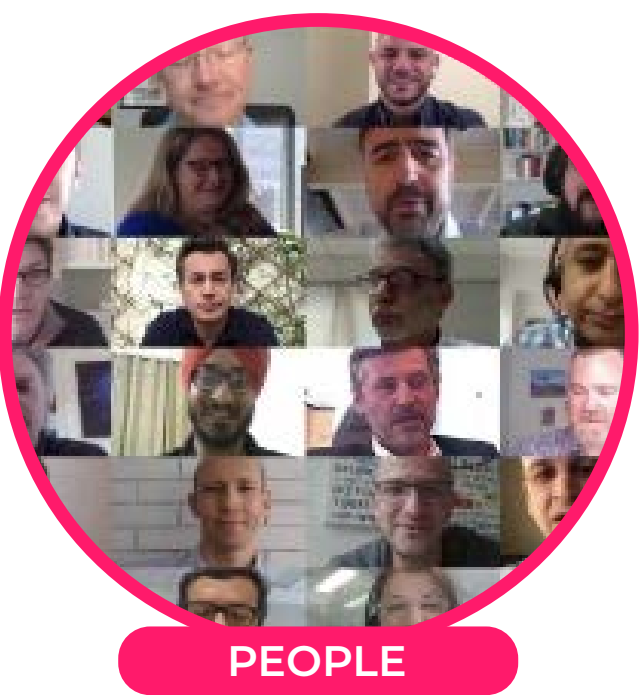
Extra-financial objectives in a nutshell

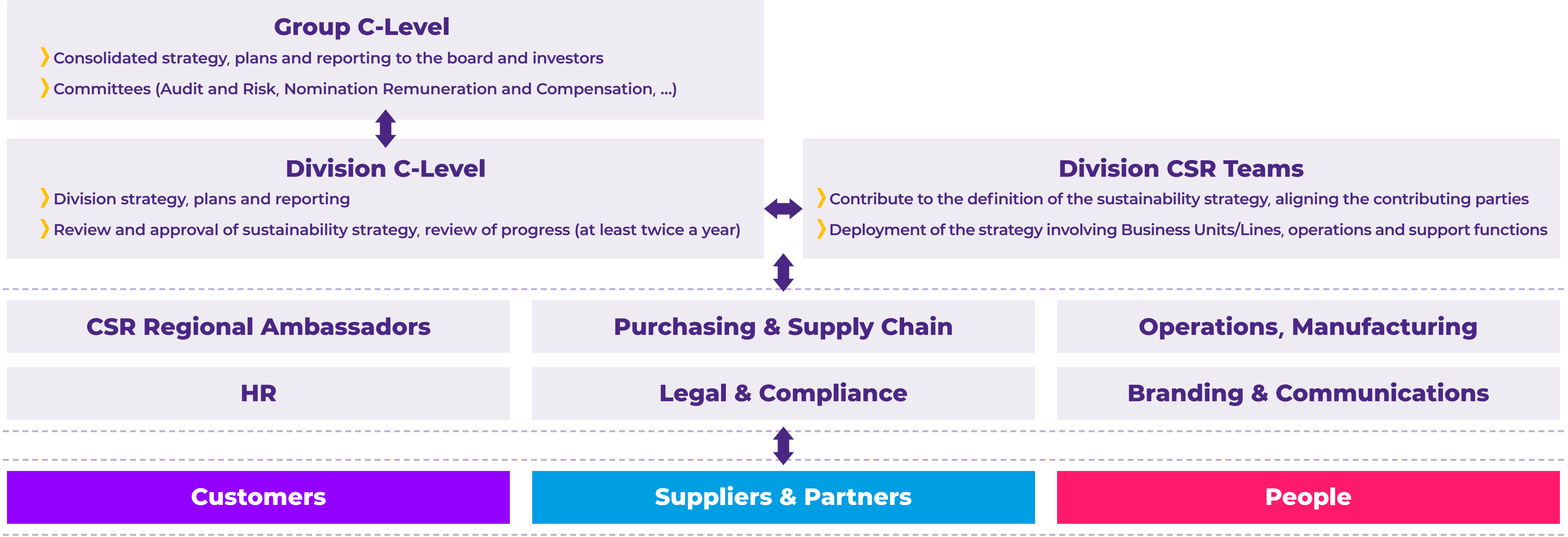| IMPACT Pillar	Objectives	2024 Update in CSR report
Environment	› Reduce CO_2 emissions (Scopes 1&2) by 25% in 2025 vs. 2019	› Aligned with objectives – details in Environment section
	› Reduce water consumption by 25% in 2025 vs. 2019	› Aligned with objectives – details in Environment section
	› Increase waste recycled up to 83% from 2023	› Aligned with objectives – details in Environment section
	› Train R&D on CSR and Green offers	› Actions in progress – details in Environment section
	› Integrate and develop Green offers	› Actions in progress – details in Environment section
	› Build a carbon-neutral strategy from 2023	› Action plan reallocated to Divisions – details in Environment section
People	› Give 100% of employees access to training	› Objective achieved in 2022 for 100% of employees having email address
	› Increase the number of women in IDEMIA and the internal promotion of women to 34% in 2025	› End of 2024 : IDEMIA women workforce reached 33,7%, compared to 30% in 2020 – details in People section
Communities	› Coordinate a Group-wide initiative deployed across our sites	› World Cleanup Day deployed with the support of local CSR ambassadors across our sites – details in Local Community section
	› Encourage local community initiatives, with a focus on education	› 2024 actions detailed in Local Community section
External Stakeholders	› Increase the number of key suppliers audited by EcoVadis to 80% from 2023	› 83% of key suppliers assessed by EcoVadis in 2024 – details in External stakeholder section
	› Assess Scope 3 emissions of our supply chain	› Global carbon assessment done, dedicated actions with suppliers - details in External stakeholders and Environmental sections
Ethics	› Re-define the IDEMIA Ethics Committee	› After reaching our objectives in 2022, we maintained momentum throughout 2024 – details in Ethics and Governance section
	› Conflicts of Interest campaign rollout	
	› Develop an antitrust trade program	
	› Trade compliance focus	

Sustainability governance

How CSR is managed and organized at IDEMIA

Group C-Level
❯ Consolidated strategy, plans and reporting to the board and investors
❯ Committees (Audit and Risk, Nomination Remuneration and Compensation, ...)

Division C-Level
❯ Division strategy, plans and reporting
❯ Review and approval of sustainability strategy, review of progress (at least twice a year)

Division CSR Teams
❯ Contribute to the definition of the sustainability strategy, aligning the contributing parties
❯ Deployment of the strategy involving Business Units/Lines, operations and support functions

CSR Regional Ambassadors	Purchasing & Supply Chain	Operations, Manufacturing
HR	Legal & Compliance	Branding & Communications

Customers	Suppliers & Partners	People

Aligning with the applicable Sustainable Development Goals of the United Nations

United Nations Global Compact

❯ Since 2006, IDEMIA has pledged our support to the Ten Principles of the United Nations Global Compact (UNGC).

❯ 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 that has been officially up and running since 2023.

❯ IDEMIA's participant page can be found here: IDEMIA and the UNGC

Environment / Climate / Resources

❯ Emission measurement and reduction strategy, increase of renewable energy use

❯ Raising awareness of stakeholders with specific focus on people and suppliers

❯ Environment Management System (ISO14001:2015) in all our production sites

❯ Water & Hazardous Waste management resources reporting and monitoring

❯ Using recycled materials such as rPVC for smart cards and recycled cardboard for packaging

❯ Reducing the environmental impact of our products: assessing impact and planning reductions for future generations

❯ Waste water treatment

❯ World Cleanup Day actions on costal areas

Social / Society

❯ Contribution to financial inclusion through dedicated offerings and development of new digital payment solutions

❯ Employee Assistance Program (EAP) to supports our employees personally and professionally

❯ Dedicated Employee Resource Groups

❯ India's skilling center for underprivileged youth

❯ Hiring goals to increase the diversity in our workforce, promote gender equity at equivalent merit

❯ Common career framework across the organizations

❯ Internal mobility and talent management policies

❯ Whistleblowing line accessible to all

❯ Ethic charter, modern slavery statement, anti-bribery code of conduct, fair competition guidelines (accompanied by mandatory trainings)

2024 Sustainability highlights
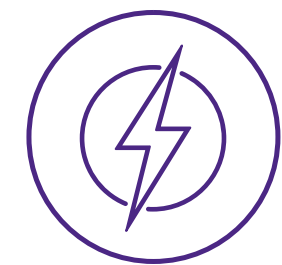
-28% energy
emissions since 2019 (Scope 1&2, market based)
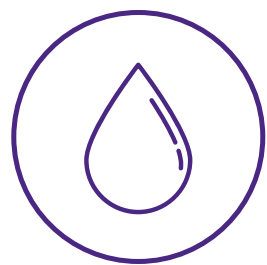
-23% water
consumption since 2019

32% renewable
energy sourcing
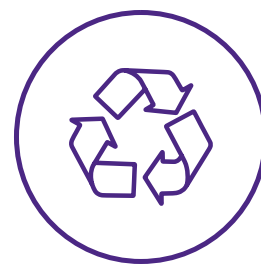
84% waste
recycled

86% key suppliers
assessed by EcoVadis
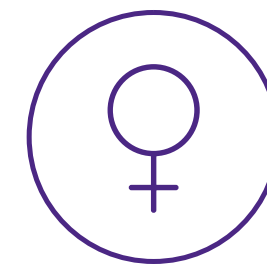
33,7% Women
in the workforce

#1 in NIST
biometric technology benchmarks – leading AI innovation with responsibility and fairness
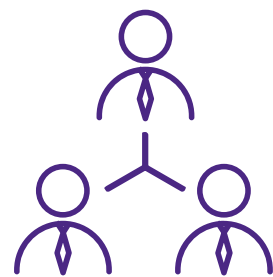
51 community actions
3,000 employees involved

480 students trained in our skilling center in India

WIN Women in IDEMIA Network

ISO 50001 ENERGY MANAGEMENT

In 2024, our Cali site (Colombia) obtained our **first ISO 50001** certification, expanding our ISO portfolio and marking a key milestone in our energy efficiency plans.

ecovadis GOLD | Top 5% Sustainability Rating SEP 2024

CDP DISCLOSURE INSIGHT ACTION

THE GLOBAL COMPACT WE SUPPORT

GRI Empowering Sustainable Decisions

IDEMIA initiatives for more sustainability

EcoVadis

❯ EcoVadis is a sustainability platform that assesses companies' Corporate Social Responsibility (CSR) practices through four key areas:

- Environmental impact
- Labor and human rights
- Ethics
- Sustainable procurement

❯ For 2024, our EcoVadis score is **79/100**, reflecting progress in environment initiatives.

❯ It positions IDEMIA among the top **5%** of all participating global corporations.

The Carbon Project Disclosure (CDP)

❯ This global non-profit organization encourages companies to disclose their environmental impact, particularly their carbon emissions and climate-related information.

❯ Participating in the CDP enhances transparency regarding our environmental actions and impact.

ISO

❯ ISO certifications provide a recognized framework for meeting regulatory requirements and implementing best practices. These standards help streamline processes, improve quality, demonstrate our environmental, health and safety commitments and improve customer satisfaction.

ISO	Number of sites certified
9001	64
14001	19
27001	16
45001	11
37001	4

Employee awareness

❯ In 2024, IDEMIA introduced a new online training course dedicated to Corporate Social Responsibility (CSR). The objective is to provide all employees with a solid foundational understanding of CSR principles, highlighting its importance within the company's operations and broader societal impact.

❯ Six months after its deployment, 23% of IDEMIA employees had completed the training. Recognizing the vital role of raising employee awareness on such topics, IDEMIA Group has set an ambitious goal of achieving an 80% completion rate among all employees in scope by 2030.

Addressing sustainability matters

› The following table present the ESG impacts and risks deemed material for IDEMIA based on our double materiality assessment, covering 8 of the 10 European Sustainability Reporting Standards (ESRS) themes and 12 material ESG issues, along with other topics considered important for the company.

Material topic	Materiality description	CSR Report Chapter
GHG emissions	› IDEMIA's operations are impacted by several factors contributing to GHG emissions, including product distribution, business travel, inbound transport, and refrigerant leaks from cooling systems. Emerging environmental regulations, carbon taxation, and customer demand for sustainable products may increase costs and hinder competitiveness. Extreme weather events also pose risks to operational continuity.	› Environment
Climate change adaption	› IDEMIA's strategies to anticipate and mitigate climate risks affecting its business, infrastructure, and supply chain resilience.	› Environment
Energy use & efficiency	› IDEMIA's energy footprint is driven by the energy-intensive use of its products and the production of semiconductors. Rising global energy demand may lead to shortages or higher prices, increasing operational and procurement costs.	› Environment
Plastics and microplastics	› The use and environmental impact of plastics in IDEMIA's products and packaging, including efforts to minimize waste and develop sustainable alternatives.	› Environment
Resource outflows	› IDEMIA faces environmental risks linked to chemical, electronic, and non-recyclable waste from its operations and product end-of-life. Stricter waste regulations may require operational changes and raise compliance costs. Additionally, rising raw material prices could increase procurement expenses.	› Environment
Water use	› Water shortages in regions critical to IDEMIA's supply chain, especially for electronic components, pose a significant risk to material availability. Improving water efficiency in operations could help reduce costs but is less critical than securing supply continuity.	› Environment › External Stakeholders
Working conditions (OW)	› Challenges include accidents at production sites, talent retention, and compliance with labor standards. Concerns include employee safety, fair remuneration, working hours, job stability, lack of training, and cybersecurity threats. Additionally, gender inequality, inclusion and diversity remains improvement axis.	› People › Ethics & Governance
Privacy (OW)	› Operations refers to how the company safeguards its systems against potential cyberattacks that could jeopardize its credibility and operational capacity. It also involves safeguarding the personal data and privacy rights of employees and internal stakeholders, ensuring their information is handled with the highest level of security and compliance.	› Ethics & Governance
Working conditions (VC)	› Focuses on the labor practices and working environment across the company's value chain, including suppliers and subcontractors.	› Ethics & Governance › External Stakeholders
Data privacy & security (consumer & end-users)	› Cybersecurity of clients involves the risk of data breaches and reputational damage due to potential cyberattacks on IDEMIA products, especially those involving outdated technologies. Suppliers and partners in the value chain are also vulnerable, which can further affect IDEMIA's reputation.	› Ethics & Governance
Relation with suppliers	› Effective management of supplier relationships is essential to ensuring responsible, ethical, and sustainable practices throughout the supply chain. This includes selecting suppliers based on clear criteria, conducting ESG risk assessments, and fostering long-term partnerships. The company emphasizes transparency, compliance with codes of conduct, and alignment with sustainability goals to manage environmental and social impacts within the supply chain.	› External Stakeholders › Ethics & Governance

Ethics
& governance

Business conduct policies

Ethics Charter

❯ The IDEMIA Group Ethics Charter outlines our values, principles, and rules guiding our actions. It defines our commitments to CSR/ESG, ethics, and compliance.

❯ Published in late 2022 and updated in 2024, it shows our alignment with international standards like the Universal Declaration of Human Rights, UN principles on business and human rights, and OECD guidelines.

❯ Every new hire receives a copy. We also ask our clients and suppliers to read it and align with our values.

Fair competition guidelines

❯ IDEMIA Group wants to increase its sales thanks to innovation and good services to our customers, while ensuring that we respect competition laws that impact interactions with our competitors but also with other companies in our supply chain: suppliers, distributors or customers.

Human rights

❯ IDEMIA Group has defined rules of engagement applying to business opportunities.

❯ Everyone in the organization has a responsibility to escalate to the compliance organization any information they may have on a potential risk vis-a-vis human rights in relation to a specific project.

Anti-Bribery Code of Conduct

❯ Anti-bribery encompasses various subjects relating to IDEMIA's relationships with third parties: rules applicable to conducting business with representatives (Reps), to conflict of interest and to gifts and hospitality offered or received from third parties.

❯ The provisions of this Code apply without exception to all employees, directors, senior officers and agents of IDEMIA Group, worldwide, and at every level in the organization. They must ensure that the decisions they make every day are compliant with applicable local laws and the requirements of this Code of Conduct. They must also strictly apply and comply with the internal policies and procedures of the Code of Conduct.

❯ Our suppliers and subcontractors are also required to comply with the principles laid down in our Anti-Bribery Code of Conduct, particularly through our Supplier Code of Conduct.

Export control

❯ Export control regulations aim at making sure that sensitive goods do not fall in the hands of dangerous persons or organizations. This topic is strongly connected with economic sanctions, which are foreign policy measures that are taken by international organizations (such as the United Nations or the European Union) or countries (like the US, Japan or China) to restrict trade with certain countries, persons or entities.

❯ These document are available on the company's intranet, for most of them in multiple languages (5 in average) and coupled with training programs. Contact points are also available to allow all employees to get support on addressing those topics.

Business conduct governance

Ethics Committee

❯ The Ethics Committee is a central body made up of 5 members appointed by IDEMIA Group Chief Executive Officers.

❯ Its members are managers with a good knowledge of the Group's activities, who have the independence and freedom of mind required to carry out their mission.

❯ The Ethics Committee ensures compliance with the Ethics Charter and oversees its implementation.

❯ Anyone can contact the Ethics Committee to ask a question or report facts presenting a risk of non-compliance with the Ethics Charter.

Ethics, Compliance and Safety Committee

❯ The Ethics, Compliance and Security Committee oversees IDEMIA Group's ethics, compliance and security programs including critical matters.

❯ Its objective is to ensure operations align with IDEMIA's ethical codes, policies and standards.

❯ It also ensures that resources are available for an effective implementation of the programs and that Group and Divisions are aligned.

Human Rights Committee

❯ The Human Rights Committee is responsible for reviewing certain business opportunities with a human rights perspective.

❯ This governance applies to all Group entities covering both new opportunities and business renewals.

❯ More details on the Human Rights Committee can be found in the Due Diligence plan ("Plan de vigilance")*.

* Additional information on the "Plan de vigilance – Loi 2017-399" can be found in the document available on the IDEMIA website.

Anti-corruption and influence peddling

❯ IDEMIA is a major player in the identity and security market, where administrations and public authorities are active and where investment can be significant.

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. IDEMIA applies a principle of **zero tolerance** to the risk of corruption and influence peddling. IDEMIA implements and deploys a corruption risk prevention program within the Group, which has been the subject of a continuous improvement process in recent years. This program aims to promote a culture of **compliance** and **transparency**, 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 and best market practices.

Progressive ISO 37001 certification of our legal entities: 4 countries already done

It rewards the Group's efforts and investments made to reach the highest standards in terms of anti-bribery strategy.

French entities are certified ISO 37001 (anti-bribery management systems) since 2022.

In 2024, Singapore, the Netherlands and the U.K. have also been certified ISO 37001.

IDEMIA's 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 Security Committee reviews the Anti-Corruption Compliance Program applicable to all subsidiaries and companies controlled by the Group across all regions.

❯ An Anti-Bribery Code of Conduct which, in line with the Group's Ethics Charter, defines the types of behavior 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, that was revised in 2022 and is being updated in 2025.

❯ A third-party due diligence process (mainly partners, agents, suppliers and subcontractors) including preventive measures proportionate to 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 opened to employees as well as to people outside of IDEMIA.

❯ A training system offering a mandatory online training module and physical or remote training sessions tailored to employees' exposure to the risk of corruption. Anti-corruption training completion figures are disclosed in the following table:

Anti-corruption e-learning completion reports

	2023	2024
Number of employees who passed the anti-corruption e-learning	2.553	3.058
% of IDEMIA employees in scope who passed the anti-corruption e-learning	30,04 %	35,98 %

IDEMIA Group runs this program in accordance with the Sapin II Law of December 9, 2016.

Anti-corruption and influence peddling

A dedicated organization

❯ The Anti-Corruption Compliance Program is managed by a dedicated organization at the Group level: the Compliance Department, led by the Chief Compliance Officer. They coordinate a global network of Trade Compliance Officers/Managers responsible for rolling out and running the program at Division level.

❯ This structured organization allows proximity to the business while benefiting from a dedicated reporting line.

Strengthening our representatives policy

❯ As part of its commitment to responsible and ethical governance, IDEMIA plans to strengthen its Representatives (REP) Policy in 2025. This initiative reflects the Group's determination to ensure that all business relationships are based on the highest ethical standards, fully aligned with its core values: professional excellence, transparency, and integrity.

❯ As the Group continues to grow and welcome new talent, it is essential to reaffirm these principles and ensure they are embraced by all employees. Adhering to the Code of Conduct remains a cornerstone of IDEMIA's long-term sustainability and harmonious growth. To support the implementation of this enhanced policy, Compliance teams within each Division will organize awareness sessions to provide employees with the tools needed to apply these ethical commitments in their daily work.

Monitoring our public affairs

❯ The Chief Compliance Officer consolidates public affairs activities on an annual basis to ensure compliance with lobbying and transparency regulations.

Human rights

❯ One of our priorities is making sure that when it comes to human rights and fundamental freedoms, we comply with the same standards across all regions.

❯ IDEMIA adheres to the Universal Declaration of Human Rights.

#2 No discrimination for any reason

#4 No one shall be held in slavery or servitude

#5 No torture or cruel or degrading treatment

#19 Freedom of expression and opinion

#20 Freedom of peaceful assembly and association

#23 The right to desirable work and joining trade unions

#24 The right to rest and leisure

#25 The right to an adequate standard of living

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

Child labor

❯ We have policies in place to ensure that any work carried out for IDEMIA by persons under the age of 18 and still in compulsory education, such as trainees and work placement students, is specifically designed not to interfere with or impede the employee's studies, should not include overtime, nighttime working, hazardous tasks or any other work that is likely to jeopardize their health or safety.

❯ We ensure 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, and economic activities where there is a greater likelihood of child labor and respond accordingly with policies and procedures.

- Adhere to minimum age provisions of national labor laws and regulations and, where 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 from decent work opportunities.

- Exercise influence on subcontractors, suppliers and other business affiliates to combat child labor.

Human rights

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 follows legal obligations.

❯ When engaging with small, locally operated recruitment agencies that lack corporate oversight, we consistently share our Supplier Code of Conduct, train those managing these relationships on modern slavery risks, and work closely with suppliers to ensure recruitment practices align with our standards.

❯ We have also incorporated screening questions related to corporate responsibility practices in our request for information template.

Conflict minerals

❯ IDEMIA supports the efforts of human rights organizations to end violence and atrocities in conflict affected 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 begun focusing on emerging minerals of concern, such as cobalt.

❯ Each year, we support numerous customers with their conflict minerals reporting requirements by sharing our conflict minerals reporting. Our actions follow the recommendations of 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.

Human rights

Risk of misuse of our products

❯ IDEMIA Group develops and sells powerful solutions, and we do it mindfully and ethically. A dedicated governance has been implemented to address the risks that the use of our products may be diverted for purposes connected with human rights violations.

❯ Projects involving sanctioned countries, human rights-related sanctions, or sensitive solutions in nations with low Democracy Index scores (as defined by the Economic Intelligence Unit) are subject to review by the Human Rights Committee and require approval from the IDEMIA Group CEOs.

❯ Each Division has its own Human Rights Committee. It may recommend pursuing or abandoning the presented opportunity or amending 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.

Projects involving the potential misuse of our products

Decision	2023	2024
Approved	11	8
Approved with condition	9	3
Denied	9	5
Total	29	16

❯ We develop cutting-edge biometrics technologies and identity verification systems that prioritize privacy, human rights and ensure fair and unbiased application (fairness of our algorithms highlighted by NIST reports).

❯ When opportunities are approved with conditions, the implementation is monitored to make sure that they are reflected in the contract. Further, the execution of approved opportunities (regardless of whether they have been approved with or without conditions) is regularly monitored with reporting to the Human Rights Committee.

Data protection and privacy

❯ As a major player in identity management, online security and personal data protection are at the heart of our business. Confidentiality and protection of personal data are the first concern of IDEMIA Group, and it goes with the security of our products and services. IDEMIA Group keeps various records: notably one with substantial complaints, and another with major data breaches having an impact on privacy.

❯ In 2024, there was no major personal data breach having an impact on privacy and personal data. IDEMIA Group ensures the protection of personal data through technical and organizational measures, in accordance with the GDPR (General Data Protection Regulation). Technical and organizational measures are in placed and detailed in our Due Diligence plan « Plan de vigilance » available on our website.

❯ Our customer and supplier contracts systematically contain clauses relating to data protection and privacy. Our suppliers need to comply with third-party privacy due diligence worldwide.

❯ Two mandatory GDPR training exist : an online awareness module and an updated module for 2024 for all employees. In the 2024 campaign, 90% of employees based in the European Union and 85% of employees outside the European Union took this training.

16 IDEMIA sites are ISO 27001 certified in 2024.

Anti-trust and export control

Antitrust / fair competition

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

❯ IDEMIA's compliance program on antitrust focuses on making sure that all employees know the rules and how to apply them in their daily business life. This is achieved by **raising awareness** on the topic to the top, **training people** in each business unit, 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 a doubt or if they want to report a non-compliance.

❯ While the Antitrust Compliance Program is managed at the Group level, the Divisions define their programs based on the risks to which they are exposed, while the Legal and Compliance Department plays a key role in supporting the business on this topic across all geographies.

Antitrust e-Learning completion reports for 2023 and 2024

	2023	2024
Number of IDEMIA employees who passed the antitrust e-learning	2848	3261
% of IDEMIA employees in scope who passed the antitrust e-learning	33,7%	38,5%

Export control / trade sanctions

❯ IDEMIA complies with all applicable laws and regulations relating to trade sanctions and export control. In all of operations worldwide, IDEMIA makes sure to comply 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 in charge of:

- Ensuring **consistent application** of export control and trade sanctions processes within IDEMIA Group.

- Ensuring **that all activities** carried out by IDEMIA companies comply with laws and regulations, taking into consideration the classification of goods, their final use, end-users and recipient states and paying 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 delivering specific training (regulatory changes, targeted activities, countries under sanctions and embargoes, etc.).

Export control e-learning completion reports

	2023	2024
Number of IDEMIA employees who passed the export control e-learning	3032	3287
% of IDEMIA employees in scope who passed the export control e-learning	35,8%	38,8%

Whistleblowing system

❯ Launched mid-2020, our alert collection system is accessible to anyone who wishes to report a breach of ethics and is available in 17 languages. To widen the perimeter, the mechanism is now accessible from our website for all stakeholders: https://IDEMIA.integrityline.app/.

❯ Anyone can also report facts presenting a risk of non-compliance with the Ethics Charter via the generic email address (ethics@IDEMIA.com).

❯ The Ethics Committee centralizes all internal and external alerts. Each alert is analyzed and pre-qualified for investigation by this committee. Depending on the type of allegation, the Ethics Committee decides on the investigation strategy, the checks and interviews to be carried out, and the support required. Information gathered in connection with a whistle-blowing procedure is strictly confidential and stored in an online portal accessible only by members of the Ethics Committee.

❯ Any incident that violates local applicable laws or constitutes mis-conduct against the IDEMIA Group Ethics Charter can be reported. Alerts figures are disclosed in the following tables.

❯ This system, which complies with the requirements of the Duty of Vigilance Act and the Sapin II Law, as amended by the Law of 21 March 2022 (Waserman Act) is implemented to strengthen the protection of whistleblowers.

TYPE OF ALERTS RECEIVED	2022	2023	2024
Allegations of fraud	4	3	3
Allegations of corruption	2	4	7
Allegations of corruption	3	6	1
Allegations of harassment	3	4	5
Allegations of favoritism	2	5	0
Non-compliance with the Ethics Charter	3	6	11
Inadmissible	0	5	4
TOTAL	17	33	31

DECISIONS	2022	2023	2024
Sanctions	6	9	5
Reminder of the policy and regulations	6	8	4
Dedicated training	1	2	0
No further action	4	9	12
Not applicable	0	5	4
Under investigation	0	0	6
TOTAL	17	33	31

Business conduct - Continuous improvement

Internal audit and control

❯ Internal Audit and Control teams, attached to the General Counsel Organization, verify the compliance of our subsidiaries around the world.

❯ The Internal Control 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: treasury, purchasing, sales, human resources, inventory, compliance, fixed assets, etc.

❯ In 2024, 58 legal entities representing more than 95% of the Group's workforce completed and returned the self-assessment questionnaire during the internal control campaign.

❯ In 2024, 12 operational sites have been physically audited.

Due diligence plan

❯ In compliance with the French law "n° 2017-399 du 27 mars 2017 relative au devoir de vigilance des sociétés mères et des entreprises donneuses d'ordre'' IDEMIA publishes its vigilance plan on an annual basis.

❯ The steering committee is in charge of the preparation of the risk mapping relative to the due diligence duty, selection of key indicators, their performance and relevance, and the follow-up of action plans defined for the various topics.

❯ An update of the risk mapping is planned during the year 2025.

Environment

Progress review - Environment Pillar

› **From life cycle analysis and eco-design to waste minimization, recycling and reducing our carbon footprint, IDEMIA is working on a wide range of initiatives to address our environmental responsibilities.**

Objectives	2024 Progress
Reduce CO_2 emissions (Scopes 1 & 2) by 25% in 2025 vs. 2019	› -28% in 2024
Reduce water consumption by 25% in 2025 vs. 2019	› -23% in 2024
Increase waste recycled with an objective of 83% from 2023	› 84% recycled waste in 2024
Train R&D on CSR and Green offers	› Development of new offerings taking into account CSR challenges as outlined in "Designing responsible product" section as well as in "Resource use and circular economy" section
Integrate and develop Green offers	
Build a carbon-reduction strategy	› IDEMIA has assessed its carbon footprint for the years 2023 and 2024 with a detailed split per Division to allow each one building a pragmatic carbon reduction roadmap. › Beyond the actions launched on Scope 1 & 2 listed above, IST and IPS Divisions will work in 2025 to submit their carbon reduction strategies to SBTi.

Assessing our carbon emissions

❯ Consolidated data on CO_2e emissions in 2024 according to GHG Protocol

Upstream

❯ **Purchased goods and services** — 168,5 $ktCO_2$e

❯ **Freight** — 67,2 $ktCO_2$e

❯ **Others** — 52,8 $ktCO_2$e

Total upstream: 288,5 $ktCO_2$e

IDEMIA operations

❯ **Energy used in our sites (*)** — 43,9 $ktCO_2$e

Total own operations: 43,9 $ktCO_2$e

Downstream

❯ **Use of sold products (**)** — 230,2 $ktCO_2$e

❯ **End of life** — 4,0 $ktCO_2$e

❯ **Others** — 1,2 $ktCO_2$e

Total downstream: 235,4 $ktCO_2$e

Total carbon emissions: 567,8 $ktCO_2$e
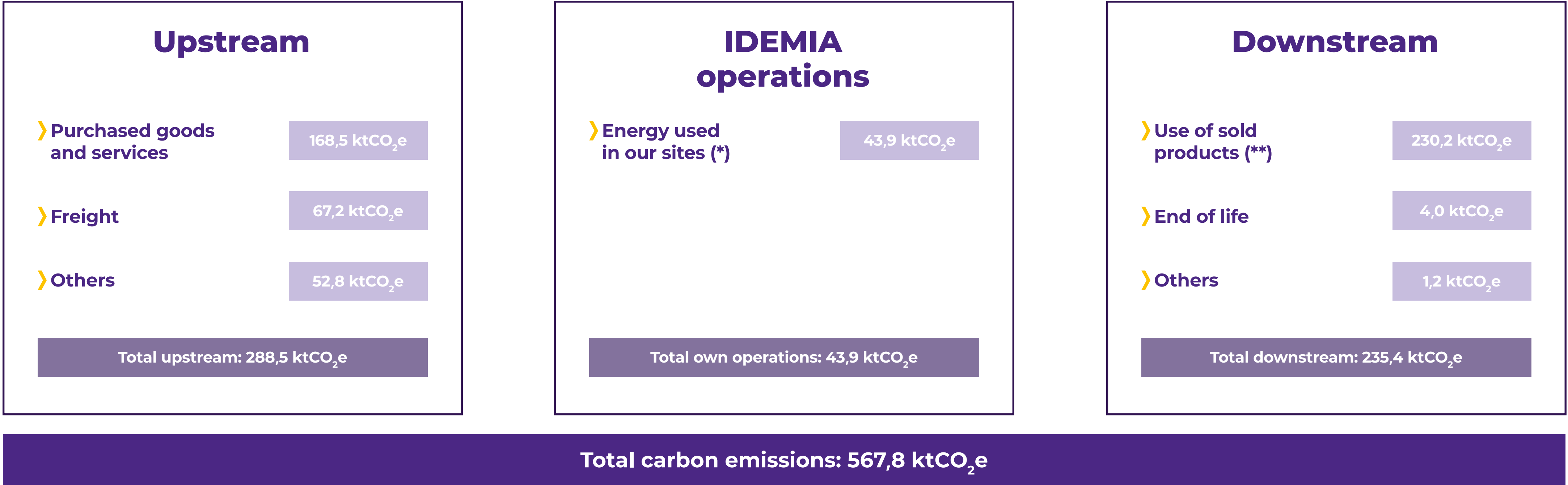
(*) : location-based emissions
(**) : The following exclusions were applied in «use of sold products (physical)»: automotive and IoT products, payment cards, driving licenses and identity documents.

Reducing emissions of our operations

Focus on Scope 1 & 2 (market-based - GHG Protocol)

2025 target vs. 2019	2024 achievement
-25%	-28%

Scope 1 & 2 emissions (tCO$_2$eq)
(market-based in tCO$_2$e)

Emissions achieved — -28%
Emissions targeted — -25%
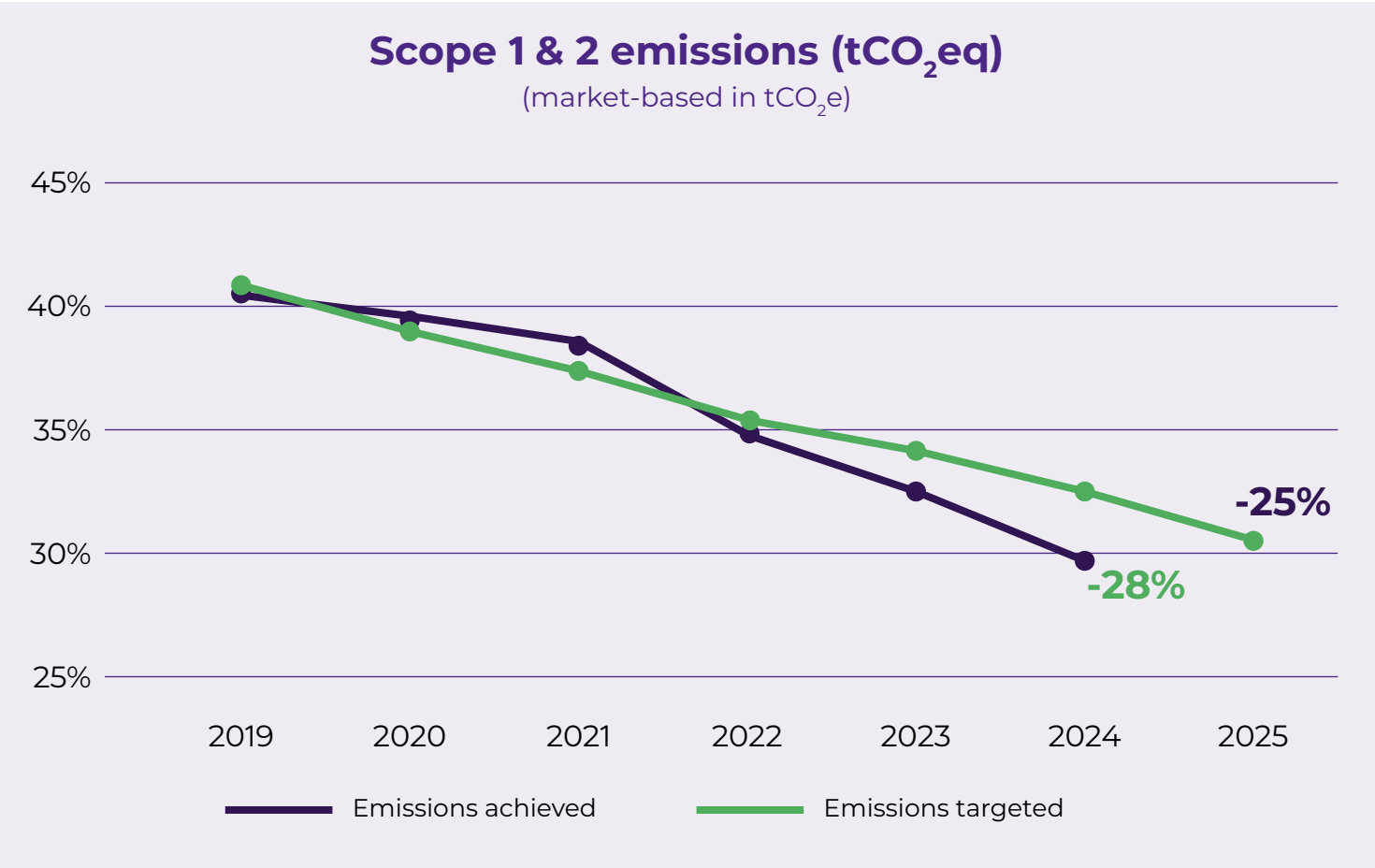
Note: not including fugitive emissions

	2019	2020	2021	2022	2023	2024	2019-2024 % evolution
Scope 1 - Direct emissions (ktCO$_2$e)	2,6	2,3	2,1	1,6	2,4	1,9	-27%
Scope 2 - Indirect emissions (market based) (ktCO$_2$e)	42,7	41,8	35,7	36,1	32,7	30,9	-28%
Scope 1 & 2 (market-based emissions) (ktCO$_2$e)	45,3	44,1	37,8	37,7	35,1	32,8	-28%
Absolute Carbon Intensity (ktCO$_2$e/Bn€)	19,7	20,1	17,2	13,9	11,9	11,6	-41%

❯ In 2024, under Scope 1, the **progressive replacement of heating systems** began, with a key deployment at the Vitré site in France.

❯ For Scope 2, **six solar projects were launched:** three at production sites (Vitré, Noida, Shenzhen) and three at personalization centers (Australia, Spain & UK). These five installations will be fully operational in 2025.

❯ **Five out of the six biggest production sites of the IST Division operated totally or partly on renewable energy in 2024:** Colombia, Brazil, USA , France and China.

Reducing water consumption

2025 target vs. 2019	2024 achievement
-25%	-23%

Water consumption
(in m3'000)

| Consumption achieved | Consumption targeted |
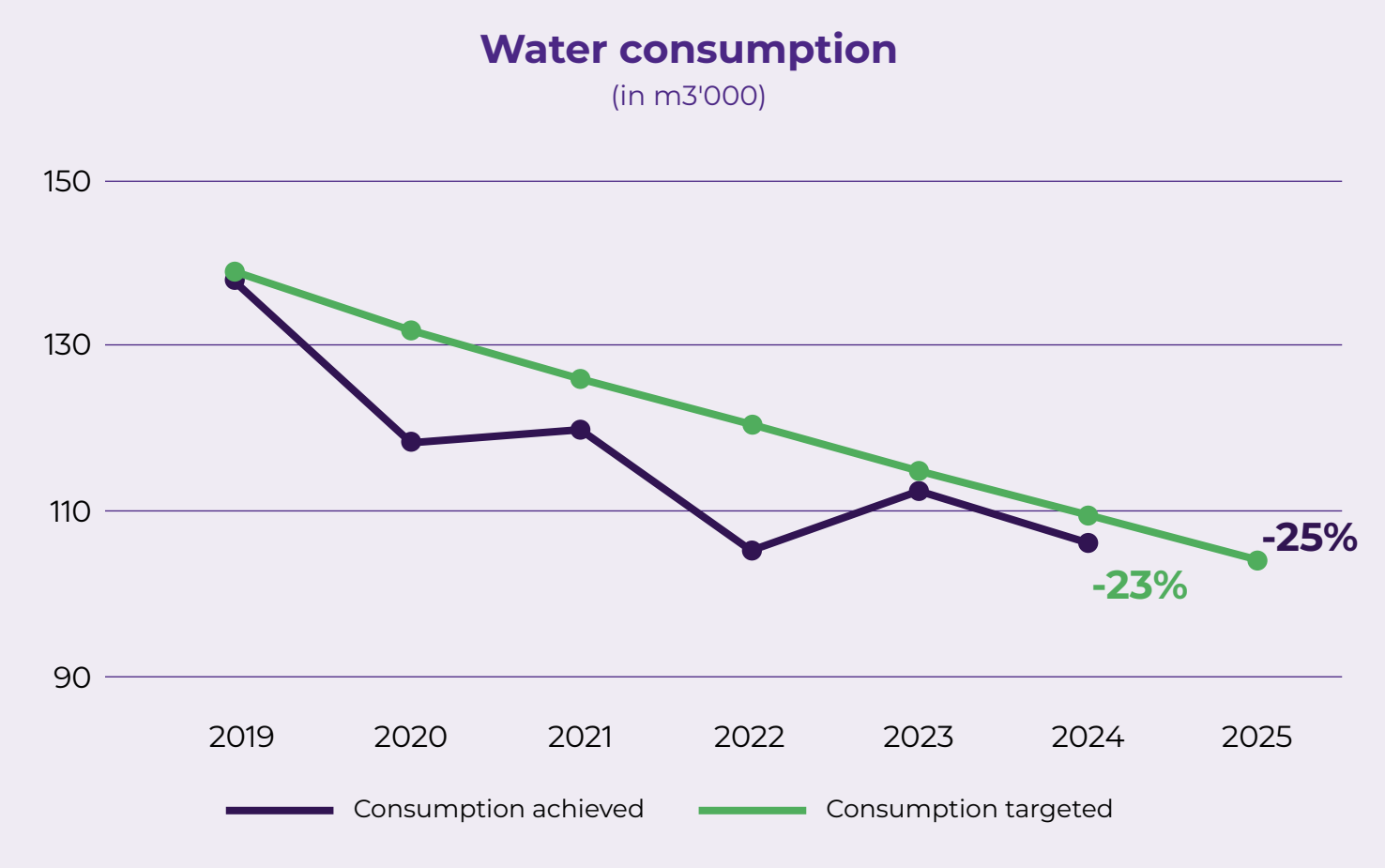
Evolution of water consumption over the past 6 years

	2019	2020	2021	2022	2023	2024
Water consumption (m3'000)	138,8	118,9	119,8	104,2	113,9	106,3

❯ Even if IDEMIA is not a massive user of water in its operations, dedicated objectives have been included within our IMPACT program to monitor and implement actions in our various sites to preserve water and avoid water stress, especially in the locations where water stress is a risk.

❯ In 2024, two main projects were implemented in two main manufacturing centers:

- In India: the facility implemented a water recovery initiative to capture and repurpose wastewater from the plant's reverse osmosis and softening systems. This treated water is now reused for non-potable applications such as flushing toilets, urinals, and supplying washbasins. By replacing freshwater in these uses, the initiative has reduced the site's overall water consumption by approximately 15%.

- In China: a fully automated wastewater treatment system ensures efficient processing and reuse of industrial effluents from screen printing operations.

❯ Four distinct wastewater streams are collected and treated through a combination of chemical flocculation, solid-liquid separation (via filter press), and advanced biological filtration.

❯ Treated water is reused in production processes, significantly reducing freshwater consumption. This closed-loop system enhances water efficiency. The water recycled from the air conditioning system represents 22% of the water consumption.

Optimizing waste and its management

❯ **Evolution of waste management during the production process over the past 3 years:**

	2022	2023	2024
Non-hazardous (Waste in tons)	3 819	4 311	4 498
Hazardous (Waste in tons)	236	298	312
Total (Waste in tons)	4 055	4 609	4 810

Note : Some 2023 data has been updated to reflect improved accuracy from enhanced reporting methods; year-on-year variations may result from this alignment and from the evolution of business.

❯ **In 2024, IDEMIA achieved a recycling rate of 84%, thus exceeding its target of 83%.**

9% 7%

Waste disposal methods

84%

● Recycled waste

● Incinerated waste

● Landfilled waste

❯ **Focus on our manufacturing site in Colombia**

In 2024, the Cali site actively engaged a plan to reduce the carbon footprint associated with its recyclable and hazardous waste. The project was implemented through a three-phase approach aimed at identifying inefficiencies and delivering meaningful improvements: waste analysis, improved sorting, and reduction actions. It provides clients with lower-carbon, compliant products, engages suppliers in waste management efforts, and serves as a model for partners. Looking ahead, the site aims to strengthen strategic partnerships to further reduce emissions related to waste management.

❯ **Plastics and microplastics management**

In line with COMMISSION REGULATION (EU) 2023/2055 of 25 September 2023, which introduces restrictions on the intentional use of microplastics in products from 2026 onward, the Group is currently in an investigation phase. The production steps responsible for microplastic emissions have already been identified, and we are preparing to comply with the directive within the required timeline.

The product categories identified as material regarding microplastic pollution, and therefore subject to a feasibility analysis for estimating associated tonnage, are as follows : **SIM cards, payment cards** and **driver's licenses,** due to microplastics generated during downstream processes such as shredding (end-of-life treatment) and upstream operations like laser etching used to embed chips in plastic materials.

At this stage, and in the **absence of a validated methodology** for quantifying such emissions, the Group is not disclosing any estimated values. Instead, we will wait for **European Union guidance** to ensure that future disclosures are **reliable, consistent, and comparable.**

Quality and environmental management in our operations

Group Quality and Environmental Management System

❯ IDEMIA's common and integrated Quality and Environmental Management System (QEMS) is deployed worldwide and is based on 13 key processes with a high level of maturity.

❯ IDEMIA has been ISO 9001-certified for many years at corporate level, covering 64 sites by 2024. All IDEMIA activities are certified, from R&D to customer support.

❯ Beginning in 2020, IDEMIA launched two key initiatives aimed at continuously improving our performance:

> I way, to improve the site maturity on Quality, Security and Environment

> Path to Excellence to improve our Root Cause Analyses and our response to customer complaints.

❯ In 2024, IDEMIA continued to roll out its common environmental management system (EMS) based on ISO 14001 standards to take the environmental performance of our manufacturing and personalization centers to the next level.

❯ All IDEMIA manufacturing sites as well as our largest personalization centers are ISO14001-certified in accordance with the standard QEMS certification.
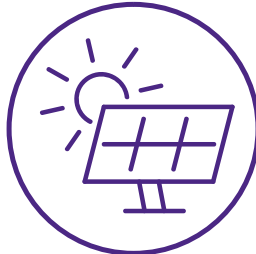
Environmental commitments of our sites
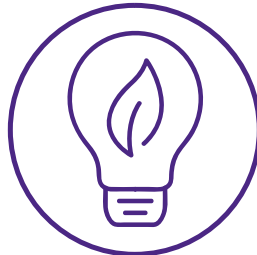
❯ Minimize the environmental impacts of processes and services by reducing or eliminating dangerous substances, reducing energy consumption, limiting emissions, managing waste recycling and disposal and progressively increasing the usage of renewable energies.

❯ Achieve our goals through products and services which demonstrate a low/ lower impact on the environment.

❯ Help our customers achieve their environmental goals with our products and related advice.

❯ Encourage environmental responsibility within the supply chain.

❯ Maintain an Environmental Management System across all our production sites and regularly define actions and results on environmental matters.

❯ Raise awareness among employees on the environmental stakes.

Vitré Factory: a strategic and technological step towards more sustainability

-47% in gas consumption _in 2024_

8,2% of the equivalent site's electricity consumption _will be generated by photovoltaic panels in 2025_

100% of the electricity consumption _will be green electricity in 2025_

100% reduction in Scope 1 emissions

› The site does not use fossil energy or gas: it leads to a 100% reduction in Scope 1 emissions. Energy needs are now covered in part through heat recovery from the production process, significantly improving efficiency. In addition, the installation of solar panels further supports the site's transition to low-carbon energy.

A step towards a more sustainable industry

› Certified BREEAM "Very Good", the site features lower energy consumption thanks to heat recovery systems, and heat pumps.

Focus on scope 3 emissions

› Scope 3 emissions refer to indirect greenhouse gas emissions associated with IDEMIA's value chain activities, but originating from external sources that the company neither owns nor controls.

› In order to identify the most significant emission categories, IDEMIA conducted a carbon footprint assessment for the years 2023 and 2024. This analysis revealed that **Scope 3 accounts for 92% of CO_2e emissions in 2024**, with an emission weight of **524 ktCO$_2$e.** This represents a **13% decrease compared to 2023,** when Scope 3 emissions amounted to 606 ktCO$_2$e.

› The methodology used for Scope 3 emissions accounting follows the recommendations of the GHG Protocol. Given the complexity of Scope 3 emissions, various calculation methods are applied based on the type of data available and the accessibility of relevant sources for each category.

› Following the work carried out for 2023 and 2024, the next steps will focus **on refining the 2025 carbon assessment,** particularly for certain Scope 3 categories, based on previous feedback regarding data quality. **Identifying the most relevant decarbonization levers** will help target the company's main emission sources. These levers will then be further detailed and supported by performance indicators (KPIs) to track their effectiveness. These carbon assessments will be used to **determine decarbonation roadmap** for each Division.

Scope 3 GHG emissions (ktCO$_2$e)	2023	2024	Evolution 2024 vs. 2023
Purchased goods & services	271,0	168,5	-38%
Capital goods	8,3	4,4	-47%
Energy-related activities not included in scope 1&2	14,9	13,8	-7%
Upstream transport	69,2	67,2	-3%
Waste generated in operations	1,9	1,9	+1%
Business travel	15,2	20,9	+38%
Employee commuting	8,2	7,6	-8%
Upstream leased assets	10,1	4,2	-59%
Downstream transport	2,1	1,2	-43%
Use of sold products (physical)	145,1	192, 6	+33%
Use of sold products (digital)	55,5	37,6	-32%
End of life of sold products	4,0	4,0	0%
TOTAL	605,6	523,9	-13%

Note : The following exclusions were applied in «use of sold products (physical)»: Automotive and IoT products for CS, payment cards for PS, driving licenses for IPS, and identity documents for ISI have been excluded.

Regarding the «use of sold products (digital)" the following exclusions were applied : the development phase is already covered under Scope 2.1 (location-based electricity emissions) and Scope 3.1 (purchased goods and services); for hosting, emissions fall under Scope 2.1 if hosted by IDEMIA, or Scope 3.1 if hosted by a third party; end-of-life emissions for hardware cannot currently be assessed due to limited data availability.

Focus on upstream transportation

❯ In 2024, the IDEMIA Secure Transactions Division decided to invest in a **Transport Management System (TMS)**. The integration of environmental criteria into the system was a differentiating factor in the choice of the latter. The additional investment required to add these features gives the Division a complete view of imports and exports from its factories, as well as the associated carbon footprint.

❯ IDEMIA continues to work on increasing the share of sea freight as an alternative to air freight (reducing greenhouse gas emissions by more than 20 times compared with air freight) for the transport of most of the raw materials and components – which include PVC and inlays. At the end of 2024, **75% of the transport volumes of these raw materials and components was carried by sea,** despite a complex operational and geopolitical context.

❯ We have optimized transport by consolidating deliveries between IDEMIA sites and customers. For example, in the U.S., delivery schedules between the factory and bank card personalization centers have been restructured in coordination with carriers to reduce trips while maintaining delivery volumes.

❯ A set of initiatives has been validated with the aim of reducing greenhouse gas emissions linked to the transport of products:

- **A new sourcing strategy for raw materials** is currently being rolled out, with the aim of incorporating geographical proximity criteria into the choice of materials purchased for the Division's activities.

- **Monitoring of the market and regulations** is carried out in order to regularly assess the impact of transport plans in terms of costs and greenhouse gas emissions.

- **Close monitoring of the Division supply indicators for certain raw materials and components** is ongoing. The use of alternative modes of transport compared to air transport is studied on a case-by-case basis to not to waste any opportunity.

- **The roll-out of the TMS within the IDEMIA Secure Transactions Division will continue until 2025** and possibly beyond, in order to have a complete and clear view of the impact of transport. It will help promote the implementation of strong actions to reduce transport-related emissions.

Resource use and circular economy

❯ **Resource inflows and resource outflows have been evaluated as significant contributors to CO_2e emissions for IDEMIA. Over the past few years, significant milestones have been achieved in order to improve product and service design processes.**

❯ **Life Cycle Assessments** (LCA) have been performed in the various product ranges of each Division. In 2024, among others, LCAs were performed on software (IDEMIA MBIS and MBSS) in addition to those done for physical products.

❯ Most of them are conducted by external experts in accordance with the ISO 14040/14044 methodology, allowing to accurately evaluate the environmental impact of our offerings.

❯ These insights point to clear opportunities for improvement, particularly in material reduction and selection, as well as energy efficiency. They now serve as a foundation for guiding our eco-design efforts moving forward.

❯ Key areas include extension of the lifespan of the product, optimization of hardware components to reduce material usage, leveraging on cloud solutions, lowering energy needs during usage, use of recycled materials for the product and optimized packaging.

❯ **Eco-conception** processes are already deployed in part of the organization and are underway for the rest, leveraging the outcomes of the LCAs performed.

❯ It reinforces IDEMIA's commitment to sustainability on digital offerings by optimizing data storage, and algorithm efficiency. These solutions are designed to process only essential data, scale on demand and run on efficient, low-energy platforms, reducing memory, hardware, and power needs, thereby limiting environmental impact while ensuring high performance. Cloud infrastructures are chosen based on strict criteria for energy efficiency and the use of renewable energy. Furthermore, our R&D and IT teams are committed to Green Coding and sustainable software design practices.

❯ This is in addition to the efforts already done in designing hardware products.

❯ Internal tools are under deployment to allow the teams to evaluate product performance in terms of sustainability.

❯ **Responsible supply:** IDEMIA's procurement teams are trained in responsible purchasing practices and systematically apply environmental and ethical standards across the supply chain. All suppliers are required to comply with IDEMIA's Code of Conduct, and robust traceability measures are in place to ensure compliance. 100% of IDEMIA's production sites are ISO 14001 certified, reflecting a strong commitment to environmental management at the industrial level.When EU regulations (WEEE, EAA, DDA) are applicable to its product lines, IDEMIA ensures that electronic products are processed responsibly at end-of-life.

Designing more responsible products

Recycled materials in products

❯ IDEMIA actively promotes optimized product design and the use of recycled materials to reduce the use of virgin resources.

❯ The **GREENCONNECT SIM** card :

- Half-SIM product reduces by half the amount of plastic used and delivered: -30% of CO_2e in the product, lower impact from transportation.

- Use of recycled material: -18% of CO_2e in the product

- Promotion of see freight for the delivery to our customers

❯ 175 million payment cards were produced in 2024 using recycled PVC, demonstrating the large-scale deployment of these practices and the success of the **GREENPAY** offering. All IDEMIA global payment card manufacturing sites are certified to produce recycled PVC cards, ensuring wide geographic reach, regional manufacturing and industrial scalability of sustainable production.

Packaging optimization

❯ Packaging across multiple product lines has been re-engineered to minimize environmental impact through reduced formats, optimized materials and local supply chain.

❯ IDEMIA has redesigned the packaging of biometric devices to make it more sustainable. Products are now packaged in raw recycled cardboard, cushioning foam has been eliminated, and other recycled materials are also used. This eco-friendly packaging is now part of the standard specifications and applies to both new and existing products.

Designing more responsible products

Expected durability of products

❯ IDEMIA designs its products to be robust and long-lasting. **Biometric and road safety** products are developed with a targeted operational lifespan of **5 to 15 years**, depending on usage. This reduces product turnover and contributes to the longevity of deployed systems, especially in highly-demanding security environments.

❯ **Smart card** products for connectivity or payment remain in customer hands for several years: estimated between **3 to 5 years** on average. In the payment industry, product lifespan is defined by the card issuers or payment schemes .

Repairability

❯ Repairability is a central design criteria for biometric and road safety products. They are built with standardized and modular components that facilitate on-site and remote maintenance, promote part reuse, and limit unnecessary waste. This modularity supports inventory optimization and reduces the number of devices needing full replacement in case of malfunction. Maintenance services are available across multiple regions to extend product life without the environmental cost of shipping devices.

Designing more responsible products

Energy consumption reduction

❯ New biometric devices products launched with **38%** reduction in energy consumption with an additional **88%** reduction in stand-by mode (example: VisionPass SP).

❯ Efforts combined with the reduction of the number of components allowing to decrease product consumption and weight, also contributing to reducing emissions related to transportation of the goods.

Sustainability wallet

❯ GREENPAY wallet is an innovative digital solution designed to empower banks and their customers to actively participate in global sustainability initiatives.

❯ Thanks to it banks can boost customer engagement while supporting reforestation, turning banking into a driver for positive environmental and social change.

Digital sobriety and efficiency

❯ Actions launched to optimize our biometric solutions ("MBIS" and "MBSS") to support better resource sizing based on actual usage patterns, helping to minimize databases and digital footprint—thus contributing to reduce energy consumption.

❯ Proactive approach to promote sustainable alternatives to customers between on-premise and cloud-based systems.

Enhanced UX, lowered impacts

❯ IDEMIA secure digital PIN issuance service, is delivering PIN codes via mobile or web with a low carbon footprint and in real time. With 40 million e-PINs sent since 2021, it significantly reduces CO_2 emissions compared to paper-based PIN mailers.

Cardboard for SIM cards

❯ APOCa product is built with an ABS SIM plug on a cardboard body: it enhances product recyclability by enabling mobile subscribers to easily dispose of their cardboard SIM card supports through curbside collection.

❯ APOCa has also been optimized to use a half-credit-card-sized cardboard format, reducing raw material use in line with our sustainability strategy.

Inclusion by design – Products

❯ IDEMIA has developed a series of innovations such as the Touch Card making it easier for the blind and visually impaired people to access means of payment, in compliance with various European and international regulations such as the European Accessibility Act (EAA) , the Americans with Disabilities Act (ACA) and the Disability Discrimination Act (DDA) in Australia.

Inclusion by design – Solutions

❯ Our Digital ID solution is equally accessible to all citizens. The New York mobile ID application was designed with IDEMIA's most advanced features to improve usability for all residents. The customer and IDEMIA teams collaborated to make significant user experience improvements including enhancements to screen reader compatibility, adjustable text and contrast, voice command, keyboard navigation, and much more.

Certifications

❯ ICMA EcoLabel Standard Program: since 2023 for all "GREENPAY cards".

❯ Underwriters Laboratories (UL) Environmental Claim Validation (ECV) for all "GREENPAY cards" since 2020.

❯ CEC (Card Eco-Certification) certified by Mastercard for GREENPAY and GREENPAY planet payment cards.

❯ Underwriters Laboratories (UL) Environmental Claim Validation (ECV) for "Smart Metal Art" ; "Ultimate Metal Art" and "Smart Prime Cards".

External stakeholders

Progress overview - External stakeholders

›IDEMIA recognizes that the partnerships we enter can both positively and negatively impact our achievements and reputation. IDEMIA conducts its external stakeholder relationships with consideration of our customers and partners' needs and concerns, including CSR topics.

Objectives	2024 Progress
›Increase the number of key suppliers audited by EcoVadis over 80% from 2023	›In 2024, 86% of key suppliers were assessed by EcoVadis versus 57% in 2020. ›88% of the assessed suppliers were meeting IDEMIA's threshold score. ›In case threshold is not reached, IDEMIA is aiding and support to the supplier for setting up corrective actions to allow scoring improvement.
›Assess Scope 3 emissions throughout our supply chain	›Since 2019, CSR topics have been integrated into the Purchasing Academy, the training program dedicated to buyers. In 2023, a training on Greenhouse Gas emission principles has been deployed across all buyers. In addition, buyers also participate in IDEMIA's e-learning courses. ›Purchasing team has driven the evaluation of the major suppliers, annual updates are requested.
›Push internal and external CSR communication	›Throughout the year, we maintained ongoing communication with external stakeholders, updating them on our CSR initiatives and involving them in the materiality assessment performed. ›70% of respondents to the customer survey are aware of our CSR strategy and 72% are satisfied or very satisfied. ›Dedicated communication plans are performed in each Division of the Group with the deployment of initiatives such as Newsletters of Impact Academy.

›Through these actions, IDEMIA engage with the whole value chain in which the company is operating.

Engaging with suppliers

❯ Supply chain risk management

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

- This mapping is reviewed at least once a year with purchasing managers to incorporate potential new risks, the probability of occurrence, the impact and level, the action plan and the risk reduction objective as well as reassess the risks already identified and the relevance and effectiveness of the action plan.

- CSR risks are identified from operational CSR assessment data, considering the prioritization of suppliers, internal or third-party audits (or customers audits), supplier audits and supplier performance reviews, legal and media monitoring and expectations of other stakeholders.

- **53 supplier audits** in 10 countries were conducted by the supplier quality team in 2024 combined with regular screening of the supplier database and decision on the actions to perform if any risk is identified.

❯ Supplier Code of Conduct

- The Supplier Code of Conduct has been developed with reference to prevailing international standards such as the ILO (International Labour Organization) 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 suppliers' adherence to the Code of Conduct principles.

- The Supplier Code of Conduct now also integrates IDEMIA's expectations towards greenhouse gas emissions data and roadmap for reduction. The Purchasing Quality Team assesses whether basic CSR principles are applied during on-site audits.

Focus on supplier CSR performance

❯ IDEMIA assesses social, environmental and ethical behavior throughout its supply chain

- To monitor the CSR performance of our suppliers and manage supply chain risk, IDEMIA has extended its partnership with EcoVadis, which offers a simple, easy to use service for suppliers 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, 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-up. Supplier scores are categorized from High Opportunity to High Risk. The CSR Performance Score is integrated into the scorecard utilized during the Supplier Performance Review.

- Corrective action plans are launched for low scoring suppliers, enabling IDEMIA to monitor and address supply chain CSR risks. Next steps are initiated where reassessments following corrective actions still do not meet IDEMIA's expectations.

- End of 2024, more than 83 % of assessed suppliers were meeting IDEMIA's threshold score. Those that did not are working on the agreed set of corrective actions and will be re-evaluated to ensure progress targets are met.

❯ Key progress on responsible procurement in 2024

Sustainable Procurement Indicators	2024 performance
› % of key suppliers that have signed the sustainable procurement charter/supplier code of conduct	90%
› % of key suppliers that have undergone a CSR on-site audit	75%
› % of buyers across all locations who have received training on sustainable procurement	100%
› % or number of audited/assessed suppliers engaged in corrective actions or capacity building	100%
› % of key suppliers that have gone through a CSR assessment (e.g. questionnaire) – EcoVadis	86%

Note : ISI Division is excluded from this figures

Engaging with customers

❯ **Customer relations**

- The main engagement with customers and channel partners is led by sales teams and business lines across the organization. IDEMIA does not have a direct relationship with consumers or end-users. Such relations are managed through our customers.

- The offerings delivered have positive impact by providing consumers the way to be authenticated, enabling them to communicate, pay and access to locations and services both in the physical and digital world.

- Although we do not have direct interactions with end-users, we are committed to protecting data and ensuring responsible technology use across our operations. Our internal governance includes comprehensive policies addressing privacy, cybersecurity, intellectual property, and the ethical use of emerging technologies.

- As part of the **annual customer survey,** customers are requested to provide a feedback on our CSR strategy, comments and ranking of the most important topics for them.

- Beyond CSR topics, this survey allows us to get an evaluation of their overall satisfaction and feedback in multiple aspects.

- Customers have also contributed to the evaluation of the materiality of CSR impacts, risks and opportunities through interviews.

❯ **Customer ranking, importance of CSR topics**

1	Environment
2	Ethics
3	People
4	External Stakeholders
5	Communities

People

Employee engagement insights – « I Speak Up » survey highlights

Our annual survey

❭ Every year, IDEMIA reinforces its commitment to employee listening through its annual **"I Speak Up"** survey. This questionnaire covers key topics such as employee engagement, understanding of strategy and trust in management.

❭ With tailored analysis, the survey helps identify specific priorities and shape action plans accordingly. The fully anonymized responses are reviewed by HR teams and managers to implement targeted improvements across 13 categories.

IDEMIA Secure Transactions

87%

of IST employees feel engaged, a figure above the high-tech industry average. This reflects our shared commitment to fostering a positive work environment where everyone feels valued, energized and motivated to be their best.

IST employees also expressed satisfaction with their Workload & Flexibility.

At IDEMIA Secure Transactions, employees are empowered to adopt and maintain a healthy work-life balance, supported by a corresponding level of work flexibility and the aim of distributing the workload fairly among team members.

IDEMIA Public Security

84%

of IPS employees shared positive feedback on our IDEMIA Collaboration and Teamwork Index. IPS employees also expressed satisfaction with their ability to share ideas and collaborate, and they believe that teamwork across teams is strong.

IPS employees are highly satisfied with the support provided by management to help improve their performance. 83% of satisfaction demonstrates consistency over time and is aligned with the results of last year.

Listening to our employees

A foundation for engagement and environment that encourages speaking up

❯ Every year, IDEMIA places active listening at the heart of its employee engagement strategy, reinforcing it as a core driver of organizational transformation and social responsibility. Through the global **I Speak Up** survey, we provide employees across all entities a platform to express their experiences, perspectives and expectations. The survey in Q1 2025, achieved an impressive **participation rate (85% at IST, 81% at IPS),** providing us with valuable insights into how our teams perceive the workplace across key dimensions such as engagement, ethics, inclusivity, learning and innovation. In addition, pulse checks are performed on demand.

A high level of employee engagement

❯ The survey results revealed a strong and widespread sense of engagement across the organization. More than **8 out of 10** employees reported feeling motivated, energized and actively involved in their daily responsibilities. This engagement is fueled by a shared understanding of the company's strategic direction and the individual contributions that support it. The responses highlight a corporate culture that values purpose, teamwork and alignment between personal roles and broader company objectives.

A collaborative and welcoming workplace climate

❯ Collaboration and teamwork emerged as one of the strong pillars of the IDEMIA workplace. Employees recognized the value of integrating diverse perspectives into everyday decision-making and team dynamics. This inclusive culture not only enhances collective effectiveness but also drives long-term cohesion and a shared sense of belonging.

A strong focus on learning and career development

❯ Continuous development remains a priority at IDEMIA. Employees have a growing availability of structured learning opportunities, including **Learning Journeys,** access to an e-learning platform, increased career progression visibility through career framework and career development resources tailored to different roles or career stages.

In 2025, IST will organize **Career Unlocked**, an internal event to promote internal mobility, focusing on employee aspirations and career advancement opportunities.

These initiatives and career conversations supported by clear guidance and strong managerial involvement, are helping employees progress professionally while contributing to the company's collective performance. The emergence of a **culture of continuous** learning plays a key role in both individual fulfillment and organizational success.

Focus on balanced teams

Focus on promoting balanced representation

❯ While IDEMIA values all kinds of diversity, gender is one type of diversity that we can monitor across all the countries in which we operate. Thus, balanced gender representation is among the ambitions of our CSR program.

❯ The following objectives are aligned with our DEI statement:

• Increase the number of women in our workforce from 31% in 2022 to 34% in 2025

The 2.7 percentage points progression (33.7%) reflects two key focuses: we recruited more women and the attrition rate among women is lower throughout the organization.

• Increase the number of women in all management positions at IDEMIA from 24.7% to 29%

❯ Through our people processes, we encourage managers to increase diversity within the talent pool to better address future opportunities within their teams. Throughout 2024 we increased the number of women in management positions by 1 point.

• Increase the number of women in tech (engineer positions) from 15.5% to 19%

❯ This indicator remains stable compared to last year, which represents a significant improvement compared to 2019.

Note: for services provided to the United States Government, IDEMIA Public Security complies with all applicable United States laws, regulations, and Executive Orders related to diversity in hiring, and ensures that all hiring is merit-based and no quota-based hiring is applicable within the United States.

Workforce breakdown

HEADCOUNT [1]	MALE	FEMALE	OTHERS[2]	TOTAL
Permanent employees	8604	4272	4	12880
Temporary employees [3]	1231	740		1971
Leavers [4]	1704	856		2560
Hires [4]	1233	788	1	2022
<30 years (permanent employees)	1342	756		2098
30-50 Years (permanent employees)	5183	2497		7680
>50 years (permanent employees)	2079	1019		3098
AGE MISSING			4	4

Breakdown of women representation by role

CATEGORY	HEADCOUNT	%
Total	5,018	33,7%
Women in Tech	776	18,1%
Management position	551	25,7%
Executive Committee [5]	6	19%

❯ Our HR guidelines emphasize consistent recruitment procedures which are merit-based, valuing diversity of thoughts and fostering an inclusive environment. We welcome applicants from all backgrounds without discrimination based on age, religion, race, gender, national origin, ethnicity, marital status, sexual orientation, or any other characteristic. These principles aid in attracting top talent to the IDEMIA team.

(1) headcount refers to the headcount at the end of the year
(2) includes also not reported gender
(3) included fixed term + apprentice + trainee
(4) includes permanent and fixed term
(5) consolidate the number and percentage of women in the executive committees of the three Divisions

Investing in management and talents

❯ As people management continue to evolve—driven by the rise of remote work, automation, and shifting employee expectations—**relationships between employees and managers has become increasingly human-centered, empathetic and collaborative.**

❯ To support this shift and foster leadership excellence, IDEMIA launched the **INSPIRE Program** in collaboration with **INSEAD**, one of the world's top executive business schools. This four-month global development journey was designed to **align over 1,700 managers** around a common managerial culture, while building a community of peers engaged in shared learning and mutual support.

INSPIRE combines approximately 42 hours of learning per cohort:
● **Pre- and post-assessments**
● **Online modules and live virtual sessions with INSEAD**
● **Peer-to-peer learning experiences**
● **Individual coaching**
● **A personalized action learning plan**

❯ The program targets **leaders, program managers, and most of the people managers** and culminates in a learning experience that enables our managers to operate aligned with our values. Participating employees receive a certificate from INSEAD and IDEMIA.

❯ With six cohorts of 200 managers each, INSPIRE reflects IDEMIA's strong commitment to developing consistent and impactful people management practices crucial to talent engagement, internal mobility, and long-term business success.

Looking ahead: supporting our managers in 2025

❯ In 2025, IDEMIA will build on this momentum with the launch of a new training program specifically designed for first-time managers or those joining IDEMIA directly in a managerial role. The goal is to help them better understand our culture, our organization, and the way we work, while equipping them with the key skills needed to succeed in their new role. We firmly believe that strong, well-supported leadership is essential to collective performance, which is why we continue to invest in our managers from day one.

Empowering continuous learning

❯ In 2024, IDEMIA launched a new company-wide learning initiative aimed at promoting a culture of continuous and self-directed learning. This initiative was designed to raise awareness about the importance of ongoing skill development and to encourage employees to take ownership of their personal and professional growth.

❯ The program also aims to accelerate the upskilling of all employees by focusing on the development of key priority skills that support the company's strategic goals.

❯ To support this ambition, IDEMIA introduced Learning Journeys, a fully digital training experience accessible to all employees via a dedicated training platform. These journeys are built by IDEMIA's internal experts and are available anytime, anywhere. They provide targeted learning opportunities tailored to the evolving needs of the workforce and are centered around priority skill areas.

Communication & Collaboration	**Project Management**	**Finance for Non-financials**
GenAI	**Diversity Equity & Inclusion – All Employees**	**Diversity Equity & Inclusion – Managers**

❯ Workshops on boosting careers at IDEMIA were also created, as well as another on driving career conversations with an external provider.

❯ Additional sessions for Managers were also proposed, with specific content to accompany and support team members in their career journey at IDEMIA.

Social dialogue

❯ At IDEMIA, we recognize that open, transparent, and constructive social dialogue is essential to fostering an engaged and agile organization.

❯ We are committed to encouraging our employees and their representatives to actively participate in shaping engagement and well-being initiatives, contributing to a workplace culture that prioritizes inclusion, fairness, and continuous improvement.

❯ We encourage employee engagement through keeping our workforce and their representatives informed about key initiatives and providing opportunities to share feedback and perspectives on working conditions, career development, and well-being. Through structured dialogue and through providing active feedback (for example, through our 'ask me anything' discussions with senior leaders) employees play an active role in improving our policies and programs.

Our commitment to social dialogue is built on the following principles:

❯ **Active Employee Participation:** We facilitate regular engagement forums, including town halls, focus groups, and employee surveys, to encourage open communication on workplace experiences, well-being concerns, and professional development opportunities. These collectively build a culture of open feedback.

❯ **Collaboration with Employee Representatives:** IDEMIA values the role of employee representatives and work councils in initiatives that support workforce well-being and engagement. Representatives are involved in performance reviews, where they assess Key Performance Indicators (KPIs) related to employee engagement and well-being. In addition to providing feedback on our KPIs, they actively participate in improvement action plans and play a key role in monitoring and following up on their successful implementation, aiming that these initiatives lead to improvements for employees. Currently, we have 23 primary employee representatives in the European Work Council (EWC), and our KPI is to have an EWC representative for every country where we operate in Europe with a presence of more than 30 employees.

❯ **Well-being and Health Support:** We implement structured well-being programs addressing physical, mental, and emotional health, encouraging employees to access wellness initiatives, psychological support, and flexible work arrangements that promote work-life balance.

❯ **Transparency and Accountability:** As part of our sustainability and ESG commitments, we integrate employee feedback into corporate reporting, allowing workforce concerns and well-being priorities to be reflected in our CSR disclosures.

By reinforcing social dialogue, IDEMIA strengthens trust and fosters inclusivity, to keep our employees at the core of our business success. Our ongoing commitment to employee engagement and well-being aligns with our Ethics Charter's guiding principles of respect, trust, and integrity, aiming for a responsible and sustainable future for all employees. Furthermore, the culture of feedback that we have created in partnership with our social partners is a core source of our 'sustainable engagement' – the scores of which compare well with the technology norm group.

Focus on disability initiatives

❯ **This year, numerous initiatives were carried out at our corporate office to raise employee awareness about disability issues and promote a more inclusive culture.**

May & July 2024

Inclusive management

87 managers took part in disability awareness workshops. The aim of these training sessions was to develop a better understanding of the concept of disability in all its forms, to provide managers with the levers they need to encourage the employment, integration and retention of employees with disabilities, and ultimately to fully adopt the posture of the inclusive manager.

June & October 2024

Han/Situation

During lunch break, an immersive workshop was organized to help employees, even briefly, to step into the shoes of people with disabilities, the majority of which are invisible.

The aim was to promote a better understanding of the impact these situations can have on everyday life, and to encourage a more inclusive posture in the workplace.

Since July 2024

Refruiting

Since July 2024, we have had a partnership with Refruiting, a disability-inclusive company. Fruit baskets delivered to our premises are prepared by disabled employees, promoting their professional integration while contributing to the well-being of our teams.

September 2024

Diversity Fresco

Inspired by the pedagogy of the "Climate Fresk", the "Diversity Fresco" is a collaborative workshop designed to raise awareness of the cognitive mechanisms behind discrimination.

This time of exchange enabled participants to explore ways of reducing discrimination, and to debate the issues and limits involved, while acquiring a common vocabulary to foster constructive dialogue and encourage a more inclusive environment.

Building an inclusive workplace

❯ Supporting our employees means taking concrete action for their well-being, safety and inclusion. Our initiatives in favor of inclusion, well-being and personal development demonstrate our commitment to creating a safer, fairer and more fulfilling working environment for all.

❯ To support employee well-being and encourage a proactive approach to personal development, IDEMIA continues to roll out monthly well-being themes throughout the year. Each month highlights a specific topic, ranging from financial management to healthy sleep habits. The program includes concise articles with practical tips and resources, free online webinars (with recordings available after each session), and local initiatives that complement the global offering. For example, throughout 2024, we covered topics such as "There is no planet B", "Women's health" and "Waking up refreshed".

❯ The IDEMIA India Foundation is committed to fostering a safer and more inclusive work environment for women, especially blue-collar workers who often face transportation challenges. To support them, the Foundation has deployed three electric carts for free transportation within the economic zone, where no public transport is available. Covering the long distance from the main gate to workplaces, this service benefits hundreds of women daily, significantly reducing their commute time.

❯ As we do every year, to measure our progress in this area of diversity and inclusion, we assess a Diversity, Equity and Inclusion Index (DEI) in the annual survey of the IDEMIA Secure Transactions Division. In 2024, it reached 86%.

❯ It illustrates the organization's dedication to fostering an environment where inclusion thrives within our teams.

Note: for services provided to the U.S. government, IDEMIA Public Security complies with all applicable laws, regulations and presidential decrees in the United States relating to diversity in recruitment, and ensures that all recruitment is based on merit, without the application of quotas in the context of hiring in the United States.

Focus on «WIN» employee resource group

WIN
Women in IDEMIA Network

❯ Founded in 2019, this Employee Resource Group is supporting professional and leadership development of women in the company, establishing a network for strong peer support through mentorship.

❯ In 2024, the team at our Bucharest site welcomed ten young female students for an immersion into the heart of our activities. This half-day of discovery and exchange was punctuated by a guided tour of the offices, inspiring encounters with our employees and enriching discussions on possible career paths in tech. A great initiative to nurture the ambitions of the new generation.

❯ To mark International Women's Rights Day on March 8 and 9, 2024, four women took part in a hackathon organized at the École Nationale Supérieure de l'Électronique et de ses Applications (ENSEA). This high point highlighted the essential contributions made by women in the fields of engineering and technology, through a collaborative and stimulating challenge, symbolizing innovation in the service of equality.

❯ At the Journée du Numérique organized by Courbevoie's ECollectif, our female employees brilliantly showcased their passion and expertise. Through rich and authentic exchanges, they shared their inspiring career paths, illustrating the diversity and richness of professions linked to innovation, tech and digital identity. A great opportunity to encourage vocations and promote the commitment of women in these fast-changing fields.

❯ As part of the "Journée de l'Orientation" event also organized by the Courbevoie ECollectif, six of our female employees went out to meet middle-school students to help them discover the careers of the future. By recounting their personal experiences in key sectors such as innovation, technology and cybersecurity, they were able to arouse the curiosity of the youngsters and inspire them to dare, discover and explore new career paths.

Protecting our people

Occupational health and safety

❯ Seeking to achieve zero injuries at our sites, IDEMIA is committed to safeguarding the health and safety of our employees at their place of work and during business travel; and strives to create a strong culture of prevention with clear definitions and communication of health and safety responsibilities through the company Health & Safety Manual. Health and safety behavioral expectations apply to the whole company, whatever the activity, wherever the facility, whomever the employee is, those on permanent and fixed-term contracts, agency workers, and/or temporary staff and contractors. IDEMIA's Integrity Line exists as a reporting mechanism for concerns, including those related to health and safety. Employees are encouraged to use this process in good faith without fear of reprisal.

❯ IDEMIA addresses situations with the potential for accidents or injuries, including handling hazardous substances, emergency procedures, working at height, manual handling and repetitive actions. Health and Safety managers regularly assess risks in production and office environments, incorporating evaluations during the integration of new equipment and industrial procedures. Results are shared with management to introduce appropriate controls and mitigate potential risks.

11 IDEMIA sites were certified ISO 45 001 in 2024

	2019	2020	2021	2022	2023	2024
Number of injuries in manufacturing sites	32	24	22	14	27	19
Occupational injury frequency rate in manufacturing sites	3.4	2.6	2.8	1.9	3.9	3.7

Note: ISO 45001: international standard for occupational health and safety management systems.

Security of our employees

❯ IDEMIA is committed to protecting all our assets from physical threats such as our buildings, our products and our equipment as well as the most valuable of all: our people. With this in mind, in 2021, the Group Security Department reviewed the physical security-related requirements accordingly, to ensure the optimum level of security for all IDEMIA's assets. Available on the intranet, the Group Physical Security Policy is a global guideline and each of our sites, in relation to concerned Divisions' Security Officer, oversees translating it into a local physical security policy.

Engaging with local communities

Community actions driven by local teams

> IDEMIA's impact on society extends beyond its customers and employees. In 2024, more than 50 community actions were completed, involving over 3,000 employees. World Cleanup Day and International Women Day initiatives were carried out globally. Laptop donations initiated in 2023 have now been adopted in different regions.
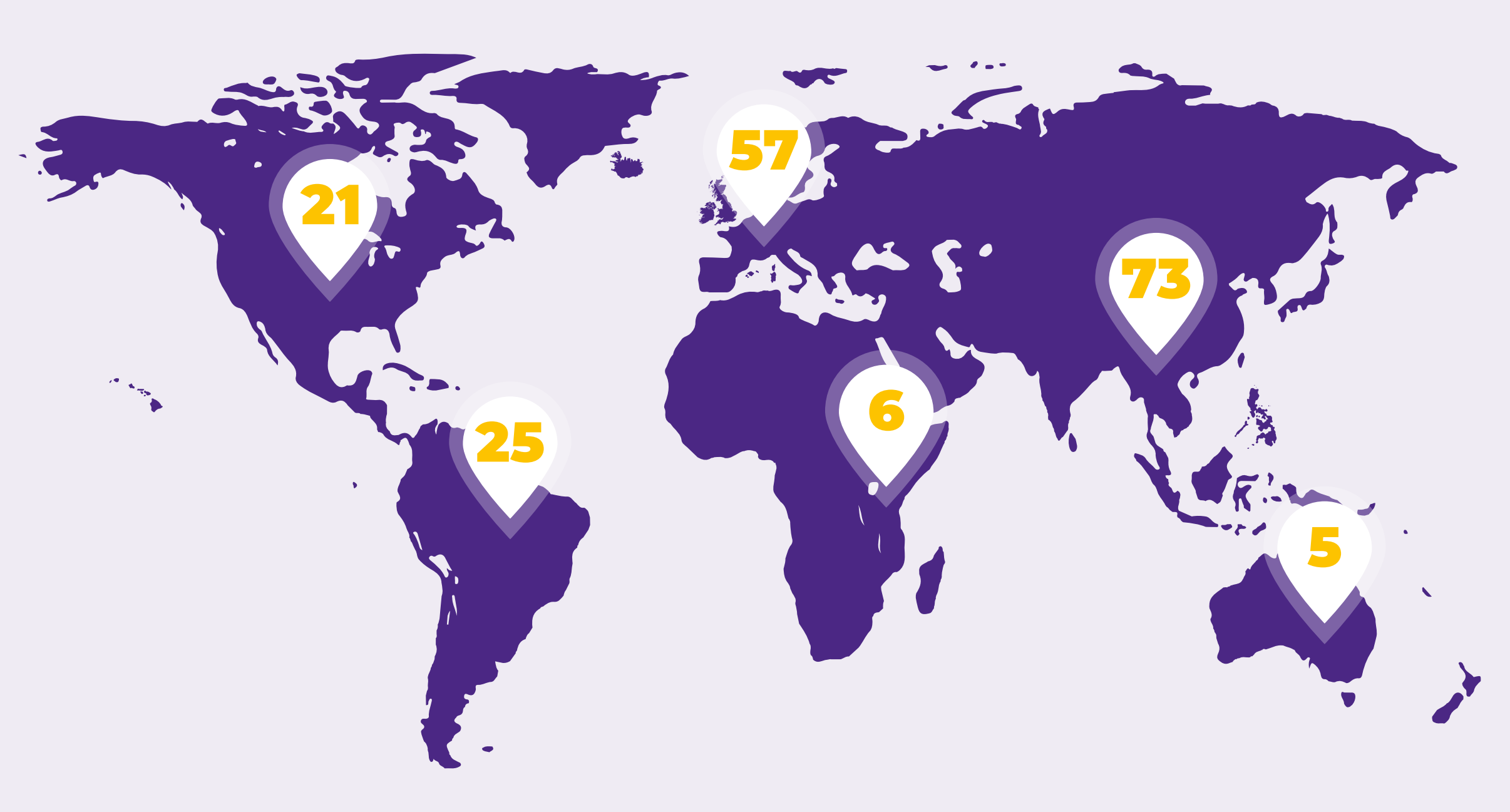
Asia Pacific
- Blood donation
- Campaign for mother's day
- Laptop donation
- 6K for water
- IDEMIA Dad's can cook
- Lunch & Learn
- Climate Fresk Workshop
- Celebrating First Nations Culture
- CSR Flag Day

Europe
- Clothing drive
- Food collection
- Laptop donation
- IDEMIA Charity Picnic
- Saint Nicholas' Day
- IDEMIA's Christmas Wish Project

Middle-East Africa
- Rare Disease Day & Awareness
- Heat Wave Relief & Awareness Camp
- 6K for Water

India
- Foundation skilling center
- Community Care
- Pink Carts for female workers
- Biodiversity park

Latin America
- Solidarity Christmas
- Health week
- Breast and prostate cancer campaign
- Participation in COP-16
- Biodiversity inventory
- Inauguration of a recycling station
- Environment in Schools Program

North America
- Food and toy drive
- Blood donation
- Thanksgiving Meal Boxes
- Professional Attire Clothing Drive

Act for good locally

Europe

❯ **Food collection:** In Spain, employees were encouraged to donate non-perishable food items. Items were collected at the office and delivered to the city's Solidarity Dining Hall, where they were distributed to individuals and families in need.

❯ **Laptop donation:** The Łódź site donated computers three times, including to flood-affected schools in October 2024.

❯ **Charity picnic :** As part of an annual tradition, the Łódź office organized a charity picnic, bringing together employees and their families to raise funds for selected organizations.

North America

❯ **Food and Toy drive :** The North America team collected non-perishable food and toys for North Carolina families who suffered loss due to the hurricanes that ravaged the region.

❯ **Pink October :** In the U.S., the Women in IDEMIA Network (WIN) encouraged employees to share messages of support on SharePoint and promoted breast cancer awareness through resources and a custom sticker. Participants were entered into a gift card drawing. Additionally, they raised funds for the American Cancer Society to support breast cancer research and patient care.

Latin America

❯ **Biodiversity inventory:** In Colombia, a biodiversity study was carried out at our manufacturing site to support ecosystem preservation.

❯ **Solidarity Christmas:**
- In Colombia, a festive event was held for children of ECOGENESIS recyclers.
- In Peru, employees shared joyful moments with children during year-end celebrations.

❯ **Environment in Schools Program in Brazil:** As part of the Environment in Schools Program, the Brazilian team organized campaigns to collect used cooking oil for recycling. The proceeds help improve school facilities. Volunteer employees also visit schools to give environmental talks and raising awareness.

Act for good locally

Middle-East Africa

❯ **Rare Disease Day:** In Pakistan, an awareness campaign on rare diseases was organized, during which employees painted their thumbs in one of four designated colors to symbolize the diversity and uniqueness of rare conditions. Photos and videos were taken to capture each participant proudly representing their chosen color, helping to visually convey the concept of "rare."

❯ **Books and calculator donation:** In South Africa six boxes of books were donated to schools. In addition, calculators were awarded to the top learners in recognition of their academic excellence. Through this initiative, IDEMIA contributed to empowering young people and promoting academic achievement, placing education at the heart of its social responsibility efforts.

Asia Pacific

❯ **Laptop donation:** The Shenzhen site donated laptops to support educational learning activities in China. The Singapore site gave also laptops to the Helping Hand Organization of Singapore.

❯ **CSR Flag Day:** IDEMIA Singapore organized a fundraising event known as «Flag Day,» a long-standing tradition in Singapore where volunteers collect public donations in exchange for small symbolic stickers called "flags." The initiative supports social causes while promoting solidarity and civic engagement. Participants contributed their time and energy, making it a meaningful day that also fostered team spirit and cooperation.

India

❯ **Community Care:** The IDEMIA **India Foundation** has installed an accessible water dispenser, providing a vital source of safe drinking water, especially crucial as summer temperatures in India reach up to 48°C.

❯ **Pink Carts for Female workers:** To support women, especially those who are facing transport challenges, the IDEMIA India Foundation has made three electric golf carts available for free daily transportation within the local economic zone where public transit is lacking. This service benefits hundreds of women by easing their commute and ensuring a safer, more inclusive work environment.

Focus on Sustainable development week

❯ In **September and October 2024**, team members in many locations took part in the **Sustainable Weeks**, a series of initiatives designed to strengthen our commitment to sustainable development.

World Cleanup Day

❯ For the third year in a row, IDEMIA organized a Group Volunteering initiative as part of the World Cleanup Day.

❯ **53 locations** joined the initiative all around the world gathering nearly **1,000 employees** to clean up litter from rivers, beaches, parks, forests, streets, historical sites and many more.

❯ At some sites, families were also been invited to take part in this initiative, thus extending the scope of committed stakeholders beyond IDEMIA employees.

Sustainability webcasts: learn, be inspired, take action

❯ Several internal webcasts were hosted throughout the Sustainable Weeks, offering valuable insights into our sustainability efforts and empowering teams to act:

- **CSRD & Carbon Assessment:** provided a comprehensive overview of our carbon footprint and explored how the CSRD regulation is shaping our business and client relationships.

- **Eco-Design:** a deep dive into Life Cycle Assessment and its critical role in acting on carbon impact of our products.

- **New materials for smart cards:** a forward-looking session on our innovations in using new kinds of materials in partnership with our supply chain.

6K for water: running for a meaningful cause

❯ Another highlight of the Sustainable Weeks was the 6K for Water run, organized in collaboration with the NGO Vision du Monde.

❯ Each kilometer run by our employees contributed to projects providing clean drinking water to communities in need.

❯ This meaningful initiative, combining health, solidarity, and real-world impact, brought together nearly **200 employees** for the first edition we did, focusing on few sites.

Focus on the IDEMIA India foundation
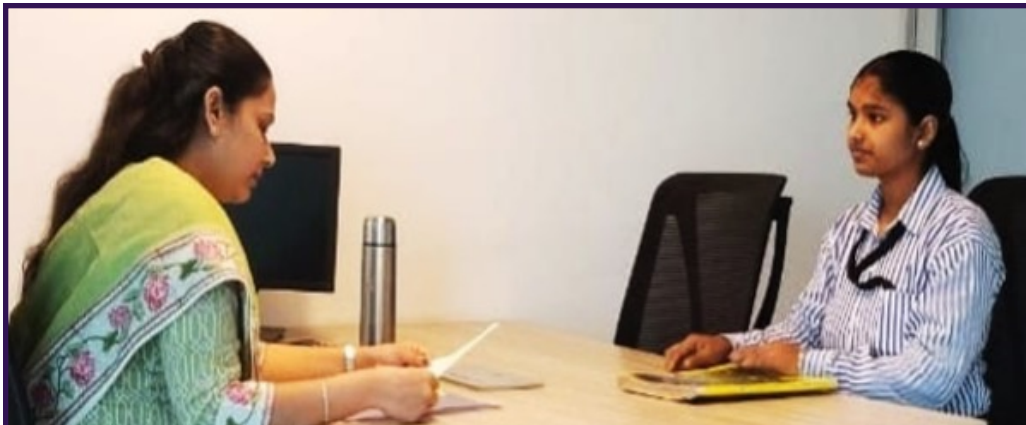
Inclusive futures via skilling with special focus on women

> **Skilling Programs** empowering under-privileged youth with a specific focus on women. +50% female participation (main topics: Data Management, Data Analytics, Tech Support).

> **Employability upgraded** with a partnership with **Microsoft** certified courses: Microsoft Azure Basic Data Analytics, Office 365 and LinkedIn Digital Learning Sessions.

480	**85%**	**92%**
Number of students graduated	Target of employment	Employment achieved
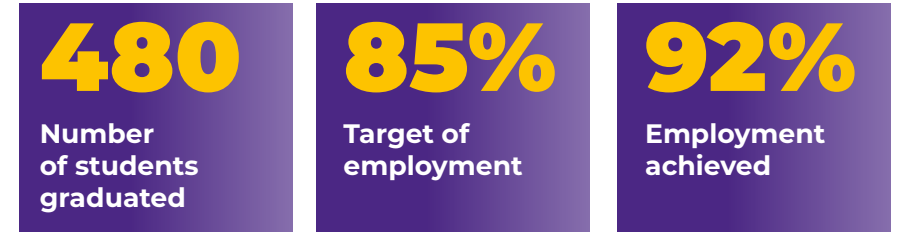
I always believed that if I kept working hard, one day my destiny would change. And it did with the support of the IDEMIA India Foundation. My life, and my family's life, has truly transformed.

Vinod

The beginning
Grew up in a poor farmer family with 2 younger sisters, faced a lot of financial challenges.

Struggle in Delhi
Moved to Delhi in 2018 ; worked odd jobs to support himself, COVID-19 forced him to return home.

Hardship in Noida
Returned to Noida in July 2020, took up multiple jobs (grocery store, online food delivery) but did not earn enough to support himself and family.

Turning point
In Aug. 2023, while delivering food to IDEMIA, learned about skill development program. Enrolled in training in Oct. 2024 under **IDEMIA India Foundation.**

Transformation through training
Developed technical skills and corporate soft skills. Faced initial rejections but persisted through mock interviews and training.

Career breakthrough
Secured a job at Big Language Solution as a Desktop Publishing Operator. Doubled the family income and is now able to support his sisters' educations.

Focus on IDEMIA India foundation

Environment actions addressing climate change

❯ Development of a **biodiversity park** on a former industrial dump yard.

❯ Impact: planting 15,000 diverse trees creates a biodiversity park while implementing water recharge pits, fostering ecological resilience and sustainability.

Community care initiative for positive impact

❯ Providing battery-operated carts for safe and reliable transit for women, primarily blue-collar workers, within economic zone, which lacks public transport.

❯ Impact: enhancing mobility, ensuring safer commutes, increasing workforce participation, and improving accessibility within the zone.

Walking for hope, supporting cancer awareness

❯ Collaborating with CanSupport to organize a cancer awareness walk, with more than 100 IDEMIA employees participating to spread awareness and show solidarity.

❯ Impact: strengthening cancer awareness, encouraging early detection and fostering community support.

Clean water, better lives

❯ Installing portable water facilities near IDEMIA offices and factories to provide safe and clean drinking water.

❯ Impact: Improving health, hygiene, and well-being for the local community, ensuring access to a basic necessity.

Health first - breast cancer awareness

❯ Conducting cancer and health screenings for blue-collar women workers in manufacturing sites while spreading breast cancer awareness.

❯ Impact: More than 500 workers got their health checkup. For many, it was their first experience of receiving professional healthcare services.

Annexes

Environmental data by Division

ENVIRONMENT DATA	2022	2023	2024
Direct emissions Scope 1 (ktCO$_2$e)			
Group	1,6	2,4	1,9
IST	**1,0**	**1,2**	**0,9**
IPS	0,4	0,8	0,5
Indirect emissions Scope 2 (market based) (ktCO$_2$e)			
Group	36,1	32,7	30,9
IST	**31,2**	**27,8**	**25,8**
IPS	1,0	0,8	0,8
Scope 1 & 2 market-based emissions (ktCO$_2$e)			
Group	37,7	35,1	32,8
IST	**32,2**	**28,9**	**26,7**
IPS	1,4	1,5	1,4
Absolute carbon intensity (ktCO$_2$eq/Bn€)			
Group	13,9	11,9	11,6
IST			**19,2**
IPS			1,4
Water consumption (km3)			
Group	104,2	113,9	106,3
IST	**79,9**	**95,7**	**87,8**
IPS	5,8	6,9	6,1
Scope 3 emissions (tCO$_2$e)			
Group	N/A	605,6	523,9
IST			
IPS			

Note: Group includes the 3 Divisions. Details on the 2 main Divisions IST and IPS are provided here.

Sustainable procurement data by Division

SUSTAINABLE PROCUREMENT DATA 2024	GROUP	IST	IPS
% of buyers across all locations who have received training on sustainable procurement	100%	100%	100%
% of key suppliers that have signed the sustainable procurement charter/supplier code of conduct	90	90	90
% of key suppliers with contracts that include clauses on environmental, labor, and human rights requirements	N/A	N/A	N/A
% of key suppliers that have gone through a CSR on-site audit		75%	N/A
% of key suppliers that have gone through a CSR assessment (e.g. questionnaire) – EcoVadis	86%	91%	73%
% or number of audited/assessed suppliers engaged in corrective actions or capacity building	100%	100%	100%

Note: Group includes the 3 Divisions. Details on the 2 main Divisions IST and IPS are provided here.

Steps towards a balanced workforce

EXCOM	IST	IPS
MALE	6	10
FEMALE	3	2

IST

HEADCOUNT KPIS	CONTRACT TYPE	FEMALE	MALE	OTHERS	TOTAL
Permanent Employees	Permanent	2619	4880	1	7500
Temporary Employees	Fixed Term	612	1039		1651
Temporary Employees	Fixed Term + Apprentice + Trainee	676	1149		1825
Hires	Permanent + Fixed Term	508	763	1	1272
Leavers	Permanent + Fixed Term	548	1070		1618
Employees Age <30 years	Permanent	464	802		1266
Employees Age 30-50 years	Permanent	1589	3102		4691
Employees Age >50 years	Permanent	566	976		1542
Employees Age Missing	Permanent			1	1

IPS

HEADCOUNT KPIS	CONTRACT TYPE	FEMALE	MALE	OTHERS	TOTAL
Permanent Employees	Permanent	1042	2498	1	3541
Temporary Employees	Fixed Term	30	26		56
Temporary Employees	Fixed Term + Apprentice + Trainee	52	61		113
Non guaranteed hours employees	-	-	-	-	-
Hires	Permanent + Fixed Term	193	300		493
Leavers	Permanent + Fixed Term	207	391		598
Employees Age <30 years	Permanent	201	366		567
Employees Age 30-50 years	Permanent	530	1370		1900
Employees Age >50 years	Permanent	311	762		1073
Employees Age Missing	Permanent			1	1

Note: Group includes the 3 Divisions, details on the 2 main Divisions IST and IPS are provided here

Ethics & governance data by Division

ETHICS & GOVERNANCE DATA	2023	2024
Number of IDEMIA employees who passed the anti-corruption e-learning Group IST IPS	2553 1512 771	3058 1763 901
Number of IDEMIA employees who pass the anti-trust e-learning Group IST IPS	2848 1470 913	3261 1603 1050
Number of IDEMIA employees who passed the export control e-learning Group IST IPS	3032 1577 998	3287 1765 1156
Number of IDEMIA employees who passed the CSR e-learning Group IST IPS	Not measured	1976 1004 771

Note: Group includes the 3 Divisions, details on the 2 main Divisions IST and IPS are provided here

Scope 3 calculation methodology

SCOPE 3 CATEGORIES	CALCULATION METHODOLOGY
3.1 & 3.2	Scope 3.1 and 3.2 emissions are both calculated using procurement data but refer respectively to operational goods and services (OPEX) and capital goods (CAPEX). Close collaboration with IDEMIA teams enabled the classification of each material group based on its nature, ensuring accurate allocation of emissions to the appropriate scope.
3.3	When available, actual energy consumption data was used to calculate GHG emissions directly using emission factors. When unavailable, a proxy based on average energy use per square meter and site area was applied, then multiplied by an emission factor.
3.4	Transportation emission factors were sourced from ADEME and selected based on transport mode, ensuring reliable GHG estimates. Six factors were used: one for sea, one for road, and four for air transport—providing detail for air travel, where emissions vary by distance. Further assumptions are detailed in the "Justification" column of the Emission Factor tab.
3.5	For "Packing & Packaging" waste, emissions were estimated using the average of Mixed Plastics and Mixed Paper factors, reflecting typical material composition. For "Other" waste, the average of all defined waste categories was used due to its diverse content.
3.6	Emission factors for business travel were selected based on the cabin class used and the haul classification (domestic, international etc.), as these two parameters are the primary determinants of emission intensity per passenger. The UK DEFRA 2024 GHG conversion factors were selected for this assessment due to their granularity and alignment with these input parameters.
3.7	A total of 37 countries were included within the scope of Scope 3.7 emissions based on data collection conducted for the 2024 headcounts. For each country, two key parameters were analyzed: • Average One-Way Commuting Distance • Distribution of Relevant Transportation Modes To ensure clarity and consistency, transportation modes were categorized into four major groups: Car / Public Transit:/ Bicycle/Walking:/ Motorcycle
3.8	For the vehicle fleet : In a methodological consistency purpose, emission factors were selected based on vehicle type and energy source, with no additional country-specific differentiation applied. This assumption ensures that identical vehicle types are treated equivalently across Divisions and avoids adding geographic variability where travel context is not materially different or detailed enough to justify differentiated emission profiles. All emission factors were selected as distance-based values (kg CO_2e/km) in line with the methodological approach outlined above.
3.9	Emission factors for transportation were selected based on the transportation mode used and were sourced from ADEME, the French Agency for Ecological Transition, thus ensuring robust and credible measurements for greenhouse gas emissions. A total of six emission factors were selected: one for sea transport, one for road transport, and four for air transport.
3.11 physical	The methodology, in line with the GHG Protocol, involves defining the scope of physical products sold by IDEMIA, analyzing data availability (consumption, units sold), excluding non-relevant products, consolidating data by Division, filling gaps through extrapolation, performing pre-calculations, and finally estimating emissions in tCO$_2$e using appropriate emission factors.
3.11 digital	The calculation approach was inspired by the GHG Protocol's Technical Guidance for calculating scope 3.11 emissions (cf. methodological sources) and adapted to IDEMIA's available operational data. As such, the applied methodology accounts for both direct and indirect use-phase emissions from all relevant products sold during the reporting year, across the company's entire product portfolio. Direct use-phase emissions refer to those generated during the usage of the product by the end-user, while indirect use-phase emissions typically relate to upstream energy consumption associated with product usage.
3.12	The methodology for Scope 3.12 is based on the GHG Protocol and involves defining the scope of end-of-life operations for sold products, analyzing weight and material composition data by product, entering activity data by Division, developing treatment scenarios by material type and geography in consultation with relevant stakeholders, identifying appropriate emission factors for each scenario, and performing the final calculations based on the scenarios selected by each Division.

Note: Group includes the 3 Divisions, details on the 2 main Divisions IST and IPS are provided here

GRI Certification

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

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

FBRH Consultants Ltd (FBRH Consultants) was engaged by IDEMIA Group S.A.S. to provide independent limited assurance over the presentation of information in its **Corporate Social Responsibility Report 2024** (the Report), covering the period from **1st January 2024 to 31st December 2024**.

FBRH Consultants is an independent provider of sustainability assurance services and has not carried out any other work for IDEMIA Group S.A.S. during the reporting period that could affect our independence or objectivity.

Engagement Summary
- **Scope of the engagement:**
  To assess whether the Report is presented in accordance with the **GRI Sustainability Reporting Standards** (GRI Standards), specifically ensuring that the disclosures and information listed in **Appendix I** have been appropriately presented.
- **Reporting criteria:**
  The GRI Sustainability Reporting Standards (2021 update)
- **Assurance standard:**
  International Standard on Assurance Engagements (ISAE) 3000 (Revised)
- **Assurance level:**
  Limited assurance
- **Responsibilities:**
  IDEMIA Group S.A.S. is responsible for the preparation of the Report and the collection and presentation of the information within it. FBRH Consultants' responsibility is to express a limited assurance conclusion based on the scope of work described above.

Our Conclusion
Based on the procedures performed and the evidence obtained, nothing has come to our attention to suggest that the information and disclosures, as defined in the scope of our engagement, have not been presented in accordance with the GRI Standards.

Work Performed
Our assurance work was conducted in accordance with ISAE 3000 (Revised) and involved the following activities:

- Review of the final version of the Report to confirm that the required disclosures, as per the GRI Standards, have been presented appropriately;
- Evaluation of the structure and content of the Report for consistency with GRI requirements;
- Examination of the GRI content index and cross-checking of selected disclosures to ensure that references are correctly aligned;

We did not verify the accuracy of data or perform data sampling or site visits. Our work did not include assurance of performance metrics or quantitative data.

Limitations
This assurance engagement was limited to a review of the presentation of information in accordance with the GRI Standards and did not include verification of underlying data or assessment of the effectiveness of management systems or internal controls. The inherent limitations of assurance engagements and the use of sampling and selective review methods mean that absolute assurance cannot be provided.

Simon Pitsillides MBA, FCIM, FIEMA
GRI Nominated Trainer, IEMA Trainer
GRI Certified Sustainability Professional
FBRH Consultants Ltd, London, UK

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Appendix I: Scope of our assurance engagement

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

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 301-1	Materials used by weight or volume
GRI 301-2	Recycled input materials used
GRI 301-3	Reclaimed products and their packaging materials
GRI 302-1	Energy consumption within the organization
GRI 302-2	Energy consumption outside of the organization
GRI 302-3	Energy intensity
GRI 302-4	Reduction of energy consumption
GRI 302-5	Reductions in energy requirements of products and services
GRI 305-1	Direct (Scope 1) GHG emissions
GRI 305-2	Energy indirect (Scope 2) GHG emissions
GRI 305-3	Other indirect (Scope 3) GHG emissions
GRI 305-4	GHG emissions intensity
GRI 305-5	Reduction of GHG emissions
GRI 305-6	Emissions of ozone-depleting substances (ODS)
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
GRI 308-1	New suppliers that were screened using environmental criteria
GRI 308-2	Negative environmental impacts in the supply chain and actions taken
GRI 404-1	Average hours of training per year per employee
GRI 404-2	Programs for upgrading employee skills and transition assistance programs
GRI 404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405-1	Diversity of governance bodies and employees
GRI 405-2	Ratio of basic salary and remuneration of women to men
GRI 414-1	New suppliers that were screened using social criteria
GRI 414-2	Negative social impacts in the supply chain and actions taken

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