

Corporate Social Responsibility Report

January › December 2025



Table of contents

Introduction	3	External stakeholders	24	People	38	Appendix	51
· A word from our CEO	4	Customers & Suppliers		· Promoting gender equality	39	· GRI certification	52
· Sustainability highlights - 2025	5	· Committing with suppliers on responsible practices	25	· Focus on “WIN” employee resource group	40	· Stakeholder engagement model	53
· About Idemia Secure Transactions	6	· Partnering with suppliers on ESG assessment	26	· Protecting our people	41	· DMA calculation methodology	54
· Overview of our value chain	7	· Partnering with customers on ESG improvements	27	· Listening to our employees	42	· 2025 carbon accounting results	55
· About this CSR report	8			· Empowering continuous learning	43	· Scope 3 calculation methodology	56
· Double materiality assessment	9	Ethics & Governance	28	Communities	44		
· Our 2019-2025 Sustainability program	10	· Ethics, business conduct and human rights framework	29	· Community actions driven by local teams	45		
· Our commitments	11	· Building a robust governance to monitor and avoid risks	30	· Focuses of our community engagement	46		
· Purpose-driven compasses to support our commitments	12	· Managing corruption & influence peddling risks	31	· Worldwide community action	47		
· Sustainability governance	13	· Managing antitrust & fair competition risks	32	· IDEMIA India Foundation	48		
Environment	14	· Managing Human Rights risks	33	Towards 2030	49		
· Assessing our carbon emissions	15	· Managing data protection risk	34	· IMPACT 2030	50		
· Reducing emissions of our operations	16	· Managing export & products misuse risks	35				
· Reducing water consumption	17	· Addressing reports of breach of ethics	36				
· Optimizing waste and its management	18	· Monitoring continuous improvement through internal control	37				
· Quality and environmental management in our operations	19						
· Reducing Scope 3 emissions	20						
· Optimizing upstream transportation	21						
· Designing products with lower impact	22						
· Zoom on 2025 eco-designed products	23						

Introduction

A word from our CEO

We are pleased to present our annual extra-financial report, which reflects IDEMIA Secure Transactions' strengthened commitment to combining trusted technology with responsible performance.

In a rapidly evolving environment marked by climate change, geopolitical tensions and increasing regulatory expectations, sustainability has become a defining factor of business robustness. We see these transformations as opportunities to innovate and create sustainable value.

As a global leader in trusted technologies, we recognize that our responsibility goes beyond technological excellence. It lies in our ability to anticipate risks, strengthen the resilience of our value chain, and develop solutions that contribute positively to society — from secure digital payments to trusted connectivity solutions.

Our CSR program, IMPACT, launched in 2019, has structured our approach over the past six years. In 2025, we achieved solid progress across our key priorities. We notably advanced our climate performance and eco-design approach, with a 45% reduction in Scope 1 and 2 carbon emissions since 2019 and the integration of recycled materials in more than one third of our smart card production. Internally, we made progress on our gender commitments, with women now representing 37% of our workforce. Across our value chain, we continued strengthening our responsible sourcing practices, with 91% of key suppliers assessed on ESG criteria.

These efforts were recognized through our EcoVadis Gold rating, with a score of 80/100. We are proud of this progress, while remaining fully aware of the efforts still required.

We are building on the progress achieved to launch a new phase of IMPACT, supported by a set of objectives for 2030. This next chapter aims to further integrate sustainability across our operations, products offering and stakeholder relationships, while expanding our focus towards circularity alongside climate, responsible sourcing and inclusion.

As we have done throughout the IMPACT 2025 program, ongoing dialogue with our stakeholders — clients, employees, suppliers, public authorities and local communities — remains essential to maximizing our collective impact towards 2030.



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

Sustainability highlights - 2025



ENVIRONMENT

-45%

energy emissions since 2019 on Scope 1 & 2*

Over 1/3

of smart cards made with recycled materials



EXTERNAL STAKEHOLDERS

91%

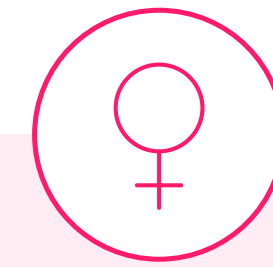
key suppliers have gone through an **ESG assessment** (EcoVadis or equivalent)



ETHICS & GOVERNANCE

80%

employees completed the **anti-corruption training** and signed the Code of Conduct



PEOPLE

37%

women in the workforce



COMMUNITIES

92%

students secured employment after completing our Indian Foundation training program

*Market-based

About IDEMIA Secure Transactions

IDEMIA Secure Transactions is a world leader in payment and connectivity solutions with remarkable cryptography expertise.

Business figures



€1.3B

in revenue
in 2025

Technology leadership



700+

Patent
families



750+

R&D
experts

Workforce



37%

females



63%

males

IDEMIA Secure Transactions is headquartered in Courbevoie (France) and employs **7 200+** people.

External stakeholders



4000+

suppliers



2000+

customers,
including financial
institutions, telecom
operators, IoT players
and automakers



48

key suppliers (46% spend)

Operations

We operate in more than **40** countries, and deliver products and services in more than **150** countries



6

Manufacturing sites
(Brazil, Colombia, China,
France, USA)

Smart cards production



30+

Service centers

Payment cards personalization

Breakdown of workforce by region



Overview of our value chain

Upstream

Material sourcing

- › Extraction (mining, drilling)
- › Refining, smelting of virgin materials
- › Refining of recycled materials

Components & Services procurement

- › Hardware, software, cloud services, subcontracted labor and services
- › Transport

Manufacturing & assembly

- › Outsourced manufacturing and repair

Own operations

Assets

- › Employees
- › Intellectual property
- › Tools, processes and systems
- › Hardware and software
- › Facilities incl. datacenters

Core activities

- › Sales and marketing
- › Software and hardware design, development and testing
- › Manufacturing, personalization and delivery
- › Service delivery, deployment and run
- › Customer support
- › Logistics, distribution and transportation
- › Purchasing, procurement, legal, financing and investment

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

About this CSR report

Scope

- › This CSR report covers activities undertaken during the **year 2025**.
- › As a result of the creation of the IDEMIA Secure Transactions Division in 2024, the reporting scope has evolved accordingly. **For the first time, the reporting reflects IDEMIA Secure Transactions activities** a Division of IDEMIA Group in previous year. This change may result in differences in data granularity and year-on-year comparability for certain indicators.

Where available, historical data have been restated or analyzed to reflect the trajectory of IDEMIA Secure Transactions as accurately as possible. However, for some indicators, data were historically available only at Group level and are reported at IDEMIA Secure Transactions level only from a recent period. In such cases, the report indicates the applicable scope.

- › It covers **worldwide locations**: owned and controlled production sites (all our manufacturing sites and service centers) and office locations.

GRI framework

- › This report was written in accordance with the **Global Reporting Initiative (GRI)** Standards for Sustainability Reporting.
- › **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.

Data Collection & Methodology

- › A thorough data collection process has been deployed to monitor the performance of our CSR strategy and to allow a transparent reporting.
- › When relevant, the methodology is indicated in the related section of the report.



Double materiality assessment

A double materiality assessment at IDEMIA Secure Transactions level

In 2025, we conducted a new double materiality assessment at IDEMIA Secure Transactions level, reflecting the updated reporting perimeter compared to the previous Group-level exercise.

The assessment, performed with the support of an external advisor, followed updated EFRAG's methodology¹. We identified our gross Impacts, Risks and Opportunities (IROs)². Each IRO was assessed based on defined severity and likelihood criteria. Interviews were conducted with relevant stakeholders to inform the assessment, complemented by market practices to support the final scoring. All interviews were formally documented to ensure transparency and traceability of the process. A materiality threshold was finally defined to identify most significant topics.

The table presents our material IROs. In line with GRI requirements, **a correspondence has been established between impact material topics and the applicable GRI Standards.**

Beyond reporting, this assessment serves as a strategic tool to guide decision-making, collect stakeholders' inputs, anticipate regulatory developments and structure our 2026–2030 sustainability roadmap.

ESRS Topics ³	Material IROs (Impacts, Risks and Opportunities) ²	Concordance with GRI thematic standards
E1 – Climate Change	[I] GHG emissions from scopes 1,2 & 3	GRI 305 – Emissions
	[O] Digitalisation of products portfolio	
	[O] Energy efficiency in own operations	
E5 – Resource use and circular economy	[R] Tender's demand for environmental credentials	
	[R] Raw materials dependency in production	
	[I] Waste during own production processes (PVC)	GRI 306 – Waste
S1 – Own workforce	[I] End-of-life treatment of products	GRI 306 – Waste
	[I] On-site working conditions	GRI 403 – Occupational Health and Safety
S2 – Workers in the value chain	[R] Data protection of employees	
	[R] Compliance and reputational risk due to suppliers lacking minimum safety standards	
	[I] Working conditions in the supply	GRI 414 – Supplier Social Assessment
S4 – Consumers and end-users	[R] Cybersecurity in operations	
G1 – Business conduct	[O] Continuous enhancement of data privacy and security	
	[R] Compliance and reputational risks associated to corruption	

1. See our Double Materiality Assessment Methodology p. 53

2. IROs (Impacts, Risks and Opportunities) — the three categories through which a company assesses its relationship with sustainability matters under the ESRS (European Sustainability Reporting Standards): impacts on people and the environment (actual or potential, positive or negative), risks to the business from sustainability-related factors, and opportunities that sustainability developments may create for the company.

3. ESRS (European Sustainability Reporting Standards): the European Union mandatory reporting standards governing corporate sustainability disclosures under the CSRD.

Our 2019-2025 Sustainability program



› Our IMPACT program is structured around five pillars, each supported by dedicated objectives to be achieved in 2025. It is designed to engage both internal and external stakeholders in driving meaningful and measurable change. A new release of the Impact program has been defined, with objectives for 2030 (see p. 50).



Our commitments

Since its launch in 2019, the IMPACT program has progressively evolved to address emerging challenges and opportunities, in line with a changing regulatory environment and increasing stakeholder expectations.

In 2025, a key milestone was the transition from Group-level to Division-level reporting, to better reflect the specific activities and ESG results of IDEMIA Secure Transactions.

In this context, the program's roadmap and KPIs were reviewed and, when relevant, refined (indicated in the table) or discontinued¹ to ensure the program's relevance and effectiveness.

Achieved 
 In-progress 

IMPACT pillar	Corresponding 2025 target	Result 2023	Result 2024	Result 2025
Environment	(Refined KPI) Build a Division-level carbon reduction trajectory towards SBTi alignment. <i>Old KPI version : « Build a carbon-neutral strategy »</i>	Not started	In-progress	In-progress
	Reduce Scope 1 & 2 CO ₂ emissions by 25% vs. 2019.	-16%	-28%	-45%
	Reduce water consumption by 25% vs. 2019.	-21%	-17%	-14%
	(Refined KPI) Increase waste recycled on our manufacturing sites up to 85% ² from 2025. <i>Old KPI version: « Increase waste recycled up to 83% from 2023 »</i>	88%	90%	94%
	(Refined KPI) Deliver products integrating eco-designed principles ³ . <i>Old KPI version: « Integrate and develop Green offers »</i>	Done	Done	Done
External Stakeholders	Increase the number of key suppliers audited by EcoVadis ⁴ to 80% from 2023.	(Group level) 83%	(Group level) 86%	91%
	Assess Scope 3 emissions of our supply chain.	On-going	Done	Done
Ethics & Governance	Re-define the IDEMIA Ethics Committee.	In-progress	Done	Done
	Conflicts of Interest campaign rollout.	In-progress	Done	Done
	Develop an antitrust trade program.	In-progress	Done	Done
People	Give 100% of employees access to training.	100%	100%	100%
	(Refined KPI) Increase the number of women up to 34%. <i>Old version: Increase the number of women in IDEMIA and the internal promotion of women to 34% in 2025.</i>	(Group level) 32.9%	35.3%	36.6%
Communities	Coordinate a Group-wide initiative deployed across our sites.	(Group level) 32 sites 573 employees	(Group level) 53 sites 1000 employees	26 sites 400 employees
	Encourage local community initiatives.	(Group level) 150 actions 7 500 employees	(Group level) 51 actions 3 000 employees	135 actions 2 668 employee

1. Discontinued KPIs: « Train R&D on CSR and Green offer » (Environment section); « Trade compliance focus » (Ethics & Governance section)

2. Following the separation from the ISI Division, two sites are no longer within the reporting scope and are excluded from the calculation. In addition, recycling rate progression is reported for manufacturing sites only due to limited reliability or availability of historical data for service centers.

3. Our eco-designed principles are defined p. 22

4. Or equivalent to EcoVadis : RBA and DOW Jones

Purpose-driven compasses to support our commitments

Frameworks



GRI Standards

- Global standards for transparent and comparable sustainability reporting.
- **This report is prepared in accordance with GRI Standards and externally assured.**



UN Sustainable Development Goals

- Global framework addressing major environmental and social challenges by 2030.
- **Our IMPACT Program is aligned with priority SDGs (environment: 6, 12, 13, 14, 15; social: 1, 3, 4, 5, 8, 10, 16).**



United Nations Global Compact

- UN initiative promoting responsible business through 10 principles on human rights, labor, environment and anti-corruption.
- **We are signatory since 2006. This report serves as our annual communication on progress.**



Carbon Disclosure Project (CDP)

- Global platform assessing companies' environmental transparency and climate performance.
- **In 2025 we were score C and our Supplier Engagement Assessment scored B.**



Science Based Targets initiative (SBTi)

- Framework enabling companies to set climate targets aligned with the Paris Agreement.
- **Our decarbonization roadmap is prepared in line with SBTi methodologies; formal targets to be submitted in 2026 (2034 horizon).**

Certifications



ISO Certifications

- International standards supporting quality, environmental, energy, security and ethics management.
- **In 2025, we were certified ISO 9001, 14001, 50001, 27001 and 37001 (exact scopes and perimeters further detailed in the report).**



EcoVadis

- Global sustainability rating covering environment, labor and human rights, ethics and procurement.
- **We were rated Gold (80/100) in 2025, top 5% of companies worldwide.**

Industry initiatives & working groups



Responsible Minerals Initiative (RMI)

- Industry initiative promoting responsible sourcing of minerals (tin, tungsten, tantalum, gold, cobalt) through supply chain due diligence and smelter audits.
- **We are member of the initiative and aligned with its framework to strengthen responsible minerals sourcing in our supply chain.**



Smart Payment Association (SPA)

- Industry association promoting standards and innovation in the smart payments ecosystem.
- **We are active member contributing to the Life Cycle Assessment (LCA) standardization working group.**



Trusted Connectivity Alliance (TCA)

- Global association defining standards for SIM, eSIM and secure connectivity.
- **We lead the Sustainability Working Group on LCA harmonization for SIM products.**



Association of French Card Manufacturers (AFPC)

- Industry association representing French payment card manufacturers.
- **We are active member contributing to the working group on card recycling.**

Sustainability governance



Environment



Assessing our carbon emissions

Strengthening the accuracy and coverage of our carbon accounting

SCOPE 3 Upstream		SCOPE 1 & 2 ¹ Our operations		SCOPE 3 Downstream	
Purchased goods and services	146.6 kt CO ₂ e	Energy used in our sites	20.9 kt CO ₂ e	Use of sold products	0.065 kt CO ₂ e
Freight	53.7 kt CO ₂ e			End of life	0.9 kt CO ₂ e
Waste	1.3 kt CO ₂ e				
Others	33.4 kt CO ₂ e				
Total: 235 kt CO ₂ e		Total : 20.9 kt CO ₂ e		Total: 1 kt CO ₂ e	
Total carbon emissions Absolute value: 257 kt CO ₂ e Intensity: 200.2 t CO ₂ e/M€					

- › **Our carbon footprint reached 257 kt CO₂e in 2025, largely driven by upstream activities.** Purchased goods and services for production represent by far the main contributor, accounting for 57% of total emissions. This highlights the structural weight of our supply chain in our overall footprint. Transportation of these goods is the second largest contributor, with 21% of CO₂e. .
- › **Since 2019, our Scope 1 and 2 emissions have decreased by 45%,** driven by reduction levers directly under our operational control, exceeding our initial 25% reduction target.
- › **In 2025, Scope 3 emissions reached 236 kt CO₂e.** The analysis over time remains more challenging than for Scope 1 & 2 emissions, as their calculations were initiated in 2019, while Scope 3 has only been assessed since 2023, with ongoing methodological improvements since then. This challenge is further reinforced by the reliance on data collected across a complex value chain. In recent years, improving data quality has been a priority, requiring the development and refinement of our carbon methodology (see Appendix p.56). Reducing Scope 3 emissions will remain a key priority in the coming years, supported by continued improvements in data accuracy.

1. Market-based consolidated data on CO₂e emissions in 2025, according to GHG Protocol
 2. Scope 1: Direct greenhouse gas (GHG) emissions from sources owned or controlled by the company. Scope 2: Indirect GHG emissions from the generation of purchased electricity, heat, or steam consumed by the company. Scope 3: Other indirect greenhouse gas (GHG) emissions occurring across the company's value chain, including both upstream and downstream activities (e.g., purchased goods and services, business travel, transportation, product use).

Total emissions per scope²



Top 5 emission sources (kt CO₂e)

Scope name	t CO ₂ e	% total
Purchased goods & services	146 602	57.83%
Upstream transport & distribution	53 745	21.20%
Purchased electricity (market-based)	20 064	7.91%
Fuel and energy-related activities not included in Scope 1 or Scope 2	11 941	4.71%
Capital goods	6 927	2.73%

Note: all categories are detailed in the Appendix.

Carbon intensity

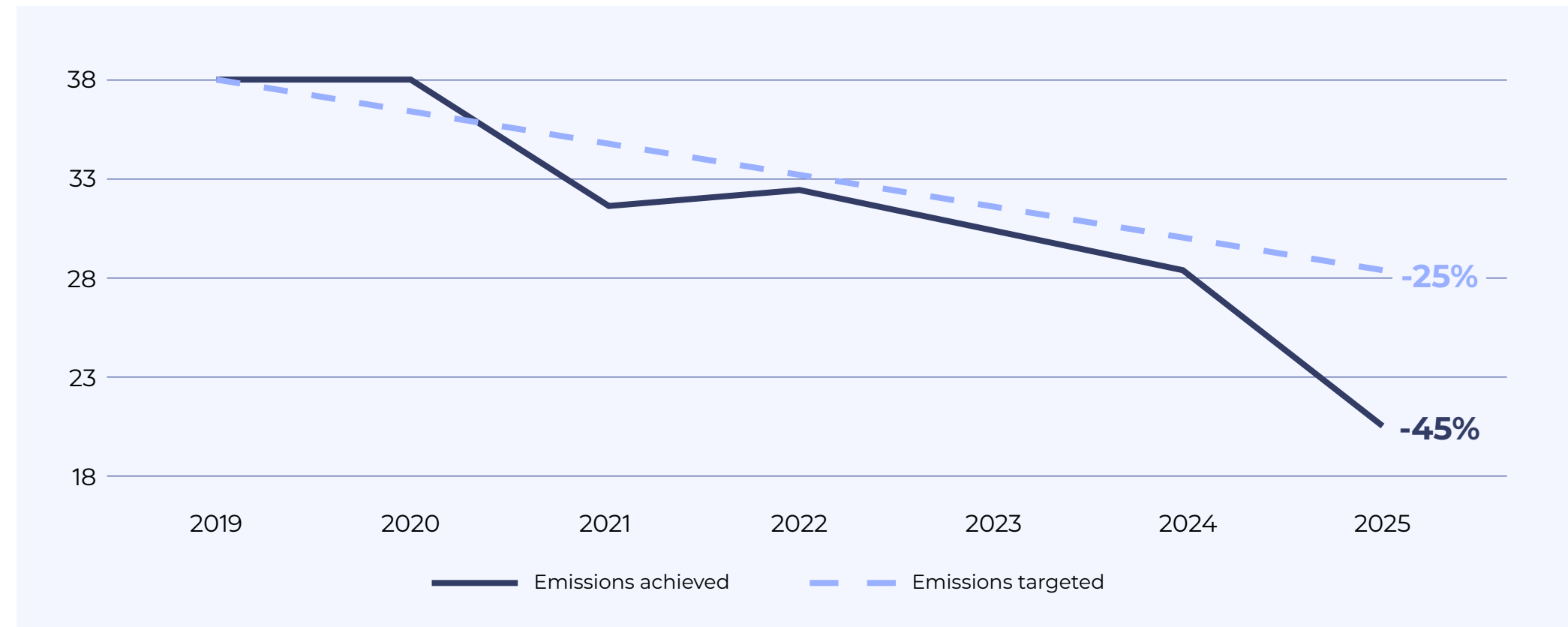
	2023	2024	2025
Carbon emissions intensity t CO ₂ e /M€	216.1	190.9	200.2
Carbon emissions intensity t CO ₂ e /Million units	212.7	199.6	196.6

- › From an intensity perspective, carbon performance improved overall between 2023 and 2025, both per revenue (216.1 t CO₂e/M€ in 2023 vs. 200.2 in 2025) and per unit (212.7 t CO₂e/M units in 2023 vs. 196.6 in 2025). While a slight rebound is observed in 2025 on a revenue basis, the underlying trend remains positive, supported by efficiency gains.

Reducing emissions of our operations

45% reduction of carbon emissions from Scope 1 & 2 since 2019

Scope 1 & 2: absolute emissions vs. target (t CO₂e)



Note: not including fugitive emissions

Scope 1 & 2: absolute emissions details (kt CO₂e)

	2019	2020	2021	2022	2023	2024	2025	2019-2025 % evolution
Scope 1: Direct emissions	1.2	1	1	1	1.2	0.9	0.7	-39%
Scope 2: Indirect emissions*	36.5	36.6	30.7	31.3	29	27.8	20	-45%

59%

of renewable energy sourcing in 2025

Reduction of emissions in our operations

Our aim was to reduce absolute Scope 1 & 2 emissions by 25% by 2025 from a 2019 baseline. We overachieved this goal: in 2025, our Scope 1 & 2 emissions were 20 kt CO₂e compared to 37.7 kt CO₂e in 2019 – equivalent to a 45% reduction.

This decrease was driven by energy efficiency measures. For instance, the Noida site reduced its electricity consumption by 5.9% since 2024 and Vitré site reduced its energy consumption by 13% since 2023, including -3.2% through heat recovery. This latest improvement was made possible by the installation of a heat pump.

Increased use of renewable energies

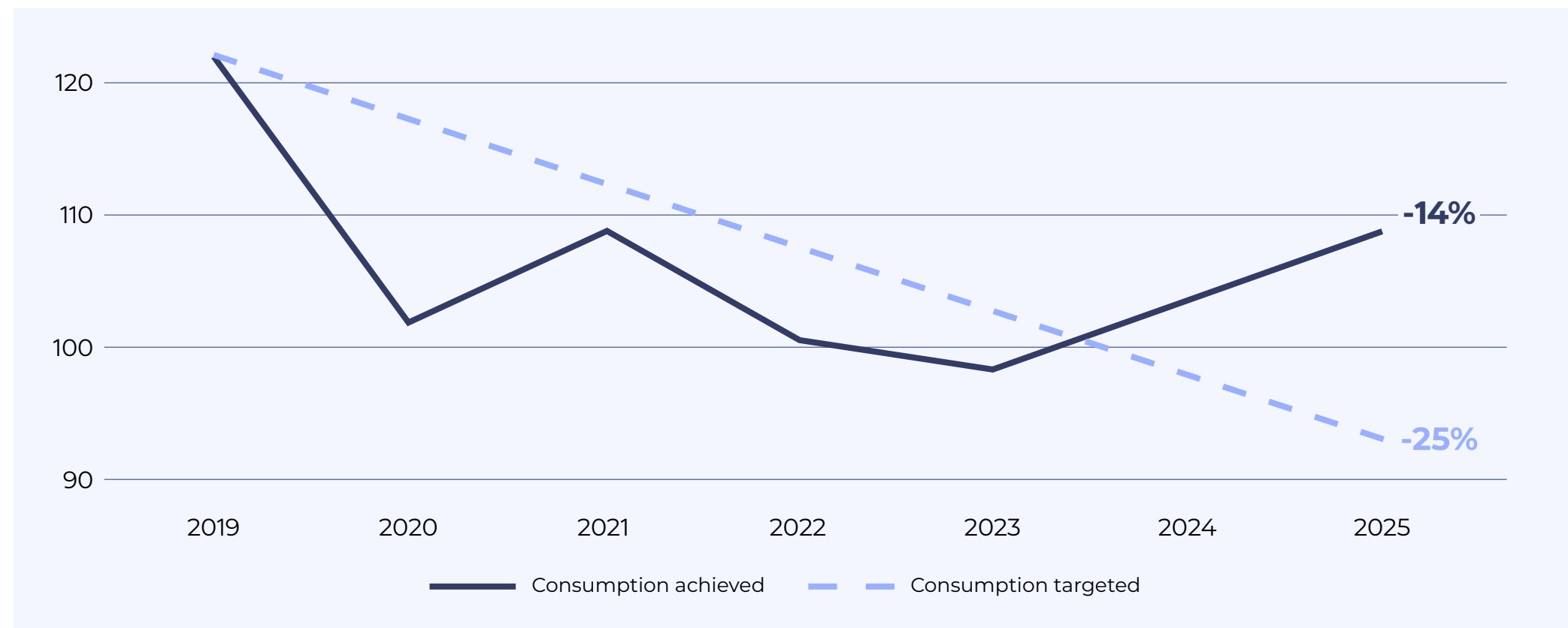
We also accelerated the integration of renewable energy across our operations to reach 59% in 2025 vs 37% in 2024. In 2025, five of our six manufacturing sites (Brazil, China, Colombia, France, USA) operated fully on renewable electricity. A second manufacturing site obtained the ISO 50001 certification, marking a key milestone to our energy management plans.

By 2030, we aim to reduce absolute Scope 1 and 2 emissions by 40%, and reach 100% renewable electricity across controlled manufacturing sites.

Reducing water consumption

-14% of water consumption on our sites, since 2019

Water consumption of production sites



Monitoring and reducing the water consumption of our sites, especially in water stress locations

- › We monitor water consumption across our sites and implement actions to reduce it, with particular attention to locations exposed to water stress. For example, at our Noida factory in India, part of the wastewater is treated and reused for sanitary purposes, contributing to a 25% reduction in total water consumption between 2024 and 2025.
- › In 2025, we conducted our **first comprehensive mapping of water reuse and recycling practices across our manufacturing sites** to identify existing circular water flows and establish a reliable baseline for future improvement. For the first time in 2025, we were able to quantify our reused and/or recycled water across our 6 manufacturing sites : 12% of total water consumption (7.381 m³) was reused or recycled. In addition, two sites (Shenzhen and Cali) implemented the use of alternative water sources - condensate and rainwater - leading to a 7.6% reduction in their freshwater withdrawal.
- › Despite continuous measures implemented, we achieved a 14% reduction in water consumption, below our 25% target. This gap is mainly explained by operational changes: one factory installed new humidification systems that reduced energy consumption but increased water use, while another relocated to a more modern site, enabling the installation of additional humidifiers to improve workshop environmental conditions.
- › Moving forward, our objective for 2030 is to continue monitoring carefully water consumption and to deploy dedicated action plans in locations subject to water scarcity.

Optimizing waste and its management

94% of recycled waste in manufacturing sites

Main waste : typology and management

Perimeter: 34 manufacturing sites and service centers

Sites excluded from the calculation : Cape Town, Karachi, Kuala Lumpur and Madrid

Waste category	Total volume tons	Recycled volume %	Landfilled volume %	Incinerated volume* %	Stored volume %
Electronics	32	90%	0%	9%	1%
Plastics	2.779	95%	3%	2%	0%
Metal including precious metals	233	99%	0%	1%	0%
Carboard, paper	1.099	93%	1%	6%	0%
Other wood, ink-related waste, foil, oil, fabrics, electronics, etc	973	54%	12%	34%	0%
TOTAL	5.116	87%	4%	9%	0%

* Incinerated waste split equally between incineration with and without energy recovery.

Waste & recycling volume

Perimeter: 6 manufacturing sites*

Waste category	2023	2024	2025
Hazardous waste (tons)	185	296	330
Non-hazardous waste (tons)	3 831	3 813	3 455
Recycled (%)	88%	90%	94%

* Recycling rate progression is reported for manufacturing sites only due to limited reliability and availability of historical data for service centers.

Improving our waste recycling practices

› In 2025, 87% of our total production waste (across manufacturing and service centers) and 94% of waste generated from manufacturing activities was recycled, exceeding our target of 85%. This performance was made possible through trainings of employees on sites to promote active involvement in waste management and partnerships with local recycling suppliers.

› Nonetheless, we are conscious that waste reduction must remain our primary objective, especially through an enhanced eco-design strategy (see p. 22).

› From 2026 onwards, we will focus on structuring stronger partnerships with local recycling companies to enhance recycling performance, improve cost efficiency, strengthen data reliability, and increase cardboard and paper recycling rates.

Plastic & Microplastic management

› Our activities do not involve the intentional addition of microplastic particles as defined under Regulation (EU) 2023/2055 (REACH Annex XVII, Restriction n°78 Synthetic polymer microparticles). In 2025, a traceability exercise was conducted at our Vitré production site to identify and document potential sources of plastic particles and microplastic releases. This assessment included on-site observations and photographic documentation of material flows. The plant receives plastic sheets, and plastic wastes are generated during the embedding chip operation and destruction of the cards. These are considered as waste and therefore fall outside the scope of Restriction Regulation (EU) 2023/2055.

› However, these plastic wastes do fall within the scope of EU Regulation 2025/2365 on preventing plastic pellet losses, applicable from 16 December 2025, which requires us to declare the annually generated quantity to our national competent authority. 2026 will thus be dedicated to assessing the steps required to ensure compliance.

Quality and environmental management in our operations

37% of sites certified ISO 14001 and 92% certified ISO 9001

Our Group Quality and Environmental Management System

› Since 2023, IDEMIA Secure Transactions has implemented a common Corporate Quality and Environmental Management System (QEMS) to support its manufacturing sites and major service centers, notably on energy efficiency and decarbonization, waste recycling and hazardous waste management.

Certified operation sites

Perimeter: 6 manufacturing sites and 33 service centers

	2019	2020	2021	2022	2023	2024	2025	2019-2025 % evolution
ISO 9001 (Quality management)	92%	92%	92%	92%	92%	92%	92%	Flat
ISO 14001 (Environmental management)	35%	35%	35%	35%	37%	37%	37%	+6%

Note:

- All 6 manufacturing sites are ISO 9001 certified, and 5 out of 6 are ISO 14001 certified (excluding Brazil).
- Several service centers have been recently opened, and the ISO 9001 certification process is currently underway. This explains why full certification coverage has not yet been achieved.

Improving our Environmental Management System

› From 2026 onwards, we will further strengthen the operational effectiveness of our Environmental Management System. Our priorities will include increasing the use of renewable energy, strengthening waste management practices with a focus on recycling, and raising employee awareness through updated internal environmental guidelines. Through these actions, we aim to progressively evolve from a compliance-driven approach toward a more performance-oriented environmental management model.



Reducing Scope 3 emissions

Strengthening data, methodology and levers to enable Scope 3* decarbonization

91.7% of our carbon emissions are generated by Scope 3

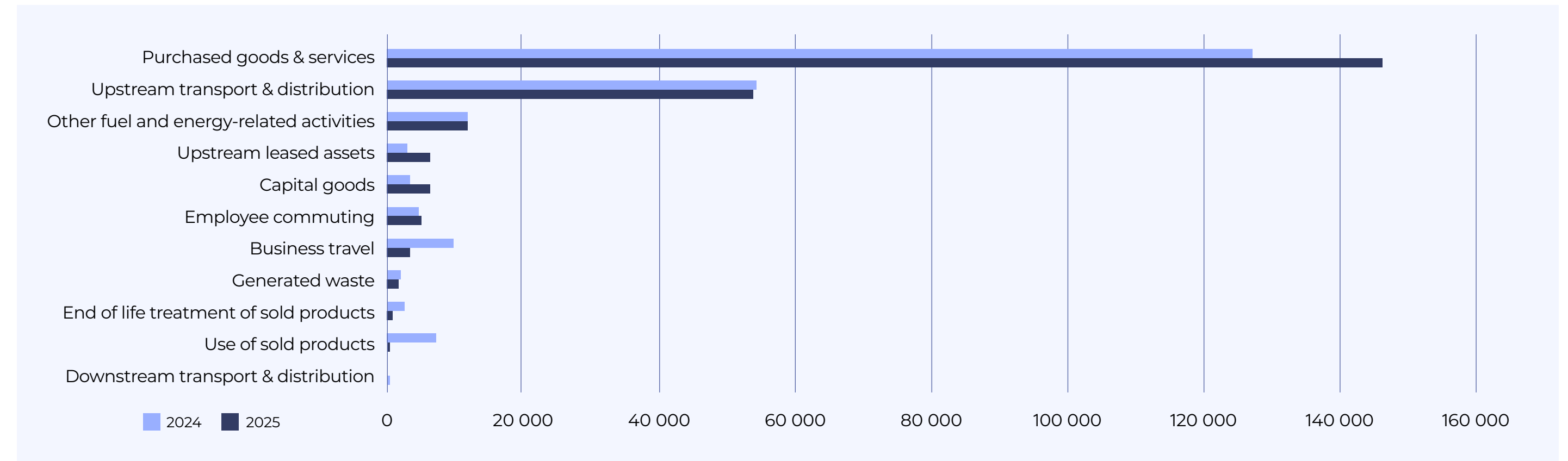
> IDEMIA Secure Transactions did its first global carbon footprint assessment in 2023. Since then, Scope 3 emissions have reduced of 30%, representing 32 kt CO₂e in 2025 (13% of reduction since 2023).

A continuous refining of our carbon assessment and decarbonization levers

> The methodology used for Scope 3 emissions accounting follows the recommendations of the **GHG Protocol**. However, given the complexity of Scope 3 emissions, 2025 was dedicated to three main actions:

1. **Refining our carbon assessment**, consistent with Science-Based Targets Initiative (SBTi) framework, and more quantity based;
2. **Improving the completeness of data collection** process;
3. **Identifying the most relevant decarbonization levers** (purchased goods & services and transportation) to build our 2030 roadmap.

Scope 3 GHG emissions (t CO₂e)



Note: Between 2024 and 2025, emissions from purchased goods and services increased by 15%. This variation is mainly explained by two factors:

- An increase in production-related procurement, reflecting higher manufacturing volumes.
- A change in the calculation methodology. We transitioned from a 100% spend-based approach to a hybrid methodology based on 90% quantity-based data and 10% spend-based estimates, improving the accuracy of the emissions calculation.

> As a result, part of the increase reflects improved data quality rather than a purely operational increase in emissions.

Optimizing upstream transportation

74% of the raw materials and components transport carried by sea

Increasing the volume of raw materials and components carried by sea

› In accordance with our decarbonization strategy, IDEMIA Secure Transactions continues to work on increasing the share of sea freight as an alternative to air freight for the transport of most of its raw materials and components. In 2025, 74% of the transport volumes of raw materials and components was carried by sea*.

Share of transport volumes of raw materials (PVC) and components (inlays)



Reducing transport distance through geographic optimization strategy

› We will also continue optimizing our transport flows by prioritizing geographically closer raw material suppliers, production sites, service centers and customers. This approach limits long trips while maintaining delivery volumes and reducing transport-related carbon emissions.

Monitoring transport CO₂ emissions

› Since 2024, we have deployed a Transport Management System (TMS) to manage transport operations and track associated CO₂ emissions. It is based on the EcoTransIT methodology, improving the reliability and granularity of our data. Initially deployed at the Vitre and Noida sites, it was extended to Shenzhen and Exton in 2025. Further deployment is planned for the Cali site in 2026.



*The share of IDEMIA Secure Transactions' transport volumes of raw materials and components is available for 2025 only. Year-on-year comparison is not possible due to changes from Group to divisional perimeter. Historical data was previously reported at Group level.

Designing products with lower impact

34.5% of SIM cards and 36% of payment cards delivered made with lower-carbon materials.

Ecoconception strategy

Life Cycle Assessments (LCA) are regularly conducted* since 2019, allowing to better identify the key levers to design products that combine performance with reduced environmental footprint throughout their life cycle:

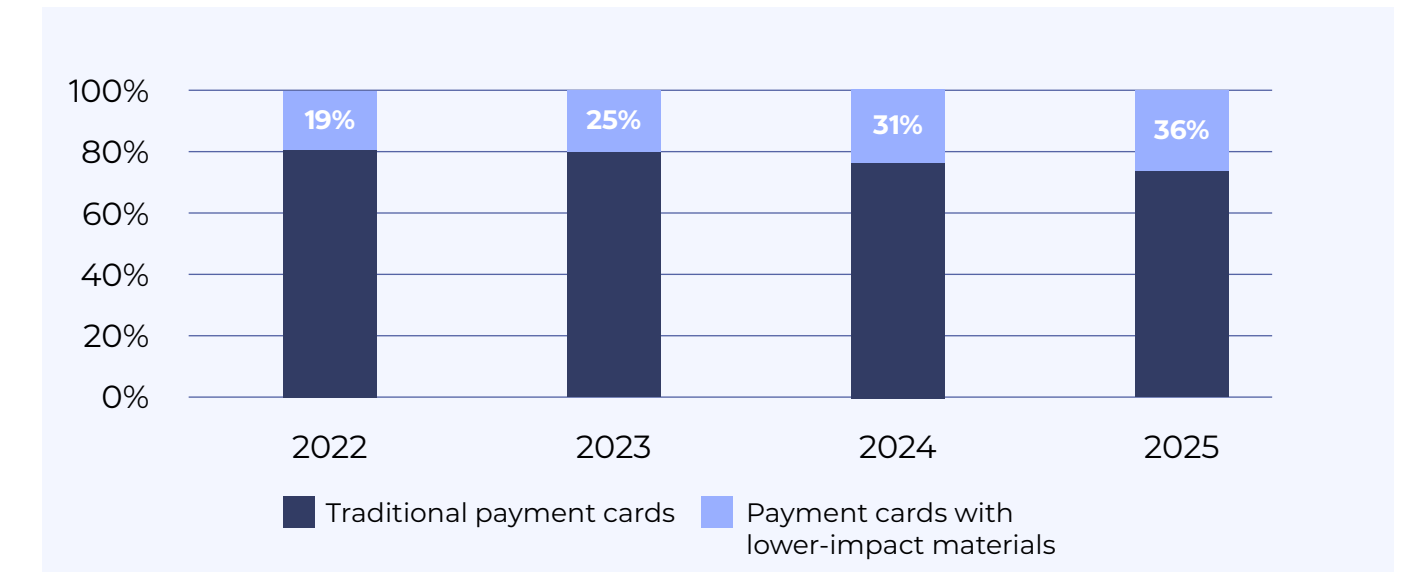
1. We deploy a multi-sourcing approach that prioritizes **local procurement** of raw materials to reduce transport-related emissions of products – for e.g.: recycled PVC is sourced locally in our industrial hub in China.
2. Increase the use of **lower-carbon materials** such as cardboard or recycled substrates, compared to standard references – for e.g.: more than 197 million payment cards were produced in 2025 using recycled PVC.
3. **Reduce the amount of material** – in 2025, 72% of SIM cards were delivered in small or medium size (v.s 65% in 2024).
4. **Optimize packaging** through reduced formats and material quantity. From 2026 onwards, we will industrialize our eco-designed packaging solution, already deployed in Vitré for European SIM deliveries, across all sites and product lines.
5. Shift to **renewable energy for production** (see p. 16).

Key challenge: driving market adoption towards 2030

Key challenge for 2026 and beyond lies in market adoption rather than industrial capability. Eco-designed solutions are already available at scale. Accelerating their deployment requires supporting customers in understanding and valuing their environmental benefits, through awareness and support in integrating environmental performance into their overall marketing strategy and decision-making. In addition, innovation in raw materials will be critical. Developing bio-sourced or recycled materials that preserve resistance, security and full device compatibility is essential to accelerate market adoption.

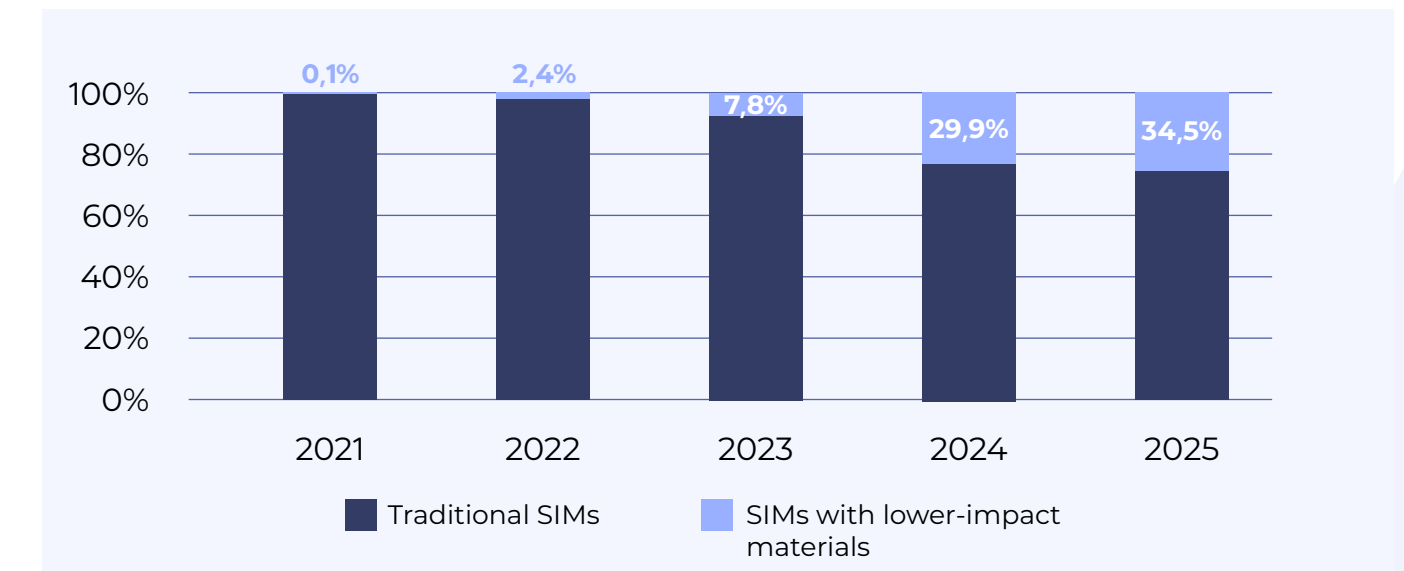
Share of payment cards with lower impact materials

Scope: total payment cards delivered to clients



Share of SIM cards with lower impact materials

Scope: total SIM cards delivered to clients



*Note: - "Lower-carbon materials" SIMs refer to SIM cards meeting the Trusted Connectivity Alliance definition of a "Sustainable SIM card body", i.e., a SIM plug (2FF, 3FF, 4FF and combined formats) and its respective carrier made from second-use (post-industrial or post-consumer) or biodegradable raw materials.
- "Lower-carbon materials" payment cards refer to products made with materials selected to reduce greenhouse gas emissions: recycled or bio-sourced materials.*

Zoom on 2025 eco-designed products



Zoom on APOCa SIM card

- › Through the APOCa project (half-SIM plug on cardboard), we redesigned the SIM card to reduce the amount of plastic used per card by replacing the traditional plastic body with cardboard, a lower-impact material.
- › While the SIM module remains plastic to ensure full functionality and device compatibility, the card body is made of 100% cardboard components. It is certified for industrial composting (according to EN 13432 standard¹) conditions and reduces plastic distribution by 2 grams per card².
- › Fully compatible with existing packaging, logistics and distribution processes, APOCa was deployed in Europe and Africa in 2025 and provides mobile operators with a practical lever to reduce plastic waste.
- › IDEMIA Secure Transactions has been named “Green Tech Advocate” for Performance at The Fast Mode Awards 2025, achieving recognition of APOCa.

Zoom on colored recycled PVC payment card

- › This dual-interface payment card integrates a core and inlay made from 100% recycled colored PVC.
- › The development of this solution responds to customer demand for product differentiation and personalization while reducing the CO₂e footprint compared to cards manufactured from virgin PVC (approx. 10% reduction of CO₂e in cradle to grave, depending on the manufacturing site location).
- › In addition, the use of colored recycled PVC maintains the same environmental performance as our standard white recycled PVC cards.

1. EN 13432 is a European standard specifying the requirements for packaging recoverable through industrial composting, including criteria on biodegradation (at least 90% within six months), disintegration under controlled composting conditions, and absence of ecotoxicity.

2. APOCa is a half-SIM card. The comparison is made with a traditional half-SIM card.

External stakeholders

Customers & Suppliers

Committing with suppliers on responsible practices

100% of our key suppliers¹ signed our Supplier code of conduct²

Supplier Code of Conduct signature

› IDEMIA Secure Transactions' Suppliers Code of Conduct³ has been developed with reference to international standards such as the International Labour Organization Codes of Practice, the Universal Declaration of Human Rights, Social Accountability International and the Responsible Business Alliance Code of Conduct. In 2025, 100% of our key suppliers have signed it or had their own Code of Conduct reviewed by our legal team to ensure compliance (vs. 90% in 2024). Therefore, they committed to :

- Uphold fundamental human rights and labour standards, including safe working conditions, non-discrimination and the prohibition of child and forced labour.
- Conduct business ethically and in compliance with applicable laws, notably by preventing corruption, bribery and other unethical practices.
- Manage environmental impacts responsibly, including compliance with environmental regulations and alignment with our commitments on greenhouse gas emissions data and reduction roadmap.

› By 2030, we aim that 100% of our suppliers will have signed our Supplier Code of Conduct.

Supply chain audit and risk management

› A structured process is in place to identify and manage risks within the supply chain, covering human rights, environmental issues, health and safety. Supplier risks are assessed at least annually, based on a risk-based approach and supplier prioritization.

› This process is complemented by regular supplier audits, conducted by internal teams or third parties, with corrective actions defined and monitored where necessary. In 2025, 52% of our key direct suppliers have been audited in 9 countries.



¹ Key Supplier is one whose business relationship or concentration risk is strategically significant, regardless of ICT (Information and Communication Technologies) criticality level. This designation reflects strategic, financial, or dependency importance to the organization beyond purely ICT or operational risk factors.

² Or have their own Code of Conduct reviewed by our legal team to ensure compliance.

³ <https://www.idemia.com/wp-content/uploads/2021/01/idemia-supplier-code-of-conduct-2023.pdf>

Partnering with suppliers on ESG assessment

91% of our key direct suppliers¹ have gone through EcoVadis assessment or equivalent²

Suppliers EcoVadis assessment

- › [EcoVadis](#) is a key third-party sustainability assessment platform used to assess and monitor the ESG performance of our key suppliers, supporting supply chain risk management across environmental, social, ethical and responsible procurement topics.
- › Key suppliers are invited to be assessed through the EcoVadis platform, and results are integrated into supplier performance management. Suppliers with scores below IDEMIA Secure Transactions expectations are required to implement corrective actions and are re-evaluated as soon as possible to monitor progress. At year-end 2025, over 88% of assessed suppliers met our CSR performance threshold (vs. 83% in 2024), while the remaining suppliers have engaged in corrective action plans.

Complementary internal actions

- › EcoVadis assessments are always complemented by internal measures to strengthen supply chain ESG practices. For instance, in 2025, 100% of our buyers were trained on our Supplier Code of Conduct and our Sustainable Procurement Policy. By embedding these standards into every sourcing decision, we create a cascade effect across our supply chain, driving higher ESG performance among our suppliers.
- › By 2030, we aim for 90% of our key direct suppliers to achieve a satisfactory score (above 45%) in an external ESG assessment conducted by an independent third party (EcoVadis or equivalent)

100%
of our buyers trained
on Sustainable Procurement

1. Key Supplier is one whose business relationship or concentration risk is strategically significant, regardless of ICT (Information Communication Technologie) criticality level. This designation reflects strategic, financial, or dependency importance to the organization beyond purely ICT or operational risk factors.
2. RBA and DOW Jones

Partnering with customers on ESG improvements

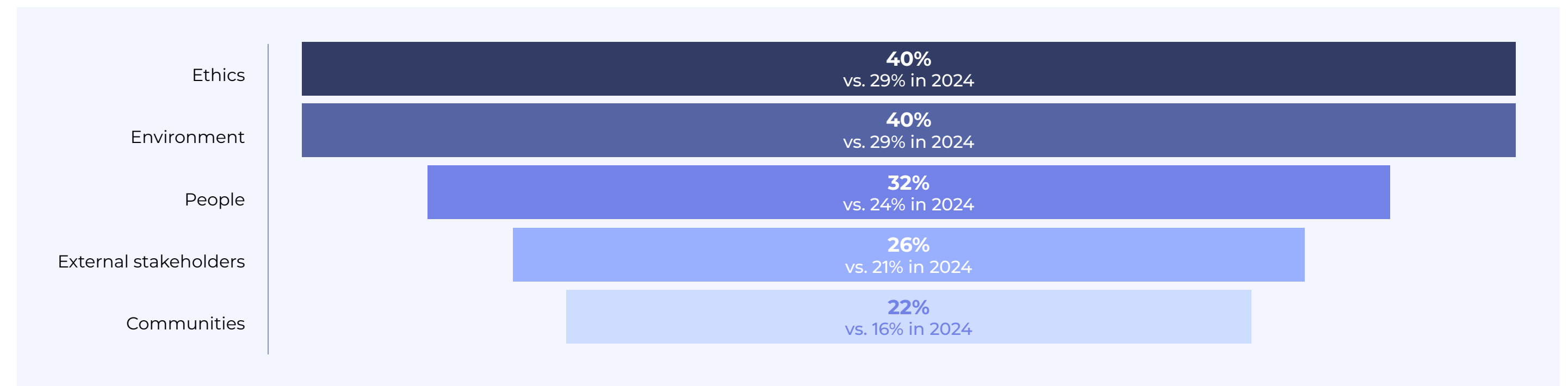
Customer satisfaction: Net Promoter Score at 58 (+3pts vs. 2024)

Annual customer survey

- › For the 7th consecutive year, we conducted a customer survey to gather feedback on our overall strategy and better understand customers' ESG priorities. In 2025, 447 responses were collected, representing a 15% response rate (+1.4 points vs. 2024).
- › Ethics and Environment emerged as the top priorities, each selected by 40% of respondents (vs. 29% in 2024), reflecting strong expectations regarding responsible business practices, anti-corruption, data protection and long-term environmental commitments.
- › People-related topics ranked third (32%, vs. 24% in 2024), followed by responsible engagement with external stakeholders such as suppliers and partners (26%, vs. 21%), and support to communities (22%, vs. 16%).
- › These insights help guide IDEMIA Secure Transactions in continuously strengthening its CSR strategy and aligning its initiatives with customer expectations.

ESG priority ranking for our customers

Source: Internal Customer Survey 2025



- **Ethics** – Sanction corruption, bribery and anti-competitive practices, while ensuring data privacy and protection
- **Environment** – Develop long-term actions to protect the planet including sustainable offers/products
- **People** – Promote diversity and provide inclusive, fair and safe workplace, respecting labor and human rights
- **External stakeholders** (customers, suppliers and partners) – Select stakeholders who respect fundamental rights and are environment friendly
- **Communities** – Reinforce support to local populations (e.g. development, job creation, technology access, etc.)

Ethics & Governance

Note: additional information on this specific part can be found in the “Plan de vigilance – Loi 2017-399”, published annually and available on [IDEMIA website](#).

Ethics, business conduct and human rights framework

100% of newly hired employees and new suppliers received a copy of our Ethics Charter

Policy-based oversight

Following the creation of IDEMIA Secure Transactions as a standalone Division, compliance governance remained fully aligned with IDEMIA Group's anti-corruption framework. IDEMIA Secure Transactions operates under the **Group Ethics Charter** and **Code of Conduct**, aligned with anti-corruption laws and recognized international standards. This framework is supported by key business conduct policies covering **Gift and Hospitality, Fair Competition, Third-party Management, Conflict of Interests, International sanctions** and **Export Control**.

To ensure consistent awareness and accountability:

- All newcomers receive the Ethics Charter and Code of Conduct upon onboarding;
- All suppliers must adhere to the Group Ethics Charter;
- Clients identified as higher risk must adhere to the Group Ethic Charter and Code of Conduct.

Embedding a risk-based compliance model at Division level

2025 marked a structural milestone in IDEMIA Secure Transactions' compliance maturity with the transition toward a fully risk-based compliance model tailored to the Division's activities. We updated our **risk mapping**, reflecting our specific activities and geographical exposure. This assessment enabled to identify and prioritize corruption risks, thereby ensuring that our compliance framework is proportionate, targeted and aligned with actual exposure.

Building on this updated risk assessment, in 2026, we will **update and strengthen our Division-specific policies** – including the Ethics Charter. In addition, we will update our Code of Conduct to reflect the Division's governance structure, risk profile and accountability framework.



Building a robust governance to monitor and avoid risks

One new dedicated operating model to strengthen governance, reporting lines and accountability

From Group framework to IDEMIA Secure Transactions-level governance

Until November 2025, Ethics, Compliance, Human Rights and business conduct were governed under a Group-level governance framework, with defined implementation and escalation responsibilities at Division level.

In 2025, we formalized a governance structure dedicated to our activities:

- Creation of a **strengthened central Compliance Department**, with the nomination of a permanent Head of Compliance and a Compliance officer;
- Establishment of a **Compliance Committee**. Chaired by the CEO and active since December 2025, it will meet quarterly to provide oversight on the Ethics & Compliance program and its deployment across the Division. It reviews critical and strategic matters, including Human Rights topics.

Scaling governance through regional oversight

Following the implementation of the Division-level governance structure, 2025 was dedicated to the creation of a regionalized compliance oversight model, to reinforce operational proximity and risk monitoring. Starting in 2026, **Regional Compliance Committees** will be established and will meet on a quarterly basis. In parallel, we will launch an **Ambassadors Forum**, bringing together a network of designated local Compliance Ambassadors.

This three-level operating model strengthens accountability, escalation channels and risk-based supervision, while embedding compliance closer to operations.

Group-level governance framework



Division-level governance framework



Managing corruption & influence peddling risks

80% of employees completed the anti-corruption training and signed the Code of Conduct

A zero-tolerance standard

- › We operate in a sector characterized by high-value contracts, public tenders and complex third-party ecosystems across multiple jurisdictions, some of which are classified as higher risk according to Transparency International Corruption Perceptions Index.
- › Given this exposure, we apply a strict zero-tolerance policy toward corruption and influence peddling. This commitment is endorsed at the highest level and operationalized through a structured anti-corruption program¹ designed to prevent, detect and remediate integrity risks.

Strengthening employees' awareness and effective commitment

- › In 2025, we launched a new format of training campaign, integrating mandatory acknowledgment of the Code of Conduct, in line with the French Anti-Corruption Agency requirements. 80% of targeted office employees² completed the training and formally acknowledged the Code of Conduct (vs. 30% in 2023 and 34% in 2024). Along with our commitment to reinforce Tone from the Top, a CEO communication supported the launch of the training.

Continuous improvement and regular assessment

- › We ensure the robustness of our framework through structured monitoring. The 2025 internal control campaign includes 16 dedicated controls covering key Ethics and Compliance risks. In parallel, Compliance digitalized most core processes, strengthening traceability, efficiency and control.

ISO 37001

4 legal entities recertified
(France, Singapore and two in the UK)

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

2. All white collars internal employees, including part-time: among 5,289 employees, 4,231 completed the training

Managing antitrust & fair competition risks

Raising awareness about antitrust and fair competition risks among employees

We manage antitrust and fair competition risks through a structured compliance framework supporting employees in their day-to-day activities and ensuring practical application of rules.

This is mainly achieved through:

- › Mandatory training - in 2025, 1 857 employees had passed the Antitrust e-learning since 2023;
- › Practical guidelines, including guidance on market intelligence and participation in trade associations;
- › Escalation channels to seek advice or report potential non-compliance.

While the antitrust compliance framework is defined at Group level, its deployment within IDEMIA Secure Transactions Division is tailored to its specific risk profile, with ongoing support from Legal and Compliance teams across geographies.



Managing Human Rights risks

Completion of the new Responsible Minerals Initiative compliance reporting

Operating in a global and highly regulated environment, we are exposed to human rights risks related to our activities, technologies and supply chain. Ensuring respect for human rights and fundamental freedoms is a key priority. We adhere to the principles of the Universal Declaration of Human Rights, which are reflected across our policies governing working conditions, supply chain management and the development of our solutions. Attention is given to the most material risks: **child labor, modern slavery, conflict minerals, data protection and privacy, and the risk of misuse of products.**

Child labor risk

- › We prohibit child labor and apply strict minimum age requirements in line with national labor laws and, where national legislation is insufficient, take into account internationally recognized standards.
- › A risk-based approach is used to identify countries, sectors and activities with higher exposure and to adapt procedures accordingly.
- › Age-verification mechanisms are required in recruitment processes, and suppliers and business partners are expected to apply the same principles through due diligence and contractual commitments, in line with the UN Global Compact.

Modern Slavery risk

- › We are committed to preventing modern slavery and human trafficking, and our **Modern Slavery Statement** is aligned with applicable legal obligations. A risk-based approach is applied to identify and manage risks, with particular attention paid to the supply chain. Supplier labor practices are assessed annually, with a specific focus on higher-risk contexts.
- › When engaging with recruitment agencies, particularly smaller or locally operated entities, we:
 - set clear expectations through our **Supplier Code of Conduct**;
 - deliver targeted training on modern slavery risks;
 - maintain ongoing collaboration to ensure recruitment practices align with applicable laws and international standards.

Conflict minerals risk

- › We do not directly purchase minerals and are not a traded company. We therefore have no legal obligations to report to the Securities and Exchange Commission (SEC) according to the U.S. Dodd-Frank Act. However, we recognize conflict minerals as a critical supply chain risk and support international efforts to prevent human rights abuses in conflict-affected and high-risk areas.
 - Purchasing Teams promote responsible and compliant mineral sourcing practices across the supply chain.
 - We maintain a list of mineral sourcing partners to ensure that our components originate from compliant smelters for gold, tungsten, tantalum and tin (3TG) and we have expanded our focus to emerging minerals of concern, such as cobalt.
 - In 2025, we issued an updated **Conflict Minerals Statement** for our customers, strengthening our commitment to responsible sourcing practices and alignment with international due diligence standards.
 - In line with the **Responsible Minerals Initiative (RMI)**, our due diligence process includes identifying smelters and engaging to transition away from those that do not meet the **Responsible Minerals Assurance Process (RMAP)** requirements. In 2025, we completed a new RMI compliance reporting cycle following updated RMI requirements, ensuring continued supplier due diligence and alignment with industry standards.

Managing data protection risk

9 sites certified ISO 27001

Protecting data of customers and end-users

We operate at the core of secure transactions, where the protection of personal data and privacy is critical to customers and end-users. Data protection risks are managed through technical and organizational measures **aligned with General Data Protection Regulation (GDPR):**

- Privacy and data protection requirements are systematically included in customers and suppliers' contracts, and suppliers are subject to third-party privacy due diligence worldwide.
- Data protection incidents and complaints are monitored through dedicated records. In 2025, no major personal data breach impacting privacy was recorded.
- Information security is further strengthened through certified management systems, with **9 sites ISO 27001 certified in 2025.**
- Employee awareness is reinforced through mandatory GDPR training.



Managing export & products misuse risks

New mandatory training about export control

International Sanctions & Export Control

- › IDEMIA Secure Transactions operates a risk-based export control and trade sanctions compliance program to prevent unauthorized transfers of products, software and technical information and to ensure compliance with applicable regulations, including UN, EU and U.S. regimes as applicable. Given the sensitive nature of secure technologies and components, the program is designed to mitigate risks of diversion, misuse and circumvention across complex supply chains and re-export scenarios.
- › The program includes export control classification and determination of licensing requirements, screening of relevant parties (customers, intermediaries, etc) against applicable sanctions and restricted party lists, assessment of destination – for e.g., unusual routing.
- › In 2025, the program was supported by a new export control mandatory training for exposed roles, targeted awareness actions, documented procedures and record-keeping to ensure consistent decision making, escalation and traceability.

Risk of misuse of our products

- › IDEMIA Secure Transactions provides secure components used across payment, connectivity and automotive ecosystems. While these technologies are designed to enhance security and trust, certain use cases or operating environments may increase the risk of misuse, with potential impacts on individuals' rights and financial security. This risk is managed through a risk-based governance framework.
- › Projects presenting elevated risk indicators are subject to enhanced review and escalation. This review considers the proposed use case, destination environment, relevant parties (including intermediaries, where applicable), and red flags related to diversion, surveillance misuse or restrictions on fundamental rights.
- › Where risks are identified, decisions are escalated to the Compliance Committee. Mitigation measures can include strengthened contractual safeguards, enhanced due diligence, additional end-use/end-user assurances, shipment holds pending clarification, and risk-based ongoing monitoring.



Addressing reports of breach of ethics

A confidential whistleblowing system accessible worldwide to employees and third parties

- › Launched mid-2020 at Group level, our alert collection¹ system is accessible to anyone who wishes to report a breach of ethics and is available in 17 languages. The mechanism is accessible via our website² for all stakeholders. Anyone can also report facts presenting a risk of non-compliance with the Ethics Charter via a generic email address³.
- › 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 Committee defines the investigation approach. Information gathered is strictly confidential.
- › Any incident that violates local applicable laws or constitutes misconduct against the IDEMIA Group Ethics Charter can be reported (see table). The relative stability in the number of reports over recent years may reflect the progressive embedding of the alert mechanism within the organization, as employees and stakeholders are increasingly aware of the platform and are using it appropriately.

TYPE OF ALERTS RECEIVED	2023	2024	2025
Allegations of fraud	3	3	1
Allegations of corruption	4	7	2
Allegations of conflicts of interests	6	1	4
Allegations of harassment	4	5	7
Allegations of favoritism	5	0	0
Non-compliance with the Ethics Charter	6	11	0
Inadmissible	5	4	9
TOTAL	33	31	33

DECISIONS	2023	2024	2025
Sanctions	9	5	4
Reminder of the policy and regulations	8	4	3
Dedicated training	2	0	3
No further action*	9	12	8
Not applicable	5	4	11
Under investigation	0	6	4
TOTAL	33	31	33

Note: examples of explanations for "no further action" decisions: allegation not substantiated, insufficient evidence, issue already resolved, no policy breach, misunderstanding, duplicate report.

1. This system 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)
 2. <https://IDEMIA.integrityline.app/>
 3. ethics@IDEMIA.com

Monitoring continuous improvement through internal control

100% of legal entities within defined scope completed the annual self-assessment

Internal Audit and Control

- › IDEMIA Secure Transactions' Internal Audit and Control teams oversee the effective implementation of compliance across its worldwide entities.
- › The **Internal Control team** coordinates an annual self-assessment conducted at the level of legal entities within a defined internal control scope, determined based on risk assessment criteria. In 2025, 100% of legal entities within this defined scope (29*) completed the annual self-assessment, consistent with previous years and reflecting the robustness and stability of the internal control framework.
- › In parallel, the **Internal Audit** department performs on-site reviews in accordance with a multi-year audit plan. These audits cover key operational and governance processes, including treasury, purchasing, sales, human resources, inventory, compliance and fixed assets. In 2025, 5 operational sites were physically audited.



*The variation compared to prior years reflects the updated reporting perimeter at Division level.

People

Promoting gender equality as part of our DE&I policy

37% of women employees

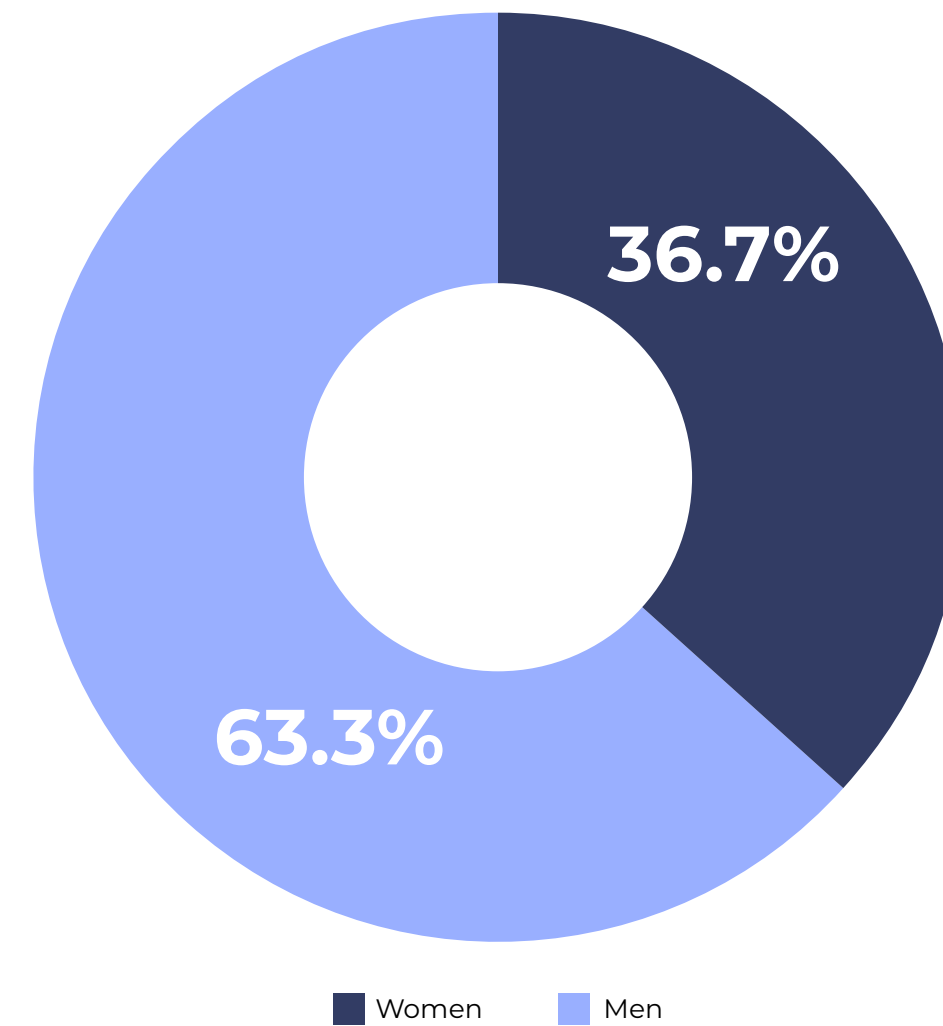
Promoting and assessing our Diversity, Equity & Inclusion (DE&I) policy

- > In 2025, we issued our 5-year Diversity, Equity and Inclusion Commitment with a specific focus in the following areas: culture of belonging, inclusive workplace, fair development and reward.
- > Our Human Resources guidelines promote equal opportunities for all candidates and employees. We want to ensure our decisions are based on role requirements, qualifications, experience and performance.

Addressing gender balance in the technology sector

- > As a technology-driven company, gender balance is a key challenge for our industry and a priority of our DE&I policy. In 2025, women represented 36.7% of the workforce (+1.4% vs. 2024) and 23.6% of engineering roles (vs. 23.5% in 2024) - confirming a positive trend while highlighting the need to further strengthen our actions.
- > Women also accounted for 27% of management positions (vs. 24.8% in 2024), supporting our ambition to foster more balanced leadership over time.

2025 Gender breakdown



Note: Total headcount = 7 365 on December 31st, 2025 - includes not reported gender; fixed term, apprentice and trainee; permanent and fixed term

Gender representation across the employee lifecycle

24% ↑

Women in engineer positions vs. 23.5% in 2024

Note: 289 Women in engineer positions in 2025 (Total men & women = 1 222)

27% ↑

Women in management positions vs. 24.8% in 2024

Focus on “WIN” employee resource group



> In a sector where women remain underrepresented, providing a dedicated space is key to **supporting women's career development, strengthening confidence** and fostering leadership. Created in 2019, WIN is IDEMIA Secure Transactions' **Employee Resource Group** dedicated to advancing women's professional and leadership development. WIN provides a structured network that encourages peer support and mentorship across the organization. In 2025, WIN continued to play an active role through a range of initiatives:

- On March 2025, WIN launched its first training program aimed at supporting the development of female talent and strengthening their leadership capabilities across the organization. A cohort of 13 participants was selected to take part in a 9 months program, comprising monthly three-hour sessions.
- On April 2025, WIN organized a lecture open to all employees across the LATAM region, focusing on gender equality and the role women can play as agents of change within the workplace. The session brought together internal and external expertise, with contributions from our Head of Legal and CSR Ambassador, a specialist coach and a psychologist specialized in gender issues and the protection of vulnerable populations.



Protecting our people

50% of our production sites certified ISO 45001¹

Preventing our employees on sites from occupational health & safety risks

- › Our industrial and office activities expose our employees to occupational health and safety risks, particularly on manufacturing sites. Protecting them is a core priority, supported by a strong **culture of prevention embedded across all activities and sites²**. For example, a **Health & Safety Manual** defines the health and safety roles and responsibilities through the company.
- › In 2025, 3 manufacturing sites were **certified ISO 45001** (since 2019), reflecting a serious health & safety management system in place.
- › However, we are conscious that this management system strengthens long-term prevention rather than delivering immediate year-on-year reductions since **Occupational Injury Frequency Rate³** in manufacturing tends to decrease slowly.

A slow decrease in incidents, probably due to improved reporting practices

- › The slow decrease of informed incidents does not necessarily reflect a lack of impact of prevention measures, but in some cases, probably an enhanced transparency and **reporting culture⁴**. This indicator serves as a precious management tool to better identify risk areas and strengthen corrective actions.

Reported incidents



1. ISO 45001 = International standard for occupational health and safety management systems, aiming to prevent work-related injuries and protect employees' well-being.
 2. 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.
 3. Occupational Injury Frequency Rate = number of recordable work-related injuries occurring during a reporting period, expressed per a standard number of hours worked, used to measure the frequency of occupational injuries within an organisation.
 4. See p.36 Integrity Line - 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.

Listening to our employees

85% of participation rate to the “I Speak Up” survey

Active employees listening

› Every year, IDEMIA Secure Transactions reinforces its commitment to active employee listening through its annual “I Speak Up” survey. This anonymous questionnaire covers topics such as employee engagement, ethics, understanding of strategy or trust in management. The responses are reviewed by Human Resources teams and managers to implement targeted improvements across 13 categories.

› In 2025, the survey leveraged key learnings, such as:

- **87% of employees feel engaged**, reflecting our commitment to fostering a positive work environment where everyone feels valued, energized and motivated to be their best.
- **88% of employees feel positively about the collaboration & teamwork** in the organization and trust that there are good opportunities for people to share ideas and collaborate.

- **71% of employees would prefer to remain with our company** even with comparable opportunities in other organizations. While this item keeps improving year after year, we aim to further address the retention topic by various initiatives. For example by launching 2 new Employee Resource Groups in 2026, including one with specific focus on employees early in their careers.



Empowering continuous learning

100% of our employees had access to training and development

Ensuring equal access to training

› In line with our commitment* to continuous skills development and to encouraging employees to take ownership of their professional growth, 100% employees had access to training in 2025. Access was provided through e-learning solutions for office-based employees, complementing in-person training formats. In 2026, we will enable all our employees - including on production sites - to access a new international e-learning platform and manage their development.

Zoom on our Diversity Equity & Inclusion modules

› We have 2 interactive DEI e-learning paths available, one for employees and one for managers. Each aims to educate on creating inclusive environments that celebrate diversity and promote equity, help recognizing unconscious biases, promoting equitable practices, and creating a respectful and supportive work environment. The Manager module also addresses an effective leadership of diverse teams and implementing DE&I strategies.

Developping a Sustainability Academy tailored to business functions

› We see all our employees as key agents to build a more sustainable future. By 2030, our ambition is to develop a Sustainability Academy tailored to priority business functions and positions, ensuring ESG principles are embedded into daily decision-making across the organization.

› We have already laid foundations:

- A mandatory CSR onboarding training ensures that 100% of new hires are introduced to our ESG commitments. 3 614 employees have completed this training since 2024, reaching a 93% completion rate.
- In 2025, we launched the IMPACT Academy — a short video-based program designed to connect sustainability topics to operational realities, from carbon footprint and responsible sourcing to HR strategy and energy management. This first phase provided a structured content base that will support the development of a more function-specific academy model.



*Our objective is to provide various means of training and development to all our employees based on their needs and regardless of their job position.

Communities



Community actions driven by local teams

135 community actions, involving 2 668 employees

Supporting local communities

› IDEMIA Secure Transactions' community actions reflect our commitment to support local communities where we operate. These initiatives respond to concrete social or environmental needs identified at local level. We encourage and support these initiatives by providing a framework that enables teams worldwide to volunteer, while respecting local contexts and priorities. In 2025, 135 community actions were completed around the following main areas of impact: **women & education, environment & waste, disability and health.**

› From 2026 onwards, we aim to further monitor the impact of these actions, while preserving their local and voluntary nature.

A structured network of CSR ambassadors to lead local actions

› Community actions are driven by a network of CSR Ambassadors, comprising **42 country Ambassadors and 6 regional Ambassadors.**

› Acting on a voluntary basis, country Ambassadors initiate and coordinate local initiatives that respond to community needs across the company's operating locations. Regional Ambassadors play a facilitating role by ensuring local actions are aligned with our values and responsible business principles.



Focuses of our community engagement

These three examples offer a glimpse of community action in practice. A variety of other initiatives are happening across our entities.

Laptops donation

› On November 25, 2025, employees in Hungary supported Arany Janos Elementary School in Besnyo through the donation of 10 refurbished laptops, helping improve digital access for disadvantaged children and their families. Across 2025, a total of 154 laptops were donated through various local initiatives.

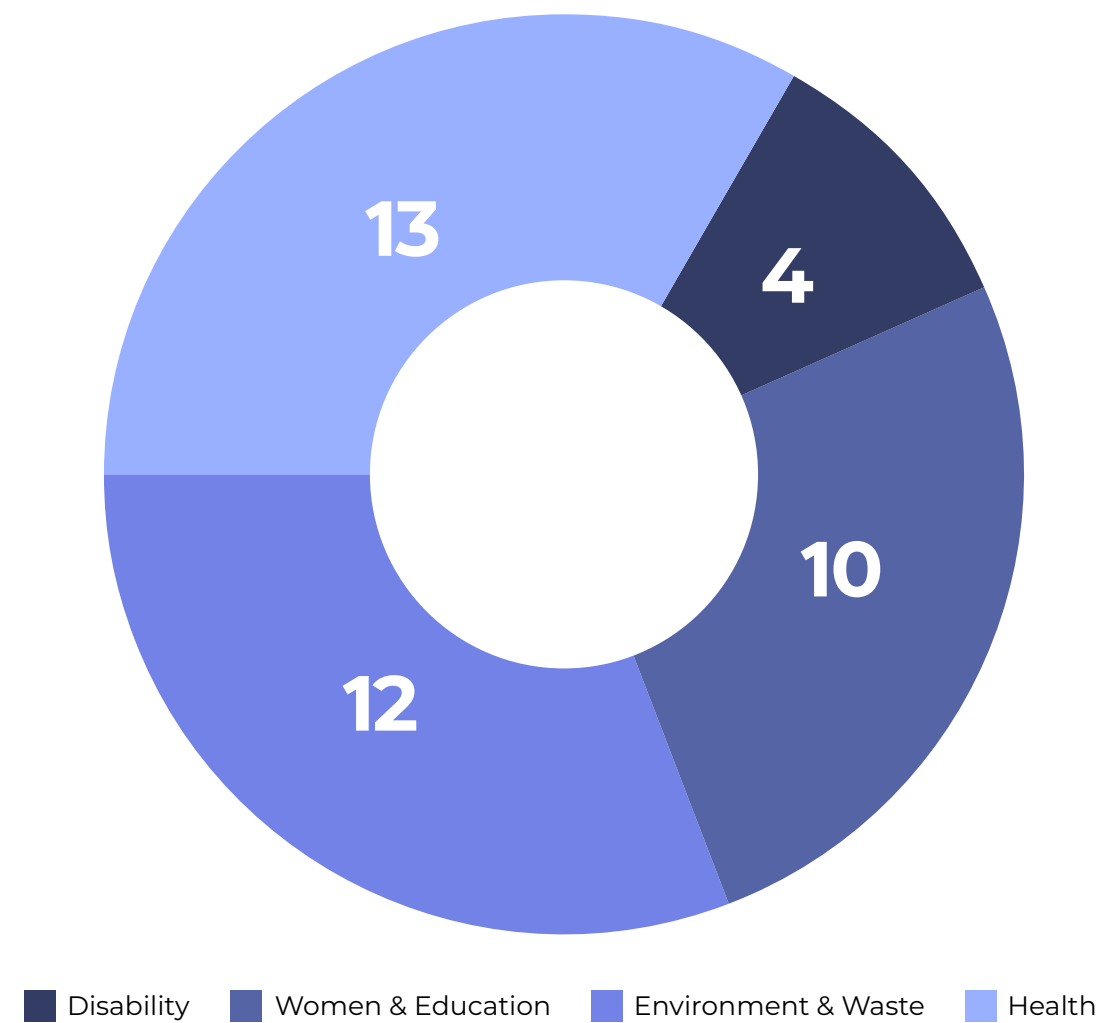
Awareness around disability

› Marking the International Day of Persons with Disabilities, the Peru team organized a disability awareness session. 20 employees participated, fostering greater inclusion, respect, and understanding of accessibility and diversity in the workplace.

Blood donation

› On June 24, 2025, Pakistan teams took part in a blood donation drive organized with Indus Hospital. 40 employees volunteered, contributing to life-saving treatments for patients requiring critical and emergency care.

Community action sub-categories

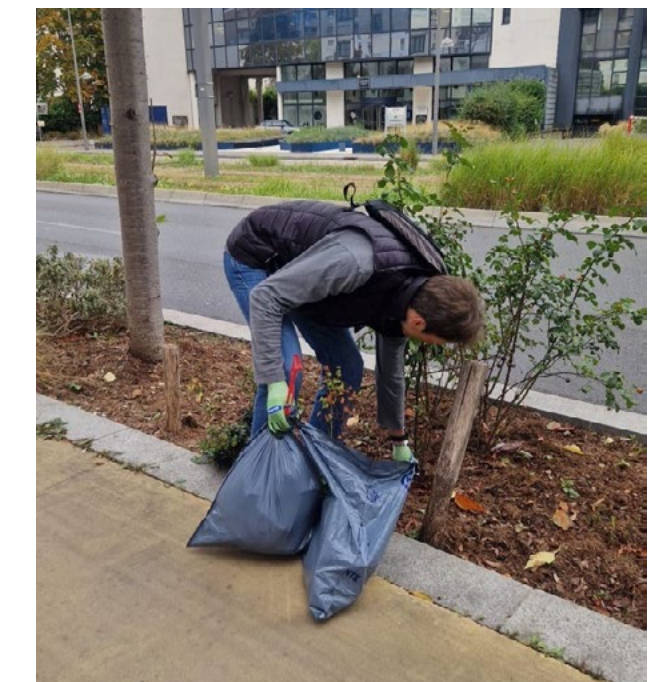


Worldwide community action

26 sites in all continents participated in the World Clean Up Day

Embedding environmental responsibility through collective action

- › As part of its environmental initiatives and employee engagement efforts, we took part for the fourth consecutive year in the World Cleanup Day.
- › In 2025, nearly 400 employees across 26 sites worldwide participated in clean-up activities in natural and urban areas near our sites.
- › This initiative is designed not only to contribute locally to waste reduction, but also to raise awareness among employees about pollution challenges and reinforce a shared sense of responsibility for environmental protection.



IDEMIA India Foundation

92% of students secured employment after benefiting from a training program

About IDEMIA India Foundation

› IDEMIA India Foundation operates across three priority areas: skills development and employability, particularly for underserved youth and women; local environmental initiatives; and community well-being, including healthcare support and inclusion of people with special abilities. The Foundation initiatives contribute to our broader CSR priorities on inclusion and sustainability.

Focus on skills development & employability objectives

› The Foundation's flagship initiative, the Comprehensive Career Readiness Program, is an employability program preparing underserved youth for entry-level roles through industry-aligned digital training, soft skills development and employee mentoring. In 2025, 500+ students completed the program (50% were young women) and 92% of them secured employment after completion.

Focus on STEM Labs

› In 2025, the Foundation launched STEM Labs benefiting 2 000+ students (aged 5-17) from underserved communities. The Labs support science and technology learning by providing hands-on activities aligned with core school subjects, enabling students to apply theoretical concepts. Initial feedback indicates increased student engagement in STEM subjects during the first month of implementation.

Biodiversity Park

› As part of its environmental sustainability efforts, since 2023 the Foundation undertook the transformation of a degraded industrial dumpyard into a functional biodiversity park. The initiative included the plantation of over 15,000 trees, to restore green cover and support native biodiversity. The site also incorporates rainwater harvesting pits, enabling groundwater recharge and sustainable water management. The area has evolved into a self-sustaining ecosystem, fostering local flora and fauna. In 2025, the Foundation continued to maintain and monitor the park, ensuring the long-term preservation of this ecosystem.



Towards 2030

IMPACT 2030



› **Building on the progress achieved, IDEMIA Secure Transactions will launch a new phase of its IMPACT program.** Starting in 2026, the program will be structured around two pillars and supported by a set of objectives for 2030. This next chapter aims at further integrating sustainability across our operations, products offering and stakeholder relationships, while expanding our focus towards circularity alongside climate, responsible sourcing and inclusion.

2030 objectives			
ENVIRONMENT	CLIMATE	1	Reduce absolute Scope 1 & 2 by 40% vs 2024
		2	100% renewable electricity across operations
	RESSOURCES	3	≥ 90% of recycled waste in manufacturing sites
		4	75% of smart cards made with recycled or bio-sourced materials
		5	≥ 90% of SIM cards in small size, to reduce material use
		6	100% of sites in water-stressed areas covered by water risk assessment and reduction plans
SOCIETY	SUPPLIERS	7	Reduce purchased goods & services emissions by 15% through supplier decarbonization and sourcing decisions (Scope 3) vs 2025
	LOCAL COMMUNITIES	8	70% of underprivileged students completing our Foundation STEM Program demonstrate significant improvement in competencies and confidence
	EMPLOYEE ENGAGEMENT	9	Sustainable engagement score (I Speak Up) > High-Tech Norm
	LEARNING DEVELOPMENT	10	95% of managers of priority business functions trained through a tailored Sustainability Academy
	WOMEN	11	30% women in management positions

Appendix

GRI certification



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

Independent Limited Assurance Statement

to IDEMIA Secure Transactions

FBRH Consultants Ltd ("FBRH Consultants") was engaged by IDEMIA Secure Transactions to provide independent limited assurance over the presentation of selected information included in its **Corporate Social Responsibility Report 2025** (the "Report"), covering the reporting period **1 January 2025 to 31 December 2025**.

FBRH Consultants maintains independence and applies ethical requirements consistent with the **principles of the International Ethics Standards Board for Accountants (IESBA) Code of Ethics**. Procedures supporting independence, objectivity, and ethical conduct are embedded within our **ISO 9001 certified quality management system** and form part of our assurance methodology in accordance with **ISAE 3000 (Revised)** and the sustainability assurance standard **ISSA 5000**.

During the reporting period, FBRH Consultants has not undertaken any work for IDEMIA Secure Transactions that could compromise our independence or objectivity in relation to this assurance engagement.

Engagement Summary

Scope of the engagement

The scope of our engagement was **limited to selected disclosures** reviewed for presentation consistency, specifically assessing whether the disclosures and information listed in **Appendix I** are presented in a manner consistent with the structure and requirements of the **GRI Sustainability Reporting Standards (2021 update)**.

Our engagement focused on the **presentation and referencing of disclosures** in the Report and did not include verification of the underlying data, calculations, or performance metrics reported by IDEMIA Secure Transactions.

Reporting criteria

The reporting criteria used in preparing the Report are the **GRI Sustainability Reporting Standards (2021 update)**.

Assurance standard

Our work was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised)

issued by the International Auditing and Assurance Standards Board (IAASB).

Assurance level

A limited assurance engagement.

Responsibilities

IDEMIA Secure Transactions's management is responsible for:

- the preparation and presentation of the Sustainability Report;
- the selection and application of appropriate reporting criteria;
- the collection, compilation, and presentation of the information contained in the Report.

Our responsibility is to express a **limited assurance conclusion on the presentation of the disclosures** within the defined scope of the engagement.

Our Conclusion

Based on the procedures performed and the evidence obtained, **nothing has come to our attention that causes us to believe that the disclosures included within the scope of our engagement, as listed in Appendix I, have not been presented, in all material respects, in accordance with the requirements of the GRI Sustainability Reporting Standards (2021 update)**.

Work Performed

Our limited assurance procedures included, but were not limited to:

- Reviewing the final version of the Sustainability Report to confirm that the disclosures listed in Appendix I have been presented within the Report;
- Evaluating the overall structure and content of the Report for consistency with the structure and disclosure requirements of the GRI Standards;
- Examining the **GRI Content Index** and cross-checking selected disclosures to verify that references to relevant sections of the Report are appropriately aligned;
- Reviewing narrative descriptions related to the selected disclosures to assess whether they correspond with the requirements of the GRI Standards.

The procedures performed in a limited assurance engagement are **less extensive than those performed in a reasonable assurance engagement**. Consequently, the level of assurance obtained is **substantially lower than that which would have been obtained had a reasonable assurance engagement been performed**.

Our work did not include **verification of quantitative data, recalculation of performance indicators, site visits, or testing of underlying data collection systems**.

Limitations

This assurance engagement was **limited to the review of the presentation of disclosures in accordance with the GRI Standards** and did not include verification of the underlying data or assessment of the effectiveness of internal controls, management systems, or data collection processes used by IDEMIA Secure Transactions.

Sustainability information is subject to inherent limitations, including the use of **estimates, assumptions, and different but acceptable measurement methodologies**. As a result, **comparability between organizations may be affected**.

Use of this Assurance Statement

This assurance statement has been prepared for IDEMIA Secure Transactions for the purpose of assisting the organization in reporting on the presentation of selected disclosures in its Sustainability Report in accordance with the **GRI Sustainability Reporting Standards (2021 update)**. Our assurance work was performed solely for this purpose and should not be relied upon for any other purpose.

FBRH Consultants does not accept or assume responsibility to any third party other than IDEMIA Secure Transactions for our work or for the conclusions we have reached in this assurance statement.

Our assurance conclusion relates only to the version of the Sustainability Report made available to us at the date of this assurance statement, and we do not accept responsibility for any changes made to the Report after that date.


Simon Pitsillides MBA, FCFM, FIEMA

GRI Nominated Trainer, IEMA Trainer
GRI Certified Sustainability Professional
GRI Certified ESRS Sustainability Professional
FBRH Consultants Ltd, London, UK



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

Appendix I: Scope of our assurance engagement

General Disclosures

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

Requirements

GRI 1	Title
	Foundation 2021

Disclosures

Disclosure #	Disclosure Title
3-1	Process to determine material topics
3-2	List of material topics
3-3	Management of material topics

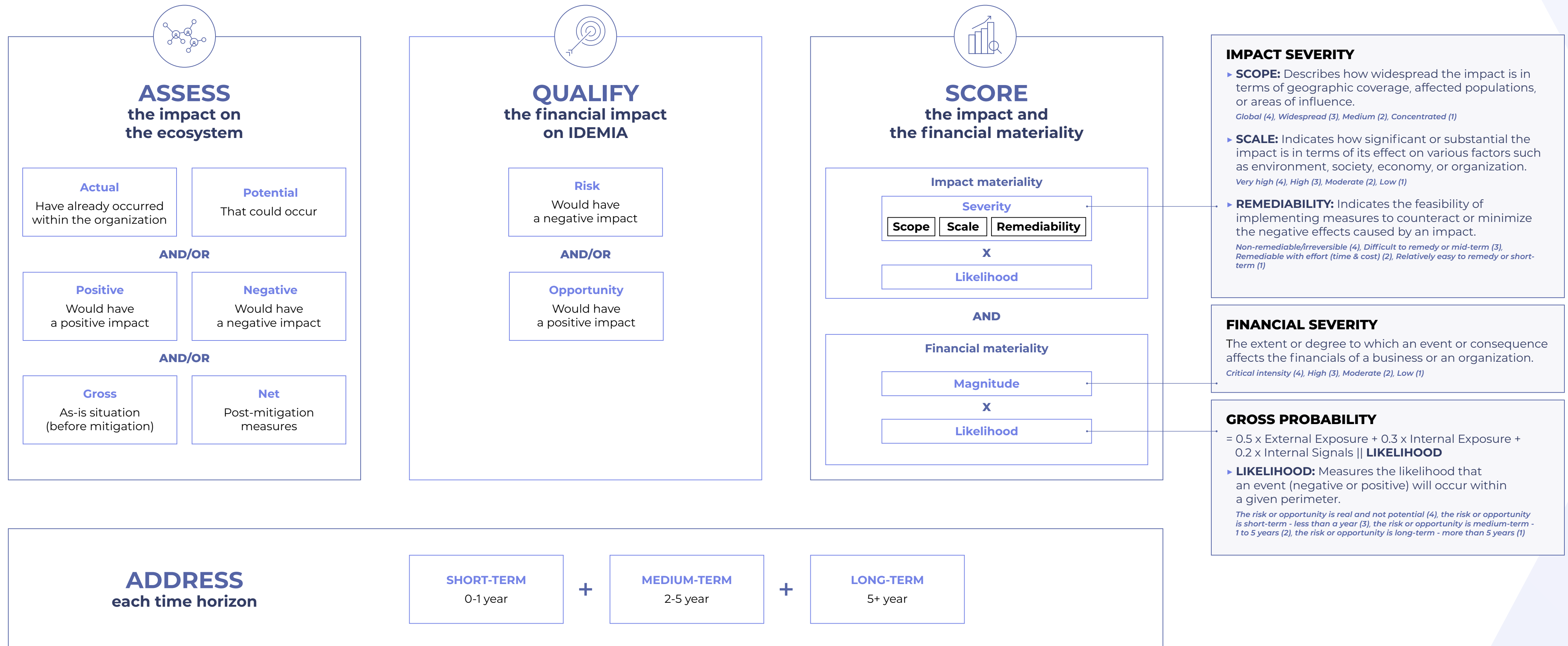
Topic-Specific Disclosures

Disclosure #	Disclosure Title
GRI 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 306-1	Waste generation and significant waste-related impacts
GRI 306-2	Management of significant waste-related impacts
GRI 306-3	Waste generated
GRI 306-4	Waste diverted from disposal
GRI 306-5	Waste directed to disposal
GRI 403-1	Occupational health and safety management system
GRI 403-2	Hazard identification, risk assessment, and incident investigation
GRI 403-3	Occupational health services
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety
GRI 403-5	Worker training on occupational health and safety
GRI 403-6	Promotion of worker health
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
GRI 403-8	Workers covered by an occupational health and safety management system
GRI 403-9	Work-related injuries
GRI 403-10	Work-related ill health
GRI 414-1	New suppliers that were screened using social criteria
GRI 414-2	Negative social impacts in the supply chain and actions taken

Stakeholder engagement model

Stakeholders	Engagement processes	Example of our COmes and achievements
EMPLOYEES European work council Local work councils Individual employees	<ul style="list-style-type: none"> ▶ Internal communication: global at Division level and per function / location, town halls and webcasts ▶ 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 manager / employee dialogue 	<ul style="list-style-type: none"> ▶ Understanding employees' needs and expectations ▶ Evaluation of employee's engagement and resulting action plans ▶ Establishing diversity, equity and inclusion initiatives ▶ Inputs for Double Materiality ▶ Fostering a culture that promotes open dialogue ▶ Training programs to develop competence
CUSTOMERS & END-USERS Financial institutions, merchants, mobile network operators, automotive manufacturers, IoT device manufacturers, channel partners	<ul style="list-style-type: none"> ▶ Regular engagement and dialogue, joint development projects with anchor customers, business development ▶ Workshops and webinars ▶ Strategic partnerships, regular innovation initiatives ▶ Annual customer survey ▶ Customer experience center ▶ End-user panels on specific topics ▶ Whistleblowing platform 	<ul style="list-style-type: none"> ▶ Understanding customer needs ▶ Utilizing Net Promoter Score and feedback for improvement ▶ New generation of offerings, product improvements ▶ Product life cycle analysis and contribution to customers plans ▶ Products and services that benefit society ▶ Inputs for Double Materiality
SUPPLIERS	<ul style="list-style-type: none"> ▶ Regular engagement and dialogue ▶ Tenders and contracts ▶ Supplier performance evaluation and audit ▶ Supplier day ▶ Whistleblowing platform 	<ul style="list-style-type: none"> ▶ Long-term relationships, supplier improvement projects ▶ Supplier Code of Conduct for responsible sourcing ▶ Regular sustainability assessment of the suppliers ▶ Joint projects for innovating ▶ Inputs for Double Materiality
INVESTORS FINANCIAL INSTITUTIONS	<ul style="list-style-type: none"> ▶ Financial and operational performance, strategy and outlooks ▶ Regular Investor calls ▶ Regular Board meetings with main shareholders ▶ ESG questionnaires from stakeholders 	<ul style="list-style-type: none"> ▶ Enhanced transparency ▶ ESG rating such as EcoVadis ▶ Identification of material sustainability topics
COMPETITORS	<ul style="list-style-type: none"> ▶ Industry working groups 	<ul style="list-style-type: none"> ▶ Standardized and/or interoperable solutions for customers
LOCAL COMMUNITIES	<ul style="list-style-type: none"> ▶ Cooperation with local suppliers ▶ Development of local sustainability programs with regional teams ▶ Whistleblowing platform 	<ul style="list-style-type: none"> ▶ Skilling centre in India focused on employment ▶ Local actions driven by a network of ambassadors ▶ Experts contributing to local events
REGULATORS, GOVERNMENTS ACADEMIC INSTITUTIONS	<ul style="list-style-type: none"> ▶ Topic specific meetings ▶ Research projects 	<ul style="list-style-type: none"> ▶ Feedback on proposed legislations ▶ Joint innovation projects

DMA calculation methodology



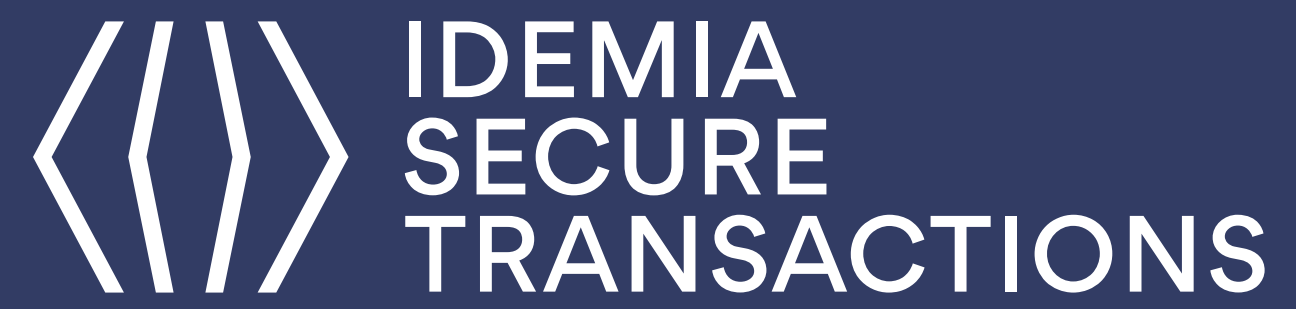
*External exposure (country probability), assessed by three international indices by sub-risk or under-opportunity;
IDEMIA Secure Transactions' exposure (internal probability), which reflects the specific characteristics of IDEMIA Secure Transactions' business in a country, location, supply chain or use case;
Internal signals (factual probability), derived from incidents, audits or internal alerts.

2025 carbon accounting results

Scope	Scope name	t CO ₂ e	% total
1.1	Stationary combustion	728	0.28%
1.2	Mobile sources of combustion	14	0.01%
1.4	Fugitive emissions	129	0.05%
2.1	Purchased electricity (market-based)	20 064	7.81%
3.1	Purchased goods & services	146 602	57.04%
3.2	Capital goods	6,592	2.56%
3.3	Fuel and Energy-Related Activities not Included in Scope 1 or Scope 2	11,941	4.65%
3.4	Upstream transport & distribution	53 745	20.91%
3.5	Generated waste	1 302	0.51%
3.6	Business travel	3 472	1.35%
3.7	Employee commuting	4 794	1.87%
3.8	Upstream leased assets	6 596	2.57%
3.11	Use of sold products - Physical	65	0.03%
3.12	End of life treatment of sold products	976	0.38%
	TOTAL	257 020	100%

Scope 3 calculation methodology

Scope 3 Category	Methodology Description / Scope
3.1 – Purchased Goods and Services	The calculation model combines both spend-based and quantity-based approaches to improve accuracy. For spend-based data, a unique emission factor is assigned to each material group using a dual-criteria approach. For quantity-based data, emission factors are applied at the material level with support from business units based on the results of Life-Cycle Analysis.
3.2 – Capital Goods	Calculated using procurement data, similar to Scope 3.1, but specifically focused on capital expenditures (CAPEX) rather than operational expenditures (OPEX).
3.4 – Upstream Transportation and Distribution	Based on emissions reports from six transport providers covering ~85% of operations. The remaining 15% is estimated using a proportional (“rule of three”) approach.
3.5 – Waste Generated in Operations	Calculated from waste data collected across 6 manufacturing sites and 24 service centers.
3.6 – Business Travel	Includes emissions from all employee business travel across IDEMIA Secure Transactions. Data provided by our business travel agency.
3.7 – Employee Commuting	Covers all IDEMIA Secure Transactions' employees. Estimates are based on headcount data combined with externally sourced averages (country estimations) for commuting distances and transportation modes.
3.8 – Upstream Leased Assets	Includes emissions from leased vehicle fleets , procurement (OPEX), and fugitive emissions not directly controlled by IDEMIA Secure Transactions sites.
3.11 – Use of Sold Products	Covers emissions from digital services during their use phase after delivery to customers. Estimations provided by Cloud suppliers.
3.12 – End-of-Life Treatment of Sold Products	Estimated emissions from main material of physical products and packaging at the end of their lifecycle (disposal, recycling, etc.) based on the volumes of cards sold during the reporting year.



www.idemia.com