

APPENDIX:

GLOBAL REPORTING INITIATIVE REFERENCES


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

DISCLOSURE	DESCRIPTION	RESPONSES AND/OR REFERENCES
1. ORGANIZATION PROFILE		
102-1	Name of the organization	IDEMIA Group S.A.S
102-2	Activities, brands, products, and services	See IDEMIA CSR Report 2021, page 6 “Our business”
102-3	Location of headquarters	IDEMIA headquarters are located at 2, Place Samuel de Champlain, 92400 Courbevoie, France.
102-4	Location of operations	IDEMIA is present in more than 60 countries and has significant manufacturing sites in the following countries: <ul style="list-style-type: none"> • China • India • Albania • Czech Republic • France • Netherlands • Brazil • Chile • Colombia • USA
102-5	Ownership and legal form	The majority shareholder of IDEMIA Group S.A.S. is the private equity firm, Advent International.
102-6	Markets served	See IDEMIA CSR Report 2021, page 6 “Our business”
102-7	Scale of the organization	<ul style="list-style-type: none"> • Close to 15,000 employees on 5 continents • Around 135 entities • 11 manufacturing sites • 27 service centers • Revenue: €2.2bn (more information available at IDEMIA IR IDEMIA Investor Relations Portal)

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102-8	Information on employees and other workers	<p>a.</p> <table border="1"> <thead> <tr> <th>Contract Type</th> <th>Female</th> <th>Male</th> <th>No gender given</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>Apprentice</td> <td>99</td> <td>207</td> <td></td> <td>306</td> </tr> <tr> <td>Fixed-Term</td> <td>475</td> <td>1484</td> <td></td> <td>1959</td> </tr> <tr> <td>Permanent</td> <td>3973</td> <td>8431</td> <td></td> <td>12404</td> </tr> <tr> <td>Trainee</td> <td>13</td> <td>32</td> <td></td> <td>45</td> </tr> </tbody> </table> <p>b.</p> <table border="1"> <thead> <tr> <th>Contract Type</th> <th>APAC</th> <th>EUROPE</th> <th>FRANCE</th> <th>INDIA</th> <th>LATAM</th> <th>MEA</th> <th>NORAM</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>Apprentice</td> <td>0</td> <td>11</td> <td>119</td> <td>174</td> <td>0</td> <td>2</td> <td>0</td> <td>306</td> </tr> <tr> <td>Fixed-Term</td> <td>14</td> <td>62</td> <td>42</td> <td>1785</td> <td>13</td> <td>38</td> <td>5</td> <td>1959</td> </tr> <tr> <td>Permanent</td> <td>1434</td> <td>2122</td> <td>2294</td> <td>1615</td> <td>1538</td> <td>933</td> <td>2468</td> <td>12404</td> </tr> <tr> <td>Trainee</td> <td>0</td> <td>2</td> <td>0</td> <td>31</td> <td>1</td> <td>3</td> <td>8</td> <td>45</td> </tr> </tbody> </table> <p>c. This data is not subject to global collation at present but IDEMIA has plans to develop its human resources information system in the coming year, ensuring greater visibility of such data in the next reporting schedule.</p> <p>d. Not applicable. e. Not applicable.</p> <p>f. In 102-8a, there are 39 Permanent Employees for whom Gender Information was missing, assumption to proportionately divide them between Male & Female. Only figures for permanent and fixed-term employees in IDEMIA central database. Other contracts were not recorded in this database in 2021.</p>	Contract Type	Female	Male	No gender given	Grand Total	Apprentice	99	207		306	Fixed-Term	475	1484		1959	Permanent	3973	8431		12404	Trainee	13	32		45	Contract Type	APAC	EUROPE	FRANCE	INDIA	LATAM	MEA	NORAM	Grand Total	Apprentice	0	11	119	174	0	2	0	306	Fixed-Term	14	62	42	1785	13	38	5	1959	Permanent	1434	2122	2294	1615	1538	933	2468	12404	Trainee	0	2	0	31	1	3	8	45
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102-9	Supply chain	IDEMIA works with thousands of suppliers across the world. Global suppliers of critical raw materials that comprise its products in all business units, logistics, IT/HR/consultancy services, etc. are managed by the corporate Purchasing Team, whilst local supplier relationships are managed by country or region-based Purchasing Teams. Corporate social responsibility expectations are built into																																																																						

DISCLOSURE	DESCRIPTION	RESPONSES AND/OR REFERENCES
		IDEMIA's standard general purchasing conditions and Supplier Code of Conduct shared with suppliers.
102-10	Significant changes to the organization and its supply chain	<p>No significant changes to the organization's size, structure, ownership or supply chain during the reporting period but changes within the Executive Committee and direct report from our CEO as per below:</p> <p>May - Astrid Warren joined IDEMIA as Chief People Office June – Donnie Scott appointed as CEO of our Identity & Security North America (I&S N.A.) BU June - Matt Cole appointed as Group Executive Vice-president for our PSI BU June - Jean-Christophe Fondeur is appointed as Head of our Global Digital Platforms entity November - Julia Schoonenberg replaced Amanda Gourbault for our FI BU December - Delphine Cagnieul is appointed Chief of Staff supporting Didier Fontaine (COO) and Pierre Barrial (CEO)</p> <p>November - Sales of our factory in Saint-Etienne-du-Rouvray (France)</p>
102-11	Precautionary Principle or approach	IDEMIA operates in compliance with all applicable laws, including those related to protection of the environment from its operations and products. Risk assessments are conducted and outcomes followed to ensure that risks are mitigated wherever possible. IDEMIA does not actively pursue a Precautionary Principle based approach.
102-12	External initiatives	IDEMIA has been a participant of the Ten Principles of the UN Global Compact since 2006.
102-13	Membership of associations	<p>List of industry associations that IDEMIA team members are participants of, as of February 2022:</p> <p>3GPP ACI (Airports Council International) ACSEL – Association de l'Economie du Numérique ACN AFPC (Association des Fabricants et Personnalisateur de Cartes) Alliance of Financial Inclusion (AFI) AN2V (Association Nationale de la Videoprotection) Biometrics Institute Card Connectivity Consortium ClubPSCo (Club des Prestataires de Services de Confiance) Comité National des Paiements Scripturaux EAB (European Association for Biometrics) EMVco</p>

DISCLOSURE	DESCRIPTION	RESPONSES AND/OR REFERENCES
		ENISA ESMIG: European association of smart energy solution providers EOS ETSI Eurosmart FIDO Alliance GICAT GSMA IATA (International Air Transport Association) ICMA US International biometrics Kantara initiative OSPT Proavia Secure Technology Alliance SIA (Security Industry Association) SPA (Smart Payment Association) Trusted Connectivity Alliance GlobalPlatform Java Card ISO AFNOR IGSA (International Gaming Standards Association) GSMA Inclusive Tech Lab White Label Alliance (WLA)
2. STRATEGY		
102-14	Statement from senior decision-maker	See IDEMIA CSR Report 2021, Page 5 – ‘CEO’s welcome’.
3. ETHICS AND INTEGRITY		

DISCLOSURE	DESCRIPTION	RESPONSES AND/OR REFERENCES										
102-16	Values, principles, standards, and norms of behaviour	<p>IDEMIA's Core Values:</p>  <table border="0"> <tr> <td data-bbox="792 584 909 608">CURIOS</td> <td data-bbox="983 584 1099 608">TRUSTED</td> <td data-bbox="1173 584 1290 608">CARING</td> <td data-bbox="1364 584 1480 608">DARING</td> <td data-bbox="1554 584 1688 608">TOGETHER</td> </tr> <tr> <td data-bbox="792 619 909 767">We find inspiration from clients, colleagues, markets and friends</td> <td data-bbox="983 619 1099 691">We don't ask for trust, we earn it</td> <td data-bbox="1173 619 1290 767">We care for our clients, our people and our stakeholders</td> <td data-bbox="1364 619 1480 667">We challenge the status quo</td> <td data-bbox="1554 619 1688 667">We can be #1 in all our efforts</td> </tr> </table> <p>Trust is at the heart of IDEMIA's business, so retaining the trust of all stakeholders is of the utmost importance. IDEMIA has built a robust ethical foundation of policies, processes, training, management systems and compliance with the law. The IDEMIA Code of Conduct: Business Ethics Procedure, published in the 5 main languages of IDEMIA, is applicable to everyone within the Group and is the cornerstone of ethical conduct expectations at IDEMIA. We must all follow the fundamental principles outlined in this procedure every day of our working lives. The Code of Conduct is shared via the company intranet site. Code of Conduct training is amongst the key elements of newcomer training, along with modules pertaining to CSR Fundamentals, Quality, GDPR and Anti-Corruption.</p>	CURIOS	TRUSTED	CARING	DARING	TOGETHER	We find inspiration from clients, colleagues, markets and friends	We don't ask for trust, we earn it	We care for our clients, our people and our stakeholders	We challenge the status quo	We can be #1 in all our efforts
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102-18	Governance structure	<ul style="list-style-type: none"> IDEMIA Executive Committee  <p>The organizational chart for the IDEMIA Executive Committee is structured as follows:</p> <ul style="list-style-type: none"> Pierre BARRIAL, President & CEO, is at the top. Reporting to the CEO are: <ul style="list-style-type: none"> Didier FONTAINE, Chief Operating Officer and Chief Finance Officer. Astrid WARREN, Chief People Officer. Jean-Christophe FONDEUR, ID Tech. Donnie SCOTT, Identity & Security, N.A. Julia SCHOONENBERG, Financial Institutions. Reporting to the Chief Operating Officer and Chief Finance Officer are: <ul style="list-style-type: none"> Matthew FOXTON, Communications & Branding. Matt COLE, Public Security & Identity. Fabien JAUTARD, Mobile Operators. <p>Government Solutions and Enterprise Solutions are also indicated as key areas.</p> <p>4 Jan. 2022</p> <p>IDEMIA's Executive Management Group sets the Company's corporate social responsibility strategy and roadmap and reviews its progress at least twice a year.</p> <ul style="list-style-type: none"> CSR Sponsors and Ambassadors <p>Day to day management of corporate social responsibility at IDEMIA is handled by the Head of Sustainability Programs, reporting to the CEO, accompanied by the corporate CSR Team working with a network of CSR sponsors and ambassadors across the company. In 2021, around 20 people were appointed CSR Sponsor to help us define the CSR strategy and priorities. Around 35 people have also embraced the role of CSR Ambassador to simplify access to information Bottom-up and Top-down, raise awareness on social and environmental topics as well as help the corporate team drive the CSR</p>

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		actions happening in the BUs, Regions and Functions in order to make sure we are all aligned and working toward the same objectives.									
5. STAKEHOLDER ENGAGEMENT											
102-40	List of stakeholder groups	<ul style="list-style-type: none"> • Employees • Customers • Suppliers • Investors • Competitors • Communities • Applicants • Citizens • Education establishments 									
102-41	Collective bargaining agreements	32% of employees are covered by collective bargaining agreements (on 14,600 employees). In some countries, 100% are covered (e.g. France, Netherlands, Brazil...).									
102-42	Identifying and selecting stakeholders	IDEMIA has identified key stakeholders with whom to engage on the topic of sustainability, based on the strength of their relationship with the Company and the likelihood that IDEMIA's material issues have to impact those stakeholders. The stakeholders listed in 102-40 above are those most likely to be affected by IDEMIA's negative and positive impacts and by IDEMIA's approach to corporate social responsibility.									
102-43	Approach to stakeholder engagement	<p>IDEMIA's stakeholder engagement is an ongoing process, not simply for the purpose of preparation of CSR reporting. We have identified the stakeholder groups to which we are accountable by the likelihood of them being significantly affected by our activities, products, services or business conduct, or the potential for them to affect our ability to conduct our business.</p> <table border="1"> <thead> <tr> <th>IDEMIA STAKEHOLDER</th> <th>ENGAGEMENT METHODS</th> <th>CSR FOCUS AREAS</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td> <ul style="list-style-type: none"> • Internal communications • Training • Employee surveys • Worker committees • Whistleblower hotline </td> <td> <ul style="list-style-type: none"> • Conditions of employment • Health & Safety • Equality, Diversity & Inclusion • Training and development programs </td> </tr> <tr> <td>Customers</td> <td> <ul style="list-style-type: none"> • Customer survey • Contracts • Service reviews </td> <td> <ul style="list-style-type: none"> • Quality products & services • Innovation, R&D • Code of Conduct alignment </td> </tr> </tbody> </table>	IDEMIA STAKEHOLDER	ENGAGEMENT METHODS	CSR FOCUS AREAS	Employees	<ul style="list-style-type: none"> • Internal communications • Training • Employee surveys • Worker committees • Whistleblower hotline 	<ul style="list-style-type: none"> • Conditions of employment • Health & Safety • Equality, Diversity & Inclusion • Training and development programs 	Customers	<ul style="list-style-type: none"> • Customer survey • Contracts • Service reviews 	<ul style="list-style-type: none"> • Quality products & services • Innovation, R&D • Code of Conduct alignment
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DISCLOSURE	DESCRIPTION	RESPONSES AND/OR REFERENCES		
			<ul style="list-style-type: none"> • Tenders • Meetings 	<ul style="list-style-type: none"> • Feedback on IDEMIA CSR performance
		Suppliers	<ul style="list-style-type: none"> • Contracts • Bidding and tendering • Supplier Code of Conduct • CSR performance and quality audits • Product and service enhancement • Service reviews 	<ul style="list-style-type: none"> • Code of Conduct adherence • No restricted substances • Legal compliance • Modern slavery avoidance • CSR performance • Human rights respect
		Investors	<ul style="list-style-type: none"> • Annual general meeting • Company financial report and other public reports • IDEMIA website 	<ul style="list-style-type: none"> • Sustainable business • Financial performance • Risk management • Trade compliance • Conflict of interest avoidance
		Competitors	<ul style="list-style-type: none"> • Industry working groups 	<ul style="list-style-type: none"> • Common solutions to industry-wide issues • Fair competition
		Communities	<ul style="list-style-type: none"> • Employment opportunities • Outreach activities • Environmental protection • Consultation on business change • Local procurement • Social media and IDEMIA website 	<ul style="list-style-type: none"> • Providing employment in the community • Charity partnerships • Local environmental and social initiatives community initiatives • Support to communities in hardship
		Applicants	<ul style="list-style-type: none"> • Recruitment agencies • Applicant website 	<ul style="list-style-type: none"> • Sharing IDEMIA's CSR policies, objectives and principles of conduct
		Citizens	<ul style="list-style-type: none"> • IDEMIA products and services 	<ul style="list-style-type: none"> • Environmentally conscious products • Products and services that benefit society
		Education establishments	<ul style="list-style-type: none"> • Recruitment fairs • Providing IDEMIA experts at educational events • Links with local schools, further and higher education establishments 	<ul style="list-style-type: none"> • Graduate traineeships • Work placements • Local initiatives with schools

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102-44	Key topics and concerns raised	IDEMIA is engaged in materiality mapping with its stakeholders. Internal and external stakeholder groups have identified material issues and, consequently, IDEMIA has committed to address these key topics and concerns. The Company approach to addressing material issues is addressed in the IDEMIA CSR Report 2021 (see page 8).
6. REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	IDEMIA Group SAS
102-46	Defining report content and topic Boundaries	<p>a. A materiality exercise was conducted with key stakeholder groups. In that exercise, IDEMIA asked its stakeholders to comment on “What CSR elements are a priority in your discussions with IDEMIA? The material issues of greatest importance to both internal and external stakeholders were presented to management, leading to an agreement of the key topics for focus in IDEMIA’s sustainability strategy.</p> <p>The material issues identified as a result of this exercise form the basis of IDEMIA’s sustainability reporting, alongside material topics of high importance to the industry (e.g. product compliance) and topics mandated by law (e.g. data privacy, environmental compliance...).</p> <p>The reporting includes where IDEMIA has the potential to negatively and/or positively impact those material topics through its own operations and actions. In some cases, the material topics are influenced by the supply chain (e.g. product compliance which largely relies upon collaboration with suppliers to make positive change) or customers (e.g. sustainable innovation with customer engagement in making the transition towards environmentally conscious products).</p> <p>b. Wherever possible, data is provided for the last two or three years, to show the evolution of IDEMIA’s CSR efforts against the data collected. Previous reports are in the public domain at IDEMIA’s participant page of the UN Global Compact, so that report consumers are able to track IDEMIA’s progress further.</p> <p>Data provided in IDEMIA’s annual CSR is taken from a number of information systems across the company. For example, environmental and health & safety data is monitored through the IDEMIA</p>

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		<p>CaeSaR PURE platform. Monthly checking of data input is conducted by the CSR Team, gaps and errors are identified and followed up with the relevant inputters of data for rectification. This is an ongoing dialogue to ensure data accuracy. Similarly, human resources data is managed by IDEMIA's global HR Team, whilst data privacy and ethical conduct data is controlled by the Company DPO and Trade Compliance teams respectively.</p> <p>IDEMIA's CSR report is published on a regular annual schedule, normally around mid-year. This is a 6-month multi-collaborator project each year.</p> <p>The report is currently published in English language. It aims to be clear and understandable. IDEMIA's CSR Team make the report available to all employees via the Company intranet. The report serves as IDEMIA's Communication on Progress to the UN Global Compact, so it is uploaded to this portal each year and can also be found on IDEMIA's external website. Key highlights from the report are extracted each year to form a high level CSR communication for different stakeholder groups (e.g. applicants, employees, customers...).</p> <p>The report content and the data included is subject to internal checking, as well as senior management sign-off prior to publication. For the last two years, the report has also been shared with a third party for verification of data, checking for compliance with GRI Core.</p>
102-47	List of material topics	<ol style="list-style-type: none"> 1. Anti-corruption, business ethics and trade compliance 2. Data protection and privacy 3. Respect for human rights 4. Quality of life at work, and talent management 5. Customer Relations 6. Sustainable innovation 7. Respect for the environment and Green IT 8. Dialogue with stakeholders and responsible purchasing 9. Inclusion, diversity and equal opportunity 10. Education and skills development
102-48	Restatements of information	Not applicable - there are no restatements of information.
102-49	Changes in reporting	The material topics remain the same as previous reporting period. The topic Boundaries have not changed.

DISCLOSURE	DESCRIPTION	RESPONSES AND/OR REFERENCES
102-50	Reporting period	January – December 2021
102-51	Date of most recent report	January – December 2020
102-52	Reporting cycle	IDEMIA publishes an annual report, in line with its commitment to the UN Global Compact Communication on Progress.
102-53	Contact point for questions regarding the report	Enquiries regarding IDEMIA's CSR reporting can be directed to: CSRTeam@idemia.com
102-54	Claims of reporting in accordance with the GRI Standards	IDEMIA's CSR Report 2021 has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	See IDEMIA CSR Report 2021 – Page 40-41.
102-56	External assurance	IDEMIA CSR Report, covering the period January to December 2021, is prepared in accordance with the Global Reporting Initiative (GRI) Standards for Sustainability Reporting, in compliance with the GRI's Core Requirements. There has been no change in the way we report or the reporting period. This report has been externally assured for GRI Core Compliance, by an independent third party specializing in sustainability report writing, checking and assurance. The GRI Compliance report can be found as an appendix of the 2021 CSR Report.

DISCLOSURE 103 – 3: EVALUATION OF THE MANAGEMENT APPROACH
GRI 205 ANTI-CORRUPTION
<p>The Anti-corruption management approach is owned by the Trade Compliance and Legal teams. In accordance with French law, this is subject to external auditing.</p> <p>IDEMIA's integrity line provides a way for stakeholders to report any incidents, or situations of concern to IDEMIA. A link to IDEMIA integrity line can be found at www.idemia.com</p> <p>In 2021, EcoVadis scored IDEMIA 70/100 for its Ethics practices, including anti-corruption.</p>

During the reporting period, IDEMIA reviewed the company's Ethics Committee, and identified that there was scope to improve by bringing in wider representation from across the business (including CSR) and conducting meetings at least quarterly and on an ad hoc basis as required. With the launch of IDEMIA's IMPACT CSR program, IDEMIA committed to focus on putting these improvements in place. The management system reviews also identified the potential for development of an anti-trust program and a conflict-of-interest campaign, both of which have been put in place in 2021.

For anti-corruption data, please see the 2021 IDEMIA CSR Report.

GRI 302: ENERGY | GRI 306: EFFLUENTS AND WASTE

Environmental management responsibility is shared between a number of departments, including CSR, Purchasing, Global Operations, sites and business units.

IDEMIA's production sites hold ISO14001 certifications and these are subject to rigorous regular external audit, in order to maintain certification status.

Environmental management at site level is the responsibility of local HSE managers and the site managers. On a monthly basis, HSE managers must report environmental data (including CO2, energy consumption, water, waste...) to the company CSR reporting tool, PURE. This data is checked by the CSR Team and any inconsistencies or omissions are rectified through liaison between CSR and the site.

In 2021, EcoVadis scored IDEMIA 80/100 for its environmental practices and policies.

IDEMIA's integrity line can be used for reporting environmental breaches or concerns.

Review of the management approach has identified that a greater focus on environmental footprint is required in order to progress with the targets of 25% water and CO2 reduction by 2025 set through the IDEMIA IMPACT CSR program. These reduction targets have been integrated into the company value creation plan, with responsibilities to collaborate on the targets cascaded throughout the organization.

The management approach reviews also identified that less than 5% renewable energy use is reported through the PURE tool. After an investigation into this, negotiation of purchasing contracts with energy suppliers have taken place in 2021 to switch to green energy for all French sites. Other sites in the world also switched to green energy such as Cotia, Brazil.

In 2021, IDEMIA has launched a project with an external agency – GreenFlex - to gain a complete picture of its CO2 footprint, including Scope 3. This project requires collaboration across IDEMIA functions, business units and regions. The findings from this assessment highlighted four areas where IDEMIA need to work on to reach its 25% reduction goal by 2025: energy, freight, refrigerants and mobility.

For environmental data, please see the 2021 IDEMIA CSR Report.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

The environmental performance of suppliers is managed by Purchasing, with the support of the CSR Team. Suppliers are expected to comply with environmental laws in their operations and in terms of product compliance through the IDEMIA Supplier Code of Conduct and the general purchasing conditions. Suppliers are subject to quality audit, normally through on-site visits but less so during 2021 due to pandemic restrictions. Questions concerning environmental practices form part of the quality audit.

The Purchasing Team reviews the management system for suppliers' environmental and CSR assessment.

IDEMIA's key suppliers are asked to complete a third-party assessment of CSR performance and this is built into the supplier scorecard.

In line with SDG 8, IDEMIA has set a 2023 target to increase the ratio of key suppliers audited to 80% by 2023. Any suppliers scoring below IDEMIA's threshold scoring are required to undertake a corrective action plan, in collaboration with IDEMIA, in order to improve at next assessment. A third party is used to horizon scan for any kind of risk (including those related to CSR matters such as human rights abuses, child/forced labour scandals, etc.) the entirety of IDEMIA's suppliers base and any new supplier that is onboarded. At the end of 2021, 54% of classified 'key suppliers' have undergone an EcoVadis assessment. To date, 100% of suppliers that have not initially met IDEMIA's threshold score have been asked to work on corrective actions to improve their score to an acceptable level.

In the aim of constant improvement, the Supplier Code of Conduct will be updated and, as part of our CO2 reduction initiative, Procurement team will start collecting CO2 emissions from our key suppliers.

For responsible supply chain data, please see the 2021 IDEMIA CSR Report.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Management of health and safety is with the local sites, Global Operations, CSR, HR teams. A nominated contact is in place for COVID-related H&S and for traveler safety and security.

ISO45001 certifications are in place in 10 sites.

In 2021, EcoVadis scored IDEMIA 70/100 for its labor and human rights practices, an increase in score from the previous year and the topic which carries the greatest weighting for IDEMIA within EcoVadis.

IDEMIA's integrity line can be used to report health and safety concerns or breaches.

Health and safety data is reported each month into the CSR reporting tool, PURE, by local HSE managers. Any erroneous or missing data is followed up to resolution through liaison between CSR and the local teams.

No specific gaps were identified in management approach review during 2021.

For health and safety data, please see the 2021 IDEMIA CSR Report.

GRI 404: TRAINING AND EDUCATION

Responsibility for training and education lies with the Human Resources function.

A number of global policies and procedures are applicable to all HR functions worldwide, as well as an expectation of compliance with all applicable local law.

In 2021, EcoVadis scored IDEMIA 70/100 for its labor and human rights practices, an increase in score from the previous year and the topic which carries the greatest weighting for IDEMIA within EcoVadis.

Each year, IDEMIA conducts an employee survey, with the results integrated into improvements for the coming period. IDEMIA's target to maintain or exceed the level of employee engagement reported in the survey was met in 2021.

It was identified that training should be a focus of IDEMIA's IMPACT CSR program, with an acknowledgement that training opportunities can differ between individuals with direct access to a company email address/PC and those who do not have access. As a result, through IDEMIA IMPACT people pillar, the target was set to provide 100% of employees access to training by 2023, as well as 100% of employee with access to training on social and environmental issues within the same timeframe.

In 2021, work has begun to review the HR information system in place and identify where improvements can be made, such as the integration of training data, disaggregated by gender, function, region, etc.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES

Diversity and Equal Opportunities is the responsibility of the Human Resources function.

In 2021, EcoVadis scored IDEMIA 70/100 for its labor and human rights practices, an increase in score from the previous year and the topic which carries the greatest weighting for IDEMIA within EcoVadis.

Each year, IDEMIA conducts an employee survey, with the results integrated into improvements for the coming period.

IDEMIA's integrity line can be used to report breaches of equality, diversity and inclusion law and IDEMIA's behavioral conduct expectations.

The data gathered on recruitment and headcount diversity reflects that a specific focus should be, in the first instance, on gender diversity. As a result, a target was set to increase the number of women in IDEMIA's headcount and the number of women in managerial positions. An HR action plan was drawn up to address the diversity topic and assist in meeting these targets. Alongside this, across the IDEMIA network, there are many initiatives to encourage inclusion, diversity and equality, for example with the Women in IDEMIA Network (WIN) at Group level but also at regional and local level.

The first IDEMIA Diversity and Inclusion Declaration was launched in July 2021, with a Diversity Charter under development in 2022 to follow and the creation of a group-wide Diversity Committee.

For diversity and equal opportunity data, please see the 2021 IDEMIA CSR Report.

GRI 412: HUMAN RIGHTS

Management of human rights risks is shared between different functions at IDEMIA but for the most part this lies with Purchasing, Legal and the CSR Team.

IDEMIA is a participant of the UN Global Compact in Anti-corruption, Environment, Labor and Human Rights.

In line with French law, IDEMIA publishes a Due Diligence Report, accessible at www.idemia.com. This report details IDEMIA's steps to perform due diligence in its own operations and in the supply chain, in respect of human rights, health and safety, environment, etc.

In reviewing the management approach during 2020, it was identified that training should be offered to employees on the basics of human rights and how they are relevant in the workplace. This training is being built. Training attendance data will be gathered and shared internally and externally. Other training modules, such as modern slavery and conflict minerals will be offered, tailored to specific functions (e.g. HR and Purchasing).

The extension of IDEMIA's third party assessment of its suppliers' CSR performance, including that related to human rights management, will enable IDEMIA to better understand and manage any supply chain risks and opportunities.

GRI 418: PERSONAL DATA PROTECTION AND PRIVACY

Personal data protection and privacy is managed by the company Data Protection Office and Legal Teams.

The management system is subject to legal compliance, such as GDPR.

Mandatory training must be completed by all employees, new and existing.

15 sites are certified ISO27001 and regular maintenance audits are performed by external agencies. Additionally, audits are performed by payment schemes whose data privacy rules we must strictly comply with in order to conduct our business, as well as customers.

This topic is addressed in detail through the IDEMIA Due Diligence Plan 2021, published on IDEMIA's French site at www.idemia.com/fr. This publication explains the major risks and the way we mitigate them. Because IDEMIA plays in the security market (authentication, payment, biometrics, people, business, transaction protection), risks are well taken care of in the regular processes.

Being an international leader, acting in more than 80 countries, we apply the rules where we operate. Our first obligation is to comply with local regulations and respect the law. We have therefore a contract with local lawyers everywhere we operate, in order to know the law and to respect the law. In addition to that we are concerned by the French law on the *Devoir de vigilance des entreprises multi-nationales* because an incident happening in the supply chain can also affect us.

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