



**Building a Sustainable,  
Inclusive, and Ethical  
Future with Smart  
Biometrics' Solutions**

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# Introduction

**At IDEMIA Public Security and within its Smart Biometrics business unit, sustainability is not an isolated initiative—it is a guiding principle embedded in our business strategy. In today's world, security solutions cannot be developed without considering their environmental and social impact. We believe that protecting people and identities must go hand-in-hand with protecting the planet and fostering inclusive societies.**

Our ambition is clear: to deliver advanced biometric technologies that combine performance, reliability, and responsibility. This means designing solutions that are energy-efficient, reducing emissions across the entire lifecycle of our products, and ensuring that our operations uphold the highest ethical standards. From hardware manufacturing to software development, every decision we make reflects our commitment to Corporate Social Responsibility (CSR).

This approach is part of IPS's CSR program, IMPACT, which provides a framework for sustainable innovation. Through IMPACT, we address key challenges such as carbon reduction, responsible sourcing, social inclusion, and ethical technologies. We work closely with partners and customers to meet evolving expectations and regulatory requirements, ensuring that sustainability is not just a compliance exercise but a driver of value and trust.

For IPS and Smart Biometrics, CSR is no longer optional. It is integral to our roadmap and to the way we innovate. By embedding sustainability into our technologies and processes, we aim to create solutions that empower governments and citizens while contributing to a safer, fairer, and greener future.



# SECTION 1

## IDEMIA Public Security's dedication to the IMPACT program



Within the Public Security division, IDEMIA's CSR purpose involves deploying advanced and ethical technologies in a socially responsible manner, with a focus on privacy, fairness, sustainability, and making a positive contribution to communities.



**Matt COLE**  
CEO  
IDEMIA Public Security

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# 1. 2024 CSR Highlights Key Figures



**-49%**

**energy**  
CO2 impact  
since 2019



**-19%**

**water**  
consumption  
since 2019



**66%**

**renewable  
electricity**  
in the past 3 years



**49%**

**waste  
recycled**



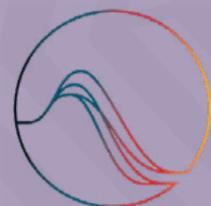
**90%**

**key suppliers**  
assessed by EcoVadis



**29%**

**Women**  
in the workforce



SCIENCE  
BASED  
TARGETS

We are  
committed SBTi



Gold  
since 2024



**65** community  
actions

**1400** employees  
involved



WE SUPPORT



## 2. CSR Strategy 2026–2030

Our IMPACT Program is built around three strategic pillars that mobilize both our internal and external stakeholders to drive meaningful and measurable change. Fully aligned with the United Nations Global Compact, we are committed to integrating and upholding its 10 Principles in the areas of human rights, labor, environment, and anti-corruption. This foundation strengthens our ability to anticipate new challenges and capture emerging opportunities.

### THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS	LABOUR	ENVIRONMENT	ANTI-CORRUPTION
<ol style="list-style-type: none"> <li>Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li>make sure that they are not complicit in human rights abuses.</li> </ol>	<ol style="list-style-type: none"> <li>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li>the elimination of all forms of forced and compulsory labour;</li> <li>the effective abolition of child labour; and</li> <li>the elimination of discrimination in respect of employment and occupation.</li> </ol>	<ol style="list-style-type: none"> <li>Businesses should support a precautionary approach to environmental challenges;</li> <li>undertake initiatives to promote greater environmental responsibility; and</li> <li>encourage the development and diffusion of environmentally friendly technologies.</li> </ol>	<ol style="list-style-type: none"> <li>Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ol>

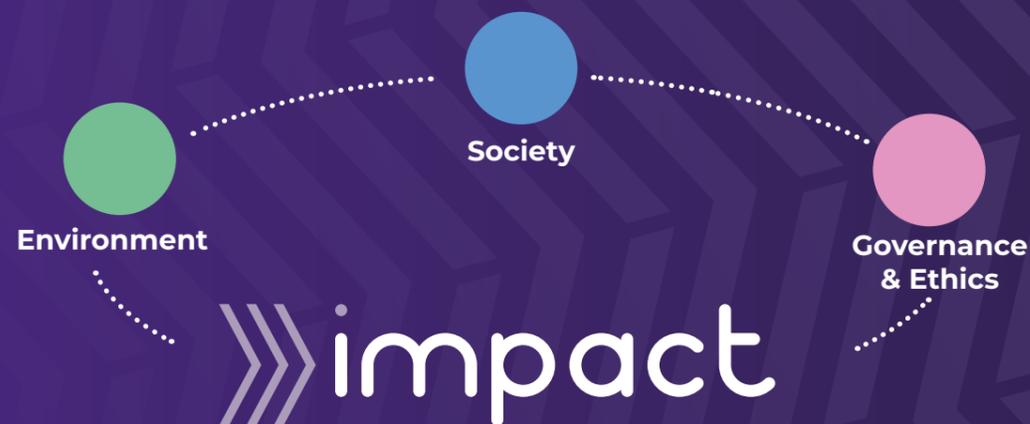
 In 2022, IDEMIA participated in the United Nations Global Compact Early Adopter Program for the new Communication on Progress digital platform, which has been officially running since 2023.

Through our commitment to the United Nations Global Compact, we have integrated the following 12 of the 17 United Nations Sustainable Development Goals into our CSR strategy.

Among these, three Sustainable Development Goals represent key priorities for our commitments and actions:

<p><b>Sustainable Development Goal 13</b></p> <p><b>Climate Action:</b> we implement a robust CO<sub>2</sub> reduction strategy and run awareness programs to encourage responsible behavior across the organization.</p>	<p><b>Sustainable Development Goal 16</b></p> <p><b>Peace, Justice &amp; Strong Institutions:</b> we publish a Modern Slavery Statement, enforce strict ethical standards, and provide comprehensive anti-corruption training to all employees.</p>	<p><b>Sustainable Development Goal 3</b></p> <p><b>Good Health &amp; Well-Being:</b> we foster a healthy and supportive work environment by ensuring safe working conditions and promoting flexibility to enhance employee well-being.</p>
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<p><b>1 NO POVERTY</b></p> <ul style="list-style-type: none"> <li>Financial inclusion is a key driver of development</li> <li>Promoting new forms of money to foster financial inclusion and accelerate the transition from cash to digital payments</li> </ul>	<p><b>10 REDUCED INEQUALITIES</b></p> <ul style="list-style-type: none"> <li>Common Career framework across the Group</li> <li>Hiring goals focused on the female population</li> <li>Internal mobility policy</li> </ul>
<p><b>3 GOOD HEALTH AND WELL-BEING</b></p> <ul style="list-style-type: none"> <li>Employee Assistance Program (EAP) supports our employees personally and professionally</li> <li>Helping employees with the hybrid work model</li> </ul>	<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <ul style="list-style-type: none"> <li>ISO14001 standard in all our production sites</li> <li>Energy savings program &amp; increase renewable energies</li> <li>Using recycled PVC (GREENPAY &amp; GREENCONNECT products)</li> <li>Reducing the environmental impact of our products (VisionPass SP)</li> </ul>
<p><b>4 QUALITY EDUCATION</b></p> <ul style="list-style-type: none"> <li>Dedicated Employee Resource Group</li> <li>Skills development center in India for underprivileged youth &amp; Global Alliance for Youth partnership</li> </ul>	<p><b>13 CLIMATE ACTION</b></p> <ul style="list-style-type: none"> <li>CO<sub>2</sub> emissions strategy</li> <li>CSR fundamentals training</li> <li>Communication and workshops to raise awareness</li> </ul>
<p><b>5 GENDER EQUALITY</b></p> <ul style="list-style-type: none"> <li>Dedicated Employee Resource Group</li> <li>Hiring goals to increase the number of women in our workforce and promote gender equity</li> </ul>	<p><b>14 LIFE BELOW WATER</b></p> <ul style="list-style-type: none"> <li>Wastewater Treatment Plant in our Yumbo site (Colombia)</li> </ul>
<p><b>6 CLEAN WATER AND SANITATION</b></p> <ul style="list-style-type: none"> <li>Environment Management System (ISO14001:2015) in all our production sites</li> <li>Water &amp; Hazardous Waste management resources for reporting and monitoring</li> </ul>	<p><b>15 LIFE ON LAND</b></p> <ul style="list-style-type: none"> <li>Joined the World Cleanup Day Biodiversity impact study of sites (ie. Osny in France)</li> </ul>
<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>Revised ethics charter and HR policy</li> <li>Employee Resource Groups &amp; Internal training</li> <li>Modern Slavery Statement</li> </ul>	<p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p> <ul style="list-style-type: none"> <li>Modern Slavery Statement</li> <li>Anti-bribery and anti-corruption (part of the mandatory training for every employee)</li> <li>Whistleblowing line</li> </ul>



IMPACT 2030 is IPS's roadmap for embedding sustainability and responsibility at the core of our business. Built on three pillars (environment, society, and governance & ethics), it sets ambitious targets for reducing carbon emissions, eco-designing all new products, fostering diversity and well-being, and ensuring the highest standards in ethics and data protection.

With IMPACT 2030, we are committed to driving innovation that is both responsible and sustainable, creating long-term value for all our stakeholders.

# WE AIM TO:

## ENVIRONMENT

- > **Scope 1 & 2:** Reduce absolute GHG emissions by 42% by 2030 compared to 2024, consistent with reductions required to keep global warming to 1.5°C.
- > **Scope 3:** Reduce absolute GHG emissions by 25% by 2030 compared to 2024, consistent with reductions required to keep global warming well below 2°C
- > Eco-design 100% of new products with a sustainable life-cycle approach
- > Optimize waste management with the objective of reaching a 70% recycling rate across our main sites by 2030.

## SOCIETY

- > Reach 34% female representation in our workforce (+4 pts)
- > Engage 50% of our employees each year in at least one community initiative by 2030
- > Engage over 90% of key suppliers in our responsible sourcing program

## GOVERNANCE & ETHICS

- > Maintain our leadership in biometrics, prioritizing privacy, rights, and fairness
- > Train 100% of employees on ethics, anti-corruption, and data protection
- > Ensure full compliance with privacy, cybersecurity, and responsible AI regulations

## 3. Certifications and Accreditations

IPS's dedication to CSR is exemplified by the extensive certifications and accreditations we have achieved. This reflects our ongoing efforts to uphold the highest standards, many of which are strengthened through our IMPACT program.

### EcoVadis Gold Certification:

Ecovadis is a sustainability platform that assesses companies' Corporate Social Responsibility practices through four key areas: Environmental impact, Labor & Human rights, Ethics, Sustainable procurement.

Our company has been awarded Gold medal by Ecovadis in 2025.

It positions us among the top 5% of all participating global corporations.

Click on the link to find out more about IDEMIA's CSR program.  
[IDEMIA\\_CSR\\_REPORT\\_2024-2025.pdf](#)

### ISO certifications:

IDEMIA Public Security's sites are recognized by the International Organization for Standardization (ISO) in key areas, highlighting their compliance to Quality, different Environmental, and Information Security as well as Health & Safety Standards.

- > **ISO 9001:** Quality Management Systems (17 sites)
- > **ISO 14001:** Environmental Management Systems ISO (4 sites)
- > **27001:** Information Security Management Systems (3 sites)
- > **ISO 37001:** Anti-Bribery Management Systems (5 sites)
- > **ISO 45001:** Occupational Health and Safety Management Systems (2 sites)

## 4. 2025 Achievements and Future Roadmap

### IPS's achievements in 2025

- > Completed the 2023-2024 carbon footprint assessment
- > Being Ecovadis rated and having a GOLD Ecovadis Medal
- > Greenhouse gas (GHG) emissions reductions target validated by Science-Based Targets initiative (SBTi)
- > Developed an internal tool to perform Life Cycle Assessments (LCA)
- > Strengthened eco-design integration across projects
- > Conducted corruption risk mapping
- > Updated the vigilance plan
- > Delivered mandatory compliance training to all employees
- > Advanced preparations for CSRD compliance
- > Trained all IPS purchasing teams on responsible procurement
- > Promoted social initiatives at local level
- > Launched CSR report
- > Maintain CSR communication at division level via the Impact newsletter and training.

# IPS ROADMAP

## OUR VISION & PRIORITIES

IPS is committed to embedding Corporate Social Responsibility (CSR) into every aspect of our business, making it a central pillar of our long-term strategy.

### DECARBONIZATION EFFORTS



We are accelerating our decarbonization efforts by aligning our roadmap with the Science Based Targets initiative (SBTi). This means setting ambitious, measurable goals to reduce our carbon footprint across all operations, from product design to supply chain management. Our objective is to ensure that every innovation and business decision contributes to a more sustainable future.

We are committed to strengthening our positive impact in every region where we operate by supporting local initiatives, encouraging employee participation in community projects, and partnering with organizations that drive social and environmental progress. Through volunteering, educational outreach, and solidarity actions (e.g., World Clean Up Day, donations, health & disability awareness campaigns, etc.), we aim to foster meaningful connections and contribute to the well-being and development of local communities worldwide.

### LOCAL COMMUNITY ENGAGEMENT IS A KEY PILLAR OF OUR APPROACH



### PROCUREMENT RESPONSIBILITY



We are strengthening our engagement with suppliers by promoting our Supplier Code of Conduct, conducting regular CSR assessments, and encouraging sustainable procurement practices. Our goal is to ensure that over 90% of our key suppliers are aligned with our ethical, social, and environmental standards by 2030, fostering a responsible and resilient value chain across all our operations.

### GOVERNANCE & ETHICS ARE FUNDAMENTAL TO OUR VISION



Our approach is built on robust governance frameworks, with dedicated committees overseeing ethics, compliance, and security throughout the organization. To foster a culture of integrity and responsibility, we ensure that 100% of our employees receive regular training on ethics, anti-corruption, and data protection. A commitment that also extends to our partners and suppliers, who are expected to uphold the same high standards.

We are determined to maintain our leadership in biometrics by placing privacy, individual rights, and fairness at the core of all our solutions. Fairness and transparency are central to our algorithm development: IPS designs and deploys biometric and AI solutions that are rigorously tested and monitored to detect and mitigate any potential bias, ensuring equitable outcomes for all users, regardless of origin, gender, or other characteristics.

Furthermore, IPS actively collaborates with European institutions, including the European Parliament, on key regulatory topics such as the AI Act and the Cyber Resilience Act.

Our teams contribute to expert working groups and public consultations, sharing our expertise to help shape robust, ethical, and practical frameworks for the responsible use of AI and cybersecurity in Europe. This proactive engagement ensures that our solutions not only comply with current and future regulations, but also set industry benchmarks for fairness, transparency, and accountability.

## SECTION 2

# Advancing Sustainability in Smart Biometrics



At Smart Biometrics, we understand that safeguarding the environment is integral to our social responsibility and impact on society. Our commitment to environmental stewardship is evident through the collaboration of our teams, implementation of sustainable practices, and adoption of eco-friendly technologies. We are dedicated to fostering an environment that promotes innovation, ecological responsibility, and individual growth, where each member of our team is empowered to make meaningful contributions to addressing environmental challenges.



**Virginie FLAM**  
SVP Smart Biometrics  
IDEMIA Public Security

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# 1. Environmental responsibility: Reducing our carbon footprint

For decades, Smart Biometrics has supported organizations worldwide, including enterprises, critical infrastructure operators, and government agencies, in securing access, enhancing user experience, and delivering reliable, high-performance biometric authentication. Our portfolio combines advanced biometric devices with powerful software capabilities, ensuring fast, secure, and seamless identity verification in any environment.

Our commitment to reducing the environmental footprint of our products spans their entire lifecycle: from design and manufacturing to deployment, daily operation, and end-of-life management. We embed eco-design principles into every development phase, focusing on energy-efficient components, optimized performance, reduced material use, and responsible recycling processes.

Through this approach, Smart Biometrics continues to deliver innovative, trusted solutions while actively contributing to a more sustainable and resource-efficient future.

## Overview of actions to reduce our environmental impact



### Development of durable products

We design and develop durable, long-lasting products with a high Mean Time Before Failure (MTBF). Each device is built for easy maintenance and repair, helping to extend its lifecycle and minimize waste. Instead of replacing units, we prioritize repair and refurbishment, supported by a maintained inventory of spare parts and responsible end-of-life component management to ensure consistent reliability and performance.

To further reduce our footprint, we provide hotline support and training programs that empower customers and end-users to handle maintenance independently, reducing the need for technical travel and associated emissions.

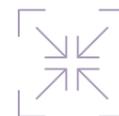
Additionally, biometric solutions eliminate the need for traditional plastic access cards, offering a simple yet powerful way to reduce your carbon footprint. By choosing our technology, organizations take a meaningful step toward more sustainable access management.



### Component sharing and standardization

We have adopted a comprehensive strategy of component standardization across our biometric device range. By using common parts, we streamline the supply chain, simplify inventory management, and enable reuse across product lines.

This approach not only optimizes production and maintenance processes but also contributes to reducing greenhouse gas emissions by minimizing manufacturing waste and transport requirements.



### Optimize packaging

We continuously work to make our biometric solutions lighter, more compact, and more resource-efficient. For example, the second generation of our facial recognition technology weighs significantly less than the first, enabling smaller packaging, optimized transport, and reduced carbon emissions throughout the logistics chain. The new VisionPass SP is thinner and more compact, lowering the proportion of plastics used in its construction while maintaining outstanding performance and durability.

Similarly, our MorphoTop Slim demonstrates the same commitment, offering a more compact design compared to the original MorphoTop while preserving full functionality.

We have also redesigned our packaging to be more sustainable. Certain packaging components now serve a dual purpose, acting as installation tools for accessories and eliminating the need for additional, non-recyclable materials.

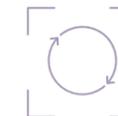


### Product recycling

At our Saint-Étienne-du-Rouvray production site in France and our Noida site in India, we have established dedicated recycling processes for biometric devices that do not meet quality standards or are returned from the field.

Each device is carefully dismantled, and its components (including plastics, electronic boards, cables, and screens) are sorted and managed by specialized recycling partners. These partners handle material recovery and recycling in compliance with environmental regulations, ensuring that valuable resources are reintroduced into the production cycle and waste is minimized.

Through these initiatives, we actively contribute to the circular economy by extending the life of materials, reducing the environmental footprint of our production operations, and training our teams in best practices. We also raise employee awareness on proper electronic waste management, fostering a culture of environmental responsibility across our organization.



### Life Cycle Assessment (LCA)

In 2024, we conducted a comprehensive Life Cycle Assessment (LCA) of our VisionPass SP to evaluate and better understand its overall carbon footprint, from the extraction of raw materials to its end-of-life management.

The findings enabled us to pinpoint the key stages contributing most to the device's environmental impact and to further strengthen our eco-design strategy. The analysis revealed that energy consumption during the use phase had the greatest environmental effect. In response, we introduced new energy-saving features in the latest generation of the device, ensuring that its environmental footprint more closely aligns with real-world customer usage.

Building on this experience, we have developed an internal LCA tool that allows us to perform environmental assessments for both existing and upcoming products. This capability helps us continuously monitor, compare, and improve the environmental performance of our entire product portfolio.



### Partnering with environmentally responsible suppliers to build sustainable procurement

We are committed to developing a sustainable and responsible supply chain by partnering with suppliers who share our environmental and ethical values. As part of our selection process for suppliers, we prioritize their CSR approach, particularly in the use of eco-responsible materials and sustainable manufacturing practices.

To ensure transparency and accountability, we assess the CSR performance of our key suppliers using the EcoVadis platform, which evaluates four critical pillars: Environment, Fair Business Practices, Supply Chain, and Labor & Human Rights.

In addition, our suppliers are subject to regular audits and inspections to verify ongoing compliance with these CSR standards, helping us foster a network of responsible partners and continuously strengthen the sustainability of our value chain.



### Choosing materials thoughtfully

In designing the MorphoWave SP, we made a deliberate choice to eliminate traditional painting processes and use raw plastic materials instead. This decision not only enhances the product's recyclability and durability but also reduces the use of chemical substances associated with surface treatments.

By removing the painting step, we have also simplified our supply chain, eliminating an entire production stage and thereby reducing energy consumption, waste generation, and environmental impact.

This approach reflects our broader commitment to eco-design, where every material and process is evaluated for its contribution to sustainability.



### Reducing energy consumption

We are continuously improving the energy efficiency of our biometric devices through smart design and component selection. Our teams carefully choose low-consumption components and implement standby modes to reduce energy use when devices are idle.

Within the VisionPass product line, the new VisionPass SP demonstrates major progress, achieving a 38% reduction in energy consumption compared to the previous generation, and an additional 88% reduction in standby mode.

For our MSO1300 device, we have introduced a USB suspend function, which halves power consumption when activated.

These innovations reflect our ongoing commitment to eco-efficient design, ensuring that every new generation of products delivers both enhanced performance and a smaller environmental footprint.



## Committed to our customers

### Empowering Partners with Flexible, Sustainable Solutions

Through our OEM product range, customers gain access to IDEMIA Public Security's cutting-edge biometric technology in ready-to-integrate modules. Each module includes all essential components needed to power their own biometric solutions, offering both performance and efficiency. We have carefully optimized the weight and size of these modules to make them lighter and more compact, reducing material use and environmental impact. In addition, we offer direct delivery to customers' manufacturing sites, eliminating unnecessary warehouse transfers and streamlining logistics for a more sustainable supply chain.

### Modular Innovation for Tailored Efficiency

With the VisionPass SP Fingerscan, we've introduced a modular design approach that allows customers to purchase only the components they truly need. The fingerprint functionality is available as a dedicated add-on accessory, minimizing unnecessary parts and waste while maintaining flexibility and high performance. This customer-centric and eco-conscious design philosophy ensures that every solution we deliver contributes to both operational excellence and environmental responsibility.

## 2. Social responsibility & governance: Making life safer and easier

We firmly believe that IPS plays a key role in its sector. Our obligation extends beyond developing secure, fair, and convenient solutions to meet the diverse needs of our global customer base. It includes creating a workplace where diversity is embraced, offering equal opportunities for all employees to grow and reach their potential. Above all, we lead our business with integrity and transparency, adhering to ethics, anti-corruption, and anti-bribery rules.

### People-centric design

We prioritize inclusive design to make our solutions accessible to everyone.

Our VisionPass SP has been designed to ensure that everyone regardless of age or ability can benefit from our technology.

On Sigma devices, the ergonomics of the fingerprint scanner have also been optimized through a dedicated design, allowing users to position their finger easily and naturally.

### Develop fair and ethical biometric solutions

We work hard to create fair and ethical biometric algorithms that work equitably across diverse populations, ensuring no individual is disadvantaged based on characteristics such as skin tone, age, or gender.

We regularly submit our algorithms to the National Institute of Standards and Technology (NIST) benchmarks. As of November 2024, IPS's Facial Recognition Technology ranked #1 for fairness in the NIST Facial Recognition Technology Evaluation. This continued recognition emphasizes our focus on delivering technology that maintains outstanding performance and accuracy across all demographics.



### Empowering people everywhere

IPS helps empower local populations by transferring knowledge, creating job opportunities, and supporting education and local initiatives. We focus on contributing to economic growth and social development in the regions where we operate, ensuring our influence goes beyond technology to positively transform lives.

### Computer donations

As part of its social responsibility commitments, IPS recently donated computer equipment to Leup Diaspora, a young association dedicated to supporting youth integration across Africa. This contribution enabled the creation of a new multimedia room in a school in Cameroon, giving students the opportunity to discover computing, develop digital skills, and become familiar with essential technologies.

Through this partnership, IPS reaffirms its dedication to using technology to promote education, inclusion, and equal opportunity, supporting projects that deliver meaningful and lasting benefits to local communities.



### Additional initiatives - Lisa Forever

Our Business Line is proud to support Lisa Forever, a non-profit organization dedicated to fighting childhood cancer and helping families affected by the disease. Through the merchandising of their charity goods, we help raise both funds and awareness, contributing to their vital mission of research support, family assistance, and community engagement.

This partnership reflects our commitment to standing alongside organizations that make a meaningful difference in people's lives.

### European AI Act

The European AI Act, which entered into force on August 1, 2024, is the first comprehensive legal framework for AI globally. It aims to ensure trustworthy AI by making certain that systems respect fundamental rights, safety, and ethical principles. We adhere to these principles, building secure and ethical biometric algorithms that perform fairly and accurately under all conditions.

### World Cleanup Day

It is a global initiative held every September to raise awareness about environmental protection. Each year, millions of volunteers around the world join forces to clean public spaces (such as parks, streets, beaches, and industrial areas) and to combat pollution caused by waste. At IPS, we have proudly taken part in this event for many years. For the 2025 edition, our engagement reached a new milestone: more than 260 employees across 15 sites mobilized to collect over 120 bags of waste, demonstrating our strong commitment to protecting the environment and fostering responsible habits within our teams.



### Digital clean-up week

In 2025, we also launched our first Digital Clean Up Week, aimed at raising awareness about the environmental impact of digital usage. Employees from our sites around the world participated in an internal challenge focused on reducing the digital footprint of their daily activities, from cleaning inboxes and deleting unused files to optimizing storage practices.

This initiative highlights our holistic approach to sustainability, addressing not only physical waste but also the often-overlooked carbon footprint of our digital lives.

### Tree plantations

Through the IDEMIA India Foundation, we have transformed 3.8 acres of a former industrial dumping ground into a thriving Biodiversity Park — a living example of our commitment to environmental restoration and sustainability.

Over 15,000 trees spanning more than 70 native species have been planted, creating a self-sustaining green ecosystem that enhances the local ecological balance, improves air quality, and promotes biodiversity regeneration.

This initiative not only revitalizes degraded land but also contributes to a greener, healthier environment for the surrounding communities, turning a once-polluted area into a space of renewal and natural harmony.



### 3. Investing in our employees

#### Promoting equal opportunity

We are committed to fostering gender equality and diversity across our organization. Through initiatives such as the “Employee Resource Group for Women in IDEMIA,” we support women’s empowerment, visibility, and leadership at every level of the company.

In addition, we have implemented a company-wide professional equality agreement, effective until July 13, 2026, which outlines concrete measures to strengthen gender equity in the workplace. This agreement focuses on:

- > Improving access to employment and training opportunities for all.
- > Raising awareness among recruiters, managers, and employees to prevent bias and promote inclusive practices.
- > Increasing gender diversity across roles and functions, including the introduction of measurable targets for women in full-time positions, management roles, and decision-making bodies.
- > Supporting career development through equitable opportunities for progression.
- > Ensuring fair and transparent compensation between women and men.
- > Promoting work-life balance, notably through flexible work arrangements.

Through these commitments, we continue to build a workplace where equal opportunity is not only encouraged, but actively enabled and embedded in our culture.

#### Promoting Health and Well-Being

##### Mental health support:

In France, all IDEMIA employees have access to psychological support services, including the possibility of attending regular confidential sessions to discuss personal or professional concerns.

##### Preventive healthcare:

Through our medical health check-up camp at the Smart Biometrics Factory in the Noida Special Economic Zone, we provided preventive healthcare access to over 100 individuals. This initiative supports early detection of lifestyle-related diseases and promotes overall community well-being, reflecting our commitment to building healthy, resilient, and sustainable communities.

#### Supporting employees facing challenges

We are committed to standing by our employees during difficult times, offering a range of support services designed to help them navigate personal or family challenges. These include:

- > Employee assistance programs offering confidential guidance
- > Flexible leave options to help balance urgent or unexpected personal needs
- > Psychological support services to ensure emotional well-being

Our comprehensive parental and family leave policies further help employees maintain a healthy balance between their professional and personal lives.

#### Incorporating responsible digital practices

We provide specialized training programs to help employees integrate responsible digital principles into their daily work. These sessions focus on:

- > Sustainable product design
- > Energy-efficient practices
- > Techniques to reduce the digital footprint

By strengthening these skills, we ensure that teams can actively apply responsible digital practices across their projects and operations, contributing to more sustainable and efficient ways of working.

#### Maintaining certifications

IDEMIA Group maintains 12 sites certified to ISO 45001, demonstrating our commitment to meeting internationally recognized health and safety standards. Our Environmental Management System is also certified to ISO 14001 at both our Noida and Osny sites, reflecting our structured approach to environmental performance and continuous improvement.

To uphold these certifications, we conduct regular internal audits and deliver ongoing training programs to ensure employees understand and apply best practices every day.



## 4. Enhancing security and protecting privacy

### Compliance with the Cyber Resilience Act

The Cyber Resilience Act (CRA) came into force in December 2024, introducing cybersecurity requirements for manufacturers and distributors of digital products. These obligations include timely incident reporting, automatic and secure updates, and robust protection throughout the entire product lifecycle.

At IDEMIA Public Security, we are fully committed to meeting all CRA requirements within the established deadlines. Protecting sensitive traveler data and securing IT infrastructure against cyber threats are top priorities for us, which is why security is embedded at the core of our product design.

We are proactively deploying the necessary tools, processes, and governance mechanisms to ensure full, sustained compliance with the CRA and to maintain the highest cybersecurity standards for our customers and partners.

### Compliance with General Data Protection Regulation

IDEMIA Public Security is committed to maintaining the highest standards of data privacy and protection. Our biometric systems, deployed worldwide, are designed to meet stringent regulatory requirements — including the European Union's General Data Protection Regulation (GDPR).

By ensuring that sensitive personal data is processed lawfully, securely, and transparently, we help safeguard individuals against emerging threats and reinforce the trust and confidence that customers place in our solutions.



### Governance: Leading with integrity and transparency

We uphold the highest ethical standards across every aspect of our business — from procurement and operations to customer engagement. Guided by our IMPACT program, we ensure that all projects are conducted with full transparency and in strict compliance with international, national, and local laws.

#### This includes:

- > A clear conflict-of-interest policy, requiring employees to disclose any situation that could compromise impartiality.
- > Robust anti-corruption measures to prevent and detect risks within our operations.
- > Strict compliance processes to ensure adherence to all applicable regulations, wherever we operate.

Through these practices, we reinforce a culture of responsibility, trust, and ethical leadership across the organization.

## Useful links

### On Idemia.com:

<https://www.idemia.com/corporate-social-responsibility-idemia>

### Focus on the Vision Pass:

<https://www.idemia.com/facial-recognition-access-control>

### Focus on Smart Biometrics:

<https://www.idemia.com/verify-identity-and-eligibility>

## 5. Testimonials

I am truly proud to be part of a team that prioritizes Corporate Social Responsibility so actively and positively. For the past two years, I've had the opportunity to take part in World Clean Up Day by helping clean up the area around our site in Osny. It's a great chance to enjoy a pleasant walk in nature, connect with colleagues, and contribute to cleaning up our planet.

I'm also very proud to have gifted all my colleagues at Smart Bio France a solidarity mug as a small year-end present! Purchased from an association that raises funds to fight childhood cancer, this gift helped donate €1,250 to medical research while providing my colleagues with a sustainable container for enjoying hot or cold drinks at the office.

Lastly, I also participated during work hours in a workshop called the Climate Fresk. This awareness session helps us understand the mechanisms, scale, and complexity of the challenges related to climate change. So many opportunities offered by IDEMIA Public Security to contribute to improving our environment!

**Sophie**  
Executive Assistant, **IDEMIA Public Security**

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For NXP, our collaboration with IDEMIA Public Security has long been built on trust, innovation, and shared responsibility. Guided by NXP's Sustainability Policy, we pursue energy efficiency, greenhouse-gas reductions, and renewable electricity, while embedding strong EHS practices, human rights, and inclusion across our operations and supply chain.

Our sustainability governance and program pillars help us co-develop solutions that are secure, efficient, and more sustainable. Together with IDEMIA Public Security, we advance practical solutions with a reduced environmental impact and transparent reporting, paving the way to even more responsible solutions for customers and communities.

**Gilles**  
Key Account Manager, **NXP**

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I appreciate the effort to highlight how CSR principles are embedded in our Smart Biometrics activities. Personally, I find our continued focus on eco-design, ethical innovation, and employee well-being demonstrates a strong commitment to sustainability and responsible business practices. The initiatives related to reducing hardware variants, collaborating with eco-responsible suppliers, and promoting diversity and inclusion reflect a balanced approach towards both technological and social progress.

Our Impact Program is structured around five pillars with dedicated goals. It involves both our internal and external stakeholders to drive meaningful changes. Since its launch, the program has evolved to include new challenges and address emerging opportunities.

In the context of rapidly changing regulations and expectations, we continuously assess our performance and roadmap to ensure lasting, positive impact.

It's motivating to see how Smart Biometrics is aligning technology, people, and purpose — creating real impact beyond business.

**Meera**  
Business Analyst, **IDEMIA Public Security**

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I am fully aligned with Smart Biometrics' approach toward Corporate Social Responsibility. The initiatives taken by Noida Biometric plant under our CSR policy, such as Clean-Up Day drive, Quarterly E-waste Awareness sessions, Health Check-up Camp, Tree Plantation program, and the “Say No to Plastics” campaign, reflect the commitment of SmartBio to community welfare and environmental sustainability. Such activities not only create a positive social and environmental impact, but also inspire employees to be more responsible in our daily lives.

**Bhavesh**  
Quality & Industrialization Manager, **IDEMIA Public Security**

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For more than twenty years, HYLEANCE TECH has maintained a strong partnership with IDEMIA, supported by the proximity of our sites and by the continuous co-development of our activities. For our part, we have been pursuing a rigorous approach to resource efficiency for many years: energy optimization, waste reduction, and the continuous improvement of our processes. To support these efforts, we created HYLEANCE Academy, our internal training organization designed to strengthen skills and foster innovation. With a long-standing commitment to a structured CSR policy, we share with IDEMIA a common DNA of sustainable engagement, paving the way for new optimization and even more responsible solutions.

**Guillaume**  
Director QHSE, **HYLEANCE TECH**

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## ROOTING FOR A BETTER FUTURE

In today's connected and environmentally conscious world, IPS strives to minimize its ecological footprint, promote inclusivity, and build trust with partners.

By integrating CSR principles into our operations, we deliver innovative and responsible solutions that drive a safer, more sustainable future for end-users.

Through our IMPACT program and partnerships, we lead the way in developing biometrics solutions that enhance security and efficiency while contributing to a better world.

Our unwavering commitment to CSR ensures we continue making a positive difference globally and beyond.

## SMARTBIOMETRICS ROAD MAP

### ENVIRONMENT

- > The proposed IPS near-term target on Scopes 1 & 2 is to reduce absolute GHG emissions by -42% by 2030 compared to 2024, consistent with reductions required to keep global warming to 1.5°C.
- > The proposed IPS near-term target on Scope 3 is to reduce absolute GHG emissions by 31% by 2030 compared to 2024, consistent with reductions required to keep global warming well below 2°C.
- > By 2030, 100% of new products will be designed using a life-cycle approach, integrating eco-design principles.
- > A feasibility study will be conducted to assess the integration of recycled and bio-sourced materials into product development, including through suppliers.
- > A feasibility study will be conducted to assess the implementation of end-of-life offers for our products (recycling, reuse, refurbishing, etc.) eco-design principles.

### SOCIETY

- > Increase gender diversity and female leadership representation
- > Increase employee participation in communities initiatives
- > By 2030, 100% of Purchasing and Quality Assurance team members will be trained on sustainable procurement practices and performance monitoring.

### GOVERNANCE

- > Roll out broadly ethics and anti-corruption training across the organization to strengthen our overall ethics and compliance culture
- > Train all employees involved in data processing activities to guarantee best practices for data protection
- > Ensure compliance with privacy regulations and cybersecurity



# Unlock the world

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