APPENDIX:

GRI CONTENT INDEX

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

Note: we are going from GRI 2016 to GRI 2021, some disclosures information might then be incomplete or unable for 2022 but will be for 2023

Statement of use	IDEMIA Group S.A.S ('IDEMIA') has reported in accordance with the GRI Standards for the calendar year 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Sector standard not available

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
GRI 2: General Disclosure 2022		
2-1	Organizational details	IDEMIA Group S.A.S ('IDEMIA'). Our corporate headquarter is located at 2, Place Samuel de Champlain, 92400 Courbevoie, France. The majority shareholder of IDEMIA Group S.A.S. is private equity firm, Advent International. IDEMIA operates in more than 60 countries. You can find further information about our locations by clicking the following link: Our locations	IDEMIA
2-2	Entities included in the organization's sustainability reporting	See IDEMIA CSR Report 2022, Page 6 – "Our business". The entities included in the financial reporting are the same as those included for the CSR reporting.
2-3	Reporting period, frequency and contact point	Our reporting period corresponds to the 2022 calendar year and was published on June 28th, 2023. The IDEMIA reporting cycle is annual. For any questions, please contact: CSRTeam@idemia.com
2-4	Restatements of information	There are no restatements of information.
2-5	External assurance	The IDEMIA CSR Report, covering the period from January 2022 to December 2022, 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 in which we report or to the reporting period. This report has been externally assured by an independent third party specializing in sustainability report drafting, checking and assurance to ensure GRI Core Compliance. The GRI Compliance report can be found as an appendix of the 2022 CSR Report.
2-6	Activities, value chain, and other business relationships	See IDEMIA CSR Report 2022, Page 6 - "Our business" Key figures on the scale of our organization: • Around 135 entities • 11 manufacturing sites • 27 service centers

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		• Revenue: €2.6 billion (further information available at IDEMIA IR | IDEMIA Investor Relations Portal)
		IDEMIA works with thousands of suppliers across the world. These global suppliers of critical raw materials which are used for its products across 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 IDEMIA's standard general purchasing conditions, and its Supplier Code of Conduct shared with suppliers.

There have been no significant changes to the organization's size, structure, ownership or supply chain over the course of the reporting period, with the exception of name changes for two Business Units:
• Financial Institutions became Payment Services
• Mobile Operators became Connectivity Services |
| 2-7 | Employees | IDEMIA employs close to 15,000 employees across 5 continents. The reporting is calculated by headcount. |

Contract Type	Female	Male	Grand Total
Apprentice	89	193	282
Fixed-Term	676	1,311	1,987
Permanent	4,113	8,519	12,632
Trainee	19	37	56

Contract Type	APAC	EUROPE	FRANCE	INDIA	LATAM	MEA	NORAM	Grand Total
Apprentice	1	7	115	154	0	0	5	282
Fixed-Term	14	75	34	1,832	1	28	3	1,987
Permanent	1,550	2,088	2,174	1,676	1,631	941	2,572	12,632
Trainee	0	5	5	25	2	0	19	56

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
2-8	Workers who are not employees	Not applicable.
2-9	Governance structure and composition	IDEMIA's Executive Management Group establishes the Company's Corporate Social Responsibility strategy and roadmap and reviews its progress at least twice a year. Find further information about our Executive Committee at: Governance | IDEMIA **Composition of the Executive Committee** | Male	7
Female	2
Age <30 years	0%
Age 30-50 years	30%
Age >50 years	70%	
2-10	Nomination and selection of the highest governance body	*Please refer to the note on the cover page of this document (page 1)*
2-11	Chair of the highest governance body	The Chairman of the Board with Eric Maris. Find further information on the IDEMIA Governance Page regarding the roles and responsibilities of the highest governance body: Governance | IDEMIA
2-12	Role of the highest governance body in overseeing the management of impacts	Refer to the IDEMIA Governance Page for information on the roles and responsibilities of the highest governance body: Governance | IDEMIA The Executive Committee is the highest governance body responsible for reviewing and approving the CSR roadmap and organization's material topics during dedicated meetings. CSR strategy is defined as part of the IDEMIA's strategic plan which is submitted by the management of the company to the board of the company for approval and regular updates are provided to the board on the strategy execution.
2-13	Delegation of responsibility for managing impacts	The day-to-day management of corporate social responsibility at IDEMIA is overseen by the Corporate Social Responsibility SVP, who reports to the CEO, supported by the corporate CSR Team and working with a network of 16 CSR Sponsors and approximately 35 Ambassadors across the company. The CSR Sponsors have a support role in defining the CSR strategy and prioritizing its scope. The CSR Ambassadors play a support role in simplifying access to Bottom-up and Top-down information, raising awareness on social and environmental matters, as well as helping the corporate

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		team to drive CSR actions within BUs, Regions and Functions in order to make sure that we are all aligned and working towards the same aims and in the same direction.
2-14	Role of the highest governance body in sustainability reporting	The Executive Committee is the highest governance body responsible for reviewing and approving the CSR roadmap and the organization's material matters during dedicated meetings. The CSR strategy is defined as part of IDEMIA's strategic plan which is submitted by the company's management to the company's Board, for approval. Regular updates are provided to the Board regarding the execution of the strategy.
2-15	Conflicts of interest	See IDEMIA CSR Report 2022, Page 43 – "Whistleblowing system" Furthermore, each IDEMIA employee must declare any relationships which could entail a conflict of interest, or which could give the impression that such conflict exists. Employees must not engage in business activities outside of the Group without first obtaining the express consent of their line manager and their local HR representative in writing. Each year, a conflict-of-interest campaign is launched in order to update the Group in regard to the potential risks of conflict of interest, targeting Managers and employees in positions of higher responsibility. IDEMIA's conflicts of interest are disclosed to appropriate stakeholders.
2-16	Communication of critical concerns	IDEMIA's integrity line provides a way for stakeholders to report any incidents, or situations of concern to IDEMIA. A link to the IDEMIA integrity line can be found at www.idemia.com See IDEMIA CSR Report 2022, Page 43 – "Whistleblowing system"
2-17	Collective knowledge of the highest governance body	External speakers who specialize in CSR, attend and present during the highest governance body meetings.
2-18	Evaluation of the performance of the highest governance body	IDEMIA's Executive Management Group establishes the Company's corporate social responsibility strategy and roadmap and reviews its progress at least twice a year. The Executive Committee members have CSR-based objectives included in their performance evaluation, which impacts their variable remuneration.
2-19	Remuneration policies	*Please refer to the note on the cover page of this document (page 1)*
2-20	Process to determine remuneration	We have a strong salary review process. To further strengthen it, we are developing a tool, in addition to local frameworks and local mandatory agreements, in order to provide more analytics for decision-making processes.

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		For the details, please refer to the note on the cover page of this document (page 1)
2-21	Annual total compensation ratio	*Please refer to the note on the cover page of this document (page 1)*
2-22	Statement on sustainable development strategy	See IDEMIA CSR Report 2022, Page 5 – "CEO's welcome".
2-23	Policy commitments	IDEMIA has created a robust ethical foundation for its policies, processes, training, management systems and legal compliance. The IDEMIA Ethics Charter, published in the 5 main languages used within IDEMIA, is applicable to everyone within the Group, and forms the cornerstone for expectations regarding ethical conduct at IDEMIA. We must all follow the fundamental principles outlined in this procedure every day of our working lives. The Ethics Charter is shared via the company's intranet site. Lastly, a Code of Conduct training is featured amongst the key elements composing training for new recruits, along with modules on CSR Fundamentals, Quality, GDPR and Anti-Corruption Measures. A Health, Safety and Environment Policy is also made available for all employees to consult, in line with our commitment to identifying and reducing the environmental impacts of our activities while preserving the health and safety of our employees and stakeholders.
2-24	Embedding policy commitments	In our CSR Report, we highlight how our policy commitments are embedded into our organization and activities.
2-25	Processes to remediate negative impacts	See IDEMIA CSR Report 2022, Page 43 – "Whistleblowing system"
2-26	Mechanisms for seeking advice and raising concerns	See IDEMIA CSR Report 2022, Page 43 – "Whistleblowing system"
2-27	Compliance with laws and regulations	See IDEMIA CSR Report 2022, Page 43 – "Whistleblowing system"
2-28	Membership associations	List of industry associations that IDEMIA team members are members of, as of March 2023: 3GPP ACI (Airports Council International) 3GPP WG6 (SA WG6 (3gpp.org)) AAMVA

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		ACI-NA
		ACN
		ACSEL – Association de l'Economie du Numérique
		ACT-IAC
		ADI Association
		AFCEA
		AFNOR
		AFPC (Association des Fabricants et Personnalisateurs de Cartes)
		American Assn. Of Airport Executives
		AN2V (Association Nationale de la Video protection)
		APHSA-American Public Human Services Association
		APSCA
		Ari Schwartz DBA Center for Cybersecurity Policy & Law
		Association Of State Criminal Investigative Agencies
		Association of the US Army
		Australian fintech association
		Better Identity Coalition Dues
		Biometrics Institute
		Blockchain asosasi Indonesia
		Card Connectivity Consortium
		CDP
		Chief
		ClubPSCo (Club des Prestataires de Services de Confiance)
		CNA (Calypso Network Association)
		Comité National des Paiements Scripturaux
		Congressional Black Caucus Institute
		Democratic Governors Association
		DID Alliance
		Document Security Alliance
		EAB (European Assocation for Biometrics)

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		EcoVadis
		EMVco
		ENISA
		EOS
		ESMIG: European association of smart energy solution providers
		ETSI
		Eurosmart
		FIDO Alliance
		FIDO Alliance Inc
		GICAT
		Global Alliance for Youth
		Global Business Executive Forum (Upson Technology Group)
		GlobalPlatform
		GSMA
		GSMA Inclusive Tech Lab
		IATA (International Air Transport Association)
		IAWA (International Aviation Women's Association)
		IBIA
		ICMA US
		IGSA (International Gaming Standards Association)
		International Association of Chiefs of Police
		International Aviation Women's Association
		International biometrics
		Java Card
		Kantara Initiative Inc
		Latitudes
		Leadership Council Plus Member
		Major Chiefs Association
		Meridian International Center
		NASCIO

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		National Association of Medicaid Directors
		National Association of State Workforce Agencies
		National Sheriffs Association
		OSPT
		Proavia
		Republican Governors Association
		Secure Technology Alliance
		Security Industry Association (SIA)
		SIA (Security Industry Association)
		Singapore fintech association
		Smart Card Alliance DBA Secure Technology Alliance
		SPA (Smart Payment Association)
		T&E Accrual
		Taste of the South
		Trusted Connectivity Alliance
		Upson Technology Group LLC
		US Payment Forum
		US Travel Association
		Virginia Business Travel Association
		White Label Alliance (WLA)
		Women in Identity
2-29	Approach to stakeholder engagement	IDEMIA has identified the key stakeholders with whom it must collaborate on the topic of sustainability, based on the strength of their relationship with the Company and the likelihood of IDEMIA's material issues impacting these stakeholders. The stakeholders listed in our CSR Report are those most likely to be affected by IDEMIA's impacts, whether they're negative or positive, and by IDEMIA's approach to corporate social responsibility. See IDEMIA CSR Report 2022, Page 7 – 'IDEMIA's network of stakeholders'
2-30	Collective bargaining agreements	32% of employees are covered by collective bargaining agreements (out of a total of 14,600 employees). In some countries, 100% are covered (e.g., France, Netherlands, Brazil, etc.).

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
GRI 3: Material topics 2022		
3-1	Process to determine material topics	IDEMIA engages 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 2022 (see page 7).
3-2	List of material topics	See IDEMIA CSR Report 2022, Pages 8 and 9 – "Updated Materiality matrix"
3-3	Management of material topics	See IDEMIA CSR Report 2022, Pages 10 to 14 – "Understanding and managing CSR challenges" • Sustainable design and innovation: page 10 • Product end-of-life: page 10 • Energy and resources: page 11 • Mitigation and adaptation to climate change: page 11 • Environmental impact of IT and digital use: page 11 • Skills development and talent management: page 12 • Diversity and inclusion: page 12 • Quality of life: page 12 • Responsible logistics and transportation: page 13 • Responsible purchasing & supplier's commitment: page 13 • Societal & employee's commitment: page 14
GRI 301 - Materials		
301-1	Materials used	*Please refer to the note on the cover page of this document (page 1)*
301-2	Recycled input materials used	*Please refer to the note on the cover page of this document (page 1)*
301-3	Reclaimed products and their packaging materials	*Please refer to the note on the cover page of this document (page 1)*

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
GRI 302 - Energy		
302-1	Energy consumption within the organization	See IDEMIA CSR Report 2022, Pages 20 and 21 – "Energy"

Total fuel consumption within the organization from non-renewable sources

Fossil energies consumption	Gas (kWh)	Diesel (kWh)	Petrol (kWh)	Heating oil (kWh)
2019	8,089,947	1,861,525	489,822	707,136
2020	7,916,350	1,364,355	397,975	677,200
2021	7,354,293	1,396,296	388,441	559,523
2022	5,419,429	982,204	413,842	386,066

Total fuel consumption within the organization from renewable sources
Not available

Total of:
i. electricity consumption: 89,841,638 kWh
ii. heating consumption: Not available
ii. cooling consumption: Not available
iv. steam consumption: Not available

Total of:
i. electricity sold: Not concerned
ii. heating sold: Not concerned
iii. cooling sold: Not concerned
iv. steam sold: Not concerned

Total energy consumption within the organization
97,043,179 kWh

Standards, methodologies, assumptions, and/or calculation tools used
GHG Protocol Standard is used to calculate this data.

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		Source of the conversion factors used Dept. for Business, Energy & Industrial Strategy (BEIS) (Defra)
302-2	Energy consumption outside of the organization	As part of its ambition regarding CO2 management, IDEMIA is working to better assess the energy consumed outside of the organization. CSR and Purchasing teams are working closely together, aiming to be able to report these figures as soon as possible. *Please refer to the note on the cover page of this document (page 1)*
302-3	Energy intensity	(see table below)
302-4	Reduction of energy consumption	See IDEMIA CSR Report 2022, Pages 20 and 21 - 'Energy' (see table below)
302-5	Reductions in energy requirements of products and services	See IDEMIA CSR Report 2022, Page 23 to 25 - "Sustainable innovation" *For the details, please refer to the note on the cover page of this document (page 1)*

302-3 Energy intensity

Year	Energy consumption (MWh)	Turnover (M€)	MWh per M€ generated
2019	106,905	2,339	45.71
2020	101,992	2,176	46.87
2021	106,378	2,220	47.92
2020	97,043	2,650	36.62

302-4 Reduction of energy consumption

Energy consumption	Electricity (kWh)	Gas (kWh)	Diesel (kWh)	Petrol (kWh)	Heating oil (kWh)	Total
2019	95,756,128	8,089,947	1,861,525	489,822	707,136	106,904,558
2020	91,636,574	7,916,350	1,364,355	397,975	677,200	101,992,454
2021	96,679,928	7,354,293	1,396,296	388,441	559,523	106,378,481
2022	89,941,638	5,419,429	982,204	413,842	386,066	97,043,179

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
GRI 305 - Emissions		
305-1	Direct (Scope 1) GHG emissions	See IDEMIA CSR Report 2022, Pages 19 and 20 – "GreenHouse Gas Strategy" *For the details, please refer to the note on the cover page of this document (page 1)* <table><tr><td></td><td>**Scope 1 emissions (tCO$_2$eq)**</td></tr><tr><td>**2022**</td><td>1.655</td></tr></table>
305-2	Energy indirect (Scope 2) GHG emissions	See IDEMIA CSR Report 2022, Pages 19 and 20 – "GreenHouse Gas Strategy" *For the details, please refer to the note on the cover page of this document (page 1)* <table><tr><td>**Year**</td><td>**Scope 2 emissions (tCO$_2$eq)**</td></tr><tr><td>**2022**</td><td>30.776</td></tr></table>
305-3	Other indirect (Scope 3) GHG emission	See IDEMIA CSR Report 2022, Pages 19 and 20 – "GreenHouse Gas Strategy" *For the details, please refer to the note on the cover page of this document (page 1)*
305-4	GHG emissions intensity	See IDEMIA CSR Report 2022, Pages 19 and 20 – "GreenHouse Gas Strategy"
305-5	Reduction of GHG emissions	See IDEMIA CSR Report 2022, Pages 19 and 20 – "GreenHouse Gas Strategy"
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable.
305-7	Nitrogen oxides (NOx), sulfur oxides	Information not available. IDEMIA is working on having the data available for the next report.

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
	(SOx), and other significant air emissions	
GRI 308 – Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	See IDEMIA CSR Report 2022, Pages 33 and 34 – "Assessing the CSR performance of suppliers" *Please refer to the note on the cover page of this document (page 1)*
308-2	Negative environmental impacts in the supply chain and actions taken	90 suppliers were assessed for environmental impact via our EcoVadis partner. No negative environmental impacts in the supply chain have been identified. See IDEMIA CSR Report 2022, Pages 33 and 34 – "Assessing the CSR performance of suppliers"
GRI 404 – Training and Education		
401-1	Average hours of training per year per employee	See IDEMIA CSR Report 2022, Page 41 – "Learning and Development" Average hour of training per employee in 2022 (indirect population): 10h *For the details, please refer to the note on the cover page of this document (page 1)*
404-2	Programs for upgrading employee skills and transition assistance programs	See IDEMIA CSR Report 2022, Pages 29 and 30 – "Gender diversity"
404–3	Percentage of employees receiving regular	100% of our staff are covered by a performance & development process, with 99% of employees having completed this process.

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
	performance and career development reviews	
GRI 405 – Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See IDEMIA CSR Report 2022, Pages 29 and 30 – "Gender diversity"
405-2	Ratio of basic salary and remuneration of women to men	*Confidentiality constraints. Please refer to the note on the cover page of this document (page 1)*
GRI 414 – Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	See IDEMIA CSR Report 2022, Pages 33 and 34 – "Assessing the CSR performance of suppliers" *Please refer to the note on the cover page of this document (page 1)*
414-2	Negative social impacts in the supply chain and actions taken	90 suppliers were assessed for social impact via our EcoVadis partner. No negative social impacts in the supply chain have been identified. See IDEMIA CSR Report 2022, Pages 33 and 34 – "Assessing the CSR performance of suppliers"

Contact: CSRTeam@idemia.com

Web: Corporate Responsibility at IDEMIA | IDEMIA