

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 through a transition, so some disclosures information might then be incomplete or unavailable for 2023, but we plan to have it available for 2024.

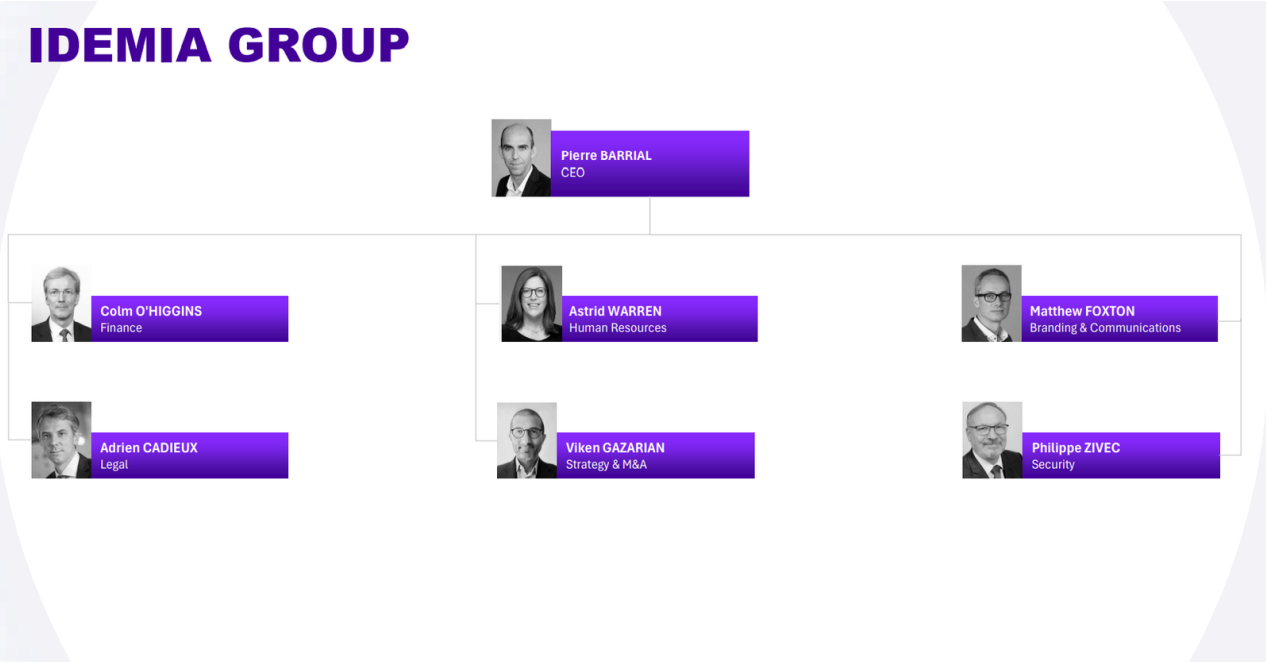
Statement of use	IDEMIA Group S.A.S ('IDEMIA') has reported in accordance with the GRI Standards for the calendar year 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Sector standard not available

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
GRI 2: General Disclosure 2023		
2-1	Organizational details	<p>a. IDEMIA Group S.A.S</p> <p>b. The majority shareholder of IDEMIA Group S.A.S. is the private equity firm, Advent International.</p> <p>c. IDEMIA headquarters are located at 2, Place Samuel de Champlain, 92400 Courbevoie, France.</p> <p>d. IDEMIA is present in more than 60 countries and has significant manufacturing sites in the following countries:</p> <ul style="list-style-type: none"> • Brazil • Chile • China • Colombia • Czech Republic • France • India • Netherlands • USA
2-2	Entities included in the organization's sustainability reporting	<p>a. IDEMIA Group S.A.S, headquartered in Courbevoie, France, offers extensive cryptography and biometric solutions for both our private and public customers. More than 600 governments, states and federal organizations and roughly 2,400 worldwide enterprises in over 180 countries, including some of the biggest and most influential brands in the world, trust us with their mission-critical activities. With more than 1,500 patents, our technologies</p>

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		<p>enable our clients to enroll, accredit, authenticate and analyze identities for frictionless access control, connectivity, identity, payments, public security and travel at scale – all in total security. As we provide Enterprise and Government solutions, we have organized our company into four Business Units (Bus) to address our different markets:</p> <p>Enterprise solutions:</p> <ul style="list-style-type: none"> ● Payment services ● Connectivity services <p>Government solutions:</p> <ul style="list-style-type: none"> ● Public Security & Identity ● Identity & Security North America <p>b. The entities included in the financial reporting are the same as those included for the CSR reporting.</p> <p>c. Not applicable</p>
2-3	Reporting period, frequency and contact point	<p>a. IDEMIA publishes an annual report, in line with its commitment to the UN Global Compact Communication on Progress. The reporting period is from January to December 2023</p> <p>b. Not Applicable</p> <p>c. April 2024</p> <p>d. Enquiries regarding IDEMIA’s CSR reporting can be directed to: CSRTeam@idemia.com</p>
2-4	Restatements of information	<p>a. Not applicable - there are no restatements of information.</p>
2-5	External assurance	<p>a. IDEMIA CSR Report, covering the period January to December 2023, is prepared in accordance with the Global Reporting Initiative (GRI) Standards for Sustainability Reporting, in compliance with the GRI’s 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 2023 CSR Report.</p> <p>b. Our Report is in accordance with the GRI Standards (Page 68)</p>
2-6	Activities, value chain, and other business relationships	<p>a. Thousands of businesses and dozens of governments in over 180 countries, including some of the biggest and most influential brands in the world, put their trust in us for their mission-critical activities. Our technologies enable our clients to register, credentialize, authenticate</p>

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES										
		<p>and analyze identities for frictionless access control, connectivity, identity, payments, public security, and travel—on a variety of scales and in total security. As we provide Enterprise and Government solutions, we have organized our company into four Business Units (BUs) to address our different markets:</p> <p>Enterprise solutions: Payment services Connectivity Services</p> <p>Government solutions: Public Security & Identity Identity & Security North America</p> <p>b. IDEMIA has more than 1500 active patents. IDEMIA proposes a large group of cryptography and biometric solutions for its public and private customers. 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 IDEMIA’s standard general purchasing conditions and Supplier Code of Conduct shared with suppliers. More than 600 governments, state and federal organizations and 2,400 customers worldwide that are trusting us. They count on us to secure billions of essential interactions each year and countless interactions in the years to come.</p> <p>c. No information</p> <p>d. There have been no significant changes to the organization’s size, structure, ownership or supply chain over the course of the reporting period.</p>										
2-7	Employees	<p>a. IDEMIA employs 15,000 employees across 5 continents.</p> <p>b.</p> <table border="1" data-bbox="712 1217 1579 1343"> <thead> <tr> <th data-bbox="712 1217 920 1294">Contract Type</th> <th data-bbox="920 1217 1070 1294">Female</th> <th data-bbox="1070 1217 1220 1294">Male</th> <th data-bbox="1220 1217 1391 1294">No gender given</th> <th data-bbox="1391 1217 1579 1294">Grand Total</th> </tr> </thead> <tbody> <tr> <td data-bbox="712 1294 920 1343">Apprentice</td> <td data-bbox="920 1294 1070 1343">150</td> <td data-bbox="1070 1294 1220 1343">240</td> <td data-bbox="1220 1294 1391 1343"></td> <td data-bbox="1391 1294 1579 1343">390</td> </tr> </tbody> </table>	Contract Type	Female	Male	No gender given	Grand Total	Apprentice	150	240		390
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2-8	Workers who are not employees	<i>Please refer to the note on the cover page of this document (page 1)</i>																																																												
2-9	Governance structure and composition	a. IDEMIA GROUP Executive Committee																																																												

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		<p>IDEMIA GROUP</p>  <p>b. 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</p> <p>c. Composition of the executive committee:</p> <table border="1" data-bbox="712 1050 1514 1260"> <tbody> <tr> <td>Male</td> <td>7</td> </tr> <tr> <td>Female</td> <td>2</td> </tr> <tr> <td>Age <30 years</td> <td>0%</td> </tr> <tr> <td>Age 30-50 years</td> <td>30%</td> </tr> <tr> <td>Age >50 years</td> <td>70%</td> </tr> </tbody> </table>	Male	7	Female	2	Age <30 years	0%	Age 30-50 years	30%	Age >50 years	70%
Male	7											
Female	2											
Age <30 years	0%											
Age 30-50 years	30%											
Age >50 years	70%											
2-10	Nomination and selection of the	<i>Please refer to the note on the cover page of this document (page 1)</i>										

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
	highest governance body	
2-11	Chair of the highest governance body	<p>a. 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</p> <p>b. <i>Please refer to the note on the cover page of this document (page 1)</i></p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>a. Refer to the IDEMIA Governance Page for information on the roles and responsibilities of the highest governance body: Governance IDEMIA</p> <p>b. The Executive Committee is the highest governance body responsible for reviewing and approving the CSR roadmap and organization's material topics during dedicated meetings.</p> <p>c. 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.</p>
2-13	Delegation of responsibility for managing impacts	<p>a. Day to day management of corporate social responsibility at IDEMIA is handled by the SVP CSR Program, reporting to the CEO, accompanied by the corporate CSR Team working with a network of 16 CSR sponsors and around 35 ambassadors across the company. The CSR Sponsor are supporting in defining the CSR strategy and priorities for their scope. The CSR Ambassador are supporting in simplifying 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 actions happening in the BUs, Regions and Functions in order to make sure we are all aligned and working toward the same direction.</p> <p>b. <i>Please refer to the note on the cover page of this document (page 1)</i></p>
2-14	Role of the highest governance body in sustainability reporting	<p>a. 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.</p> <p>b. Not applicable</p>
2-15	Conflicts of interest	<p>a. 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</p>

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		<p>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. See IDEMIA CSR Report 2023, Page 67 – “Whistleblowing system”.</p> <p>b. IDEMIA’s conflicts of interest are disclosed to appropriate stakeholders.</p>
2-16	Communication of critical concerns	<p>a. 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</p> <p>b. See IDEMIA CSR Report 2023 “Whistleblowing System” page 67.</p>
2-17	Collective knowledge of the highest governance body	<p>a. External speakers who specialize in CSR, attend and present during the highest governance body meetings.</p>
2-18	Evaluation of the performance of the highest governance body	<p>a. 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.</p> <p>b. <i>Please refer to the note on the cover page of this document (page 1)</i></p> <p>c. <i>Please refer to the note on the cover page of this document (page 1)</i></p>
2-19	Remuneration policies	<i>Please refer to the note on the cover page of this document (page 1)</i>
2-20	Process to determine remuneration	<i>Please refer to the note on the cover page of this document (page 1)</i>
2-21	Annual total compensation ratio	<i>Please refer to the note on the cover page of this document (page 1)</i>
2-22	Statement on sustainable development strategy	<p>a. See IDEMIA CSR Report, Page 4 – “CEO message”.</p>
2-23	Policy commitments	<p>a. IDEMIA has built a robust ethical foundation of policies, processes, training, management systems and compliance with the law.</p>

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		<p>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.</p> <p>b. The specific policy commitment:</p> <ul style="list-style-type: none"> • The IDEMIA Ethic Charter, 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 Ethic Charter is shared via the company site : Ethic IDEMIA. • Finally a Code of Conduct training is amongst the key elements of newcomer training, along with modules pertaining to CSR Fundamentals, Quality, GDPR and Anti-Corruption. • Our Modern Slavery Statement promotes the respect of human rights <p>c. All groups' policies are available via the company intranet site.</p> <p>d. <i>Please refer to the note on the cover page of this document (page 1)</i></p> <p>e. <i>Please refer to the note on the cover page of this document (page 1)</i></p> <p>f. The policy commitment are communicated through IDEMIA newsletters and intranet site</p>
2-24	Embedding policy commitments	a. See IDEMIA CSR Report 2023, Page 59 – “Ethics”.
2-25	Processes to remediate negative impacts	See IDEMIA CSR Report 2023, Page 67 – “Whistleblowing system”.
2-26	Mechanisms for seeking advice and raising concerns	See IDEMIA CSR Report 2023, Page 67 – “Whistleblowing system”.
2-27	Compliance with laws and regulations	See IDEMIA CSR Report 2023, Page 67 – “Whistleblowing system”.
2-28	Membership associations	<p>a. List of industry associations that IDEMIA team members are participants of, as of February 2023:</p> <p>3GPP ACI (Airports Council International) 3GPP WG6 (SA WG6 (3gpp.org)) AAMVA ACI-NA</p>

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		ACN ACSEL – Association de l’Economie du Numérique ACT-IAC ADI Association AFCEA AFI (Alliance of Financial Inclusion) AFNOR AFPC (Association des Fabricants et Personnaliseurs de Cartes) American Assn. Of Airport Executives AN2V (Association Nationale de la Videoprotection) 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 asosiasi Indonesia Card Connectivity Consortium 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 Association for Biometrics) EMVco ENISA EOS ESMIG: European association of smart energy solution providers

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		ETSI Eurosmart FIDO Alliance FIDO Alliance Inc GICAT 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 ISO Java Card Kantara initiative Kantara Initiative Inc Latitudes Leadership Council Plus Member Major Chiefs Association Meridian International Center NASCIO National Association of Medicaid Directors National Association of State Workforce Agencies National Sheriffs Association OSPT Proavia Republican Governors Association Secure Technology Alliance

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
		<p>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 Upton Technology Group LLC US Payment Forum US Travel Association Virginia Business Travel Association White Label Alliance (WLA) Women in Identity</p>
2-29	Approach to stakeholder engagement	<p>a. Stakeholders:</p> <ul style="list-style-type: none"> • Employees • Customers • Suppliers • Investors • Competitors • Communities • Applicants • Citizens • Education establishments <p>See IDEMIA CSR Report 2023, Page 9 – “Mapping of IDEMIA’s main stakeholders”.</p>
2-30	Collective bargaining agreements	<p>a. 32% of employees are covered by collective bargaining agreements (out of a total of 15.000 employees). In some countries, 100% are covered (e.g., France, Netherlands, Brazil, etc.).</p> <p>b. <i>Please refer to the note on the cover page of this document (page 1)</i></p>

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
GRI 3: Material topics 2023		
3-1	Process to determine material topics	<ul style="list-style-type: none"> a. 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 2023 (see page 11-12). b. The Company approach to addressing material issues is addressed in the IDEMIA CSR Report 2023 (see page 11-12).
3-2	List of material topics	<ul style="list-style-type: none"> a. See IDEMIA CSR Report 2023, Page 10 – “Materiality Matrix”. b. Not applicable
3-3	Management of material topics	<ul style="list-style-type: none"> a. See IDEMIA CSR Report 2023, Page 10 – “Materiality Matrix”.
GRI 301 - Materials		
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 11 – “R&D, sustainable design and product end of life”. See IDEMIA CSR Report 2023, Page 11 – “Energy and resources”.
301-1	Materials used	<i>Please refer to the note on the cover page of this document (page 1)</i>
301-2	Recycled input materials used	<i>Please refer to the note on the cover page of this document (page 1)</i>
301-3	Reclaimed products and their packaging materials	<i>Please refer to the note on the cover page of this document (page 1)</i>

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES										
GRI 302 - Energy												
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 11 – “Energy and resources”.										
302-1	Energy consumption within the organization	<p>See IDEMIA CSR Report 2023, Page 22 – “Proactive management of energies”</p> <p>Total fuel consumption within the organization from non-renewable sources in 2023</p> <table border="1"> <thead> <tr> <th>Gas consumption</th> <th>Diesel consumption</th> <th>Petrol/gasoline consumption</th> <th>Fuel consumption</th> <th>Oil consumption</th> </tr> </thead> <tbody> <tr> <td>4,132,185</td> <td>1,290,006</td> <td>104,428</td> <td></td> <td>156,607</td> </tr> </tbody> </table> <p>Total fuel consumption within the organization from renewable sources Not available</p> <p>Total of:</p> <ul style="list-style-type: none"> i. electricity consumption: 84,835,682 kWh ii. heating consumption: Not available ii. cooling consumption: Not available iv. steam consumption: Not available <p>Total of:</p> <ul style="list-style-type: none"> i. electricity sold: Not concerned ii. heating sold: Not concerned iii. cooling sold: Not concerned iv. steam sold: Not concerned <p>Total energy consumption within the organization 90,518,908 kWh</p> <p>Standards, methodologies, assumptions, and/or calculation tools used</p>	Gas consumption	Diesel consumption	Petrol/gasoline consumption	Fuel consumption	Oil consumption	4,132,185	1,290,006	104,428		156,607
Gas consumption	Diesel consumption	Petrol/gasoline consumption	Fuel consumption	Oil consumption								
4,132,185	1,290,006	104,428		156,607								

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		<p>GHG Protocol Standard is used to calculate this data.</p> <p>Source of the conversion factors used Dept. for Business, Energy & Industrial Strategy (BEIS) (Defra)</p>																								
302-2	Energy consumption outside of the organization	<p>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.</p> <p><i>Please refer to the note on the cover page of this document (page 1)</i></p>																								
302-3	Energy intensity	<table border="1"> <thead> <tr> <th>Year</th> <th>Energy Consumption (MWh)</th> <th>Turnover (M€)</th> <th>MWh per M€ generated</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>106,404</td> <td>2,339</td> <td>45.49</td> </tr> <tr> <td>2020</td> <td>107,355</td> <td>2,176</td> <td>49.34</td> </tr> <tr> <td>2021</td> <td>101,661</td> <td>2,220</td> <td>45.79</td> </tr> <tr> <td>2022</td> <td>98,361</td> <td>2,650</td> <td>37.12</td> </tr> <tr> <td>2023</td> <td>90,518</td> <td>2,867</td> <td>31.57</td> </tr> </tbody> </table>	Year	Energy Consumption (MWh)	Turnover (M€)	MWh per M€ generated	2019	106,404	2,339	45.49	2020	107,355	2,176	49.34	2021	101,661	2,220	45.79	2022	98,361	2,650	37.12	2023	90,518	2,867	31.57
Year	Energy Consumption (MWh)	Turnover (M€)	MWh per M€ generated																							
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2021	101,661	2,220	45.79																							
2022	98,361	2,650	37.12																							
2023	90,518	2,867	31.57																							
302-4	Reduction of energy consumption	<p>See IDEMIA CSR Report 2023, Page 22 - 'Proactive management of energies'</p> <p>Data for 2023:</p>																								

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES					
		Electricity (kWh)	Gas consumption (kWh)	Diesel consumption (kWh)	Petrol/gasoline consumption (kWh)	Fuel consumption (kWh)	Oil consumption (kWh)
		84,835,682	4,132,185	1,290,006	104,428	156,607	90,518,209
		<i>Please refer to the note on the cover page of this document (page 1)</i>					
302-5	Reductions in energy requirements of products and services	See IDEMIA CSR Report 2023, Page 27 - 32 - “Designing responsible products” <i>For the details, please refer to the note on the cover page of this document (page 1)</i>					
GRI 305 - Emissions							
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 12 – “Sustainable procurement, manufacturing and distribution”.					
305-1	Direct (Scope 1) GHG emissions	See IDEMIA CSR Report 2023, Page 21 – “Reduction of scope 1 & 2 GHG emissions” <i>For the details, please refer to the note on the cover page of this document (page 1)</i>					
					Scope 1 emissions (tCO2eq)		
		2023			1,043		
		1.2. Offset emissions see Page 29 : Carbon offset program. <i>For the details, please refer to the note on the cover page of this document (page 1)</i>					

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES				
305-2	Energy indirect (Scope 2) GHG emissions	<p>See IDEMIA CSR Report 2023, Page 21 – “Reduction of scope 1 & 2 GHG emissions” <i>For the details, please refer to the note on the cover page of this document (page 1)</i></p> <table border="1"> <thead> <tr> <th colspan="2">Scope 2 emissions (tCO2eq)</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>34,184</td> </tr> </tbody> </table>	Scope 2 emissions (tCO2eq)		2023	34,184
Scope 2 emissions (tCO2eq)						
2023	34,184					
305-3	Other indirect (Scope 3) GHG emission	See IDEMIA CSR Report 2023, Page 21 – “Reduction of scope 1 & 2 GHG emissions” <i>For the details, please refer to the note on the cover page of this document (page 1)</i>				
305-4	GHG emissions intensity	See IDEMIA CSR Report 2023, Page 21 – “Reduction of scope 1 & 2 GHG emissions”				
305-5	Reduction of GHG emissions	See IDEMIA CSR Report 2023, Page 21 – “Reduction of scope 1 & 2 GHG emissions”				
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable.				
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	Information not available. <i>Please refer to the note on the cover page of this document (page 1)</i>				

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 12 – “Responsible purchasing and supplier commitment”.
308-1	New suppliers that were screened using environmental criteria	See IDEMIA CSR Report 2023, Page 50 – “Focus on supplier’s CSR performance” <i>For the details, please refer to the note on the cover page of this document (page 1)</i>
308-2	Negative environmental impacts in the supply chain and actions taken	103 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 2023, Page 50 – “Focus on supplier’s CSR performance”
GRI 404 – Training and Education		
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 12 – “Human Ressources”.
404-1	Average hours of training per year per employee	See IDEMIA CSR Report 2023, Page 42 – “Enabling learning and development” Average hour of training per employee in 2023 (indirect population): 15h <i>For the details, please refer to the note on the cover page of this document (page 1)</i>
404-2	Programs for upgrading employee skills and transition	See IDEMIA CSR Report 2023, Page 42 – “Enabling learning and development”

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
	assistance programs	
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our staff are covered by a performance & development process.
GRI 405 – Diversity and Equal Opportunity		
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 12 – “Diversity and inclusion”.
405-1	Diversity of governance bodies and employees	See IDEMIA CSR Report 2023, Page 39 – “Focus on diversity” <i>For the details, please refer to the note on the cover page of this document (page 1)</i>
405-2	Ratio of basic salary and remuneration of women to men	<i>Confidentiality constraints.</i> <i>Please refer to the note on the cover page of this document (page 1)</i>
GRI 414 – Supplier Social Assessment		
3-3	Management of material topics	See IDEMIA CSR Report 2023, Page 12 – “Responsible purchasing and supplier commitment”.
414-1	New suppliers that were	See IDEMIA CSR Report 2023, Page 50 – “Focus on supplier’s CSR performance”

DISCLOSURE	NAME	RESPONSES AND/OR REFERENCES
	screened using social criteria	<i>Please refer to the note on the cover page of this document (page 1)</i>
414-2	Negative social impacts in the supply chain and actions taken	103 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 2023, Page 50 – “Focus on supplier’s CSR performance”

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