

# BIOMETRICS FOR BUILDING TRUST

CSR REPORT 2025

**ABOUT THIS REPORT**

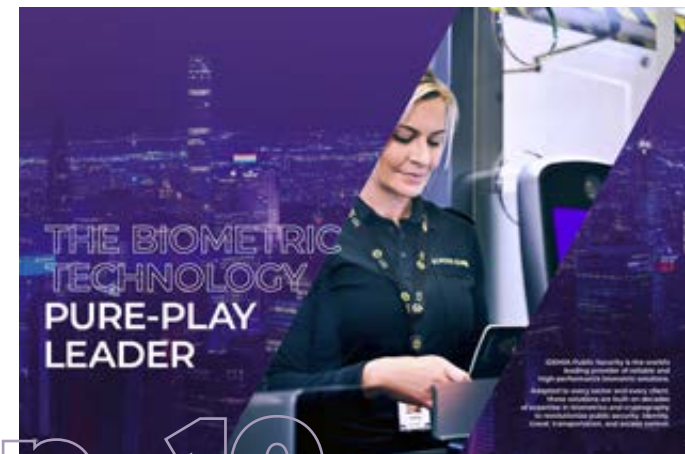
Inspired by the guidelines of the reference framework published by the Value Reporting Foundation, the first edition of IDEMIA Public Security's CSR Report focuses on presenting its business model, its activities, and its technological expertise. Beyond this overview, the report draws on GRI recommendations and is inspired by CSRD standards to provide a concise presentation of the IPS IMPACT 2030 CSR strategy. It thus describes the policies and actions implemented to reduce the environmental footprint, demonstrate responsibility toward its employees and society, and, above all, uphold ethical standards, both in the design and use of its solutions and in the conduct of its business activities.

Led by the Corporate Social Responsibility (CSR) Department, under the supervision of the Human Resources Department, this report details the positive impacts resulting from these commitments and from IPS's activities through concrete examples implemented around the world, as part of a proactive approach to transparency and continuous improvement. It demonstrates that the solutions provided by IDEMIA Public Security balance operational performance, social value, and ethical and environmental performance.

The content was selected based on its relevance to the flagship business achievements of its business lines and its material impacts on ESG issues. It was informed by discussions with members of the Executive Committee representing the entity's various functional and business divisions.

Unless otherwise stated, the information presented is as of December 31, 2025.

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MANIFESTO

# BIOMETRICS FOR BUILDING TRUST

## OUR CONVICTION

**Public safety is one of the essential foundations of modern societies.** It underpins the stability of institutions, protects individual freedoms, and gives businesses and citizens the confidence to build their futures. In a world shaped by digital transformation, increased population mobility, evolving threats, and shifting societal expectations, security is constantly being redefined. Governments and organizations need technologies that are reliable, sovereign, and responsible. They need these technologies to carry out missions and protect what matters most. At IDEMIA Public Security, we believe that technology must strengthen institutions' ability to protect, while always upholding the rule of law. **Our commitment is grounded in a simple conviction: security and the protection of freedoms are not opposites. They go hand in hand.**

## A RESPONSIBILITY IN SERVICE OF SOCIETY

**Guided by this conviction for more than 50 years, we have been designing and deploying biometrics and critical infrastructure management solutions for governments and corporations.** For governments, our technologies help secure borders, verify identities more effectively, protect public spaces, and counter organized crime and terrorism. For businesses, they safeguard access to their most sensitive sites and assets.

**But our mission goes beyond security alone.** By streamlining processes and making administrative interactions faster, simpler, and more intuitive, our solutions help make everyday life easier for people, contributing to public services that are more accessible, more efficient, and more respectful of citizens' time. Every day, our 3,100 employees work to deliver solutions that meet the highest standards: reliability, precision, fairness, and cybersecurity. All with one goal in mind: a user experience designed to empower public action, with no compromise on performance or safety.

## EARNING TRUST THROUGH INTEGRITY AND ETHICAL TECHNOLOGY

**The performance of our solutions cannot be separated from the ethical standards that guide their design, deployment, and governance.** These standards enable governments to adopt our technologies with their citizens' trust. Our technologies comply with national and international legislation and respect fundamental rights. Beyond compliance, their deployment within IDEMIA Public Security is guided by dedicated, transparent governance and is subjected to regular audits and a continuous improvement approach.

## STRENGTHENING SOVEREIGNTY AND ADDRESSING FUTURE CHALLENGES

**The public security of tomorrow depends on sovereign, resilient, and adaptable infrastructure.**

We aim to be the trusted partner of choice for governments and organizations, helping them maintain full control over their technologies, data, and critical capabilities.

**To achieve this, we build lasting, agile solutions that address the digital, geopolitical, and environmental challenges ahead.**

Our ambition is to support governments in creating trustworthy infrastructure, adapted to emerging threats and to the central role they play in ensuring stability, freedom of movement, economic vitality, and social cohesion.

**Biometrics holds immense potential to create a safer world. We bring it to life.**



**CONVICTION #1**

## Making the World Safer

Public safety is an essential foundation of modern societies. Our biometric technologies serve this safety; it is their vocation. All over the world, we support governments in protecting citizens, infrastructure, and institutions. Facing constantly evolving threats, we continuously innovate to offer reliable, robust solutions adapted to the challenges of our time. We are players in a more trusting society.

- › **MORE THAN 350** LAND, SEA, AND AIR LOCATIONS ARE EQUIPPED WITH OUR TECHNOLOGIES WORLDWIDE
- › **MORE THAN 140** CRIMINAL IDENTIFICATION SYSTEMS ARE DEPLOYED WORLDWIDE
- › **MORE THAN 20,000** FINGERPRINT BIOMETRIC TERMINALS ARE SECURING ACCESS TO SENSITIVE SITES
- › **MORE THAN 28,000** MOBILE SOLUTIONS FOR LAW ENFORCEMENT WORLDWIDE





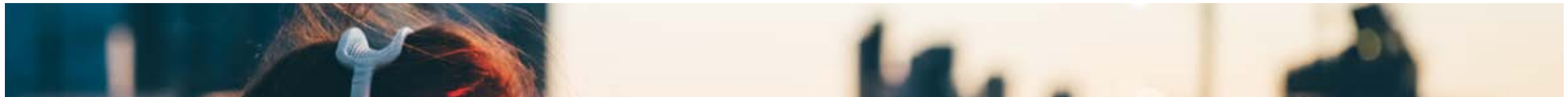
## CONVICTION #2

# Simplifying Daily Life, Informing Security Missions

Our solutions simplify citizens' daily lives and provide enhanced capabilities for action to all those who ensure the safety of populations and organizations. At an airport, during a police check, or to complete an online administrative procedure, citizens are regularly required to prove their identity. Each time, our technologies make these moments simpler, faster, and smoother. In high-stakes contexts, they inform the actions of law enforcement and those who carry out security missions, without ever replacing human decision-making, for greater speed, fairness, and efficiency.

- › **MORE THAN 1.5 BILLION** PASSENGERS ARE ASSISTED ANNUALLY IN AIRPORTS<sup>(1)</sup>
- › **MORE THAN 250** AIRPORTS ARE EQUIPPED WITH IPS SOLUTIONS WORLDWIDE
- › **MORE THAN 50 MILLION** BACKGROUND CHECKS HAVE BEEN PERFORMED USING OUR SOLUTIONS
- › **50,000 CAMERAS** MANAGED SIMULTANEOUSLY BY THE AUGMENTED VISION VIDEO INVESTIGATION SOLUTION, ENABLING SECURITY OFFICERS TO ANALYZE 72 HOURS OF VIDEO IN ONE HOUR
- › **VERY HIGH PERFORMANCE** ACHIEVED BY IPS ALGORITHMS USED TO MATCH CRIME SCENE FINGERPRINTS WITH CRIMINAL DATABASES, HELPING INCREASE THE CRIME CLEARANCE RATE

(1) Analysis carried out based on programme data and market data (government databases, passenger volumes, etc.).





**CONVICTION #3**

## Ethics, the Foundation of Trust

In the field of biometrics, ethics is the primary condition for trust. As market leaders, our biometric algorithms are recognized for both their performance and their fairness – two inseparable requirements. At each step, we integrate the highest ethical standards into the design and deployment of our solutions. This demanding standard is the foundation of the trust placed in us by our clients and citizens.

**> #1 FOR FACIAL RECOGNITION SOLUTION FAIRNESS ACCORDING TO NIST EVALUATION<sup>(1)</sup>**

<sup>(1)</sup> Methodological details and reference sources for this data are available on pages 86-87.



# THE BIOMETRIC TECHNOLOGY PURE-PLAY LEADER

IDEMIA Public Security is the world's leading provider of reliable and high-performance biometric solutions.

Adapted to every sector and every client, these solutions are built on decades of expertise in biometrics and cryptography to revolutionize public security, identity, travel, transportation, and access control.

# EDITORIAL

## MATTHEW COLE

CEO OF IDEMIA PUBLIC SECURITY



*“THIS FIRST CSR REPORT REFLECTS OUR VISION OF BIOMETRICS: A POWERFUL AND PURPOSEFUL TECHNOLOGY THAT CONTRIBUTES TO A SAFER WORLD, PROVIDED IT IS ETHICAL, RESPONSIBLE, AND SUSTAINABLE.”*

— **Biometrics is either a technology of trust — or it is nothing at all.** That conviction has guided every decision we have made for more than 50 years. Our solutions secure borders, authenticate identities, and help simplify the daily lives of billions of people around the world.

But technical performance alone, no matter how widely recognized, is not enough. In a world where biometrics touches what is most personal, our faces, fingerprints, and irises, trust must be earned and sustained. This endures through ethics, transparency, and responsibility. Protecting people and identities must go hand in hand with fostering more inclusive societies and respecting the environment.

This is not a constraint for us; it is the very purpose of our business. It is what we call responsible biometrics: biometrics that do more than secure systems, but actively contribute to a world that is safer, fairer, and more open.

Our IMPACT 2030 program translates this ambition into clear and measurable objectives across climate, supply chain responsibility, employee well-being, governance, and ethics. The progress achieved in 2025 reflects the collective commitment driving these efforts: a 48% reduction in CO<sub>2</sub> emissions linked to our energy consumption since 2019, 90% of our key suppliers assessed through EcoVadis, and 100% of our employees trained in business ethics. Each year, our algorithms continue to rank among the fairest in the market according to independent NIST evaluations, and this is what I am most proud of.

2025 also marked another important milestone in our journey: the submission of our carbon trajectory to the Science Based Targets initiative (SBTi), the achievement of EcoVadis gold medal status, the development of a lifecycle assessment tool for our solutions, the strengthening of our anti-corruption framework, and active preparations for the implementation of the CSRD.

These commitments come to life every day through the projects we deliver for our customers. We help law enforcement agencies around the world work together more effectively, contribute to solving long-standing criminal cases, improve the flow of passengers across borders, and reduce fraud in critical sectors. Each of these projects demonstrates what biometrics can achieve when deployed responsibly, not only by delivering operational value for our customers, but also by creating tangible benefits for citizens and the environment. Across all of them, our ethical standards remain our constant guiding principle.

In 2026, we will continue advancing this trajectory with the same determination, contributing to the evolution of regulatory frameworks, as we did in Europe with the AI Act, and working alongside our customers to go beyond simple compliance. At IDEMIA Public Security, CSR is not merely a response to external expectations, it is a driver of long-term value creation and enduring trust.

A handwritten signature in blue ink, appearing to read 'Matthew Cole', written over a light blue circular stamp or watermark.

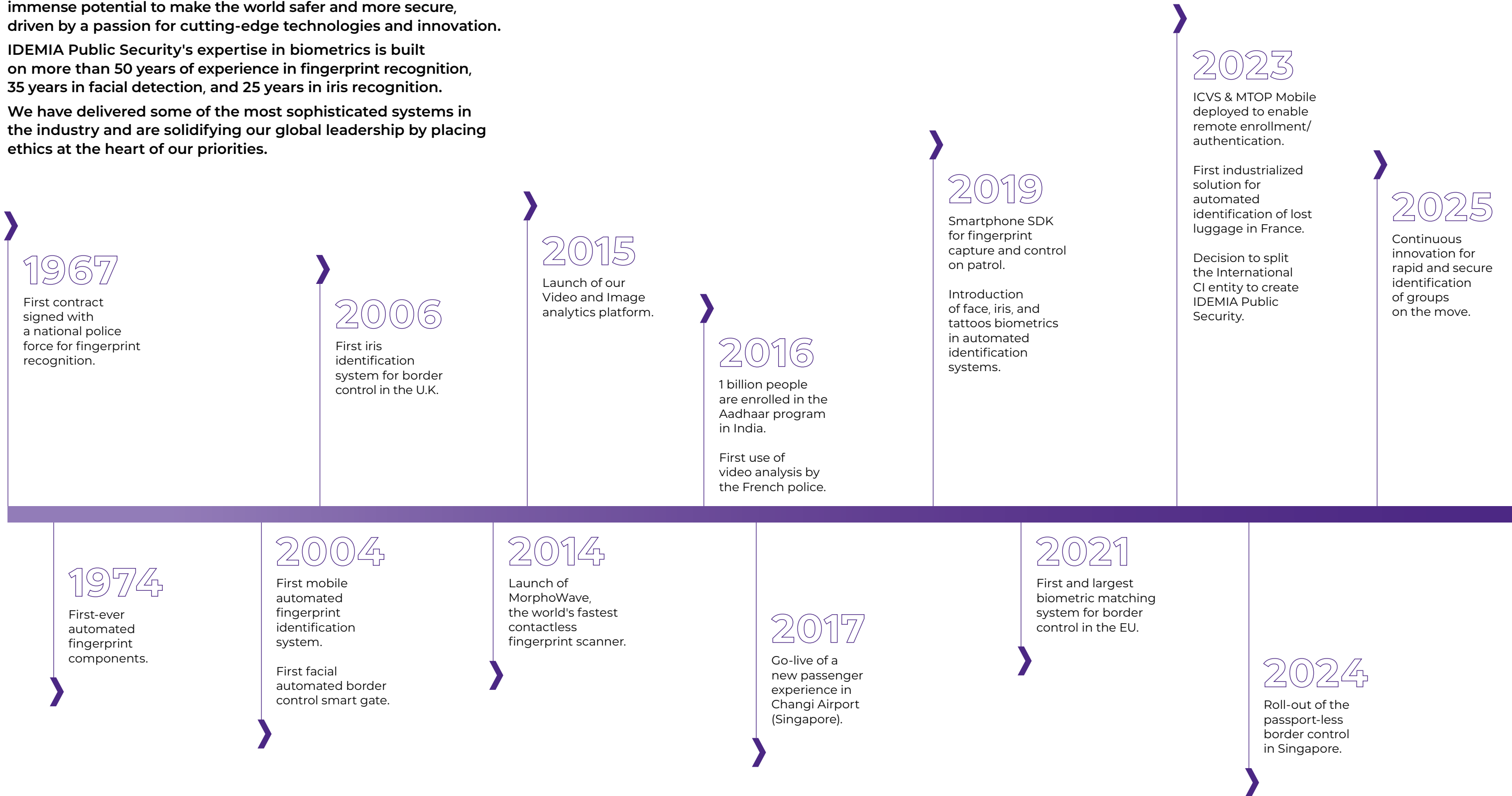
Matthew Cole,  
CEO of IDEMIA Public Security

# OUR HISTORY

We were born from a conviction: that biometrics represented immense potential to make the world safer and more secure, driven by a passion for cutting-edge technologies and innovation.

IDEMIA Public Security's expertise in biometrics is built on more than 50 years of experience in fingerprint recognition, 35 years in facial detection, and 25 years in iris recognition.

We have delivered some of the most sophisticated systems in the industry and are solidifying our global leadership by placing ethics at the heart of our priorities.



1967

First contract signed with a national police force for fingerprint recognition.

2006

First iris identification system for border control in the U.K.

2015

Launch of our Video and Image analytics platform.

2016

1 billion people are enrolled in the Aadhaar program in India.

First use of video analysis by the French police.

2019

Smartphone SDK for fingerprint capture and control on patrol.

Introduction of face, iris, and tattoos biometrics in automated identification systems.

2023

ICVS & MTOP Mobile deployed to enable remote enrollment/authentication.

First industrialized solution for automated identification of lost luggage in France.

Decision to split the International CI entity to create IDEMIA Public Security.

2025

Continuous innovation for rapid and secure identification of groups on the move.

1974

First-ever automated fingerprint components.

2004

First mobile automated fingerprint identification system.

First facial automated border control smart gate.

2014

Launch of MorphoWave, the world's fastest contactless fingerprint scanner.

2017

Go-live of a new passenger experience in Changi Airport (Singapore).

2021

First and largest biometric matching system for border control in the EU.

2024

Roll-out of the passport-less border control in Singapore.

# A LEADING TECHNOLOGICAL EXPERTISE

Due to the critical nature of their activities, IPS clients have very strict requirements regarding the performance and security of their biometric solutions. This technological leadership is recognized, notably through independent benchmark evaluations conducted by NIST, to which we regularly submit our algorithms. Those same algorithms are then integrated into our products and deployed across our various activities.



IPS develops cutting-edge technologies to verify people's identities in a wide variety of often demanding and constrained environments. Our solutions fulfill two essential functions: first, they capture with extreme precision the unique biometric characteristics of each individual (fingerprints, face, or iris), employing advanced expertise in image and video processing. Second, they compare this data against official databases to establish reliable matches. Designed for both fixed use (access control kiosks, gates, enrollment systems) and mobile use

(enrollment and verification terminals), all our solutions combine performance, maximum security, and strict respect for privacy.

## POWERFUL AND RESPONSIBLE ALGORITHMS

To design the algorithms that form the core of its technologies, IPS relies on the expertise of its best specialists and aims for the highest standards according to six essential criteria:

- › **Transparency** : measured performances, validated, and published by recognized independent bodies;
- › **Accuracy**: reliable identification;
- › **Fairness**: minimization of all potential bias in identification processes;
- › **Performance** : benchmark-setting accuracy of our algorithms and consistent reliability over time and across a wide variety of use cases;
- › **Security** : optimal data protection, essential to ensure confidentiality;
- › **Robustness**: proven efficiency in the most demanding operational conditions.



## TAILOR-MADE SOLUTION SUITES

In each of its markets, IPS provides its clients with solution suites designed to address their specific challenges. Modular and scalable, these generally combine biometric capture devices such as identification kiosks in airports, mobile fingerprint verification equipment for law enforcement, or facial recognition access terminals for sensitive corporate sites.

These solutions also rely on our proprietary software modules and algorithms.

- › In the Law Enforcement sector, for example, we have developed MBIS, a complete suite of products that provides forensic experts with a powerful, rapid biometric search engine, along with advanced comparison and verification tools for their missions. Workstations allow for the processing of fingerprints, palm prints, and facial images.
- › For border control agencies, we offer Borderguard™, a comprehensive set of solutions to improve identity verification and facilitate decision-making at every stage of the border-

crossing process. We also provide airports and airlines with a complete suite of solutions to streamline the entire passenger journey using biometrics and address lost luggage during the sorting process.

- › Finally, with MorphoManager and a market-leading range of biometric access control terminals, we offer organizations an integrated system to manage all their biometric access control devices. Capable of supporting up to 100,000 users and 5,000 terminals, MorphoManager ensures centralized management, high availability, and strict compliance with privacy regulations. We also provide these organizations with solutions to securely create and manage digital access rights for their employees.

#1  
IN THE IREX10 TEST FOR IRIS IDENTIFICATION (2025) <sup>(1)</sup>

#1  
ACCORDING TO THE US GOVERNMENT EVALUATION (UD DHS RALLY) FOR FACIAL RECOGNITION IN HIGH-FLOW ENVIRONMENTS (2025) <sup>(1)</sup>

#1  
IN THE PFT III TEST FOR FINGERPRINT AUTHENTICATION EFFICIENCY (2025) <sup>(1)</sup>

#1  
IN THE US GOVERNMENT TEST (US DHS RIVTD6) FOR DIGITAL AUTHENTICATION AND VERIFICATION USING FACIAL RECOGNITION (2025) <sup>(1)</sup>

OVER 900  
R&D EXPERTS AT IPS

OVER 1,600  
ACTIVE PATENTS AND MORE THAN 100 PATENT FILINGS AND EXTENSIONS EACH YEAR

<sup>(1)</sup> Methodological details and reference sources for this data are available on pages 86-87.

# PROVIDING SOLUTIONS FOR A SAFER SOCIETY

IDEMIA Public Security's biometric solutions are deployed across three key markets: Smart Biometrics for access control, Public Security and Justice, and Travel and Transportation. Adapted to the challenges of each sector, they are structured to meet our clients' needs, combining performance, speed, scalability, fairness, and confidentiality.

## BORDER CONTROL AND TRAVEL

Worldwide, the number of travelers is increasing, expectations for fluidity and comfort are evolving, and security requirements are tightening. Faced with these challenges, IPS designs and deploys biometric solutions that secure travelers' identities, optimize border-crossing operations, and modernize flow management. Relying on fast, contactless, and highly reliable technologies, our solutions enable governments to protect their borders effectively while offering passengers simpler, smoother, and more efficient journeys from home to their destination.

### KEY FIGURES



**OVER 250**

AIRPORTS WORLDWIDE ARE EQUIPPED WITH IPS SOLUTIONS



**OVER 1.5 BILLION**

PASSENGERS ARE CHECKED BY IPS SYSTEMS ANNUALLY<sup>(1)</sup>

### EXPERTISE

- > BORDERGUARD™ offers a comprehensive set of flexible solutions that support all levels of border operations.
- > PaXpress™ is the biometric solution that digitalizes and streamlines the passenger journey, from check-in to boarding, while optimizing airport operations and performance.
- > ALIX™ an AI-based biometric solution, digitalizes and automates the baggage identification process by equipping each bag with an augmented digital tag.

### STRATEGIC ASSETS

- > Complete expertise dedicated to travel – biometric solutions covering the entire journey, from passenger facilitation to border control, and baggage management.
- > Open and interoperable platforms – designed to easily integrate with airport systems, airlines, ports, and government authorities.
- > Security and data protection by design – compliant with the most stringent regulations, with advanced encryption and identity management technologies.
- > Large-scale deployments worldwide – trusted partner for governments, airports, and airlines for critical programs.

## PUBLIC SECURITY AND JUSTICE

In a world where threats evolve as fast as technology, ensuring the security of citizens and territories is a daily challenge for law enforcement and armed forces. With its advanced solutions, IPS supports professionals in their missions: criminal or forensic identification, on-site identity checks, and the fight against international crime and terrorism.

### KEY FIGURES



**#1**

WORLDWIDE FOR ITS BIOMETRIC ANALYSIS SOFTWARE DEDICATED TO LAW ENFORCEMENT<sup>(2)</sup>



**OVER 57 COUNTRIES**

ARE USING IPS'S CRIMINAL JUSTICE SOLUTIONS

### EXPERTISE

- > Biometric identity enrollment & verification.
- > Multi-biometric (ABIS) identification of criminals: fingerprints, palm prints, face, and latent prints to accelerate suspect identification.
- > Intelligent analysis to effectively leverage investigation data – video, text, and images.
- > Mobile solutions for on-site identity checks.
- > Biometric enrollment for criminal background checks.

### STRATEGIC ASSETS

- > A comprehensive offering covering all client needs.
- > Flagship products designed in partnership with end-users.
- > Technologies recognized for their accuracy, speed, and fairness.

## ACCESS CONTROL

For companies and organizations, ensuring seamless access control – whether physical or digital – is a major challenge. Thanks to our expertise in intelligent biometrics and cutting-edge data capture, we offer a complete range of terminals, embedded biometric modules, software suites, and services that help them secure their sites, operations, and systems while ensuring a smooth, reliable user experience.

### KEY FIGURES



**#1**

IN INDEPENDENT TESTS ON BIOMETRIC ALGORITHMS (IRIS, AND FINGERPRINT RECOGNITION)<sup>(2)</sup>



**5 MILLION**

BIOMETRIC DEVICES DEPLOYED WORLDWIDE

### EXPERTISE

- > Controlling access to sites and facilities after verifying individuals' eligibility.
- > Time and attendance tracking.
- > Securing access to digital applications or sensitive systems.
- > Dedicated solution for VIPs and guests, with an optimized experience.
- > Integration of biometric components into client products and solutions.

### STRATEGIC ASSETS

- > Optimal performance and accuracy, regularly tested by external organizations.
- > Products designed for the most demanding environments, including high-traffic sites.
- > Exemplary solutions in terms of compliance, consent, and transparency.
- > A fluid, intuitive, and non-intrusive user experience.

(1) Analysis carried out based on programme data and market data (government databases, passenger volumes, etc.).  
 (2) Methodological details and reference sources for these data are available on pages 86–87.

# OUR VALUE-CREATING BUSINESS MODEL

As a global leader in biometric identification technologies, IDEMIA Public Security relies on a powerful business model that creates value for all its stakeholders. With exceptional proprietary technologies and highly qualified R&D and engineering teams, it serves over 600 governmental, intergovernmental, and private organizations worldwide. This long-standing relationship with its clients is based on IPS's ability to provide them with cutting-edge solutions, utilizing the most advanced algorithmic technologies and the highest ethical and security standards on the market, helping to improve their operations and the lives of citizens.

## OUR CAPITAL

### CLIENTS

- + 600 governments, public institutions, and major companies
- #1 in the ranking of biometric algorithms used in products<sup>(1)</sup>
- #1 in the field of biometrics applied to law enforcement and police operations<sup>(1)</sup>

### INTELLECTUAL

380 patent families

### FINANCIAL

- €70M annual R&D investments
- €1.9Bn order book value

### HUMAN AND INTERPERSONAL

- 3,100 employees worldwide
- 7 years of average tenure for our employees
- 5 to 10 years on average for our contracts

## OUR LEADING POSITIONS

### TRAVEL & TRANSPORTATION

- 1.5 billion passengers served each year<sup>(3)</sup>
- 30+ border control agencies work with IPS
- 350 air land and sea locations equipped with IPS solution

### PUBLIC SECURITY & JUSTICE

- World leader in biometric analysis solutions for law enforcement
- 150 criminal identification systems are deployed worldwide

### ACCESS CONTROL

- 5 million+ devices are deployed worldwide
- 20,000+ contactless identification terminals sold worldwide
- Ranked No. 1 in independent tests of biometric algorithms (iris, and fingerprint recognition)<sup>(1)</sup>

## OUR STRENGTHS

### TECHNOLOGICAL LEADERSHIP

With proprietary biometric solutions whose superior performance is recognized by independent third-party reference bodies such as NIST and DHS, IPS holds a leading position as the global #1 in biometrics across its three business segments. We have over 50 years of experience in fingerprint recognition, more than 35 years in facial recognition, and over 25 years in iris recognition.

### UNRIVALED MARKET LEADERSHIP

- +600 long-term contracts with governments, public institutions, and major corporations
- Over 90% contract renewal rate
- 75% win rate on new contracts subject to competitive bidding

### A DEMANDING SUSTAINABLE DEVELOPMENT APPROACH

Our biometric technologies are the most equitable and inclusive in the sector (as reflected in top NIST ratings) and are developed with control over their environmental footprint, including an ambitious climate trajectory certified by SBTi: **-42%** Scope 1 & 2 emissions and **-25%** Scope 3 emissions by 2030 (vs 2024)

## OUR VALUE CREATION

### FOR OUR CLIENTS

- 711 M€ of revenues in 2025 (40% for Travel & Transportation, 40% for Public Security & Justice, 20% for Access Control)
- 99.93% accuracy rate for our easy-to-use recognition solutions, according to NIST<sup>(1)</sup>

### FOR OUR EMPLOYEES

- 81% employees feel motivated and engaged in their work
- 84% of employees have given a positive feedback on their well-being at work
- 56% of employees received training to improve their skills
- 30% of our workforce is women
- 0 fatal workplace accidents in 2025

### FOR SOCIETY

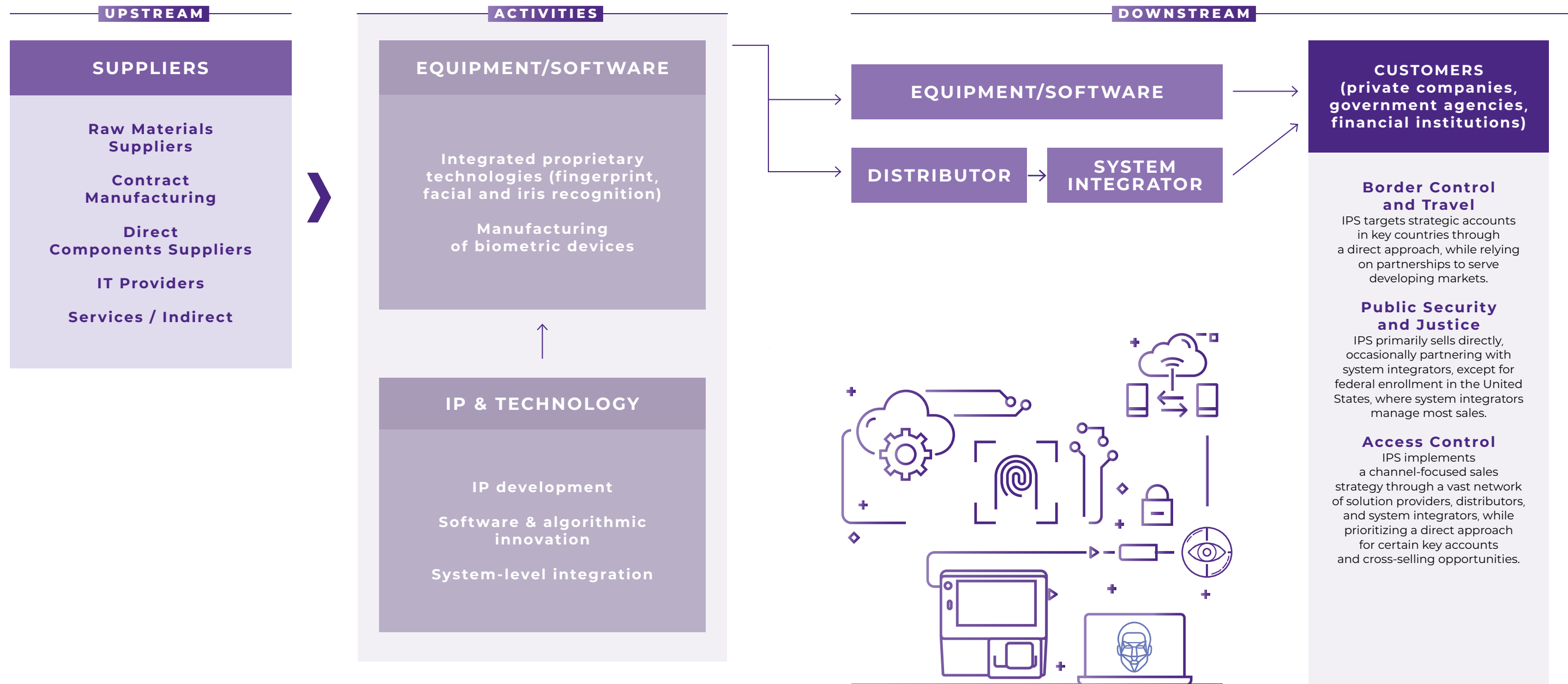
- 36 ambassadors in our CSR network
- 100% of employees received business ethics training (anti-corruption)
- 90% of our key suppliers have an SBTi or EcoVadis approach
- 43% of employees engaged in at least one volunteer initiative
- 65 local volunteer initiatives were conducted in 2025
- Anticipating the AI Act by establishing a dedicated task force

### FOR THE ENVIRONMENT

- 48% reduction in Scope 1 & 2 emissions in 2025 compared to 2019<sup>(2)</sup>
- 4 key sites certified to ISO 1400
- EcoVadis Gold (IDEMIA Public Security France SAS) and Silver (IDEMIA Identity & Security USA LLC)
- 55% of our employees trained in environmental issues by 2025

(1) Methodological details and reference sources for these data are available on pages 86-87.  
 (2) Data regarding the scope of the IDEMIA Group.  
 (3) Analysis carried out based on programme data and market data (government databases, passenger volumes, etc.).

# OUR VALUE CHAIN



# OUR CSR STRATEGY IMPACT 2030



At IDEMIA Public Security, we offer cutting-edge biometric technologies combining performance, reliability, responsibility, and sustainability. To increasingly align these imperatives, we have formalized a CSR action program: **IMPACT 2030.**

This strategy sets concrete objectives at the heart of our activities: environmental sustainability of our solutions and operations; positive impact on our employees and society, and, above all, ethical rigor at the core of our model, both in our activities and our solutions.

# OUR IMPACT 2030 ROADMAP

Our IMPACT program is built around three strategic pillars (Environment, Society, Governance & Ethics) that mobilize our internal and external stakeholders to evolve our activities towards more responsible and sustainable practices. This CSR strategy sets ambitious objectives to reduce greenhouse gas emissions, apply eco-design to products, promote diversity and well-being at work, and adhere to the strictest ethical and data protection standards.

 <p><b>ENVIRONMENT</b></p> <p>We are stepping up our efforts to reduce our carbon footprint by establishing a decarbonization roadmap with measurable targets, the scientific robustness of which is being vetted by the Science Based Targets initiative (SBTi)<sup>(1)</sup>.</p> <p>In addition, we are working to reduce our resource footprint across the entire lifecycle of our solutions and within our operations, and we are evaluating opportunities related to the circular economy.</p>	 <p><b>SOCIETY</b></p> <p>We are committed to providing our employees with a safe and inclusive work environment that fosters engagement, well-being, and learning opportunities. As a company, we are strengthening our positive impact in all the regions where we operate by supporting local community initiatives and awareness-raising efforts led by our employees.</p> <p>We also support our suppliers in progressively improving their practices by evaluating them and raising their awareness, with the aim of fostering a resilient and responsible value chain.</p>	 <p><b>ETHIC &amp; GOVERNANCE</b></p> <p>We make adherence to ethical standards and compliance rules a top priority at every level of the organisation with: dedicated governance, training for all our employees.</p> <p>We also apply high ethical standards to our suppliers. As a leader in the field of biometrics, we place respect for privacy, individual rights, and the fairness of our solutions at the heart of all our technologies and development efforts.</p>
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(1) Decarbonization targets for Scopes 1, 2, and 3 submitted in December 2025, currently under validation by the SBTi.

## ENVIRONMENT – 2030 TARGETS

### DECARBONIZING OUR OPERATIONS AND VALUE CHAINS

#### CARBON TRAJECTORY

= A 42% reduction in absolute Scope 1 and 2 GHG emissions (compared to 2024), in line with the reductions needed to limit global warming to 1.5°C

#### CARBON TRAJECTORY

= A 25% reduction in absolute Scope 3 GHG emissions (compared to 2024), in line with the reductions needed to keep global warming well below 2°C

#### RENEWABLE ENERGIES

60% of major sites (>500 m<sup>2</sup>) powered by renewable energy

### DEVELOPING ECO-FRIENDLY AND SUSTAINABLE PRODUCTS AND SERVICES

#### LCA

**ECO-DESIGN**  
of new products developed using a life-cycle approach

#### SUSTAINABLE OFFERS

At least two formally defined **“GREEN PLANS”** available to customers



### ACCELERATING THE CIRCULAR ECONOMY AT OUR SITES AND THROUGH OUR SOLUTIONS

#### MATERIALS

**FEASIBILITY STUDY**  
on the incorporation of recycled and bio-based materials in the development of our products

#### END OF LIFE

**FEASIBILITY STUDY**  
to explore end-of-life solutions for our products (recycling, reuse, remanufacturing)

#### WASTE

60% recycling rate at the main sites

**SOCIETY – 2030 TARGETS**

**FOSTERING A SENSE OF BELONGING, EMPLOYEE EXPERIENCE, WELL-BEING, AND LEARNING WITHIN OUR TEAMS**

<p><b>INCLUSIVE CULTURE</b></p> <p>Women make up <b>34%</b> of our workforce</p>	<p><b>EMPLOYEE EXPERIENCE</b></p> <p><b>12</b> campaigns per year dedicated to well-being</p>	<p><b>ENGAGEMENT</b></p> <p><b>85%</b> of employees committed</p>	<p><b>LEARNING &amp; DEVELOPMENT</b></p> <p><b>60%</b> of employees involved in continuous learning</p>	<p><b>HEALTH &amp; SAFETY</b></p> <p><b>0%</b> of serious incidents in the workplace or during commutes</p>	<p><b>OTHER 2030 TARGETS</b></p> <p><b>INCLUSIVE CULTURE:</b> <b>+3 points</b> in the women's engagement score. <b>8%</b> voluntary turnover.</p> <p><b>EMPLOYEE EXPERIENCE:</b> <b>±20%</b> Compensation aligned with market rates across all IPS markets. <b>±20%</b> Transparency regarding compensation by job level and market positioning.</p> <p><b>&lt;5 percentage points</b> maximum pay gap between men and women.</p> <p><b>LEARNING &amp; DEVELOPMENT:</b> <b>100%</b> of annual reviews and mid-year reviews have been completed. <b>30 managers</b> are trained each year through the IPS Leadership Program.</p>
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**BUILDING A RESPONSIBLE AND RESILIENT SUPPLY CHAIN**

<p><b>CODE OF CONDUCT</b></p> <p><b>90%</b> of key suppliers have signed the Supplier Code of Conduct or an equivalent document</p>	<p><b>EVALUATION &amp; CSR AUDIT</b></p> <p><b>90%</b> of suppliers in the direct purchasing category, as well as the main local manufacturing subcontractors, audited or assessed via a CSR questionnaire</p>	<p><b>EVALUATION &amp; CSR AUDIT</b></p> <p><b>80%</b> of key suppliers assessed through EcoVadis or an equivalent platform</p>	<p><b>EVALUATION &amp; CSR AUDIT</b></p> <p><b>&gt;60%</b> key suppliers certified by the SBTi or an equivalent organization</p>	<p><b>RISK MANAGEMENT</b></p> <p><b>ANNUAL UPDATE</b> of the supplier risk map, incorporating CSR considerations</p>	<p><b>RESPONSIBLE PURCHASES</b></p> <p><b>100%</b> of the Procurement &amp; Supplier Quality Assurance teams have been trained in responsible practices and supplier monitoring</p>
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**IMPLEMENTING IMPACTFUL INITIATIVES IN LOCAL COMMUNITIES**

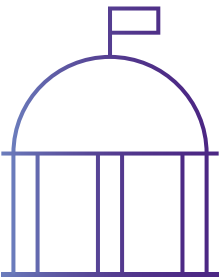
<p><b>GIVE BACK</b></p> <p><b>50%</b> of employees participate in at least one initiative each year</p>	<p><b>WIN</b></p> <p><b>STRENGTHEN WOMEN IN IDEMIA</b> Network through ongoing activities by regional ERGs and the creation of an annual global event on gender issues</p>	<p><b>ENVIRONMENT</b></p> <p><b>+100%</b> increase in the number of disability-related initiatives (recruitment, awareness-raising, accessibility)</p>	<p><b>ENVIRONMENT</b></p> <p><b>100%</b> of employees trained in CSR and climate change</p>	<p><b>EDUCATION</b></p> <p><b>5</b> visits organized each year at our Experience Center</p>	<p><b>OTHER 2030 TARGETS</b></p> <p><b>ENVIRONMENT:</b> <b>At least 3 global events per year</b> to raise awareness about environmental protection (e.g., World Cleanup Day, Digital Cleanup Day, World Bicycle Day).</p> <p><b>GIVE BACK:</b> <b>70</b> local community service initiatives per year.</p> 
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DISCLAIMER: Notwithstanding the corporate social responsibility objectives established for IDEMIA Public Security on a global basis, IDEMIA Public Security entities in the United States do not engage in discrimination or preferential treatment, nor do they establish quotas or set aside positions based on sex or gender.

ETHIC & GOVERNANCE – 2030 TARGETS

▶ **IMPLEMENTING GOVERNANCE BASED ON STRONG COMMITTEES**

<p>4 annual Ethics, Compliance &amp; Safety committees</p>	<p>Human Rights Committee and Ethics Committee <b>CONSULTED</b> on demand (based on alerts/risks)</p>	<p>4 annual reviews of the duty of care plan</p>	<p>2 CSR committees per year</p>
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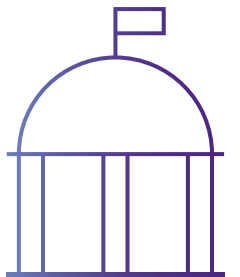
▶ **PROMOTING BUSINESS ETHICS AMONG OUR TEAMS AND SUPPLIERS**

<p><b>ANTI-CORRUPTION MANAGEMENT SYSTEMS</b>  ISO 37 001 certification achieved for all IPS entities</p>	<p><b>ETHICS CULTURE</b>  90% of all employees have received training on ethics and anti-corruption</p>	<p><b>ANTITRUST</b>  90% of employees have been trained in competition law (e-learning)</p>	<p><b>TRANSPARENCY</b>  SET UP of an IPS Ethics Committee</p>	<p><b>CONFLICTS OF INTEREST</b>  100% of employees covered by the annual conflict of interest campaign</p>
<p><b>ANTI-CORRUPTION MANAGEMENT SYSTEMS</b>  0 TOLERANCE towards corruption</p>	<p><b>ETHICS CULTURE</b>  100% of relevant staff (Purchasing, Sales/Pre-Sales, Program Management) trained by 2030</p>	<p><b>TRANSPARENCY</b>  MAINTENANCE of the IPS alert notification system (multilingual, compliant with local laws)</p>	<p><b>CONFLICTS OF INTEREST</b>  100% of employees report each year that they are members of professional associations</p>	<p><b>OTHER 2030 TARGETS</b>  <b>ANTI-CORRUPTION MANAGEMENT SYSTEMS:</b> 100% of legal entities with SMAC deployed. 100% of legal entities integrated into the Trade compliance network. <b>CONFLICT OF INTERESTS:</b> Appoint an <b>Antitrust Officer</b> (Legal). <b>Keep the list of IPS representatives</b> in professional associations up to date.  90% of the target audience trained (Purchasing, Sales, Pre-Sales, representatives of professional associations). <b>TRANSPARENCY:</b> <b>Annual communication</b> and awareness-raising initiatives. <b>ANTITRUST:</b> Deployment of a <b>digital tool for continuous reporting</b> (NAVEX / PolicyTech).</p>

ETHIC & GOVERNANCE – 2030 TARGETS

PROTECTING STAKEHOLDERS' ASSETS THROUGH ROBUST DATA PROTECTION AND ETHICAL AI

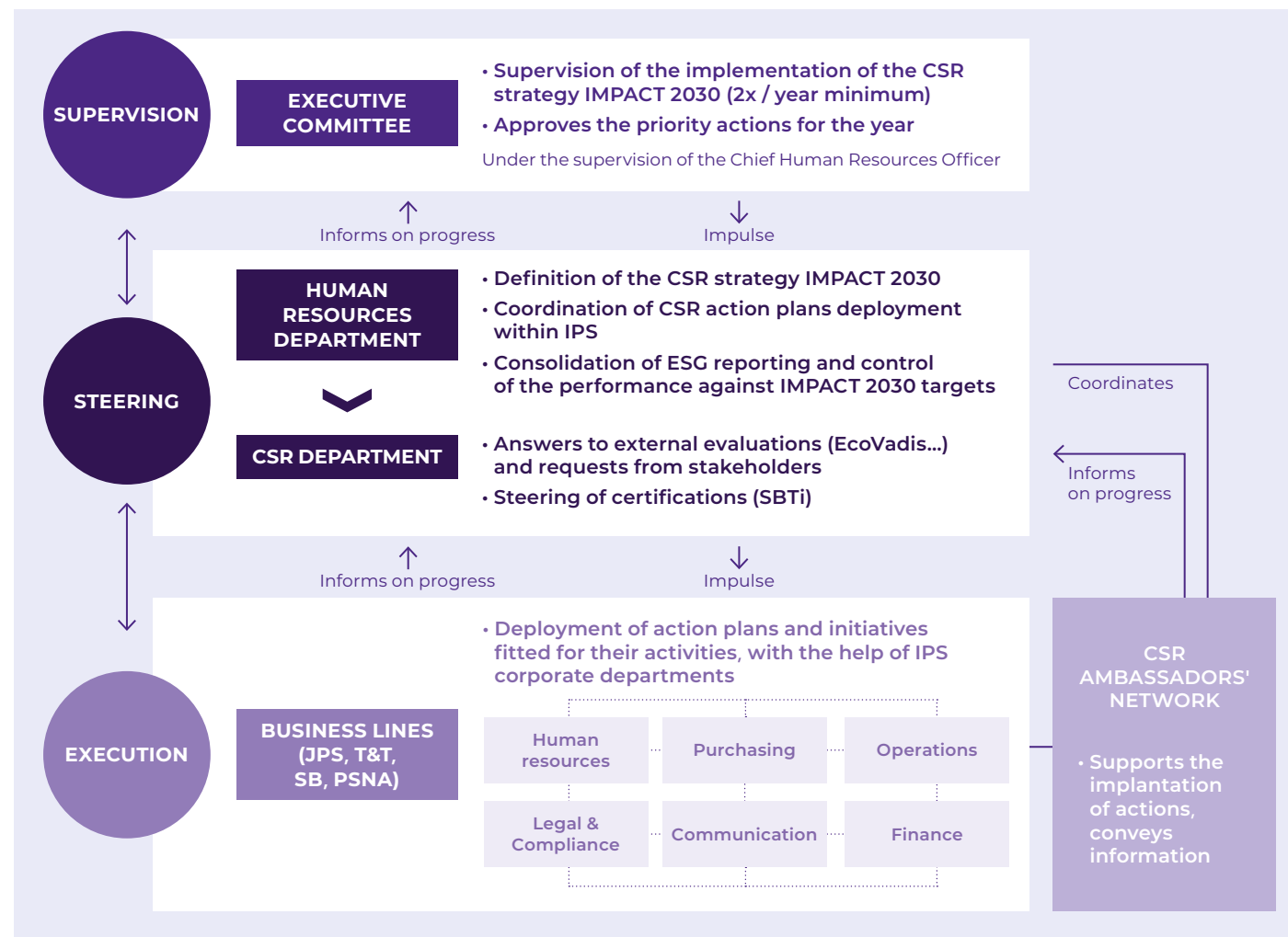
<p><b>DATA PROTECTION</b></p> <p>100%</p> <p>of employees involved in data processing have been trained in confidentiality and best practices for data protection</p>	<p><b>DATA PROTECTION</b></p> <p>100%</p> <p>of data protection impact assessments (DPIAs) conducted prior to any deployment</p>	<p><b>CYBERSECURITY RESILIENCE</b></p> <p>100%</p> <p>of the products and systems subject to CRA requirements are compliant</p>	<p><b>CYBERSECURITY RESILIENCE</b></p> <p>COMPLIANCE</p> <p>with the Cyber Resilience Act by 2026</p>	
<p><b>RESPONSIBLE AI</b></p> <p>100%</p> <p>of AI systems identified, categorized, and documented. 100% of high-risk systems compliant with the AI Act</p>	<p><b>RESPONSIBLE AI</b></p> <p>FRIA</p> <p>Conducting a Preliminary Fundamental Rights Assessment (FRIA) for 100% of high-risk systems</p>	<p><b>RESPONSIBLE AI</b></p> <p>SET UP</p> <p>a robust AI governance framework</p>	<p><b>RESPONSIBLE AI</b></p> <p>TRANSPARENT INFORMATION</p> <p>on the intended use, capabilities, risks, and limitations of AI systems</p>	<p><b>RESPONSIBLE AI</b></p> <p>SET UP</p> <p>of post-deployment monitoring and oversight mechanisms for all high-risk systems</p>
<p><b>ACCESSIBILITY</b></p> <p>ENSURE</p> <p>compliance with the European Accessibility Act by 2025 (new services) and 2030 (existing services)</p>	<p><b>ACCESSIBILITY</b></p> <p>ENSURE</p> <p>that all relevant products and solutions comply with the European standard EN 301 549 by meeting at least the WCAG 2.1 AA accessibility level</p>	<p><b>OTHER 2030 TARGETS</b></p> <p><b>DATA PROTECTION:</b> 100% of the relevant contracts include a Data Protection Agreement (DPA).</p> <p><b>CYBERSECURITY RESILIENCE:</b> 100% of products and systems adhere to the Secure Software Development Lifecycle framework. Continuous monitoring using quantitative cybersecurity <b>KPIs</b>.</p> <p><b>RESPONSIBLE AI:</b> <b>Logging features</b> that ensure auditability and traceability. Contribute to the development of an <b>AI culture</b>, both internally and externally, to promote informed decision-making. Sound <b>data governance practices</b> that ensure fairness, accuracy, and non-discrimination.</p>		



# DEDICATED GOVERNANCE TO DRIVE CSR ISSUES

IDEMIA Public Security's CSR approach is driven by dedicated governance involving all levels of the Group. The Executive Committee, under the leadership of the Chief Human Resources Officer, defines the vision and objectives of the IMPACT 2030 CSR strategy. It supervises its execution and allocates dedicated resources for its implementation through at least two meetings per year. The implementation of this strategy is ensured by an autonomous CSR Department. It structures and implements the operational action plans necessary to achieve the IMPACT 2030 objectives and reports progress to the

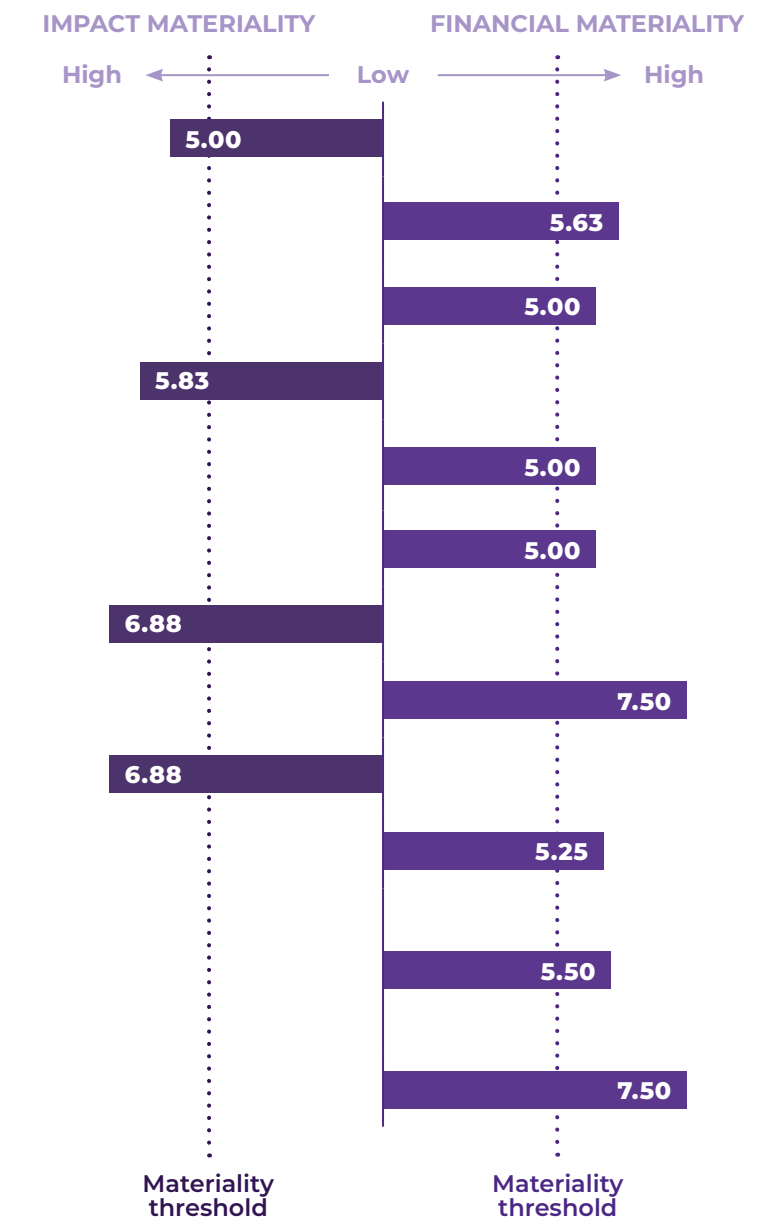
Executive Committee. Furthermore, it is responsible for IPS's ESG reporting and for obtaining or renewing of key certifications. Finally, it is responsible for submitting the entity's responses to extra-financial evaluations and to requests from various stakeholders. Within IPS, the Business Lines adapt and implement CSR action plans to their context and material issues, and are supported by the active involvement of relevant support functions (HR, legal, communications, purchasing, operations, finance...) as well as by members of the CSR ambassador network.



# OUR DOUBLE MATERIALITY MATRIX

IDEMIA Public Security conducted its dual materiality analysis in early 2026. This process enabled the company to identify, from a pool of 26 issues analyzed, the 12 sustainability issues that present significant financial risks and opportunities for its business or on which IPS and its value chain have a significant impact.

ESRS	ISSUE	IRO CATEGORY	POSITION WITHIN THE VALUE CHAIN
E1	GHG emissions (scope 1, 2 and 3)	—	⬆️⬇️⬇️
E2	Environmental requirements of biddings	!	⬆️⬇️⬇️
E5	Ecodesign of products	✓	⬆️⬇️⬇️
S1	On site working conditions	—	⬆️⬇️⬇️
S1	Learning and development of employees	!	⬆️⬇️⬇️
S1	Protection of employee data	!	⬆️⬇️⬇️
S4	Confidentiality and security of data	—	⬆️⬇️⬇️
S4	Fair management of data	✓	⬆️⬇️⬇️
S4	Inadequate use of products	—	⬆️⬇️⬇️
G1	Compliance and corruption risks	!	⬆️⬇️⬇️
G1	Breach of international sanctions and laws regarding control of exports	!	⬆️⬇️⬇️
G1	Cybersecurity of operations	!	⬆️⬇️⬇️



**IRO category**  
 — Negative impact    ! Risk    ✓ Opportunity

**IRO position within the value chain**  
 ⬆️⬇️⬇️ Upstream    ⬆️⬇️⬇️ IPS Operations    ⬆️⬇️⬇️ Downstream

# A CSR STRATEGY GUIDED BY THE GLOBAL COMPACT

Our IMPACT 2030 program is aligned with the 10 principles of the United Nations Global Compact. Our CSR strategy thus aims to ensure their implementation in our activities by driving dedicated objectives and action plans in the areas of human rights, labor rights, environmental protection, and the fight against corruption. Beyond this, the IMPACT 2030 objectives are inspired by the action framework of the UN's 17 Sustainable Development Goals, promoted by the Global Compact within the UN's 2030 Agenda.



# AN ONGOING DIALOGUE WITH OUR STAKEHOLDERS

Convinced that sustainable performance relies on a thorough understanding of its ecosystem's expectations, IDEMIA Public Security structures a regular dialogue with all its stakeholders. This approach informs our analysis of issues, clarifies our decisions, and guides the deployment of CSR actions aligned with our stakeholders' expectations.

IDEMIA STAKEHOLDERS	ENGAGEMENT PROCESSES	EXAMPLES OF RESULTS
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>Internal communication: global at Division level and per function / location</li> <li>Information and consultation of employee representatives incl. review of strategic orientations</li> <li>Annual employee survey (I Speak Up)</li> <li>Employee assistance</li> <li>Employee development and training</li> <li>Whistleblowing platform</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of employee's engagement and resulting action plans</li> <li>Higher levels of employee satisfaction</li> <li>Interviews for materiality assessment</li> <li>Inputs for double materiality</li> </ul>
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>Regular engagement and joint development of projects</li> <li>Strategic partnerships</li> <li>Annual customer survey</li> <li>Customer experience center</li> <li>End-user panels</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of action plans</li> <li>Net Promoter Score progressing YoY</li> <li>Interviews for materiality assessment</li> </ul>
<b>SUPPLIERS</b>	<ul style="list-style-type: none"> <li>Regular engagement and dialogue</li> <li>Tenders and contracts</li> <li>EcoVadis evaluation and supplier audits</li> <li>Whistleblowing platform</li> </ul>	<ul style="list-style-type: none"> <li>Long term relationships</li> <li>Supplier code of conduct regularly updated</li> </ul>
<b>INVESTORS &amp; FINANCIAL INSTITUTIONS</b>	<ul style="list-style-type: none"> <li>Financial and operational performance</li> <li>Strategy and outlooks</li> <li>Regular meetings with shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced transparency</li> <li>ESG rating</li> </ul>
<b>COMPETITORS</b>	<ul style="list-style-type: none"> <li>Industry working groups</li> </ul>	<ul style="list-style-type: none"> <li>Standardized and/or interoperable solutions</li> </ul>
<b>LOCAL COMMUNITIES</b>	<ul style="list-style-type: none"> <li>Cooperation with local suppliers</li> <li>Supporting events / causes</li> <li>Local commitments</li> </ul>	<ul style="list-style-type: none"> <li>Global and local initiatives</li> <li>Experts contributing to local events</li> </ul>
<b>REGULATORS, GOVERNMENTS, ACADEMIC INSTITUTIONS, PROFESSIONAL ORGANIZATIONS</b>	<ul style="list-style-type: none"> <li>Topic specific meetings</li> <li>Research projects</li> </ul>	<ul style="list-style-type: none"> <li>Insights sharing</li> <li>Joint innovation projects</li> <li>Academic thesis and collaborations</li> </ul>

# A RECOGNIZED CSR APPROACH

IDEMIA Public Security's commitment to CSR is reflected notably in the numerous certifications, accreditations, and recognitions we have obtained. These attest to our ongoing efforts to adhere to the strictest standards and benchmarks for environmental, social, and ethical responsibility as part of the framework of our IMPACT 2030 strategy.

## COMPLIANCE WITH REFERENCE CERTIFICATIONS

IPS sites are certified following audits by the International Organization for Standardization (ISO) in various key areas, attesting to their compliance with the most widely recognized standards for quality, environmental, information security, and health and safety. Below are the certifications obtained by our sites in 2025:



Quality Management Systems:  
**17 certified sites**



Environmental Management System:  
**4 certified sites**



Information Security Management Systems:  
**3 certified sites**



Anti-Bribery Management Systems:  
**5 certified sites**



Occupational Health and Safety Management Systems: **2 certified sites**



IDEMIA Public Security France SAS



IDEMIA Identity & Security USA LLC

## ECOVADIS: RECOGNITION OF OUR CSR STRATEGY PROGRESS

In 2025, IDEMIA Public Security submitted its CSR approach for evaluation by EcoVadis, a reference platform for assessing companies' ESG performance. This evaluation is based on a structured questionnaire covering several key themes: environment, ethics, human rights, and responsible procurement. Companies must substantiate their responses with a documented corpus, analyzed and verified by EcoVadis experts. To cover its entire operational scope, IDEMIA Public Security decided to respond twice to the EcoVadis evaluation, using its two complementary legal entities: IDEMIA Identity & Security USA LLC and IDEMIA Public Security France SAS (which groups all IPS activities outside the United States).

The results demonstrate significant progress by IPS in structuring and deploying its CSR strategy. The American subsidiary earned a silver medal in early 2026, with a score of 76/100, placing it in the top 15% of evaluated companies. IDEMIA Public Security France SAS, for its part, achieved a score of 79/100, earning it the gold medal, awarded to the top 5% of evaluated companies. This performance



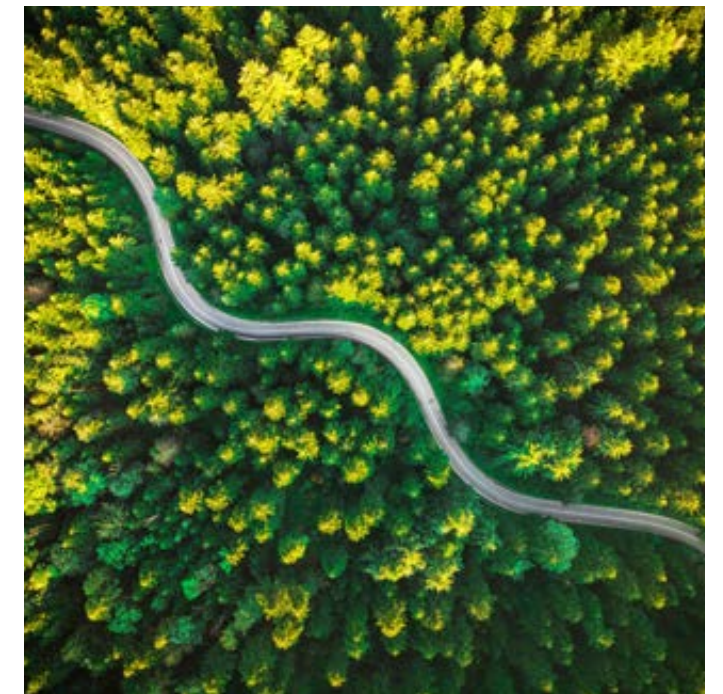
is notably based on particularly high results in ethics (87/100) and responsible procurement (81/100), illustrating the robustness of the measures implemented by IPS in these areas.

Through this approach, IPS affirms its commitment to integrating its activities into a sustainable, credible, measurable decarbonization trajectory aligned with global climate challenges.

## A CARBON TRAJECTORY SUBMITTED TO SBTi<sup>(1)</sup>

As part of its CSR strategy, IPS is committed to an approach designed to be aligned with the standards of the Science Based Targets initiative (SBTi), an international reference for the scientific evaluation of corporate greenhouse gas emission reduction trajectories.

This commitment is reflected in the definition of ambitious targets under SBTi approval, that cover all Scope 1, 2, and 3 emissions, grounded in a rigorous methodological basis and aligned with scientific recommendations to limit global warming. The validation process for these targets, initiated in December 2025, is currently underway with SBTi. This structuring project mobilized all Business Lines and included weekly workshops to co-construct concrete trajectories adapted to the specificities of IPS's activities over the next six years (milestone: 2030).



<sup>(1)</sup> IPS submitted its decarbonization pathway targets to the SBTi in December 2025, and the validation process is still ongoing.



# POSITIVE IMPACT AT THE HEART OF WHAT WE DO

Across all our businesses, our IMPACT 2030 strategy is lived and delivered daily. First and foremost, in the projects we undertake with our clients, we strive to amplify the positive impact of our solutions through concrete CSR commitments across ethics, human resources, and environmental impact.

TRUST STORIES

# An AI and biometrics-powered baggage identification system for Air France



## THE CHALLENGE

With nearly 4 billion bags transported each year, baggage management is a major operational challenge for the airline industry. Each year, tens of millions of bags are mishandled (lost physical tags, not delivered to their destinations, damaged, etc.), which generates high operating costs, mobilizes substantial human resources, and directly affects passenger experience, airline reputation, and the overall fluidity of airport operations.

In a context of continuous air traffic growth, the sector must address a dual challenge: absorb increasing volumes while improving reliability, efficiency, and resource sobriety of operations.

## THE IPS SOLUTION

To address these challenges, Air France chose IDEMIA Public Security to automate the reliable identification of bags that have lost their physical tags at Paris Charles de Gaulle Airport. Based on artificial intelligence, imaging, and biometrics, the ALIX™ (Augmented Luggage Identification eXperience) solution equips each bag with an augmented digital tag, automating and facilitating its identification without intrusive intervention.

Designed with a plug-and-play logic, ALIX integrates easily into existing ecosystems of airports, airlines, and ground operators, thanks to standard APIs compliant with IATA norms. The solution relies notably on:

- **ALIX™ Arch** : A fully automatic capture device that provides high-quality images of the five visible faces of the baggage.
- **ALIX™ Core** : A cloud platform for image processing, creation of augmented digital tags, and identification of lost luggage.
- **Support and maintenance services** adapted for large-scale operational deployment.

## THE IMPACT

### > For Air France

- ALIX™ illustrates how technological innovation can enhance operational performance while controlling costs.
- Increased identification rates for lost baggage, with identification performance already exceeding 90% (continuously improving).
- Significant time savings and better resource management, with a reduction in time-consuming manual interventions.

### > For Passengers

- ALIX™ helps make the travel experience more reliable and smooth.
- Reduced baggage reclaim times and stress associated with lost baggage.
- Simplified claims processes.
- Privacy is respected through a non-intrusive search process, without opening the baggage.

### > For the Environment

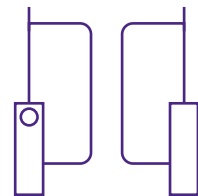
- ALIX demonstrates that business performance and environmental responsibility can go hand in hand.
- An eco-designed solution with reduced energy consumption during operation.
- A SaaS cloud architecture allowing for scalability without heavy hardware deployment and more efficient use of IT infrastructures.
- Optimization of baggage search operations, leading to lower energy consumption.

TRUST STORIES

**In Singapore,  
a state-of-the-art border  
control system**

**THE CHALLENGE**

Since 2017, IDEMIA Public Security has been working with Singapore's Immigration and Checkpoints Authority (ICA) to fundamentally rethink border control operations at air, sea, and land ports of entry. In 2023, the ICA renewed its trust in IPS to implement a smart, automated, and robust border control system for all travelers entering and leaving the country. This system, the Automated Border Control System (ABCS), is based on advanced biometric technologies—facial and iris recognition—and on fully automated, next-generation border control devices (ABC gates).



**THE IPS SOLUTION**

IPS has deployed automated gates at Changi Airport, the Marina Bay Cruise Centre Singapore, and the Woodlands and Tuas land border checkpoints. Equipped with state-of-the-art technology, these gates are capable of detecting forged passports, presentation attacks (PADs), and abandoned objects. Each gate is monitored continuously, both on-site and from centralized control centers operating 24/7. By enabling rapid and reliable verification of travelers' identities, the ABCS contributes to national sovereignty and security, while providing all travelers with a pleasant and seamless experience.

“By deploying state-of-the-art biometric solutions, we are transforming border control in a sustainable way: faster, safer, and smoother. This project illustrates our ability to balance technological innovation, national sovereignty, and a high-quality experience for millions of travelers.”

Tim Ferris,  
Global Head of  
Travel & Transport



**THE IMPACT** <<

- > For Travelers**
  - Reduction of screening times by 60% at airports and seaports, and by 30% at land border crossings since IPS gates were put into service.
  - The resulting time savings are particularly appreciated by frequent travelers and daily users of these land border crossings, as travel times are now more predictable.
- > For border control authorities**
  - Bidirectional gates to optimize space utilization and better manage passenger flows.
  - Allows for the control of passenger traffic based on volume without the need to duplicate facilities on-site to monitor both entry into and exit from the country.

TRUST STORIES

**In Australia,  
delivering next-generation  
border clearance**

**THE CHALLENGE**

With growing international passenger volumes and increasing expectations for seamless travel, the Australian Department of Home Affairs sought to modernize border clearance operations across eight international airports throughout the country.

The challenge was to improve traveller processing efficiency and reduce waiting times while maintaining strong security standards and a consistent experience across multiple border crossing points.

This required the deployment of advanced biometric technologies capable of supporting high-performance operations without compromising identity assurance.

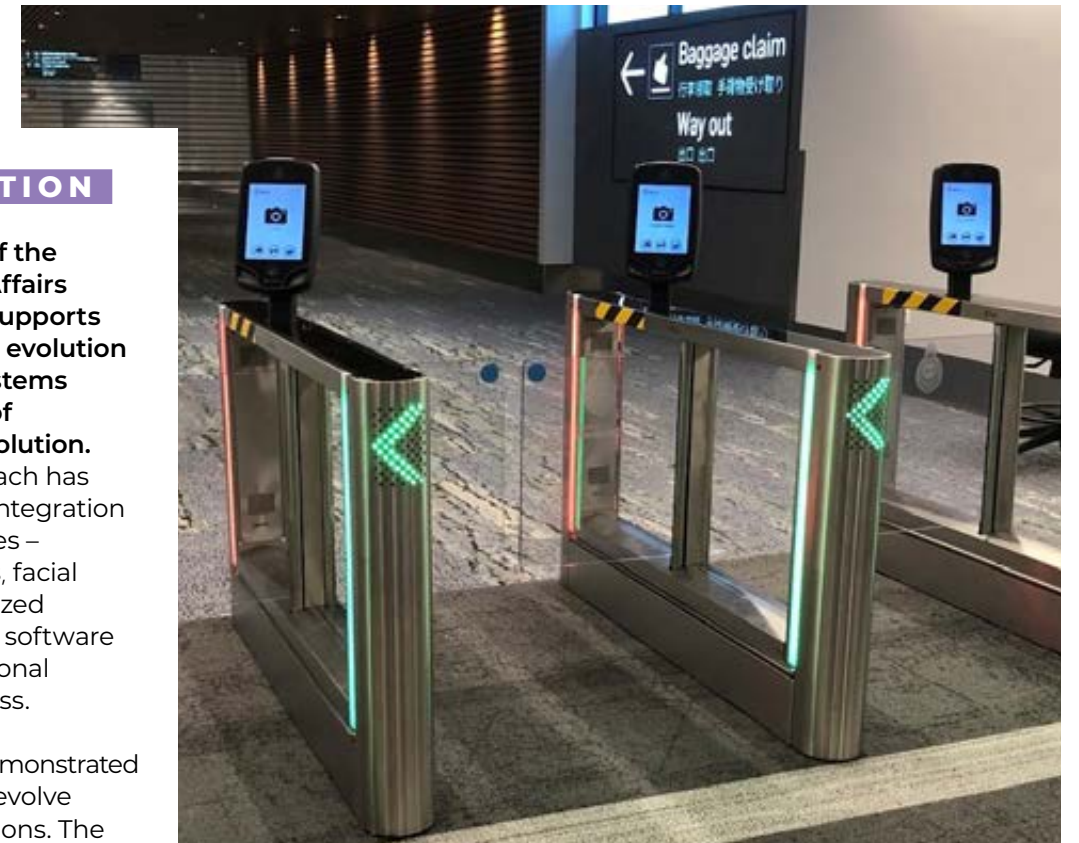


**THE IPS SOLUTION**

A trusted partner of the Department of Home Affairs (DHA) since 2004, IPS supports Australia in the gradual evolution of its border control systems towards a generation of end-to-end biometric solution. This step-by-step approach has enabled the controlled integration of advanced technologies – biometric kiosks, eGates, facial recognition, and centralized biometric management software – while ensuring operational continuity and robustness.

Over time, IPS has demonstrated its ability to deploy and evolve critical, large-scale solutions. The systems are now used in eight Australian international airports and at all ports nationwide.

By automating routine checks, they free agents to focus on high-risk profiles, enhance assistance to travelers, and reduce repetitive manual tasks, thereby contributing to more efficient, better-targeted public action and improved working conditions for agents.

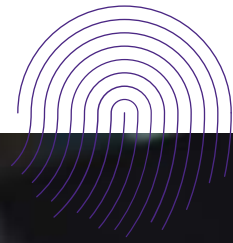


**THE IMPACT**

- For society**
  - Facilitation of smoother international mobility while maintaining a high level of control.
  - Significant improvement in the traveler experience, with contactless journeys, reduced queues, and faster checks.
- For the environment**
  - As part of its resource efficiency approach, IPS prioritizes the progressive modernization and extension of the lifespan of existing equipment, rather than systematic replacement.
  - Continuous improvements in system performance and infrastructure utilization, enabling the management of increasing passenger volumes without major physical expansion.

TRUST STORIES

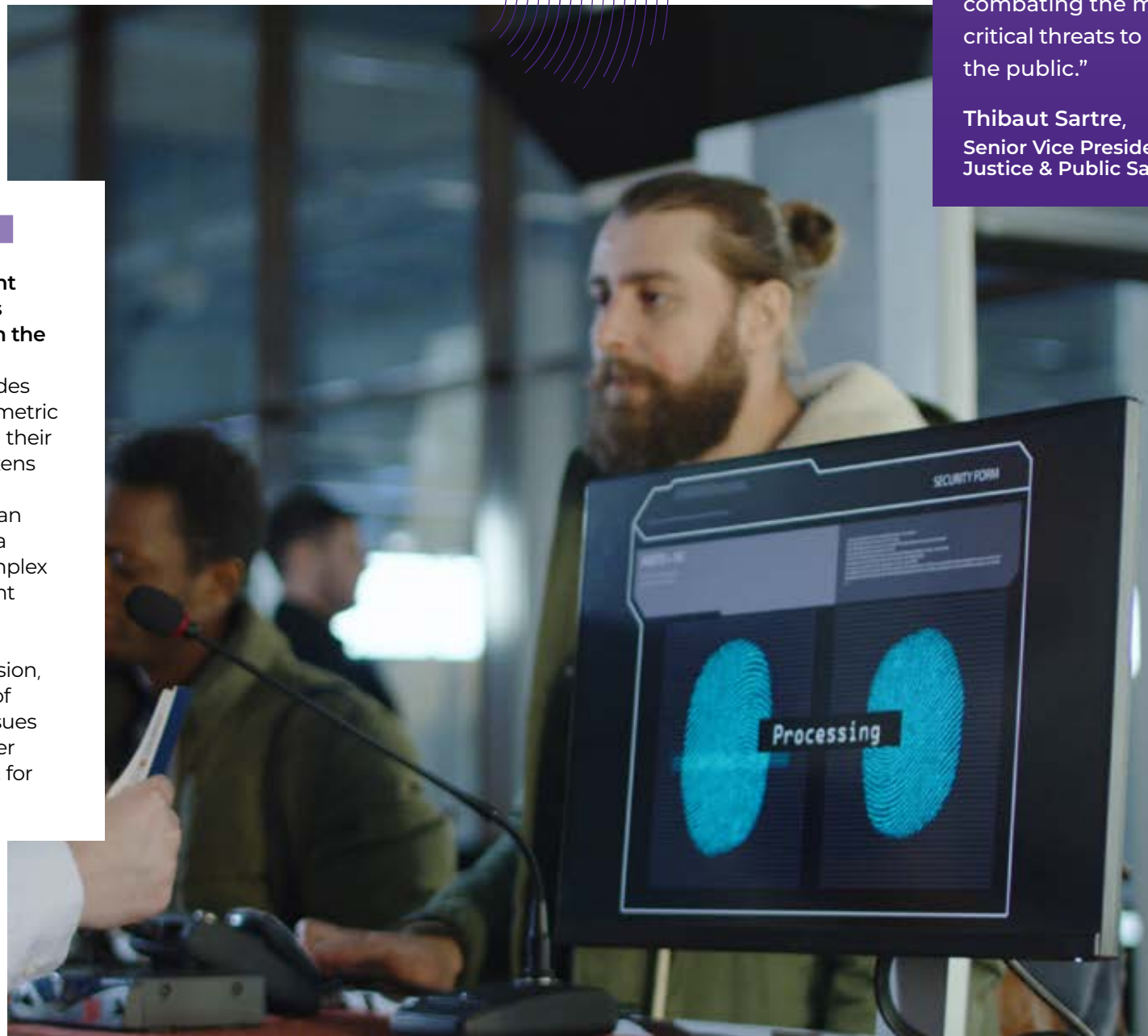
# Fighting crime with a state-of-the-art Multibiometric Identification System for INTERPOL



## THE CHALLENGE

To cooperate in the fight against crime, police forces worldwide are united within the international organization INTERPOL. INTERPOL provides them with cutting-edge biometric tools, essential to supporting their daily missions to protect citizens and borders. Terrorism, drug trafficking, cybercrime, human trafficking... these tools play a decisive role in resolving complex investigations, with significant societal impact delivered.

In this context, the precision, reliability, and performance of these solutions are critical issues for INTERPOL, its 196 member countries, and, more broadly, for citizen security.



“By equipping INTERPOL with state-of-the-art multi-biometric identification capabilities, we are making a tangible contribution to global security. This project illustrates our key role in combating the most critical threats to protect the public.”

Thibaut Sartre,  
Senior Vice President  
Justice & Public Safety



## THE IPS SOLUTION

A partner of INTERPOL for more than 20 years, IDEMIA Public Security delivered the organization's first automated fingerprint identification system in 1999, a facial recognition system in 2016, and a multibiometric identification system (MBIS) in 2019.

IPS recently deployed a new version of the MBIS, integrating the latest-generation algorithms. This solution is fully integrated into INTERPOL's BioHub, the organization's global biometric platform. It allows authorized users in member countries to transmit, compare, and cross-reference fingerprints and facial recognition images with near real-time processing.

# THE IMPACT <<

### > For INTERPOL and its member states

- Provision of a critical, high-added-value solution, enabling up to one million biometric searches per day, in complex and sensitive operational contexts.
- Ability to support an international public player long-term by continuously modernizing existing systems.

### > For society

- A solution serving the common good, strengthening cooperation between states, and contributing to the security of populations.
- Since their creation, INTERPOL's biometric systems have enabled the identification of thousands of individuals, including terrorists, criminals, fugitives, and missing persons.

### > Governance and ethics

- A benchmark project, with a solution deployed in highly secure environments, ensuring traceability, auditability, and reliability, in compliance with strict regulatory frameworks.
- Tested by NIST, the algorithms ranked first in fairness, with very low error rates.

TRUST STORIES

# A decades-old cold case solved in Florida



### THE CHALLENGE

In Sumter County, Florida, IDEMIA Public Security partnered with the Sheriff's Office to help resolve a criminal case that had remained unsolved for more than half a century. In 2025, IPS technologies enabled the identification of a young woman found in Lake Panasoffkee in 1971 whose fingerprints could not be identified at the time.

### THE IPS SOLUTION

To support the investigation, IPS utilized its automated biometric identification system, STORM ABIS, renowned for its excellent performance and ranked #1 by NIST for latent fingerprint searches. Powered by advanced algorithms, the solution made it possible to reconstruct high-resolution fingerprint images from old and low-quality data, ultimately leading to the identification of the victim. This intervention illustrates IPS's ability to modernize existing infrastructures, harness complex historical data, and enhance operational efficiency, even in sensitive and highly emotional contexts.<sup>(1)</sup>

<sup>(1)</sup> Methodological details and reference sources for this information are available on pages 86–87.



## THE IMPACT

#### For society

- By restoring the victim's identity, this breakthrough helped restore her dignity and provide long-awaited answers to her family and loved ones, who had lived with uncertainty for decades.
- Beyond the case itself, the identification supported the work of justice and reinforced citizens' trust in public institutions, demonstrating the vital role biometric technologies can play in supporting justice and public safety outcomes.

#### Ethic

- STORM ABIS is designed and deployed in strict adherence to demanding ethical principles, ensuring reliability, traceability, and responsible use.
- IPS relies on rigorous ethical governance, essential to ensuring the acceptability and legitimacy of its technologies in contexts as sensitive as criminal investigations.

TRUST STORIES

**An innovative partnership to fight fraud in car dealerships**



**THE IPS SOLUTION**

In partnership with Kudelski IoT, IPS has developed an innovative solution that addresses the challenges faced by dealerships. This solution combines Kudelski IoT's RecovR ID Check system with IPS's world-renowned ID&V platform, which integrates several capabilities: biometric facial recognition, document authentication, liveness detection, and reliance on trusted data sources for remote identity verification, all while ensuring high accuracy.

Specifically, dealerships begin by authenticating documents: clients take photos of their driver's licenses or IDs, which are then analyzed using the new solution to detect any alterations, photo substitutions, or other signs of falsification. Biometric matching is then verified: users take a selfie, which is analyzed for liveness and compared with the photo on the identity document. After a testing phase, the solution was deployed in March 2025.

**THE CHALLENGE**

In the United States, car dealerships have faced a sharp increase in identity fraud in recent years. Fraudsters increasingly use sophisticated fake identity documents to obtain financing or test-drive vehicles, only to steal them later. With million in annual losses from such fraud in 2022, the phenomenon poses a serious and growing financial risk to dealerships, especially those offering in-house financing.

Sector companies, therefore, need reliable solutions to verify client identities without resorting to data from the Department of Motor Vehicles – a public agency that manages driver's licenses and vehicle registrations – whose access is restricted in California.



**THE IMPACT**

**For car dealerships and their clients**

- Reliable verification of customer identities before test drives.
- Significant reduction of losses related to identity fraud.
- Improvement of operational efficiency by digitizing previously manual verification steps.
- Strengthened trust and customer experience through a seamless identity verification process tailored for in-person, remote, and hybrid interactions. This is a key advantage to gain customers who operate both in dealerships and through digital sales channels.
- Optimal privacy protection. For example, customers' personal data is never stored in a centralized database.

**For society**

- Protection of businesses and consumers against rapidly rising fraud.
- Prevention of the exploitation of stolen or synthetic identities within economic ecosystems.
- Building trust in increasingly digital purchasing journeys.
- Reduction of friction for legitimate customers through fast, automated, and proportionate checks.

TRUST STORIES

# Contactless biometric readers for Florida State University



**THE CHALLENGE**

With approximately 46,000 students, Florida State University deploys access control systems to ensure campus security. In recent years, visitors wishing to access the athletics campus had to identify themselves using a contact-based fingerprint reader. However, the equipment's performance was suboptimal, so employees, students, or faculty often had to rely on their university ID cards for identification. The University, therefore, sought to replace this reader with a contactless biometric device allowing for faster, more secure, and smoother authentication.

**THE IPS SOLUTION**

After a pilot project conducted in 2021, IPS deployed its MorphoWave™ XP contactless solution on campus, a technology that scans and verifies four fingerprints in less than a second through a simple hand gesture in front of the reader. A total of 364 authorized users were thus processed by the system within the first few weeks. At the forefront of IPS's artificial intelligence advancements, these ergonomic biometric readers can recognize a user even when their fingers are wet, dry, dirty, or damaged.

THE IMPACT

**Impact for the university**

Modernization of client equipment with strong cost efficiency: MorphoWave™ XP integrates seamlessly with existing access control software, avoiding costly upgrades. It delivers state-of-the-art performance, processing up to 60 people per minute.

**Societal utility**

A disruptive innovation that enhances campus security while significantly improving hygiene standards. Fast and simple identification for users.

**Ethics**

A technology demonstrating the same level of ethical standards as all IPS solutions (accuracy and fairness of results, strictly defined use). This requirement is regularly highlighted by global evaluation organizations like NIST.



Virginie Flam,  
Senior Vice-President  
& Global Head - Smart Biometrics

"With VisionPass, we are raising the bar for security and industrial performance by combining precision, efficiency, and fairness. This contactless innovation guarantees reliable identification, suitable for demanding environments and respectful of every employee."

**THE HIGHEST PERFORMING DEVICE ON THE MARKET**

To design VisionPass, IPS combined its latest advancements in artificial intelligence and facial recognition algorithms with a cutting-edge optical system combining 2D, 3D, and infrared cameras. The result: the terminal can verify the identity of Top Glove employees almost instantly, in less than a second, even when they are moving, with varying lighting conditions and face angles.

VisionPass is also effective when employees wear protective masks, safety helmets, or other head coverings. As a contactless technology, IPS's solution is hygienic and fully adapted to the client's activity.

**THE CHALLENGE**

In Southeast Asia, IPS deployed a biometric identification solution at the entrance of Top Glove Corporation Bhd factories, the world's leading manufacturer of rubber gloves (medical and surgical, food and service, cleanroom, safety, and industrial sectors). With an annual production capacity of 100 billion gloves across 50 factories, Top Glove employs 22,000 people. To more efficiently identify its employees upon arrival at its production sites in Malaysia, Thailand, and Vietnam, the company chose IPS's VisionPass facial recognition solution.

**SECURITY, SIMPLICITY, AND FAIRNESS**

With VisionPass, employees can identify themselves simply, quickly, and smoothly upon arrival at the factory. This positive experience facilitated the adoption of the new equipment.

IPS's facial recognition algorithm, integrated into VisionPass, ranks first for fairness criteria according to NIST's Facial Recognition Technology Evaluation tests. It also maintains exceptional accuracy across all demographic groups. Incorporating IPS's latest spoofing detection mechanisms also enhances the security of employees' work environment.

TRUST STORIES

# A facial recognition solution to secure Top Glove factories

# ROBUST CSR POLICIES

At IDEMIA Public Security, we implement robust policies on ethics, social and environmental responsibility to fulfill the commitments of our IMPACT 2030 CSR strategy.

# ENSURING THE FAIRNESS AND INCLUSIVITY OF OUR SOLUTIONS

**At IDEMIA Public Security, we believe we have a major responsibility: to make biometrics an ethical technology through its tools and uses. This is how we intend to cultivate the trust of our clients and all our stakeholders, in service of a safer world.**

## DESIGNING FAIR ALGORITHMS

From the earliest stages of developing a new algorithm, our R&D teams place fairness at the heart of their work. Deployed worldwide, IPS solutions cover extremely diverse populations and must perform with the same precision for everyone. To meet this imperative, we ensure that the probability of error is not significantly higher for any given demographic group.

We thus make every effort to reduce development biases that could be linked to age, gender, ethnicity, lifestyles, or working conditions. Our algorithms are designed to maximize accuracy while minimizing such biases, as confirmed by large-scale independent tests. Once validated, these algorithms remain unchanged throughout their life cycle, and existing products are upgraded with a newer version that has itself been previously certified.

Our solutions undergo a double evaluation, conducted both internally and by independent organizations. IPS consistently participates in



NIST's comparative analyses, ranking among the best companies in the sector for the fairness and precision of its technologies. Over the past four years, the error rates of our facial recognition algorithms have been reduced by a factor of ten in large-scale independent tests conducted by NIST.

To ensure this fairness requirement is understood and shared across all levels of the company, we continuously organize training and awareness sessions. Executives and top management are invited to technology briefings on AI-related challenges and compliance requirements. All employees have access to Tech Talks, video interviews with our experts, and can participate in online workshops to ask questions about our technological development processes.

## STRICTLY CONTROLLING THE USE OF OUR SOLUTIONS

Worldwide, IPS ensures that its solutions are used ethically and in accordance with their original purpose. We implement a dedicated human rights policy to guarantee that our technologies are marketed and deployed responsibly, in compliance with the most stringent international norms and directives, particularly those of the United Nations.

Our Human Rights Committee examines each technological deployment that is likely to pose a risk to fundamental rights. It engages with relevant activity managers and analyzes potential short- and medium-term identifiable risks. Rigorous controls are carried out based on several criteria, including the countries' democratic indices.

Each algorithm provided to our clients is designed for a specific use case and cannot be modified without our agreement. Furthermore, certain technical parameters are defined upstream to ensure the use is consistent with the initial objective. For example, the size of associated databases and the number of queries that can be addressed to the system daily are determined and configured in agreement with the client.

Solutions are never designed to operate autonomously: they are decision-support tools that always require human validation by an operator.

Finally, while complying with the regulations in force in the countries where we operate, our biometric solutions go beyond local requirements by adhering to the strictest legislation.

 <p><b>#1</b></p> <p><b>IN NIST IRIS EXCHANGE (IREX 10) RANKING (2025)<sup>(1)</sup></b></p>	 <p><b>#1</b></p> <p><b>IN NIST PROPRIETARY FINGERPRINT TEMPLATE (PFT) III BENCHMARK ON ALL TEST DATASETS<sup>(1)</sup></b></p>
 <p><b>#1</b></p> <p><b>IN FAIRNESS, DEMONSTRATING LACK OF BIAS FOR NIST FACE RECOGNITION TECHNOLOGY EVALUATION (FRTE) - AUGUST 2024<sup>(1)</sup></b></p>	 <p><b>#1</b></p> <p><b>IN NIST EVALUATION LATENT FINGERPRINT (ELFT) BENCHMARK FOR FORENSIC IDENTIFICATION<sup>(1)</sup></b></p>

(1) Methodological details and reference sources for these data are available on pages 86-87.



**CONTRIBUTING TO THE WIDESPREAD ADOPTION OF RESPONSIBLE STANDARDS**

IPS collaborates with its peers, governments, and international institutions to build regulatory frameworks for biometrics. As one of the first signatories of the European Pact for AI, we shared our experience and practices with over 150 companies, demonstrating our proactive commitment to ethical AI. As part of the preparatory work for the European AI Act, we also engaged in constructive dialogue with European institutions and member states, offering our expertise and insights.

We have since chosen to apply this regulation as an internal standard across all our global markets. As part of our compliance approach, we are currently aligning our quality management system with this standard

across all relevant areas, including design and development procedures, testing and validation processes, data management systems, post-market surveillance, and incident reporting.

IPS also contributes to the discussions of global standardization of the practices of organisations involved in biometrics. For example, it served as a co-editor on ISO/IEC 98668, which covers the design, development, use, and maintenance of biometric identification systems involving passive subject capture. It is also an active member of several professional associations, such as the Biometrics Institute, the European Association for Biometrics, and Eurosmart.



Vincent Bouatou,  
Chief Technology Officer

“At IPS, we believe that AI-powered biometrics must be developed and deployed responsibly. We welcome European AI regulation and are committed to ensuring the compliance, reliability, and security of our solutions for all our stakeholders.”

# STRIVING FOR EXEMPLARY PROFESSIONAL PRACTICES

Our ethical requirement is not limited to our biometric solutions and their use: it applies with the same rigor to our professional practices. Prevention of corruption risks, fair competition rules, personal data protection, human rights... In all these areas, we implement rigorous policies.



## STRUCTURING OUR ORGANIZATION IN SERVICE OF ETHICS

To translate its ethical vision into practice, IPS has established dedicated governance, processes, and tools to address these issues. The principles and rules to be observed daily are defined in reference documents shared with all employees: the Ethics Charter, the Anti-Corruption Code of Conduct, and fair competition guidelines. Composed of five members appointed by IDEMIA's management, an Ethics Committee ensures compliance with the Ethics Charter and supervises its implementation across the entire IDEMIA Group, including IDEMIA Public Security.

In all our markets, we also apply a zero-tolerance principle regarding the risk of corruption and influence peddling. Regularly evaluated, our anti-corruption risk prevention program relies on risk mapping, third-party due diligence, dedicated accounting controls, and training modules. An alert system also allows any internal or external person to report potential ethical breaches confidentially and securely.

## ENSURING RIGOROUS PROTECTION OF PERSONAL DATA

IPS places the confidentiality of information and the protection of its employees' personal data—including biometric data—at the heart of its priorities. As we consider the GDPR to be the most protective regulatory framework available today; we have therefore chosen to apply its principles across all our sites, not just in Europe. To this end, we have established a global privacy and compliance governance framework to ensure the harmonization of practices. We apply a policy of data minimization and proportionality: personal data is retained only for as long as necessary and securely deleted upon expiration of that period.

For its clients, IPS acts as a data processor under data protection agreements. In collaboration with our clients, we implement technical security measures and provide mechanisms that allow them to access data in a transparent and interoperable manner. Both our employees and our clients have the option to file internal complaints regarding the processing of personal data that we perform.

## APPLYING THE HIGHEST STANDARDS IN HUMAN RIGHTS

IPS integrates the principles of the UN Universal Declaration of Human Rights into all its policies, whether in human resources, the supply chain, or the development and marketing of its solutions. We also comply with the recommendations of the Global Compact and the International Labour Organization regarding child labor. The fight against all forms of modern slavery and human trafficking is another central aspect of our practices. We pay particular attention to supply chain risks as part of our responsible procurement policy, and all purchasing teams have been trained accordingly.



“Employees are IPS's first line of defense against risks, especially those related to ethics and compliance. Which is why we have a strict training, information, and awareness policy on these issues. We have reached a 100% training rate in ethics-related topics, a remarkable achievement in the market.”

Purvesh Patel,  
Chief Legal Officer

# A ROBUST FRAMEWORK FOR OUR ETHICS AND HUMAN RIGHTS PRACTICES

## ETHICS COMMITTEE

- › The Ethics Committee is a central body made up of 5 members appointed by IDEMIA Group Chief Executive Officers.
- › Its members are managers with a good knowledge of the Group's activities, who have the independence and freedom of mind required to carry out their mission.
- › It ensures compliance with the Ethics Charter and oversees its implementation.
- › Anyone can contact the Ethics Committee to ask a question or report facts presenting a risk of non-compliance with the Ethics Charter.

## ETHICS, COMPLIANCE AND SECURITY COMMITTEE

- › The Ethics, Compliance and Security Committee oversees IDEMIA Group's ethics, compliance and security programs including critical matters.
- › Its objective is to ensure operations align with IDEMIA's ethical codes, policies and standards.

- › It also ensures that resources are available for an effective implementation of the programs and that Group and Divisions are aligned.

## HUMAN RIGHTS COMMITTEE

- › The Human Rights Committee is responsible for reviewing certain business opportunities with a human rights perspective.
- › This governance applies to all Group entities and covers both new opportunities and business renewals.
- › More details on the Human Rights Committee can be found in the Due Diligence plan ("Plan de vigilance")<sup>(1)</sup>.

## MODERN SLAVERY

- › We are committed to addressing the issue of modern slavery and human trafficking.
- › Our responsibilities towards modern slavery avoidance require a collaborative effort between the Human Resources, Purchasing, Legal and CSR Team.

A significant focus is placed on identifying risks of modern slavery in our supply chain, including an annual assessment of their labor practices. Our Modern Slavery Statement also ensures compliance with all applicable legal obligations.

- › When engaging with small, locally operated recruitment agencies that lack corporate oversight, we consistently share our Supplier Code of Conduct, train those managing these relationships on modern slavery risks, and work closely with suppliers to ensure recruitment practices align with our standards.
- › We have also incorporated screening questions related to corporate responsibility practices in our request for information template.

### › Vigilance Plan

In compliance with the French law "n° 2017-399 du 27 mars 2017 relative au devoir de vigilance des sociétés mères et des entreprises donneuses d'ordre" IDEMIA publishes its vigilance plan on an annual basis.

## CONTINUOUS IMPROVEMENT AND AUDIT

- › Internal Audit, attached to the Group Executive President, verifies the compliance of our subsidiaries around the world.
- › The Internal Control Team, attached to the IPS's CFO organization, is responsible for analyzing the self-assessment questionnaires completed annually by the subsidiaries, and its team of auditors makes on-site visits according to a multi-year plan. These controls cover various processes: treasury, purchasing, sales, human resources, inventory, compliance, fixed assets, etc.

IN 2025,

14

LEGAL ENTITIES REPRESENTING MORE THAN 90% OF IPS'S WORKFORCE COMPLETED AND RETURNED THE SELF-ASSESSMENT QUESTIONNAIRE DURING THE INTERNAL CONTROL CAMPAIGN

IN 2025,

5

OPERATIONAL ENTITIES WERE AUDITED

<sup>(1)</sup> Additional information on the "Plan de vigilance - Loi 2017-399" can be found in the document available on the IDEMIA website.

# SPECIFIC HUMAN RIGHTS POLICIES

## ENSURING COMPLIANCE WITH THE UNIVERSAL FRAMEWORK FOR HUMAN RIGHTS

One of our priorities is making sure that when it comes to human rights and fundamental freedoms, we comply with the same standards across all regions.

IDEMIA adheres to the Universal Declaration of Human Rights:

- #2 No discrimination for any reason
- #4 No one shall be held in slavery or servitude
- #5 No torture or cruel or degrading treatment
- #19 Freedom of expression and opinion
- #20 Freedom of peaceful assembly and association
- #23 The right to desirable work and to join trade unions
- #24 The right to rest and leisure
- #25 The right to an adequate standard of living

These principles are upheld in all our policies that relate to the working conditions of our employees, in the way we structure our supply chain and in the way we develop and market our solutions, with particular attention to child labor, modern slavery, conflict minerals, data protection and privacy and the risk of misuse of our products.

## CHILD LABOR

- › We have policies in place to ensure that any work carried out for IDEMIA by persons under the age of 18 and still in compulsory education, such as trainees and work placement students, is specifically designed not to interfere with or impede the employee's studies, does not include overtime, nighttime work, hazardous tasks, or any other work that is likely to jeopardize their health or safety.
- › We ensure proper management of student workers through adequate support and training, pay equal to that of workers at the same entry level performing similar tasks proper maintenance of student records, due diligence of educational partners and protection of students' rights in accordance with applicable law. We expect our suppliers to mirror our conduct in this regard. We are guided by the recommendations of the UN Global Compact to:
  - Be aware of countries, regions, sectors, and economic activities where there is a greater likelihood of child labor and respond accordingly with policies and procedures.
  - Adhere to minimum age provisions of national labor laws and regulations and, where national law is insufficient, take account of international standards.
  - Use adequate and verifiable mechanisms for age verification in recruitment procedures.
  - Avoid having a blanket policy against hiring children under 18, as this would exclude those above the legal age for employment from decent work opportunities.
  - Exercise influence on subcontractors, suppliers and other business affiliates to combat child labor.

## RISK OF MISUSE OF OUR PRODUCTS

- › IDEMIA Public Security develops and sells powerful solutions, and we do it mindfully and ethically. A dedicated governance framework has been established to address the risks that the use of our products may be diverted for purposes associated with human rights violations.
- › Projects involving sanctioned countries, human rights-related sanctions, or sensitive solutions in nations with low Democracy Index scores (as defined by the Economic Intelligence Unit) are subject to review by the Human Rights Committee.
- › This governance, implemented in 2022, applies to both new opportunities and contract renewals, and may lead to recommendations to pursue or abandon an opportunity, or to amend its scope in order to reduce the risk of misuse of products.
- › When opportunities are approved with conditions, their implementation is monitored to ensure that the conditions are reflected in the contract. Further, the execution of approved opportunities (regardless of whether they have been approved with or without conditions) is regularly monitored with reporting to the Human Rights Committee.

## DATA PROTECTION AND PRIVACY

- › In 2025, there were no major personal data breaches having an impact on privacy and personal data. IDEMIA Public Security ensures the protection of personal data through various policies, processes and technical and organizational measures, in accordance with the GDPR (General Data Protection Regulation). Technical and organizational measures are in place and detailed in our Due Diligence plan (Plan de vigilance) available on our website.
- › Our customer and supplier contracts systematically contain clauses relating to data protection and privacy. Our suppliers need to comply with third-party privacy due diligence requirements worldwide.
- › Two mandatory GDPR trainings exist: we have an internal platform, PolicyTech, where each employee must comply annually with training obligations on data privacy, and we have ad hoc training designed by our DPO to address new data privacy topics each year. In the 2025 campaign, 98% of employees based in the European Union and 88% of employees outside the European Union completed this training.

## CONFLICT MINERALS

- › IDEMIA Public Security supports the efforts of human rights organizations to end violence and atrocities in conflict-affected and high-risk areas. While IPS is not currently subject to legal obligations such as those of the U.S. Dodd-Frank Act, we work with purchasing to positively influence ethical behavior through the application of a conflict-free sourcing process.
- › Each year, we support numerous customers with their conflict minerals reporting requirements by sharing our conflict minerals reporting. Our actions follow the recommendations of the Responsible Minerals Initiative, including checking for and requesting the transition away from any identified smelters not compliant with the Responsible Minerals Assurance Process (RMAP).
- › The conflict minerals due diligence process at IPS relies on inputs from the CSR team, purchasing, and product management.

# A DEDICATED POLICY TO COMBAT CORRUPTION

## GENERAL FRAMEWORK OF OUR ANTI-CORRUPTION POLICY

IPS is a major player in the identity and security market, where administrations and public authorities are active and where investment can be significant.

IPS applies a principle of zero tolerance to the risk of corruption and influence peddling. IPS implements and deploys a corruption risk prevention program which has been the subject of a continuous improvement process in recent years. This program aims to promote a culture of compliance and transparency, essential to the sustainability of the company's activities. This program is regularly assessed, and the systems are adjusted to take into account legislative and regulatory changes and best market practices.

The ongoing ISO 37001 certification of our legal entities—with five countries already certified—recognizes the hard work and investment made by IPS to meet the highest standards in anti-corruption strategy. The following entities have thus obtained certification:

- IDEMIA Public Security France SAS,
- IDEMIA Identity & Security USA LLC,
- IDEMIA National Security Solutions LLC,
- IDEMIA Singapore Pte Ltd,
- IDEMIA Identity & Security UK Ltd.

## PRINCIPLES OF THE ANTI-CORRUPTION PROGRAM

- › Zero tolerance for corruption and influence peddling at the highest level of the company. Every year, the Ethics, Compliance and Security Committee reviews the Anti-Corruption Compliance Program applicable to all subsidiaries and companies controlled by the Group across all regions.
- › An Anti-Bribery Code of Conduct which, in line with the Group's Ethics Charter, defines the types of behavior prohibited as being likely to characterize acts of corruption or influence peddling.
- › A corruption risk mapping was carried out in 2025 at the IPS level.
- › A third-party due diligence process (mainly partners, consultants, suppliers, subcontractors...) including preventive measures proportionate to the risks identified.
- › Accounting controls are integrated into IPS's internal control rules and are aimed at preventing and detecting acts of corruption and fraud.
- › A Group whistleblowing system is in place, also deployed at IPS level, and is open to both employees and external stakeholders of IDEMIA.
- › A training program is deployed on an annual basis and includes a mandatory online training module, as well as in-person or remote training sessions. Targeted training is also mandatory for employees most exposed to the risk of corruption.

The completion rates for anti-corruption training are presented in the table below:

	2025
Number of employees who passed the anti-corruption e-learning	3524
% of IPS employees who passed the anti-corruption e-learning	100%

## A DEDICATED ORGANIZATION

The Anti-Corruption Compliance Program is managed at IPS level by a dedicated organization, the Compliance Department, led by the Chief Compliance Officer. It coordinates a global network structured both by Business Lines and by region, with the support of the Legal team. This system includes Trade Compliance Officers ensuring coverage by Business Line and region, as well as Trade Compliance Correspondents covering the entire IPS perimeter, with one correspondent appointed for each legal entity.

## TRADE COMPLIANCE PROCEDURES FOR REPRESENTATIVES

As part of its commitment to responsible and ethical governance, IDEMIA updated its Representatives (REP) Policy in 2025 at the Group level, and it applies to IPS. This initiative reflects the Group's determination to ensure that all business relationships are based on the highest ethical standards, fully aligned with its core values: professional excellence, transparency, and integrity.

## MONITORING OUR PUBLIC AFFAIRS

IPS consolidates public affairs activities on an annual basis to ensure compliance with lobbying and transparency regulations.

# SPECIFIC POLICIES ON EXPORT CONTROLS, ANTITRUST, AND WHISTLEBLOWERS

## EXPORT CONTROL AND RESPECT OF TRADE SANCTIONS

- › IPS complies with all applicable laws and regulations relating to trade sanctions and export control. In all our operations worldwide, IPS makes sure to comply with UN, EU and US economic sanctions.
- › IPS has a comprehensive compliance program in place which is implemented through the export control officers and correspondents around the world. They are in charge of:
  - Ensuring consistent application of export control and trade sanctions processes within IPS, and conducting mandatory annual online training for all IPS employees.
  - Ensuring that all activities carried out by IPS companies comply with laws and regulations, taking into consideration the classification of goods, their final use, end-users and recipient states and paying particular attention to the risk of misuse of our products or the circumvention of trade sanctions.
  - Making sure that all relevant business processes (e.g., sales, purchases, assignments to projects) incorporate the appropriate controls, in accordance with company policy.
  - Facilitating awareness sessions for newcomers and delivering specific training (regulatory changes, targeted activities, countries under sanctions and embargoes, etc.).

## ANTITRUST AND FAIR COMPETITION

- › IDEMIA Public Security prides itself on being at the forefront of innovation. Our customers choose us because they recognize and appreciate the quality of our solutions. Making sure we only engage in fair competition practices is one of the many ways we demonstrate that we are a sustainable and responsible company.
- › IPS's compliance program on antitrust focuses on making sure that employees in antitrust risk roles know the rules and how to apply them in their daily business life. This is achieved by mandatory annual online antitrust training.
- › While the Antitrust Compliance Program is managed at the Group level, the Divisions define their programs based on the risks to which they are exposed, while the Legal and Compliance Department plays a key role in supporting the business on this topic across all geographies.

Antitrust e-Learning completion reports for 2025:

	2025
Number of IPS employees who passed the antitrust e-learning	108
% of IPS employees in scope who passed the antitrust e-learning	100%

## WHISTLEBLOWING

- › Launched mid-2020, our alert collection system is accessible to anyone who wishes to report a breach of ethics and is available in 17 languages. To widen the perimeter, the mechanism is accessible from our website for all stakeholders: <https://IDEMIA.integrityline.app/>.
- › A separate reporting channel has also been implemented in the United States and Canada to ensure compliance with applicable local regulations. Accordingly, any individual located within this geographical scope who wishes to submit a report is invited to use the dedicated EthicsPoint by Navex platform (Ethicspoint.com).
- › Anyone can also report facts presenting a risk of non-compliance with the Ethics Charter via the generic email address (ethics@IDEMIA.com).

- › The Ethics Committee centralizes all internal and external alerts. Each alert is analyzed and pre-qualified for investigation by this committee. Depending on the type of allegation, the Ethics Committee decides on the investigation strategy, the checks and interviews to be carried out, and the support required. Information gathered in connection with a whistle-blowing procedure is strictly confidential and stored in an online portal accessible only by members of the Ethics Committee.
- › Any incident that violates local applicable laws or constitutes misconduct against the IDEMIA Group Ethics Charter can be reported.
- › This system, which complies with the requirements of the Duty of Vigilance Act and the Sapin II Law, as amended by the Law of 21 March 2022 (Waserman Act) is implemented to strengthen the protection of whistleblowers.

# ACTING AS A RESPONSIBLE EMPLOYER FOR OUR EMPLOYEES

81%

OF EMPLOYEES FEEL STIMULATED AND ENGAGED AT THEIR WORK AT IPS

## LISTENING TO OUR EMPLOYEES

Listening to our employees is at the core of our approach. Each year, all IPS teams worldwide are invited to express themselves via our internal «I Speak Up» survey, which covers a wide range of topics, from the work environment to their understanding of the company's strategy. Responses are collected anonymously by our external partner, ensuring reliability and confidentiality. Once collected, the data is analyzed by HR teams and managers, who receive consolidated and anonymized results. This information allows them to identify concrete areas for improvement and implement appropriate actions to meet team needs.

In addition to this annual survey, IPS has implemented quarterly «pulse surveys» for the past two years. Composed of about ten targeted questions, they allow the tracking of the effectiveness of deployed action plans over time and feed an internal engagement indicator, the «IPS Employee Engagement Index.» This system enhances IPS's ability to manage the employee experience in an agile and continuous manner.

In 2025, the participation rate reached 81%, an increase of 2 points compared to 2024, reflecting a high level of engagement. The results highlight employees who feel supported in their development through regular, useful feedback and who appreciate recognition of both individual and collective

successes. They also attest to a collaborative and inclusive work environment: 84% of employees have a positive view of team spirit within IDEMIA Public Security, while 82% believe they benefit from a good work-life balance. This environment allows everyone to feel fully integrated and respected.

## FOSTERING AN INCLUSIVE WORK ENVIRONMENT

Fostering a work environment where employees are treated fairly, supported, and given the opportunity to thrive is a fundamental responsibility of IPS and its leadership. Through its objectives, policies, human resources practices, and leadership accountability, IPS strives to promote equal access to opportunities, professional development, as well as safe and engaging workplaces across all its operations.

As part of its broader CSR strategy, IPS is committed to building a workforce that reflects a diversity of perspectives, skills, and experiences. While diversity takes many forms, gender representation can be consistently measured across the countries where IPS operates and has long remained a key focus area.

To further embed inclusion into the employee experience, IPS has defined a set of forward-looking HR commitments aligned with its CSR ambitions. By 2030, IPS aims to roll out 12 monthly well-being campaigns covering topics such as mental health, harassment prevention, and women's health, to ensure consistent awareness and support across its global workforce. IPS also targets a 100% completion rate for both annual performance reviews and mid-year reviews, in line with high-tech industry benchmarks reflected in the «I Speak Up» survey, thereby strengthening a culture of accountability, feedback, and development.



“The commitment of IPS employees is the driving force behind both individual and collective performance. It is the guiding principle of our human resources policies, which we implement as a whole to strengthen it sustainably. To this end, we will reach a key milestone in 2026 with the global roll-out of an ambitious digital learning solution, designed to offer everyone accessible, personalized development pathways that keep pace with changes in our businesses.”

Cédric Durth,  
Chief People Officer

Recognizing the importance of continuous development, IPS also aims for more than 60% of its employees to actively engage in continuous learning through internal and external platforms, supporting skills development and long-term career growth. Together, these objectives contribute to building a more inclusive, high-performing, and future-ready organization.

In addition to the company's commitments, IPS supports the Women in IDEMIA (WIN) network, an employee-led initiative that fosters connection, professional development, and engagement among female employees and women in leadership positions. WIN encourages dialogue, interaction, and experience sharing, promotes access to career opportunities within the group, and raises awareness among employees about gender equality issues. This employee resource group also contributes to outreach initiatives aimed at generating interest in STEM careers and supporting female students and the future workforce.

WIN's activities complement IPS's broader CSR ambitions and contribute to IMPACT 2030 priorities by raising awareness on gender equality and continuing outreach efforts to spark interest in STEM careers among middle and high school girls and female engineering students. In 2025, WIN continued to engage employees through initiatives tailored to local contexts and regions. In Europe, a specific initiative was launched to encourage girls aged 11 to 18 to explore scientific and technological careers. In France, this included a career orientation day organized in partnership with the city of Courbevoie, bringing together 150 students, as well as hosting several groups of engineering students. In Asia-Pacific, International Women's Day provided an opportunity for employees to share their personal commitments to gender equality and inclusion in the workplace. In the United States, this momentum was reflected in the organization of discussion circles and WIN forums across multiple sites, alongside virtual yoga sessions aimed at promoting employee health and well-being<sup>(1)</sup>.

(1) WIN activities in the United States are open to all employees, regardless of gender, and comply with all applicable federal, state, and local laws related to diversity, equity, and inclusion (DEI) activities and initiatives.

# STRENGTHENING OUR POSITIVE IMPACT ON SOCIETY

In 2025, the new ambassadors generated significant momentum by developing numerous CSR initiatives centered on three priority areas: the environment, education, and social responsibility. As a result, more than 65 CSR initiatives were launched.



“By engaging our employees through a global network of CSR ambassadors, we are turning our commitments into concrete actions. Wherever we operate, these initiatives strengthen our positive impact and create sustainable collective momentum in service of communities.”

Lisa Shoemaker,  
Senior Vice President,  
Global Corporate Relations

## CREATION OF A CSR AMBASSADOR NETWORK

At IPS, CSR is at the heart of our strategy and operations. To ensure concrete, coherent implementation on the ground, we have established an international network of CSR ambassadors. Composed of employees from different countries, this network's mission is to relay, coordinate, and deploy local initiatives in perfect alignment with our strategic priorities. Giving operational meaning to our commitments helps strengthen the coherence of our actions while fostering the sharing of best practices within the group. This program also offers employees the opportunity to actively engage in causes they care about, to the benefit of local communities.

### WORLD

260 EMPLOYEES FROM 15 IPS SITES WORLDWIDE PARTICIPATED IN WORLD CLEANUP DAY 2025.

### UNITED STATES

THE BEDFORD SITE ORGANIZED TWO COLLECTIONS OF OLD PERSONAL ELECTRONIC EQUIPMENT FROM ITS EMPLOYEES AND PARTNERED WITH A SPECIALIZED COMPANY FOR RESPONSIBLE RECYCLING.

### OMAN

EMPLOYEES AND THEIR FAMILIES PARTICIPATED IN A CHARITY RACE ORGANIZED FOR WORLD CLEANUP DAY, TO SUPPORT LOCAL ENVIRONMENTAL PROJECTS.

### FRANCE

IPS NOTABLY DONATED IT EQUIPMENT TO THE FRENCH ASSOCIATION LEUP DIASPORA, WHICH WAS ABLE TO EQUIP A MULTIMEDIA ROOM IN A SCHOOL IN CAMEROON.

### POLAND

IN ŁÓDŹ, SEVERAL EMPLOYEES REFURBISHED 23 COMPUTERS AND DONATED THEM TO THREE SCHOOLS.

### NORTH AMERICA

SEVERAL SITES ORGANIZED CARDIOVASCULAR HEALTH AWARENESS EVENTS FOR AMERICAN HEART MONTH, INCLUDING A BALANCED BREAKFAST AND THE SHARING OF TIPS AND RESOURCES FOR HEART HEALTH.

### UNITED STATES

THE TEAM AT THE BRENTWOOD SITE, TENNESSEE, PREPARED THANKSGIVING BOXES FOR FAMILIES IN NEED.

### CANADA

EMPLOYEES PARTICIPATED IN A BLOOD DRIVE ORGANIZED BY THE IPS SOCIAL COMMITTEE.

### ROUMANIA

THE BUCHAREST OFFICE PARTICIPATED IN THE “LOVE IN A BOX” CHRISTMAS CAMPAIGN FOR DISADVANTAGED CHILDREN FROM RURAL COMMUNITIES.

### MOROCCO

DURING RAMADAN, A SOLIDARITY INITIATIVE WAS CARRIED OUT WITH THE PREPARATION AND DISTRIBUTION OF FOOD BASKETS TO FAMILIES IN NEED.

### INDIA

A COLLECTION OF BOOKS, CLOTHES, AND SHOES WAS ORGANIZED TO SUPPORT DISADVANTAGED FAMILIES.

**1,400**  
EMPLOYEES INVOLVED IN 2025 IN THE INITIATIVES LED BY THE CSR AMBASSADOR NETWORK, REPRESENTING NEARLY 50% OF IPS' EMPLOYEES

### TYPES OF ACTIONS LED BY THE CSR AMBASSADOR NETWORK:

- ENVIRONMENTAL INITIATIVES
- SOLIDARITY INITIATIVES
- EDUCATION INITIATIVES

## STRENGTHENING OUR POSITIVE IMPACT ON SOCIETY

### PROCUREMENT AND CSR: STRENGTHENED DYNAMICS IN 2025

The Supplier Code of Conduct is at the heart of IPS's responsible procurement policy. Developed with reference to international standards in force, it was revised in 2024 to now integrate IDEMIA's CSR principles. Its proper application by suppliers is regularly verified through on-site audits by the Purchasing Quality team. Furthermore, IPS can prioritize audits and actions related to responsible procurement through a procurement risk mapping, which is updated annually and now integrates CSR risks related to human rights and freedoms, health and safety, and the environment.

IPS also monitors its suppliers' practices by using a CSR performance score, which integrates two other parameters: an evaluation performed by EcoVadis for key suppliers and, since 2025, a commitment to have their decarbonization trajectory validated by the SBTi. This monitoring process allows us to assess suppliers' overall performance and support their long-term development.

Our IMPACT 2030 strategy includes ambitious targets for these two criteria: by 2030, 80% of our key suppliers will be evaluated via EcoVadis or an equivalent platform, and 60% of these same suppliers will have an SBTi certification or equivalent. In this context, a specific training program has been developed to help IPS buyers strengthen their understanding and mastery of these two standards.

62%

OF OUR STRATEGIC SUPPLIERS HAVE OBTAINED SBTi VALIDATION FOR THEIR DECARBONIZATION TRAJECTORY

69%

OF OUR STRATEGIC SUPPLIERS HAVE COMPLETED AN ECOVADIS EVALUATION (AND 60% HAD A SCORE ABOVE 60%)



“Included in our bidding criteria, CSR now plays a fundamental role in the selection of our suppliers. We also plan to soon incorporate CSR criteria into our supplier audits, in order to monitor their performance even more closely and strengthen our responsible procurement practices.”

Jean Latty,  
Chief Procurement  
Officer & Real Estate



### ADVANCING RESEARCH ON ETHICAL BIOMETRICS

IPS actively contributes to knowledge enrichment and innovation, offering biometric solutions that are both precise and fair. We publish numerous scientific articles, particularly on topics related to data protection, and have, for example, developed sophisticated techniques around homomorphic encryption, which allows calculations to be performed on encrypted data without ever decrypting it.

Our teams also supervise theses on topics related to biometrics, in partnership with universities and major engineering schools, notably Télécom Paris, with whom we collaborate closely on fairness issues through a Research Chair and several theses in recent years, as well as ENSEA (École Nationale Supérieure de l'Électronique et de ses Applications) and École Centrale de Lyon in France.

For about twenty years, IPS has participated in research projects funded by the European Union, in collaboration with consortia of industrialists, academic organizations, and governmental agencies. Among these initiatives, we coordinate the CERTAIN project, which aims to define principles for evaluating AI systems compliant with legal and ethical requirements. Our collaborations also extend to prestigious research partnerships such as PRAIRIE (PaRis Artificial Intelligence Research InstitutE) in France and CITeR (Center for Identification Technology Research) in the United States, strengthening our commitment to developing responsible and innovative biometric solutions.

# CONTINUOUSLY IMPROVING OUR ENVIRONMENTAL FOOTPRINT

IDEMIA Public Security places the fight against climate change at the heart of its corporate social responsibility strategy and is committed to a structured approach aimed at measuring and continuously reducing its greenhouse gas emissions across its entire value chain. An emission reduction trajectory, aligned with the requirements of the Science Based Targets (SBTi) initiative, was submitted in December 2025 and is currently under evaluation.

In parallel, the company implements concrete actions to reduce the environmental footprint of its activities and solutions by strengthening eco-design practices, promoting resource sobriety, and exploring ways to repair, reuse, and recycle end-of-life equipment.

## ENHANCED UNDERSTANDING OF OUR CARBON FOOTPRINT

IDEMIA Public Security relies on rigorous measurement of its greenhouse gas emissions to steer its climate trajectory. Carbon footprint assessments were conducted for fiscal years 2023 and 2024, covering all of the division's activities. The 2025 carbon footprint assessment shows total emissions of 75.4 ktCO<sub>2</sub>e, the vast majority of which are concentrated in Scope 3 (96%), compared to 1% for Scope 1 and 3% for Scope 2.

This breakdown reflects a business model whose carbon footprint is primarily linked to the use of products and solutions deployed at customer sites, as well as to the purchase of goods and services. Scope 3 is thus the primary area for action, with two major components: the use of hardware and software products sold (approximately 40% of total emissions) and the purchase of goods and services (39%). These results guide action priorities, emphasizing eco-design, usage management, dialogue with suppliers, and customer engagement.



## A ROBUST DECARBONIZATION TRAJECTORY

The in-depth measurement of its carbon footprint has allowed IDEMIA Public Security to identify the most relevant decarbonization levers and structure an emissions-reduction trajectory. This trajectory aims to ensure that IDEMIA Public Security's reduction targets align with international scientific recommendations to limit global warming. The greenhouse gas emission reduction targets are as follows:

- › -42% for Scope 1 and 2 emissions by 2030, compared to the 2024 baseline year, according to a trajectory aligned with a scenario limiting global warming to +1.5°C;
- › -25% for Scope 3 emissions by 2030, compared to 2024, according to a trajectory aligned with a scenario limiting global warming well below +2°C.

To achieve these objectives, IDEMIA Public Security invests in and deploys concrete action plans across all its Business Lines, mobilizing 18 decarbonization levers. Although direct and indirect energy-related emissions (Scopes 1 and 2) account for only a small share of total emissions, the company actively pursues their reduction. To this end, the objective is for at least 60% of sites' total energy consumption to come from renewable electricity sources by 2030.

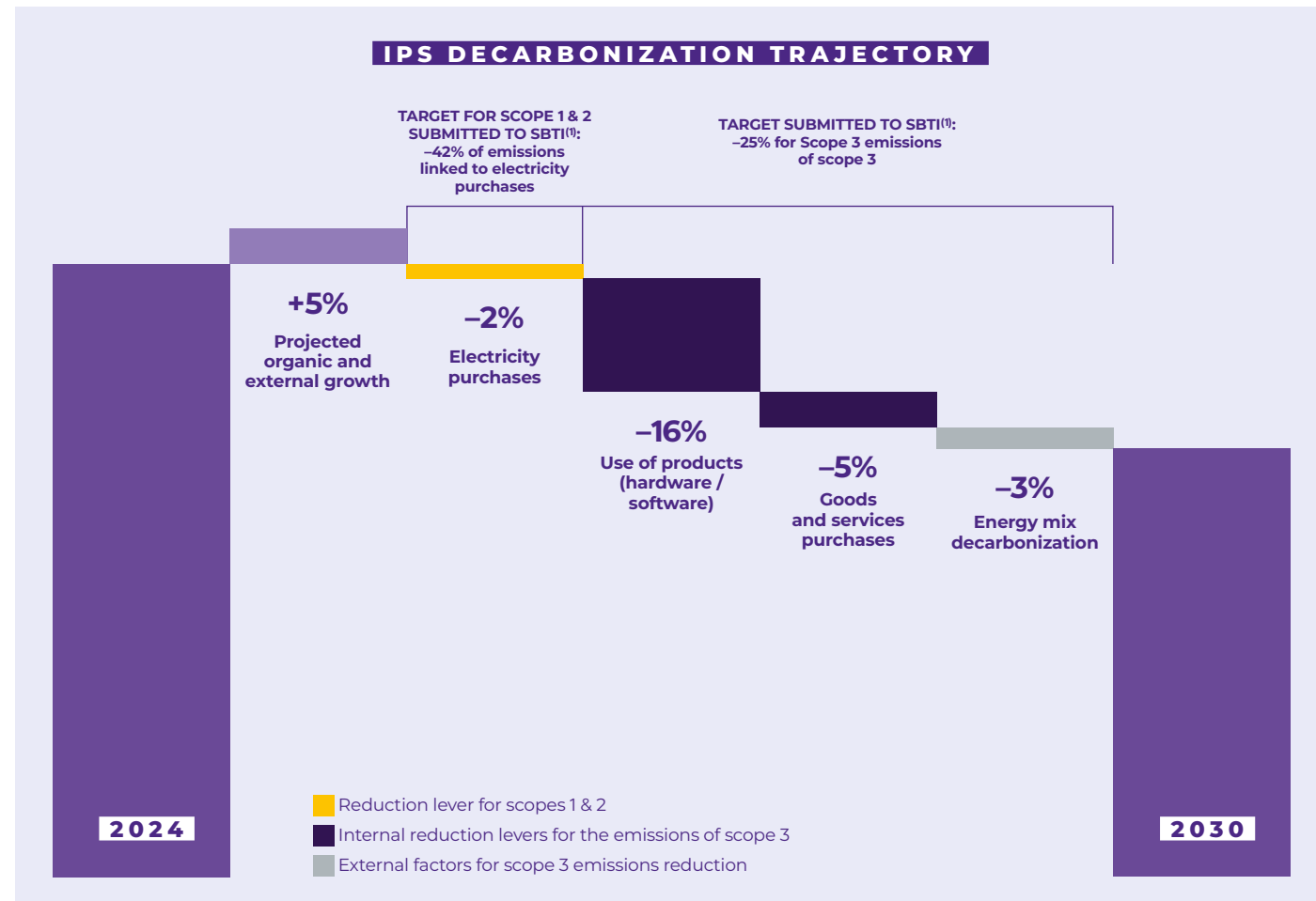
The company also acts on emissions from its value chain (Scope 3). Upstream, particular attention is paid to suppliers' CSR commitments, especially their emission reduction trajectories. IDEMIA Public Security thus aims to have at least 60% of its key suppliers have their decarbonization trajectories validated by the SBTi or an equivalent reference organization by 2030.

**ROBUST CSR POLICIES**

Downstream, the company continuously improves the energy efficiency of its products and solutions during their use phase, thanks to optimized design and rigorous component selection.

For example, the ALIX™ Arch image capture module, used in airports, integrates an intelligent lighting system that activates only when baggage passes and enters standby mode when no baggage passes.

Similarly, the MSO 1300 fingerprint reader now features a USB suspend function that halves its energy consumption when activated.



(1) Targets submitted in December 2025, currently under validation by the SBTi.

**PROTECTING RESOURCES AND FOSTERING THE CIRCULAR ECONOMY**

To evaluate and control the overall environmental footprint of its solutions, from raw material extraction to end-of-life, IDEMIA Public Security has developed a life cycle analysis (LCA) tool. This tool helps identify the main environmental impact areas and guides eco-design action priorities.

Work on the VisionPass SP facial recognition terminal has confirmed that energy consumption during use is a major environmental issue for this type of equipment. Independent of these analyses, and in line with a continuous improvement approach, the latest generation of products integrates new energy optimization features aimed at reducing their impact during use.

From the design phase, IDEMIA Public Security also acts to reduce the size and weight of its equipment. The weight of the second-generation OneLook™ multibiometric capture device, for example, has been divided by 2.5 times compared to the first version. Particular attention is also paid to material selection: for the MorphoWave SP contactless fingerprint reader,

traditional painting processes have been eliminated, improving product recyclability and durability while reducing the use of chemical substances.

The company has also adopted a component standardization strategy, favoring the reuse of common parts across different product ranges and contributing to supply chain rationalization. Products are designed to facilitate maintenance and repair, thereby extending their lifespan and limiting waste generation. Packaging has also been redesigned to reduce its environmental impact.

Finally, IDEMIA Public Security is progressively establishing recycling channels for its equipment, particularly at its industrial sites in Noida (India) and Saint-Étienne-du-Rouvray (France). Components – plastics, electronic boards, cables, or screens – are sorted and handled by specialized partners, allowing their reintegration into production cycles. In addition, the company is exploring offering repaired and reconfigured equipment for a second use by new clients.

# CROSS-REFERENCE TABLE OF REPORT CONTENTS AGAINST THE DISCLOSURE REQUIREMENTS OF THE GRI AND THE CSRD

REPORTING THEME	GRI NORM	CSRD NORM	CORRESPONDING PAGES IN THE CSR REPORT 2025
INFORMATIONS ON THE COMPANY	GRI 2: General Disclosures 2021	ESRS 2	P. 2-23
ECONOMIC PERFORMANCE	GRI 201: Economic performance 2016	NA	P. 20-21
	GRI 202: Market Presence 2016		P. 18-19
	GRI 203: Indirect Economic Impacts 2016		P. 20-21
ETHICS	GRI 204: Procurement Practices 2016	ESRS G1	P. 28-29, 78-79
	GRI 205: Anti-corruption 2016		P. 30-31, 70-71
	GRI 206: Anti-competitive Practices 2016		P. 30-31, 72
	GRI 408: Child Labour 2016		P. 64-65, 68
	GRI 409: Forced or Compulsory Labour 2016		P. 64-65, 68
	GRI 418: Customer Privacy 2016		P. 64-65, 69
ENVIRONMENTAL IMPACT	GRI 102: Climate Change 2025 and GRI 305: 2016 emissions	ESRS E1	P. 27, 80-83
	GRI 103: Management Approach		P. 27, 80-83
	GRI 301: Materials 2016	ESRS E5	P. 27, 83
	GRI 306: Effluent and waste 2020		P. 27, 83
	GRI 308: Environmental assessment of suppliers 2016	ESRS E1	P. 27, 28-29, 78-79, 80-83

REPORTING THEME	GRI NORM	CSRD NORM	CORRESPONDING PAGES IN THE CSR REPORT 2025
SOCIAL IMPACT	GRI 401: Employment 2016	ESRS S1	P. 28-29, 74-75
	GRI 402: Labour Management Relations 2016		P. 28-29, 74-75
	GRI 403: Occupational Health and Safety 2018		P. 28-29, 74-75
	GRI 404: Training and Education 2016		P. 28-29, 74-75
	GRI 405: Diversity & Equal Opportunity 2016		P. 28-29, 74-75
	GRI 406: Non-discrimination 2016		P. 28-29, 74-75
	GRI 414: Social assessment of suppliers 2016	ESRS S2	P. 28-29, 78-79
	GRI 410: Safety Practices 2016	ESRS S4	P. 28-29, 74-75
	GRI 413: Local Communities 2016	ESRS S3	P. 28-29, 76-77
	GRI 415: Public Policies 2016	ESRS S4	P. 30-31, 62

# OUR GUIDELINES AND PUBLICATIONS

IDEMIA Public Security has developed a suite of publications—brochures, charters, and policies—that formalize and explain its commitments to ethics and social and environmental responsibility. These publications provide a framework for all actions undertaken by IPS and its partners.

## EXPLAINING OUR IMPACT



In the field of biometrics, ethics is the foundation of trust. As market leaders, our biometric algorithms are recognized for both their performance and their fairness—two requirements that go hand in hand. At every stage, we incorporate the highest ethical standards into the design and deployment of our solutions. This commitment underpins the trust placed in us by our clients and the public. These commitments are outlined in the brochure **Building a Sustainable, Inclusive and Ethical Future with Smart Biometrics Solutions**.

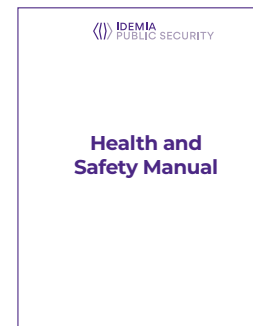


The brochure **Building a Sustainable, Inclusive, and Ethical Future in the Travel & Transport Sector** outlines the approach taken by the Travel and Border Control Business Line (Transport & Travel) to contribute to IDEMIA Public Security's IMPACT 2030 CSR strategy.

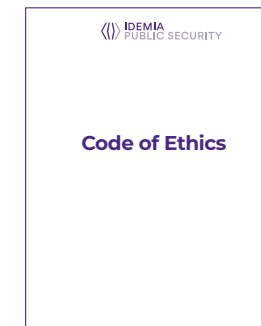
## FINDING US

- › **WEBSITE** <https://www.idemia.com/>
- › **LINKEDIN** <https://www.linkedin.com/company/idemia-public-security/>
- › **YOUTUBE** <https://www.youtube.com/@IDEMIA>
- › **INSTAGRAM** [https://www.instagram.com/idemia\\_ps?igsh=dWpicHdoZWI3cG4w](https://www.instagram.com/idemia_ps?igsh=dWpicHdoZWI3cG4w)

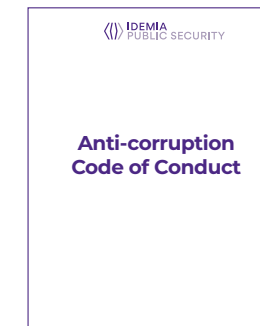
## FORMALIZING THE STANDARDS THAT GUIDE OUR ACTION



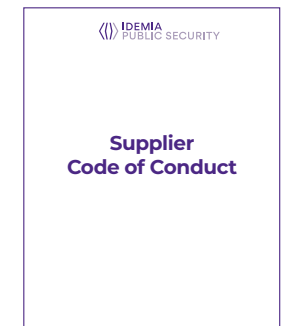
IDEMIA Public Security places the health and safety of its employees at the heart of its priorities. This priority is rooted in a culture of prevention, formalized through a **Health and Safety Manual** that sets out the rules and best practices for ensuring a safe work environment and managing risks on a daily basis.



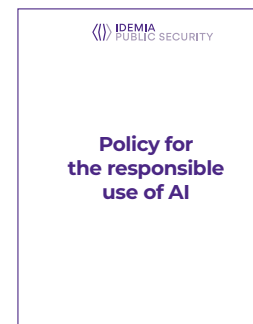
Ethics is a constant requirement for IDEMIA Public Security. Compliance with ethical standards applies at every stage of its employees' professional activities. Anyone recruited by or working for IPS must act with integrity and, as such, adhere to the ethical principles set forth in its **Code of Ethics**.



Compliance within IDEMIA Public Security aims to identify and prevent any risk of corruption, in accordance with the applicable laws in each of our areas of operation. To achieve this, all employees must adhere to the principles of conduct set forth in the **Anti-Corruption Code of Conduct**.



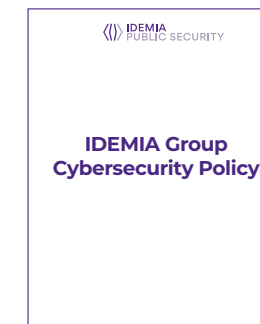
The **Supplier Code of Conduct** applies to all suppliers that provide goods or services to IDEMIA Public Security or any of its subsidiaries and affiliates. It sets out the requirements that these suppliers must comply with in their business relationship with IDEMIA Public Security, as well as those they are required to implement within their own supply chain. These requirements cover, in particular, business ethics, working conditions and employment practices, the environment, health and safety, data protection, as well as reporting and auditing.



At IDEMIA Public Security, we consider ethical principles regarding artificial intelligence (AI) to be an absolute responsibility. We have implemented various policies and processes, including a **Policy for the Responsible Use of AI** aimed at ensuring that any bias is eliminated from the development process of AI-powered algorithms so that there are no repercussions in the real-world deployment of our solutions. The development process of our algorithms is always under human control, and decision-making is carried out by humans.



The **policy on compliance with export regulations** aims to ensure adherence to the various regulations governing or restricting the export of IDEMIA Public Security technologies.



The **IDEMIA Group Cybersecurity Policy** aims to define the reference framework and common principles enabling a consistent and uniform management of cyber risk across the Group. It establishes the necessary requirements and guidelines to ensure a robust and sustainable level of protection for information systems, while guaranteeing compliance with clients' contractual requirements, applicable regulations, and certification standards. This policy is fully implemented within IDEMIA Public Security.



The **Quality, Environment, Health & Safety Policy**, published in 2026, defines the principles and operational requirements applicable in these areas that all IPS employees must adhere to. It aims to continuously improve IPS's performance.

IDEMIA Public Security would like to thank all employees who were involved in the preparation of this document. Design and production: HAVAS Paris. Photo credits: Ecovadis (p. 38); Getty Images (p. 18-19, 20-21); ISO (p. 38); Istock (p. 55, 67, 40-41, 50, 55, 63, 67, 84); ISO (p. 38); IDEMIA Public Security – all rights reserved.

# APPENDIX

## SOURCES AND METHODOLOGICAL PRECISIONS REGARDING OUR DATA

PAGES DU RAPPORT	DATA	STUDIES AND REFERENCES	METHODOLOGICAL PRECISIONS
P. 9	IPS is #1 for facial recognition solution fairness according to NIST evaluation.	Face Recognition Technology Evaluation (FRTE) 1:1 Verification	The algorithm <b>idemia_011</b> presents the lowest Gini coefficient to date (0.25), indicating that it is the least sensitive to demographic variations in the False Matching Rate, the least biased.
P. 17	IDEMIA Public Security is #1 in the IREX105 test for iris identification.	IREX 10: Identification Track	At the time of submission (2023-06-13), the matcher <b>idemia_02</b> achieved the lowest False Negative Identification Rate (0.0078 at FPIR = 0.01), indicating it was the most accurate matcher across the NIST datasets.
P. 17	IDEMIA Public Security is #1 according to the US government evaluation (US DHS Rally) for facial recognition in high flow environments (VALIDE en 2025).	IDEMIA Wins the Department of Homeland Security's Annual Biometric Technologies Rally – IDEMIA North America	A copy of the 2021 Rally results can be found at: <a href="https://mdtf.org/Rally2021/RequestResults">https://mdtf.org/Rally2021/RequestResults</a>
P. 17	IDEMIA Public Security is #1 in the PFT III test for fingerprint authentication efficiency in 2025.	Proprietary Fingerprint Template > Results > PFT III	idemia+0005 has the lowest False Negative Identification Rate at the time of submission on the four datasets of the bench.
P. 17	IDEMIA Public Security is #1 in the US government test (US DHS RIVTD) for digital authentication and verification using facial recognition in 2025.	<a href="https://mdtf.org/rivtd/Results2023?Length=0">https://mdtf.org/rivtd/Results2023?Length=0</a> IDEMIA Public Security Achieves Top Position in RIVTD Evaluation for Biometric Accuracy and Fairness by the Department of Homeland Security   IDEMIA	
P. 19	IDEMIA Public Security is N°1 worldwide for its biometrics analytics software dedicated to law enforcement.	ELFT > ELFT API 1.x	IDEMIA has the lowest False Negative Identification Rate on most of the use cases of the NIST bench.
P. 19	IDEMIA Public Security is #1 in independant test in biometrics algorithms (iris and fingerprints recognition).	ELFT > ELFT API 1.x IREX 10: Identification Track	Résultats : Idemia has the lowest False Negative Identification Rate on most of the use cases of the NIST bench : At the time of submission (2023-06-13), the matcher <b>idemia_02</b> achieved the lowest False Negative Identification Rate (0.0078 at FPIR = 0.01), indicating it was the most accurate matcher across the NIST datasets.

PAGES DU RAPPORT	DATA	STUDIES AND REFERENCES	METHODOLOGICAL PRECISIONS
P. 20	IDEMIA Public Security is #1 in the rankings of biometrics algorithms used in products.	ELFT > ELFT API 1.x IREX 10: Identification Track	Results: Idemia has the lowest False Negative Identification Rate on most of the use cases of the NIST bench. At the time of submission (2023-06-13), the matcher <b>idemia_02</b> achieved the lowest False Negative Identification Rate (0.0078 at FPIR = 0.01), indicating it was the most accurate matcher across the NIST datasets.
P. 20	IDEMIA Public Security is #1 in the field of biometrics applied to law enforcement and police operations.	<a href="https://www.biometricupdate.com/202503/idemia-public-security-tops-latest-nist-fingerprint-evaluations">https://www.biometricupdate.com/202503/idemia-public-security-tops-latest-nist-fingerprint-evaluations</a>	There are three major international benchmarks for the fingerprint technology used in AFIS applications: <b>NIST PFT (soon FRIFTE One-to-One Comparison)</b> 1-to-1 proprietary 01 Oct 2024 (PFT III) #1 on all dataset <b>NIST ELFT (soon FRIFTE M1N)</b> Latent prints 26 Feb 2025 (ELFT) #1 on all datasets / most use cases <b>NIST FRIFTE E1N (formerly FpVTE)</b> 1-to-many 18 Nov 2015 (FRIFTE E1N) #1 on all tests
P. 20	Ranked No. 1 in independent tests of biometric algorithms (iris, and fingerprint recognition)	ELFT > ELFT API 1.x > Results: Idemia has the lowest False Negative Identification Rate on most of the use cases of the NIST bench. IREX 10: Identification Track	At the time of submission (2023-06-13), the matcher <b>idemia_02</b> achieved the lowest False Negative Identification Rate (0.0078 at FPIR = 0.01), indicating it was the most accurate matcher across the NIST datasets. ELFT > ELFT API 1.x > Results Supplemental information regarding NIST's Evaluation of Latent Friction Ridge Technology
P. 21	99,93 % accuracy rate for our easy-to-use solutions, according to NIST.	IREX 10: Identification Track	The algorithm <b>idemia_012</b> achieved a False Negative Identification of 0,0007 in the test Mugshot vs Mugshot with a database size of 1,600,000 in this NIST bench, assimilable to an accuracy rate of 99,93%.
P. 52	STORM ABIS, recognized for its outstanding performance and ranked No. 1 by NIST for latent fingerprint searches (uses matching algorithms ranked first by NIST for latent fingerprint searches).	ELFT > ELFT API 1.x	Results : Idemia has the lowest False Negative Identification Rate on most of the use cases of the NIST bench.
P. 61	IDEMIA Public Security is #1 in the NIST proprietary fingerprint template (PFT) III benchmark on all datasets.	Proprietary Fingerprint Template > Results > PFT III	idemia+0005 has the lowest False Negative Identification Rate at the time of submission on the four datasets of the bench.
P. 61	IDEMIA Public Security is #1 in fairness, demonstrating a lack of bias for NIST face recognition technology evaluation (FRTE).	<a href="https://pages.nist.gov/frvt/html/frvt11.html">https://pages.nist.gov/frvt/html/frvt11.html</a>	The algorithm <b>idemia_011</b> has the lowest Gini coefficient FMR Gini (0,25) , indicating that it is the least sensitive to demographic variations in the False Matching Rate, the least biased.
P. 61	IDEMIA Public Security is #1 in NIST evaluation latent fingerprint (ELFT) benchmark for forensic identification.	ELFT > ELFT API 1.x	Idemia has the lowest False Negative Identification Rate on most of the use cases of the NIST bench.

# Unlock the world

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