



**Building a Sustainable,
Inclusive, and Ethical
Future in the Travel
& Transport Sector:
Upholding IDEMIA
Public Security's Corporate
Social Responsibility**





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Introduction

Environmental and societal sustainability are no longer niche concerns for a few NGOs; they are essential to ensure a brighter future for successive generations. Today, citizens increasingly expect companies and organizations to take responsibility for their impact, and these expectations extend to the travel industry. Travelers are demanding sustainable practices and holding the industry accountable to high standards.

IDEMIA Public Security (IPS) is proud to support the travel industry on this journey. We recognize that we are just one link in the chain toward sustainable travel. Our responsibility extends beyond delivering technological solutions. Guided by our motto, «Unlock the world,» we aim to empower stakeholders to build safer, fairer communities where people can live, interact, and move freely.

Our sustainability efforts are embedded in IDEMIA Group's corporate social responsibility (CSR) program, IMPACT. We strive for innovative, responsible, and inclusive solutions that promote long-term sustainability. This includes adapting to changes in legislation, evolving customer expectations, and global crises—challenges we have both an obligation and a readiness to address and support.



SECTION 1

IMPACT:

**A group-wide
commitment
to CSR excellence**

“

Our commitment to sustainability is rooted in our core values of integrity, innovation, and accountability. We understand that sustainable business practices are essential not only for mitigating risks and enhancing long-term profitability but also for fostering resilience in the face of global challenges such as climate change, social inequality, and resource depletion.



Pierre BARRIAL
President & CEO
IDEMIA Group

2023 CSR Highlights



-14%

energy
CO2 impact
since 2019



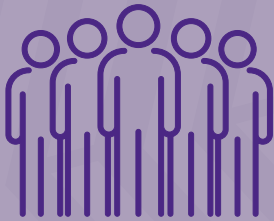
-30%

water
consumption
since 2019



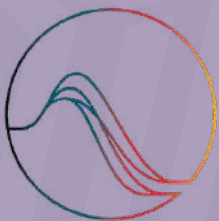
x13

**renewable
electricity**
in the past 3 years



335 people trained
in our skilling center
in India

95% placed



SCIENCE
BASED
TARGETS

**committed
to submit carbon
reduction
strategy**





83%
waste
recycled



83%
suppliers
assessed by EcoVadis



32,9%
Women
in the workforce



150 community
actions

7500 employees
involved




1. Our IMPACT program: Structured for meaningful change

This program is structured around five pillars that engage both our internal and external stakeholders to drive meaningful changes. We aim to reduce our carbon footprint by 25% by 2025, champion one group-wide initiative per year, and monitor the sustainability performance of at least 80% of our key suppliers, among other goals. Since its launch, the program has evolved to include new challenges and seize emerging opportunities. In a rapidly changing landscape of regulations and stakeholder expectations, we continuously evaluate our performance and adapt our road map accordingly.

- a) **Environmental responsibility:** Reduce carbon emissions, adopt eco-design, and promote sustainable innovation.
- b) **Social promise:** Enhance inclusivity, protect privacy, and empower communities.
- c) **Governance excellence:** Uphold ethical business practices and foster transparency.
- d) **Innovate for good:** Leverage cutting-edge technology for societal benefit.
- e) **Employee engagement:** Promote health, safety, and continuous improvement within our workforce.

These pillars encompass 16 priorities and align with 12 United Nations Sustainable Development Goals, highlighting our global commitment to international best practices.



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

<div style="background-color: #e91e63; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">1</div> <div style="font-size: 10px; margin-right: 5px;">NO POVERTY</div> </div> <ul style="list-style-type: none"> › Financial inclusion is a key transformation on which development depends. › New forms of money for financial inclusion, accelerate the migration from cash to digital money. 	<div style="background-color: #e91e63; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">10</div> <div style="font-size: 10px; margin-right: 5px;">EQUALITY</div> </div> <ul style="list-style-type: none"> › Common Career framework across the Group › Hiring goals focused on the female population › Internal mobility policy
<div style="background-color: #4caf50; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">3</div> <div style="font-size: 10px; margin-right: 5px;">GOOD HEALTH AND WELL-BEING</div> </div> <ul style="list-style-type: none"> › Employee Assistance Program (EAP) supports our employees personally and professionally. › Helping employee with the hybrid work model. 	<div style="background-color: #ffc107; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">12</div> <div style="font-size: 10px; margin-right: 5px;">RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div> <ul style="list-style-type: none"> › ISO14001 standard in all our production sites › Energy savings program & increase renewable energies › Using recycled PVC (GREENPAY & GREENCONNECT products) › Reducing the environmental impact of our products (VisionPass SP)
<div style="background-color: #e91e63; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">4</div> <div style="font-size: 10px; margin-right: 5px;">QUALITY EDUCATION</div> </div> <ul style="list-style-type: none"> › Dedicated Employee Resource Group. › India's skilling center for underprivileged youth & Global Alliance for Youth partnership. 	<div style="background-color: #4caf50; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">13</div> <div style="font-size: 10px; margin-right: 5px;">CLEAN WATER AND SANITATION</div> </div> <ul style="list-style-type: none"> › CO2 emissions strategy › CSR fundamentals training › Communication and workshops to raise awareness
<div style="background-color: #e91e63; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">5</div> <div style="font-size: 10px; margin-right: 5px;">GENDER EQUALITY</div> </div> <ul style="list-style-type: none"> › Dedicated Employee Resource Group › Hiring goals to increase the number of women in our workforce and promote gender equity 	<div style="background-color: #2196f3; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">14</div> <div style="font-size: 10px; margin-right: 5px;">CLEAN WATER AND SANITATION</div> </div> <ul style="list-style-type: none"> › Wastewater Treatment Plant in our Yumbo site (Colombia)
<div style="background-color: #00bcd4; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">6</div> <div style="font-size: 10px; margin-right: 5px;">CLEAN WATER AND SANITATION</div> </div> <ul style="list-style-type: none"> › Environment Management System (ISO14001:2015) in all our production sites › Water & Hazardous Waste management resources for reporting and monitoring 	<div style="background-color: #4caf50; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">15</div> <div style="font-size: 10px; margin-right: 5px;">LIFE ON LAND</div> </div> <ul style="list-style-type: none"> › Joined the World Cleanup Day › Biodiversity impact study of sites (ie. Osny in France)
<div style="background-color: #e91e63; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">8</div> <div style="font-size: 10px; margin-right: 5px;">DECENT WORK AND ECONOMIC GROWTH</div> </div> <ul style="list-style-type: none"> › Revised ethic charter and HR Policy › Employee Resource Groups & Internal training › Modern Slavery Statement 	<div style="background-color: #2196f3; color: white; padding: 5px; display: flex; align-items: center;"> <div style="font-size: 12px; margin-right: 5px;">16</div> <div style="font-size: 10px; margin-right: 5px;">THE PAUSE</div> </div> <ul style="list-style-type: none"> › Modern Slavery Statement › Anti-Bribery and corruption (part of the mandatory training for every employee) › Whistleblowing line



ENVIRONMENT



ETHICS



COMMUNITIES

impact



PEOPLE



CUSTOMERS



Driven by our responsibility to people and the planet, IDEMIA Group's IMPACT program leads transformative change across our business. **Our goal is to ensure that our technologies promote opportunities and ethics, protect human rights, and create a sustainable future.** Over time this will build trust, support inclusivity, and deliver long-lasting value to all stakeholders and communities in which we operate.

2. IDEMIA's certifications and accreditations

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

a. EcoVadis Platinum Certification:

IDEMIA has been awarded Platinum certification by EcoVadis for three consecutive years (2021–2023) as part of an annual assessment of our CSR performance, progress, and effectiveness. This recognition places us in the top 1% of companies globally for CSR excellence. It underscores our achievements across key areas, including Environment, Labor & Human Rights, Ethics, and Sustainable Procurement - core pillars of our IMPACT program.

b. ISO certifications:

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

- ISO 9001: Quality Management Systems
- ISO 14001: Environmental Management Systems
- ISO 27001: Information Security Management Systems
- ISO 37001: Anti-Bribery Management Systems
- ISO 45001: Occupational Health and Safety Management Systems



Click on the link to find out more about IDEMIA's CSR program.

[IDEMIA_CSR_REPORT_2023-202406.pdf](#)



EcoVadis

› EcoVadis is a sustainability platform that assesses companies' Corporate Social Responsibility (CSR) practices through four key areas:

- Environmental impact
- Labor and human rights
- Ethics
- Sustainable procurement

› In 2023, our EcoVadis score jumped from 75/100 to 78/100, reflecting progress in labor and human rights practices, alongside sustainable procurement initiatives.

› This score positions IDEMIA among the top 1% of all participating global corporations.

For the 3rd consecutive year, IDEMIA is certified platinum (highest level)

The Carbon Project Disclosure (CDP)

› This global non-profit organization encourages companies to disclose their environmental impact, particularly their carbon emissions and climate-related information.

› Participating in the CDP enhances transparency regarding our environmental actions and impact.

ISO

› ISO certifications provide a recognized framework for meeting regulatory requirements and implementing best practices. These standards help streamline processes, improve quality, demonstrate our environmental, health and safety commitments and improve customer satisfaction.

› In 2023, the following IDEMIA sites became ISO certified:

- ISO 9001 (Quality) 66
- ISO 14001 (Environment) 20
- ISO 27001 (Information Security) 15
- ISO 45001 (Health and Safety) 12

SECTION 2

IDEMIA Public Security's dedication to the IMPACT program



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



Matt COLE
CEO
IDEMIA Public Security

Aligned with our sustainability goals, we work hard to minimize the environmental footprint of our solutions, encourage diversity and inclusivity within our workforce, and enhance community well-being. By supporting educational initiatives and collaborating with public entities, IPS is helping to create safer and more secure environments worldwide.

WE AIM TO:

REDUCE OUR CARBON EMISSIONS BY 25% BY THE END OF 2025

INCREASE FEMALE REPRESENTATION IN OUR WORKFORCE

ACCELERATE THE DROP OF SCOPE 3 EMISSIONS

MAINTAIN OUR LEADERSHIP IN BIOMETRICS,
PRIORITIZING PRIVACY, RIGHTS, AND FAIRNESS

ENSURE COMPLIANCE WITH THE CSR DIRECTIVE (CSRD)

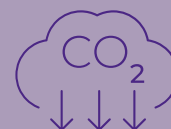
DEVELOP A RECYCLING PROGRAM

ESTABLISH A COMMUNITY IMPACT INDEX

01

IPS's achievements in 2024

- Monitored electricity consumption across all IPS sites.
- Launched four Life Cycle Assessment procedures.
- Trained all IPS purchasing teams on responsible procurement.
- Evaluated key suppliers worldwide on their CSR commitments.
- Established a code of conduct for partners integrated into our enterprise resource planning.
- Advanced preparations for CSRD compliance.
- Updated ethical charter and policies to address conflicts of interest, whistleblowing, and anti-corruption.
- Promoted diversity and inclusion through various regional initiatives.



Additionally, we are lowering the carbon footprint associated with customer site visits by opting for remote meetings and utilizing online collaborative tools.

02

IPS roadmap - Our vision & priorities

IPS have a clear ambition to intensify efforts to integrate CSR into everything we do!

- Carbon neutrality: We are accelerating the decarbonization of our operations, with our carbon reduction roadmap under validation by the Science Based Targets initiative. Our goal is to align with scientific recommendations to keep global warming below 1.5°C. A key step will be developing a tool to calculate the carbon emissions of our equipment and systems.
- Circular economy and responsible innovation: Building on the four LCAs conducted in 2024, we will shrink the carbon footprint of the assessed equipment and systems. We will also explore product end-of-life handling services with customers.
- Inclusion and diversity: We are activating the Women in IDEMIA network and strengthening employee resource groups. In addition to that, the IPS Ambassador network will help drive CSR initiatives across all regions and teams.
- Regulatory compliance and team autonomy: Our first Corporate Sustainability Reporting Directive (CSRD) should be published in early 2026, based on 2025 data, ensuring transparency with customers. Furthermore, we are creating an IPS CSR FAQ to help teams answer customer questions with confidence.

SECTION 3

Advancing sustainability in travel and transport

Recognizing its significant environmental footprint, the travel industry is determined to contribute to a more sustainable future. With traffic and passenger numbers projected to nearly double by 2042, decisive actions are vital to support the sustainable growth of the travel industry.

As a trusted partner of the Travel & Transport sector, we are developing biometric-based solutions that streamline traveler journeys and boost operational efficiency, all while ensuring full compliance with regulations and privacy standards.



Tim FERRIS
Global Head - Travel & Transport
IDEMIA Public Security

1. Environmental responsibility: Reducing our carbon footprint

For decades, IPS has supported the travel industry, including government agencies, port operators, and carriers, in securing border clearance, streamlining passenger flow, and improving baggage management, with a comprehensive suite of front-end and back-end solutions.

Our dedication to reducing the carbon footprint of our equipment and systems considers their entire lifecycle, from design and manufacturing to deployment, operation, and decommissioning. We focus on eco-design in development, optimizing energy consumption, improving operational efficiency, and enabling responsible end-of-life management.

Overview of actions to reduce our environmental impact

Development of durable products

We want to create robust, long-lasting products with high Mean Time Before Failure that are easy to maintain and repair. To limit waste, we try to repair products over replacing them. We maintain a stock of spare parts and manage end-of-life components to ensure optimal maintenance and operational reliability. Additionally, we offer Level 1 training to enable customers to be autonomous, thereby diminishing the need for technical team travel.

Component sharing

For our biometric devices, we have implemented a strategy of component standardization. This enhances supply chain efficiency, streamlines stock management, enables reuse across different devices, and lowers greenhouse gas emissions.

Reduce the weight and the size of our biometric devices

As an example, for our multibiometric capture device OneLook™, the weight of the 2nd generation has been divided by 2.5 compared with the 1st generation (6.5 kg), enabling us to reduce packaging size and optimize transport/routing. OneLook™Gen 2 is also thinner and more compact, reducing the proportion of plastics in the product's composition.

Product recycling

At our Saint-Étienne-du-Rouvray production site in France, we have set up a recycling process for biometric devices that do not meet quality standards or are recalled from customers. Equipment dismantling, along with the processing of cardboard, plastic, batteries, and industrial waste, is managed by Suez. For electronic boards, cables, and screens, specialized companies Ecologic and Elec'Recyclage handle material extraction and recycling.

Life Cycle Assessment (LCA)

To benchmark and understand the carbon footprint of our products, we completed two LCAs in 2024 in partnership with EcoAct, an international climate consultancy. These assessments identify key areas for improvement, enabling us to refine our eco-design strategy.

First LCA: Focused on our standard eGate and its main components: the MFACE™ facial biometric device, display screen, passport reader, and embedded PC (results upon request).

Second LCA: Focused on the Multi-Biometric Search Services (results upon request).

Forge partnerships with eco-responsible suppliers and build a sustainable supply chain

As part of our selection process for gate providers, we prioritize their CSR approach, including their use of eco-responsible materials and sustainable production practices. We assess the CSR performance of our suppliers through the EcoVadis platform, which evaluates four key categories: Environment, Fair Business Practices, Supply Chain, and Labor & Human Rights. In 2023, we expanded our partnership with EcoVadis to cover 86% of our purchasing volume from key suppliers. Additionally, our suppliers undergo regular audits and inspections to ensure ongoing compliance with CSR requirements.

Choose materials thoughtfully

For the development of the ALIX™ Arch image capture module, we opted for aluminum over iron. Aluminum is notably lightweight, leading to lower energy consumption during production and transportation. Its weight also enables more efficient logistics, allowing larger quantities to be transported at the same cost. Furthermore, cast aluminum's excellent corrosion resistance ensures enhanced durability, minimizing maintenance requirements and extending the product's life cycle.

Reduce energy consumption

We continuously work to optimize the energy consumption of all our products, selecting standby mode operation for equipment and cloud deployment of systems where possible.

OneLook™Gen2: The second generation of our multibiometric device, OneLook™, consumes three times less energy than the first. We slashed its energy consumption from 180 watts to 60 watts.

ALIX™ Arch: The ALIX™ Arch image capture module features an energy-efficient lighting system that activates only when a bag enters the capture zone and switches to standby mode when no luggage is detected. Furthermore, it incorporates LED bulbs to decrease energy consumption.

ALIX™ Core: Deployed as a Solution as a Service (SaaS) in the cloud, ALIX™ Core operates in an on-demand mode, entering standby when not in use. This approach optimizes virtual server utilization, consuming resources only as needed for a defined period. Cloud deployment also considerably lowers energy consumption and greenhouse gas emissions compared to traditional on-premises solutions. To further our sustainability goals, we have chosen Amazon Web Services as our hosting partner, recognizing its strong pledge to sustainability and responsible business practices. We can therefore confidently declare that ALIX Core is carbon-neutral!

MBSS in the cloud: Similarly, our Multi-Biometric Search Services (MBSS) benefits from cloud deployment, contributing to energy efficiency and sustainability.

Committed to our customers



Air France is already using our ALIX™ baggage identification solution as part of the RecoPhoto program. In alignment with Air France's CSR vision, IPS has signed its Supplier Sustainability Code of Conduct.

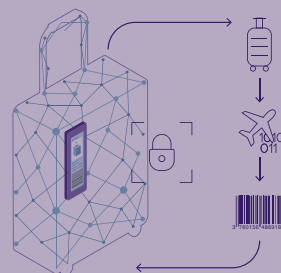
Air France requires all suppliers to comply with applicable environmental regulations at local, national, and international levels.

As a supplier, we endeavor to proactively curtail environmental effects and implement a management system to identify, control, and mitigate substantial risks.



Optimize existing infrastructures

We design our solutions, including **ALIX™** and **Traveler IMP**, to seamlessly integrate with your existing IT environment and equipment.



ALIX™: Our AI-powered luggage identification solution consists of two advanced plug-and-play modules: **ALIX™ Arch** and **ALIX™ Core**:

- **ALIX™ Core:** This SaaS cloud platform ensures smooth integration into the luggage handling ecosystem through:
 - standard APIs for easy integration with other applications.
 - a ready-to-use web interface.
 - scalable architecture that accommodates future capacity needs with no additional work.
 - compliance with IATA Baggage Information Messages Recommended Practice (RP 1745).
- **ALIX™ Arch:** This high-quality image capture module offers an easy rollout process, particularly through its plug-and-play design, allowing it to be installed directly onto the baggage handling system conveyor without modifications to the existing infrastructure.

Traveler IMP: Our biometric identity management solution, designed to streamline traveler flow, offers the following benefits:



- Optimization of existing IT resources: Deployed in virtualized environments, it leverages your current infrastructure.
- Use of standardized APIs: Traveler IMP can be replaced or upgraded without affecting your existing equipment.
- Smooth deployment: With a plug-and-play design, our identity management platform simplifies integration with your current systems.

Innovate for good

IPS's passenger flow facilitation solutions drive sustainable innovation by enhancing airline operations and supporting on-time performance (OTP). Our biometric kiosks and automated gates expedite passenger processing, decreasing delays and improving resource usage. Advanced software and real-time data analytics increase visibility into passenger flow, enabling airlines to quickly address disruptions and maintain schedule integrity. By streamlining operations, IPS helps airlines meet OTP targets while aligning with CSR goals. We also develop eco-friendly digital identity solutions that eliminate the need for printed documents.

Improve operations at land borders

IPS is working on solutions for rapid, automated clearance of passengers in vehicles and on bikes. This expedited border process reduces processing time, queues, and idle vehicle time and lowers CO2 emissions

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

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

People-centric design

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

Custom gates for families and people with disabilities:

Our solutions, deployed in major international airports and other locations, cater to the diverse needs of global travelers, ensuring that everyone, regardless of age or ability, can benefit from our technology.

On-the-go multi-passenger processing:

We have developed a free-flow solution where barriers and doors are removed. Powered by our advanced facial recognition algorithms—widely recognized as the most accurate and fair in the market—this solution enables real-time traveler tracking, simultaneous multi-face capture, and accurate identification. Designed to eliminate friction, it allows groups of travelers to pass securely

without stopping, thus limiting queues, ultimately ensuring a stress-free travel experience.

Mobile ID app adapted for visually impaired users:

To comply with the ADA Act in the USA, two UX design teams worked on improving the mobile ID app to enable visually impaired individuals to create their digital ID from the comfort of their homes. Their efforts focused on two key steps:

- **ID document capture:** For users unable to see their screen, voice command guides them through the document capture phase.
- **Face capture with liveness detection:** During the selfie process, users can now benefit from a fully passive liveness experience. They are simply instructed to position their face in the center of the screen and move the phone toward them, with voice-over support.

This breakthrough was made possible by our R&D teams in the USA, France, and Poland, who go above and beyond to support our customers.



Develop fair and ethical biometric solutions

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

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

European AI Act

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

Empowering people everywhere

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



Supporting local and indigenous communities

In Australia, supporting indigenous communities is integral to our company culture. Our Australian subsidiary has partnered with indigenous organizations, such as a stationery supplies provider, and continues to prioritize indigenous vendors that align with our price range. We are also developing an indigenous design for use across various materials, including email signature blocks. This design serves as a symbol of support for First Nations people, with a shared acknowledgment of the Traditional Custodians of the land.

Additional initiatives

- **Making donations:** We contribute to families and individuals in need.
- **World Cleanup Day:** We participate globally in environmental cleanup efforts.
- **Supporting NGOs:** We partner with organizations like Friends of the Disabled Society and Thye Hua Kwan Moral Charities in APAC and Cancer Council Australia to support local initiatives.
- **Mental health:** In France, every IDEMIA employee can benefit from psychological support, enabling them to have one session a month with a qualified psychologist.



3. Investing in our employees

Promoting equal opportunity

We champion gender diversity through initiatives like the «Employee Resource Group for Women in IDEMIA» program and promote professional equality between women and men via a company agreement valid until July 13, 2026.

This agreement includes measures to enhance:

- access to employment training opportunities.
- awareness among recruiters, managers, and employees.
- gender diversity in roles and professions (e.g., setting numerical targets for women in full-time positions, management roles, and decision-making bodies).
- career development.
- fair compensation.
- work-life balance (e.g., flexible work arrangements).
- gender diversity within employee representative bodies.

Create a safe and healthy work environment

IDEMIA Group maintains 12 ISO-45001-certified sites, demonstrating compliance with international health and safety standards. We regularly conduct internal audits to uphold these standards and provide training programs to promote best safety practices among employees.

Support employees facing challenges

We assist employees experiencing personal or family difficulties by offering:

- Employee assistance programs
- Flexible leave options
- Psychological support services

Our generous parental and family leave policies also help employees balance their professional and personal lives.

Incorporate responsible digital practices

We provide specialized training to integrate responsible digital principles into everyday work.

These sessions cover:

- Sustainable product design
- Energy optimization
- Best practices for reducing the digital footprint

This ensures employees can apply these principles to their projects and operations.



4. Enhancing security and protecting privacy

Compliance with the Cyber Resilience Act

The Cyber Resilience Act (CRA) took effect in December 2024, introducing mandatory cybersecurity requirements for manufacturers and retailers of digital products. These include incident reporting, automatic security updates, and lifecycle-long protection.

IPS is steadfast in meeting CRA obligations within the prescribed timeframe. Safeguarding sensitive traveler data and protecting IT infrastructure from attacks are our main concerns, which is why our products are designed with security at their core. We are proactively implementing tools and processes to ensure full compliance.

Compliance with General Data Protection Regulation

IPS upholds the highest standards of data privacy. Our globally deployed biometric systems meet stringent regulations, including Europe's General Data Protection Regulation, ensuring sensitive personal data is handled responsibly. This helps protect against emerging threats and reinforces trust in our solutions.



Governance: Leading with integrity and transparency

We adhere to strict ethical standards across all aspects of our business, from procurement to customer engagement. Guided by our IMPACT program, we ensure all travel and border control projects are conducted transparently and in compliance with international, national, and local laws.

This includes:

- managing conflicts of interest through a clear policy requiring disclosure.
- preventing corruption risks in our operations.
- ensuring compliance with local and international regulations.



Rooting for a better future

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

By integrating CSR principles into our operations, **we deliver innovative and responsible solutions that drive a safer, more sustainable future for global travel.**

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

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

T&T Road map

- › **Conduct an audit of the ISO 14001 certification** for our R&D site in Osny, France, following its launch in 2024
- › **Update our entire product development process** to incorporate eco-design principles
- › **Endeavour to ship at least 80% of our products by sea**, reserving air transport for PoCs, urgent situations, or short lead times, while keeping it under 20%
- › **Improve the design of device packaging** to minimize the use of cardboard and foam

TRAVEL
REINVENTED
SECURITY
REDEFINED



Unlock the world

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