

OUR DIVERSITY & INCLUSION DECLARATION

At IDEMIA, our people are our greatest strength and their **diversity makes us stronger**. This diversity is therefore resolutely embedded in our company culture and values.

We believe that **our diversity is a key driver of innovation and performance** that allows us to meet the needs of our diverse set of clients and the markets in which we operate to provide cutting-edge products, solutions, and services. The individual differences of our people are the foundation of who we are at IDEMIA: a global leader contributing to making the world a safer place.

We welcome people from all walks of life; creating a workplace where diversity is embraced and respected. We believe that everyone deserves an equal opportunity to grow and reach their potential, and to be recognized for the value they bring, regardless of how they look, where they come from, who they love, or what they think.

Each of us, whatever our role within the Company, **contributes daily to inclusion** in what we say and how we act. First and foremost, it means respecting one another, treating each other as equals, and appreciating one another's contribution to our global community.

This declaration is a first step in our commitment towards diversity and inclusion, and we will continuously push to be better, together.

15,000
employees on
5 continents

80
nationalities
represented

100+
languages spoken
across the Group

31%
of employees
are women

11%
managers aged
between 26-34

41%
managers aged
between 35-44