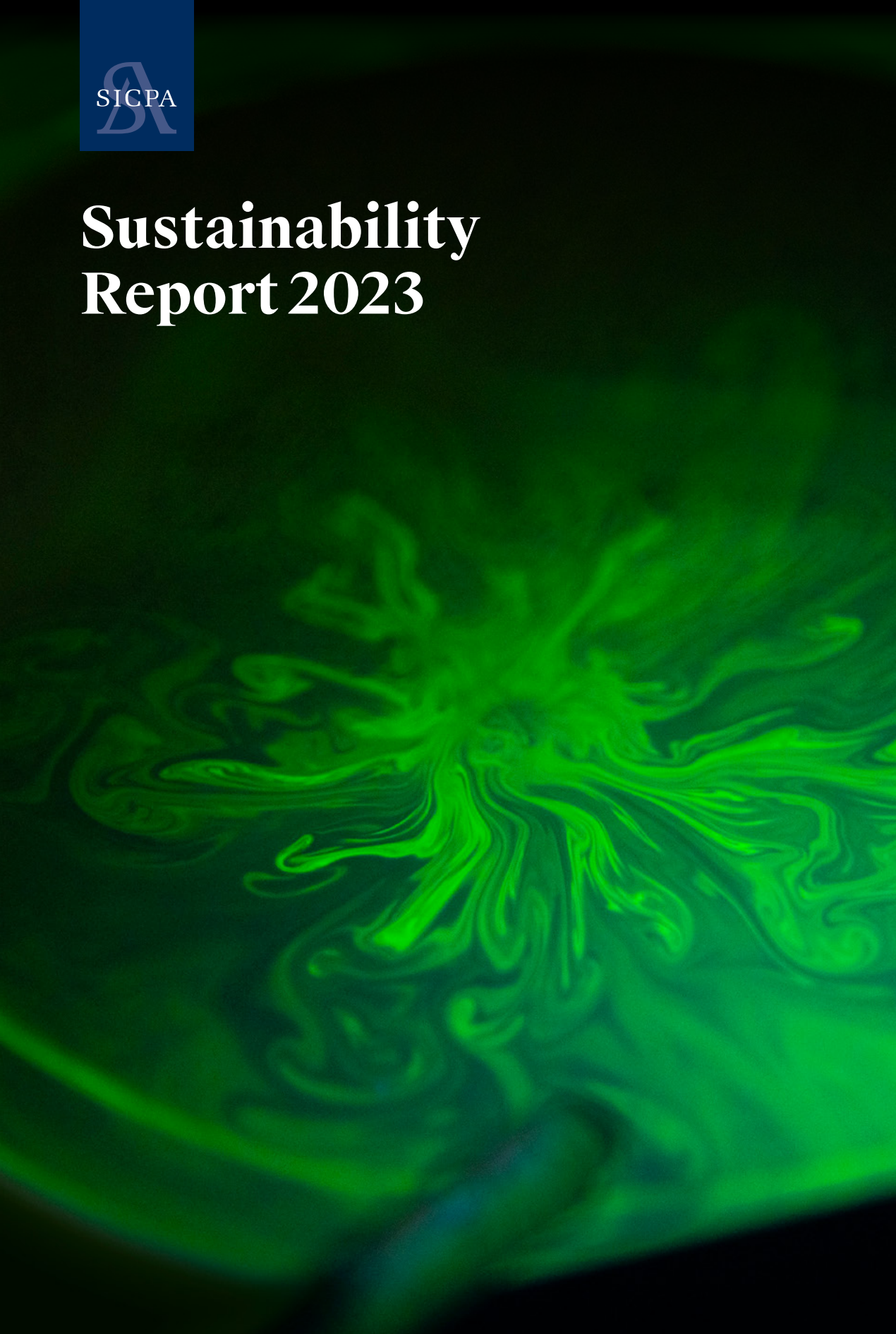




Sustainability Report 2023



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Markers Laboratory.



CEO Message

Philippe Amon
Chairman and CEO

Philippe Amon in SICPA's Headquarters, Prilly, Switzerland.
Photo © Elad Malka

As the effects of climate change remind us almost every day, the need for sustainable business practices has become more important than ever in today's world, where environmental issues and the general health of people and our planet Earth are of paramount concern.

With a heritage spanning nearly a century and our long-term vision, SICPA has consistently sought to minimise the environmental, social and economic impacts in its corporate strategy and operations, while driving positive change throughout its business activities for our customers worldwide, mainly comprising of nations and their citizens but also private companies. Through in-depth analysis, innovation and collaborative efforts, we aim to lead by example, contributing to a future that is more sustainable, more ethical and more responsible for our current generation but also the futures ones who will be impacted by our behaviour.

Focusing on our top 10 ESG priorities linked to the United Nations SDGs, we are pleased to present this 2023 Sustainability Report which demonstrates SICPA's ongoing commitment to embedding sustainability at the heart of our business on a daily basis in all departments and geogra-

phies. Our sustainability reporting complies with the standards of the Global Reporting Initiative (GRI), a globally recognised framework, renowned for its rigorous criteria and guidelines. By choosing this voluntary method, we aim to offer a transparent and comprehensive view of our sustainability efforts to all our stakeholders, affirming our pledge to a sustainable trajectory.

Our goal is to foster a culture of accountability, trust and collaboration to tackle the challenges of today and build a better future. We remain on track to achieve carbon neutrality by 2035 and our ambition is to achieve net zero emissions by 2050.

Our combined efforts can make a significant difference and contribute to a more sustainable and prosperous world.

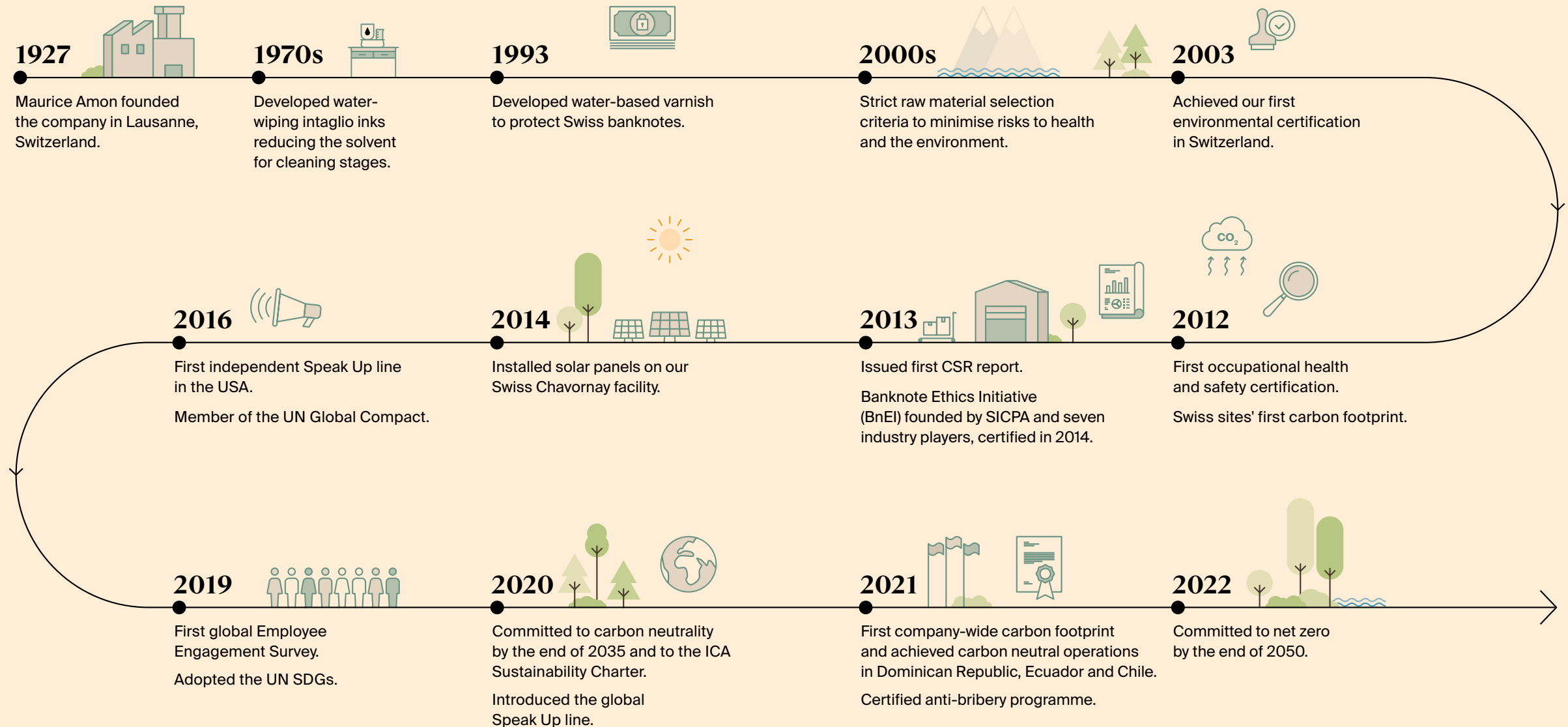
Executive summary

Security ink being produced in Switzerland.

Our sustainability legacy

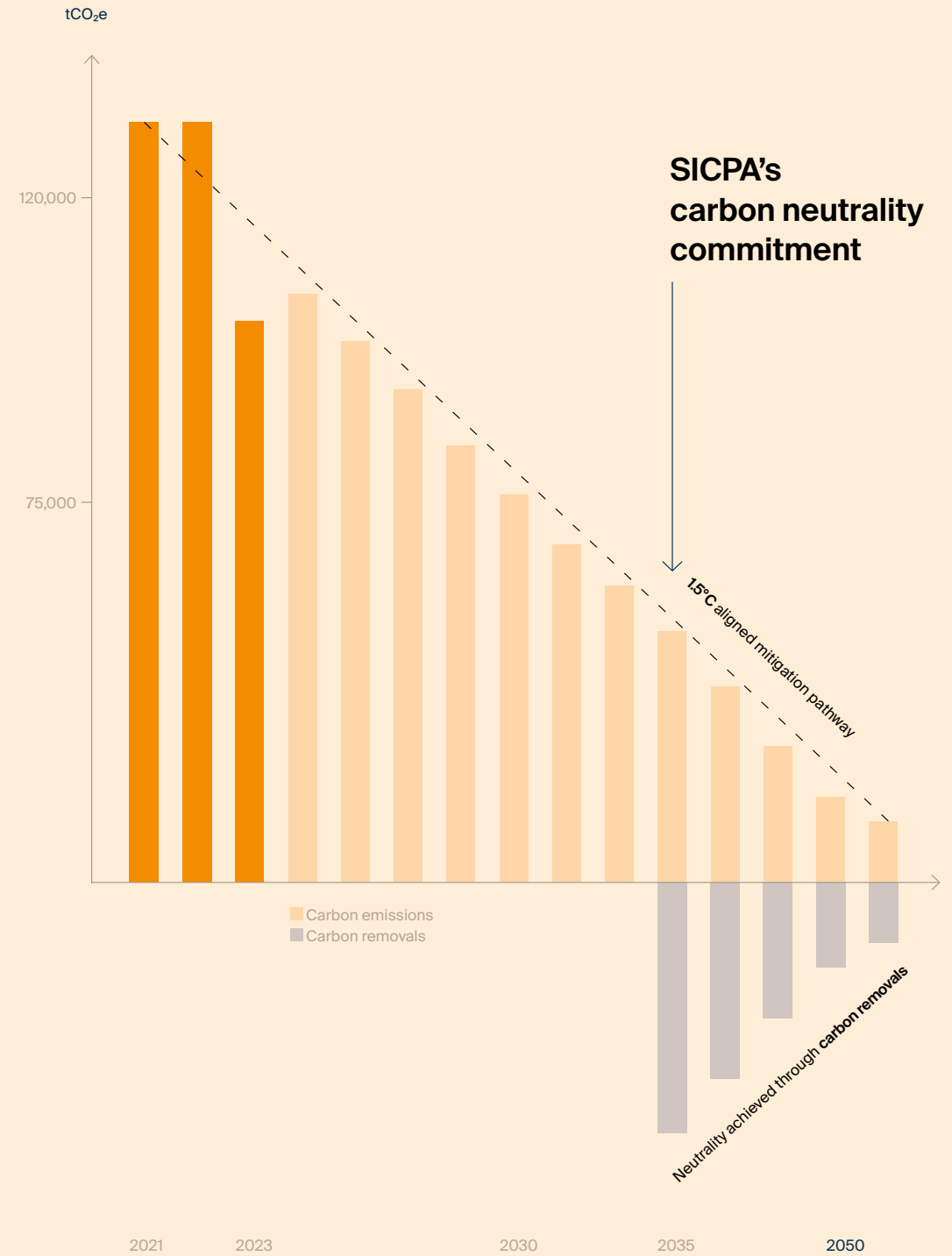
SICPA has always strived to minimise its environmental and social impact in order to contribute to a sustainable world.

For over half a century, we have implemented several programmes to improve our social and environmental performance, partnering with key stakeholders to develop safe and sustainable products and solutions for our clients and supporting local communities.



Our sustainability legacy

Between 2016 and 2019, we adopted the United Nations Sustainable Development Goals (SDGs) as a framework for sustainability, committed to carbon neutrality by the end of 2035, and since then have aimed to achieve net zero by the end of 2050.



Our sustainability approach

SICPA operates globally and is committed to acting as a responsible corporate citizen across the environmental, social, economic and governance spectrums.

SICPA updated its materiality assessment in 2022, following an initial process in 2017. It adheres to recognised methodologies that combine internal perspectives with external input from partners and customers to identify the sustainability topics the company needs to prioritise.

The resulting materiality prioritisation matrix shows 14 topics that have been identified as material and which SICPA is focusing on.



Environment

- 1 Climate change
- 2 Energy management and efficiency
- 3 Mobility
- 4 Environmental impacts of production and operations (air, water and waste)
- 5 Use and storage of hazardous substances
- 6 Sustainable packaging
- 7 Sustainable sourcing
- 8 Biodiversity



Social

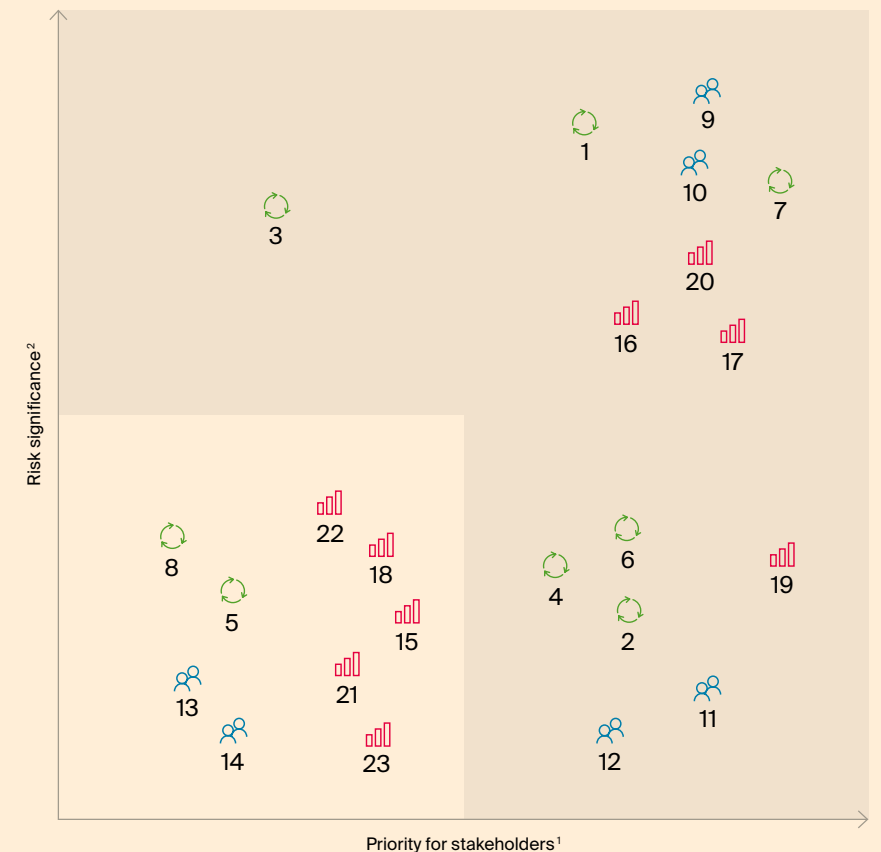
- 9 Diversity, inclusion and equal opportunities
- 10 Talent attraction, retention and development
- 11 Occupational health and safety
- 12 Working conditions and financial securities for employees
- 13 Labour relations
- 14 Engagement in local communities



Economics and governance

- 15 Economic performance
- 16 Business ethics and integrity
- 17 Environmental and social aspects of supply chain management
- 18 Responsible leadership and transparent governance
- 19 Sustainable innovation and improvement
- 20 Product safety and quality
- 21 Legal compliance
- 22 Integration of non-financial information in decision-making processes
- 23 Security and data protection

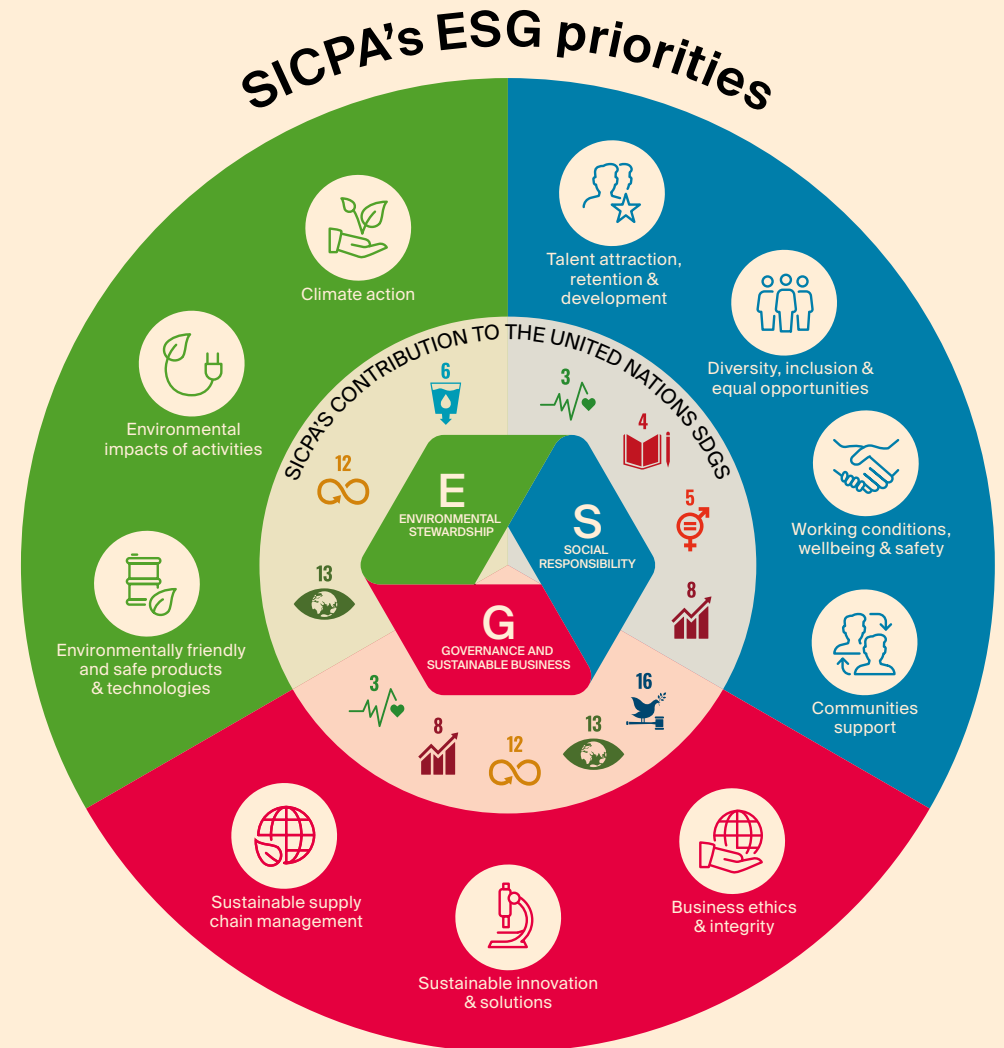
- 1 Priority for stakeholders according to the materiality assessment
- 2 Significance of negative impacts towards the economic, social and environmental fields. (Risk significance = Severity x Likelihood)



Materiality and development axes

Based on the 2022 materiality assessment, SICPA identified 10 priorities to develop its ESG-informed sustainability strategy.

The 10 priorities are linked to the accomplishment of the corresponding United Nations Sustainable Development Goals (SDGs).



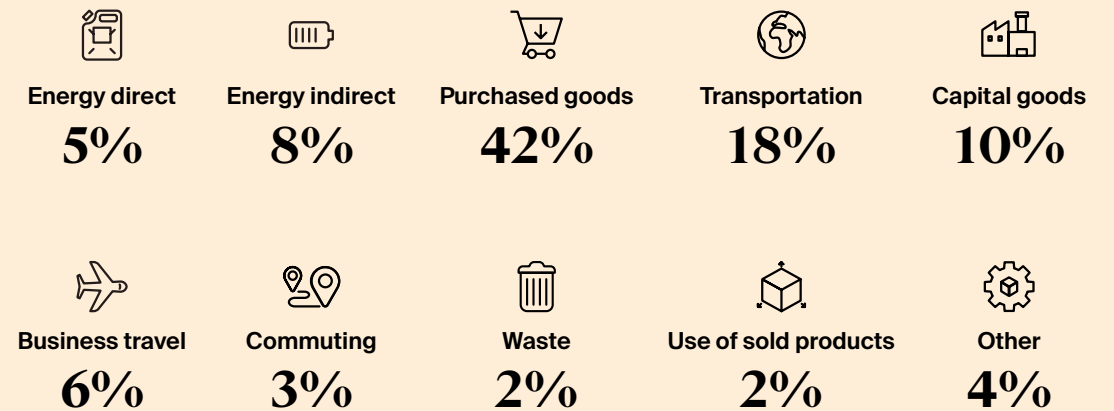
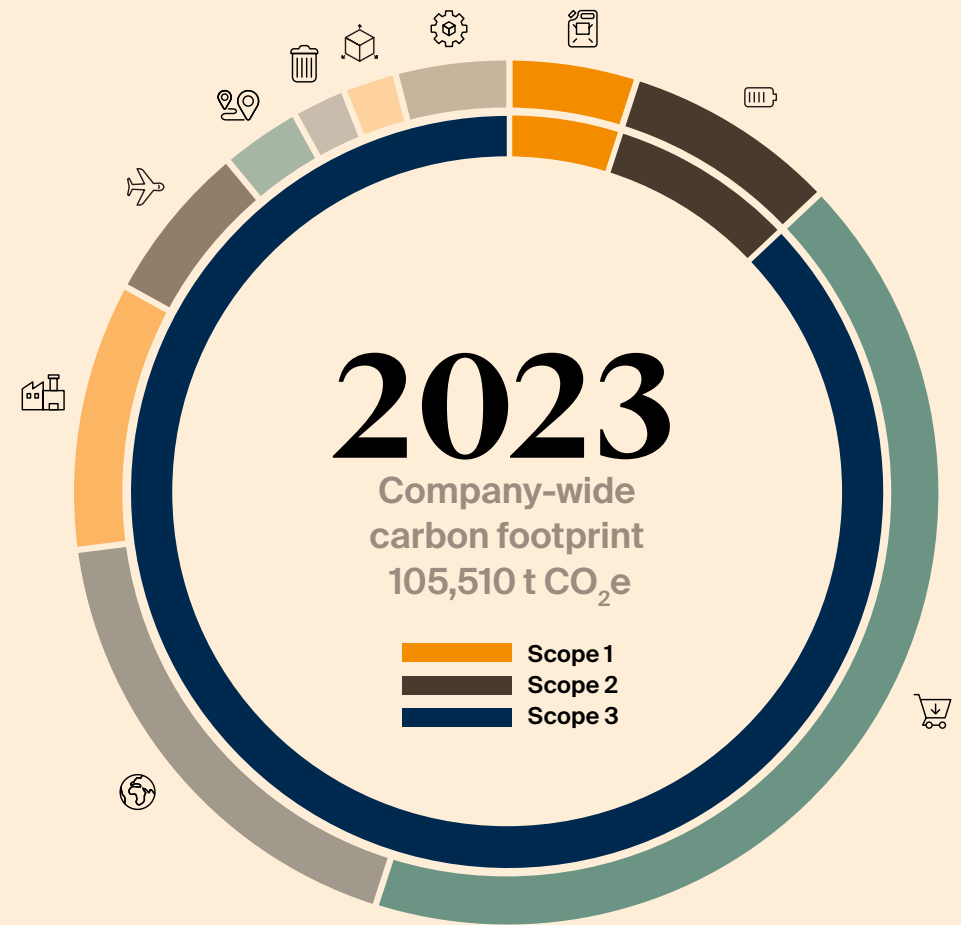
SICPA'S CONTRIBUTION TO THE UNITED NATIONS SDGS

- | | |
|------------------------------|---|
| 3 Good health and well-being | 8 Decent work and economic growth |
| 4 Quality education | 12 Responsible consumption & production |
| 5 Gender equality | 13 Climate action |
| 6 Clean water and sanitation | 16 Peace, justice and strong institutions |

Carbon footprint

In 2023, for the third year in a row, SICPA consolidated its carbon accounting across 32 sites worldwide according to the Greenhouse Gas (GHG) Protocol standard.

Total emissions amounted to 105,510 t CO₂e, representing a 1% drop over 2022 when excluding the 2022 emissions associated with the construction of the Swiss unlimitrust campus. It is the second year in a row with a reduction in emissions.

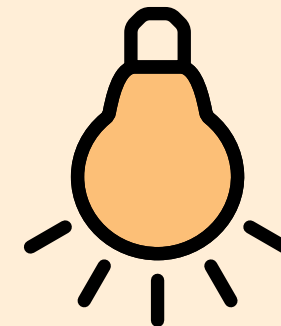


SICPA's most energy-intensive activity is the production of printing inks, predominantly at its Swiss and US sites, where mixing and processing machines have the largest installed capacity.

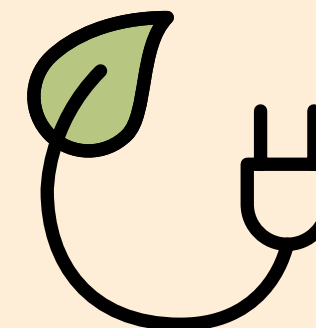
SICPA continues to develop energy reduction targets within its entities worldwide. A key priority is the installation of renewable energy production systems.

In 2023, solar panels across SICPA sites generated 1,086 MWh, a 163% increase compared to 2022.

Optimising our energy usage.



Promoting energy efficiency and the use of renewable energy sources.



SICPA's environmental impact is mainly due to its manufacturing activities and the use of chemicals in the formulation of security inks. We apply best manufacturing practices and operational controls in all our entities to minimise our environmental impact.



In 2023, 16 SICPA entities, representing 21 sites, were certified ISO 14001 (environmental management system), representing four newcomers in our certification framework.

SICPA is recognised as one of the best employers in Switzerland and enjoys a high staff retention rate (>90%).



484 new employees were hired in 2023. Employees spent an average of 26 hours of training versus 31 hours in 2022.

As society evolves and faces the challenges of technological development, digitalisation and cyber security, major efforts are being made to strengthen the expertise of our employees and attract new talent.

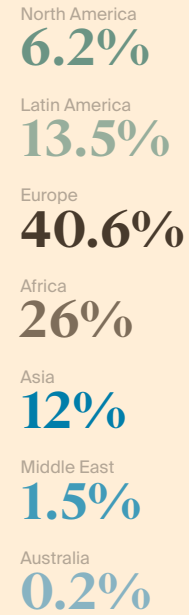
Diversity, inclusion and equal opportunities

Diversity, inclusion and equal opportunities at SICPA mean ensuring equal treatment and working conditions regardless of gender, culture or religion.

We are committed to eliminating bias and discrimination in all our internal processes worldwide.

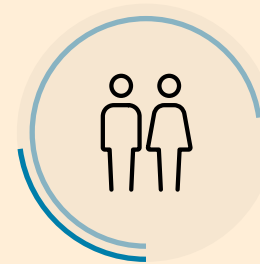
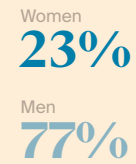
Our employees represent over 80 nationalities worldwide.

At SICPA, we believe that diversity not only strengthens the culture, but also makes the workplace more attractive, creative and stimulating, thus empowering us in the global marketplace.

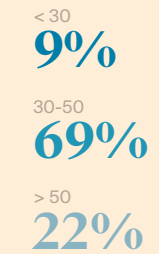


Workforce (FTE) by region (2023)

Workforce (FTE) by gender (2023)



Workforce (FTE) by age group (2023)



SICPA's Occupational Health and Safety Management System (OH&S) covers all of SICPA's employees, contractors, activities and workplaces worldwide.

The company has implemented rigorous health and safety processes, which have been recognised with ISO 45001 certification.

The company keeps track of all occupational hazards arising from its activities and ensures that they are adequately and effectively mitigated, at all its manufacturing sites.



SICPA endeavours to positively impact the communities in which it operates and participates in social, cultural, educational, environmental and scientific activities, often with the active involvement of its own employees.

In 2023, SICPA contributed approximately kCHF 1,899 to 109 projects in its countries of operation.



Guided by its corporate values, SICPA complies with applicable laws and continues to strengthen its integrity management processes across all areas of operation.



Our 3,000 employees including managers, were trained on compliance topics during the 2022-2023 reporting period (around 1,600 training modules delivered to about 300 participants).

Key highlights in 2023 include

- + Adoption of a new Conflict of Interest Policy
- + Worldwide roll-out of the updated company Code of Conduct

This Global Reporting Initiative (GRI) report was published in July 2024 and covers the calendar year 2023.

Voluntarily adopted by SICPA, the GRI framework, recognised worldwide for its rigorous standards and guidelines, serves as the foundation for the company's reporting on sustainability topics.

Moreover, SICPA follows three internationally recognised frameworks: the United Nations Global Compact Principles, the Sustainable Development Goals (SDGs) and the International Currency Association (ICA).



WE SUPPORT





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3. Social responsibility	58
4. Governance and sustainable business	72

Detailed report

1.



SPARK Flow® technology on banknote specimen.

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1.2	About this sustainability report	34
1.3	Our sustainability legacy	36
1.4	Our sustainability approach	38

Introduction

1.1

About SICPA

SICPA is a Swiss technology company that supports the effective governance and long-term prosperity of nation states.

Our platform of sovereignty enables our customers to authenticate and secure their vital assets, through custom solutions based on a century of combined cutting-edge innovations in material, digital and data science domains.

At the center of every SICPA solution is a custom crafted molecule, unique to each nation. Acting as a single source of truth, these unique markers are deployed across the full value chain to generate actionable and trustworthy insights in real time.

Established in 1927 and headquartered in Switzerland, SICPA is best known for safeguarding the majority of the world's banknotes. With operations across five continents, today our platform delivers sovereignty solutions mainly across revenue mobilisation, identity verification, healthcare security, and brand protection.

We protect the majority of the world's physical banknotes. Our combination of materials, detection technologies and printing processes knowledge provide integrated, reliable and secure solutions to our customers. The reliability of our manufacturing assets and built-in redundancies guarantee a reliable supply of materials and prompt reactions to unexpected requests. In the digital realm and **throughout the entire cash ecosystem, our expertise and innovation capabilities cement SICPA's status as a trusted partner, committed to empowering nations to protect their monetary sovereignty**, including Central Bank Digital Currencies (CBDC).

For nations, SICPA's platform of sovereignty acts as **the ultimate guardian against under-declarations and illicit trade** in the areas of excisable, sensitive goods and telecoms. We enable authorities to increase national revenue, broaden the tax base, reduce illicit trade and strengthen compliance with regulations, fostering consumer trust and safety. Our best-in-class solution provides unmatched data analytics, offering valuable insights on the market, empowering nations with the information they need to make informed decisions and implement effective law enforcement.

We also recently developed a digital social spending system, harnessing the rich functional capabilities of the platform, enabling governments to **optimise social costs allocation** with a targeted digital wallet for specific purposes such as education, energy or healthcare, fostering a sense of ownership and responsibility among recipients. By processing health and medical data, the platform **empowers governments to safeguard public health**, making sovereign and informed decisions. This solution strengthens epidemiological surveillance, establishes early warning systems for emerging health threats and facilitates medical research, ultimately ensuring the well-being of citizens.

Applied to **natural resources value chains**, the same platform powered by custom crafted molecular markers, generates actionable, real-time, trustworthy data, safeguarding tax revenues, detecting illicit trade, preserving sustainability and ensuring fuel quality.

Our cutting-edge proprietary material technologies provide industries and authorities with individually customised means to authenticate, identify and **ensure the integrity of products and government issued items** such as license plates. Consumers and brands are protected and fraud is prevented.

SICPA is also a pioneer in decentralised digital identity which is at the heart of digital transformation. Meeting the latest digital standards and regulations that ensure global interoperability, **we enable organisations and people to exchange secure digital data, while guaranteeing privacy**, a key SICPA commitment.

SICPA's technological leadership and successful development and implementation of these solutions is the result of the expertise and dedication of our 3,000 employees worldwide from more than 80 nationalities. Our staff includes high-level experts in numerous technical and scientific disciplines, such as chemistry, physics, optics, cryptology, engineering or computer science. With strong innovation capabilities, we hold more than 6,000 patents.

As part of our commitment to doing business with integrity, SICPA is a founding member of the Banknote Ethics Initiative (BnEI) and was one of the first companies in its industry to be ISO 37001:2016 (antibribery management) certified. We seek to continuously enhance our environmental and social performance across our entire value chain, in alignment with the United Nations Sustainable Development Goals. SICPA has been committed to the UN Global Compact principles since 2016.

1.2

About this sustainability report

This Global Reporting Initiative (GRI) report for SICPA was published in July 2024 and covers the 2023 calendar year. The GRI framework, recognised worldwide for its rigorous standards and guidelines, serves as the foundation for the company's reporting on sustainability topics. By adopting this voluntary approach, SICPA aims to provide a clear and holistic understanding of its environmental, social and governance initiatives, and to demonstrate its commitment to a sustainable future.

The reporting frequency is annual, and the reporting scope covers active wholly or partly owned subsidiaries where SICPA has operational control during the reporting year, unless otherwise stated¹. In 2023, it covered 32 sites²: 12 related to banknotes and 20 related to other activities.

**If you have any questions
about this report, please contact
sustainability@sicpa.com**

¹ Joint ventures and pure commercial offices are excluded of the scope.

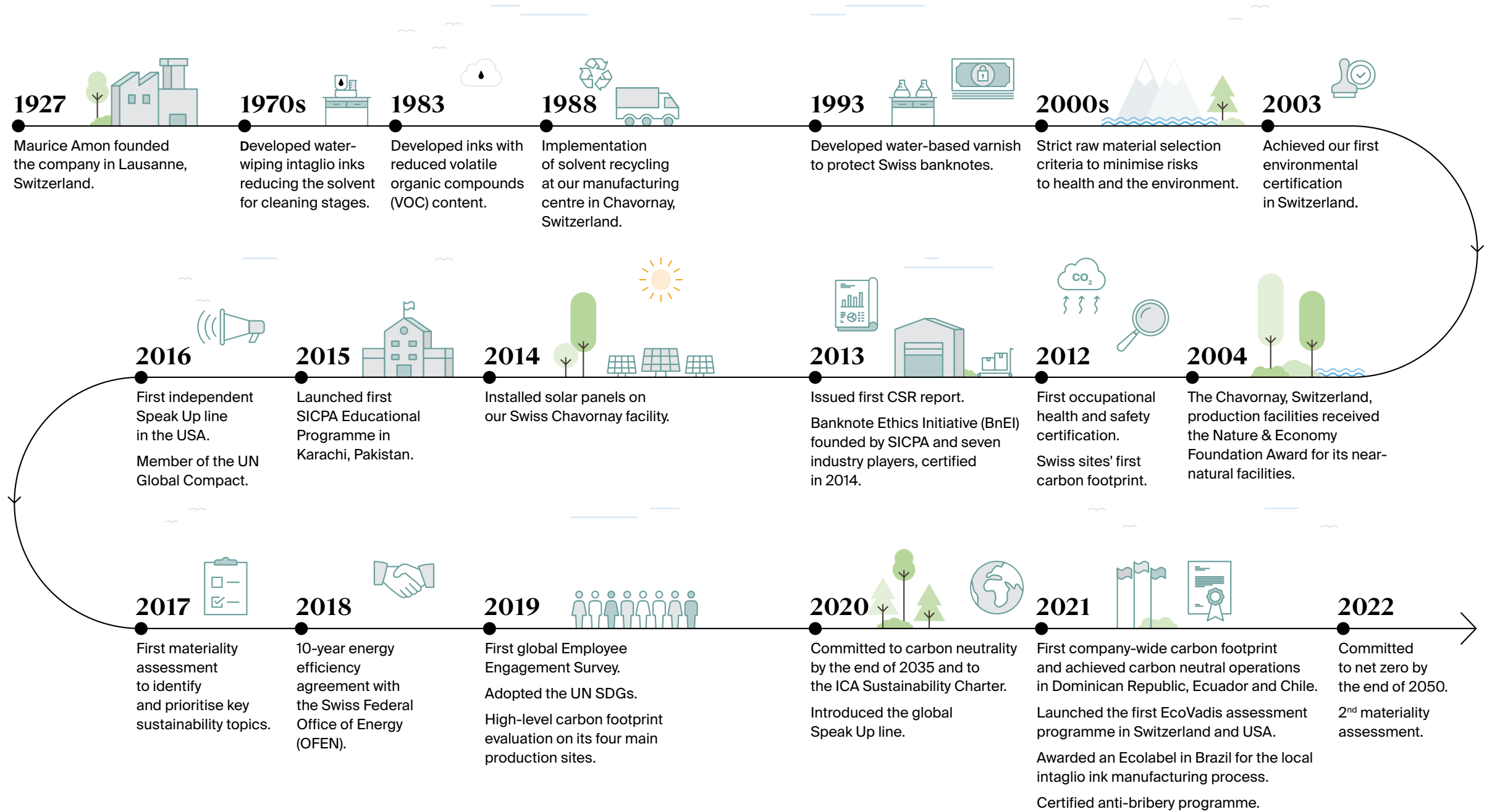
² <https://www.sicpa.com/sicpa-worldwide-locations>

Reading unique properties of the SICPA banknote specimen "George Boole".



1.3 Our sustainability legacy

SICPA has worked to minimise its environmental and social impact for the last 50 years, with the ongoing development of new generations of security inks, the optimisation of transport and packaging as well as energy efficiency initiatives, ensuring the protection and safety of its employees, its customers and citizens around the world.



1.4 Our sustainability approach

SICPA operates globally and is committed to acting as a responsible corporate citizen across the environmental, social, economic and governance spectrums.

SICPA has integrated sustainability as a key pillar of its business strategy and operations. Since the 1970s, SICPA has initiated several programmes to improve its social and environmental performance, propose safe and sustainable products and solutions to its clients and support local communities.

Due to the evolving social and environmental stakes, increasing customer expectations and the need for a holistic approach to sustainability, in 2021 SICPA decided to strengthen its internal sustainability organisation by creating a dedicated **CSR function at Group level**. The aim of this function is the coordination and acceleration of SICPA's efforts in the field of sustainability. In collaboration with the business functions, the CSR team focuses on enabling the development of a sustainability strategy and a roadmap for achieving carbon neutrality.

Following its creation in 2022, the Sustainability Steering Committee met in 2023 to focus on the company's long-term sustainability strategy. The unit dedicated to product sustainability and the transversal working group dedicated to sustainability in the currency area worked on various sustainability topics. At the same time, the company continued to reinforce its internal governance on ethics, as explained in the Governance chapter.

Since 2016, SICPA has been a member of the United Nations Global Compact and adopted the United Nations Sustainable Development Goals (SDGs) in 2019 as a framework for continuously improving its environmental and social performance across its value chain. In 2020, SICPA committed to and contributed to the International Currency Asso-

ciation's (ICA) Sustainability Charter. The Charter articulates the currency industry's goals and commitments on sustainability, working to increase the sustainable design, production, manufacture, and distribution of cash and to create economic, environmental, and social value.

In addition to this structural organisation and its commitment to following international frameworks, **SICPA bases its approach to sustainability on two key principles**. The first is to seek a balance between the economic, social, and environmental aspects of the company, integrating a sustainability mindset in all its activities, product and solution development. The second is to assess in a factual and structured way its positive and negative impacts in ESG areas across the entire value chain. This stage involves using recognised analytical methods such as a materiality assessment, a group-wide carbon footprint or product life-cycle assessments.

Committed to contributing to a sustainable world, in addition to achieving carbon neutrality by the end of 2035, **SICPA has the ambition to reach net zero by the end of 2050**. A coordinated effort by employees in all functions and countries, as well as external partnerships, will be essential to achieve this bold ambition.



Environment

- 1 Climate change
- 2 Energy management and efficiency
- 3 Mobility
- 4 Environmental impacts of production and operations (air, water and waste)
- 5 Use and storage of hazardous substances
- 6 Sustainable packaging
- 7 Sustainable sourcing
- 8 Biodiversity



Social

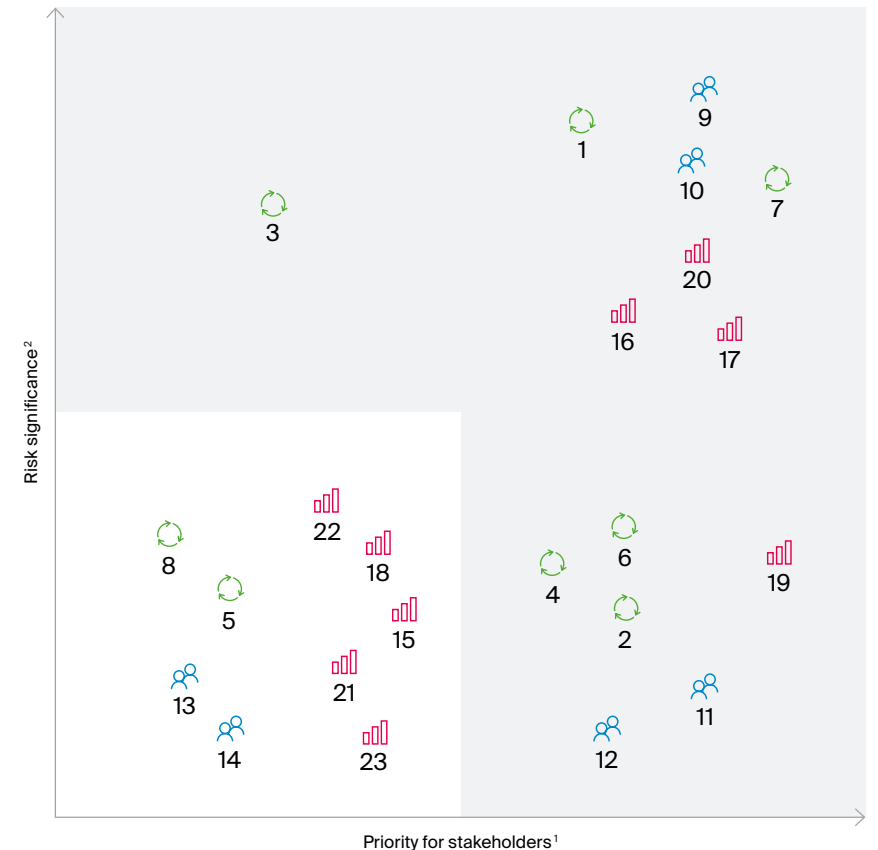
- 9 Diversity, inclusion and equal opportunities
- 10 Talent attraction, retention and development
- 11 Occupational health and safety
- 12 Working conditions and financial securities for employees
- 13 Labour relations
- 14 Engagement in local communities



Economics and governance

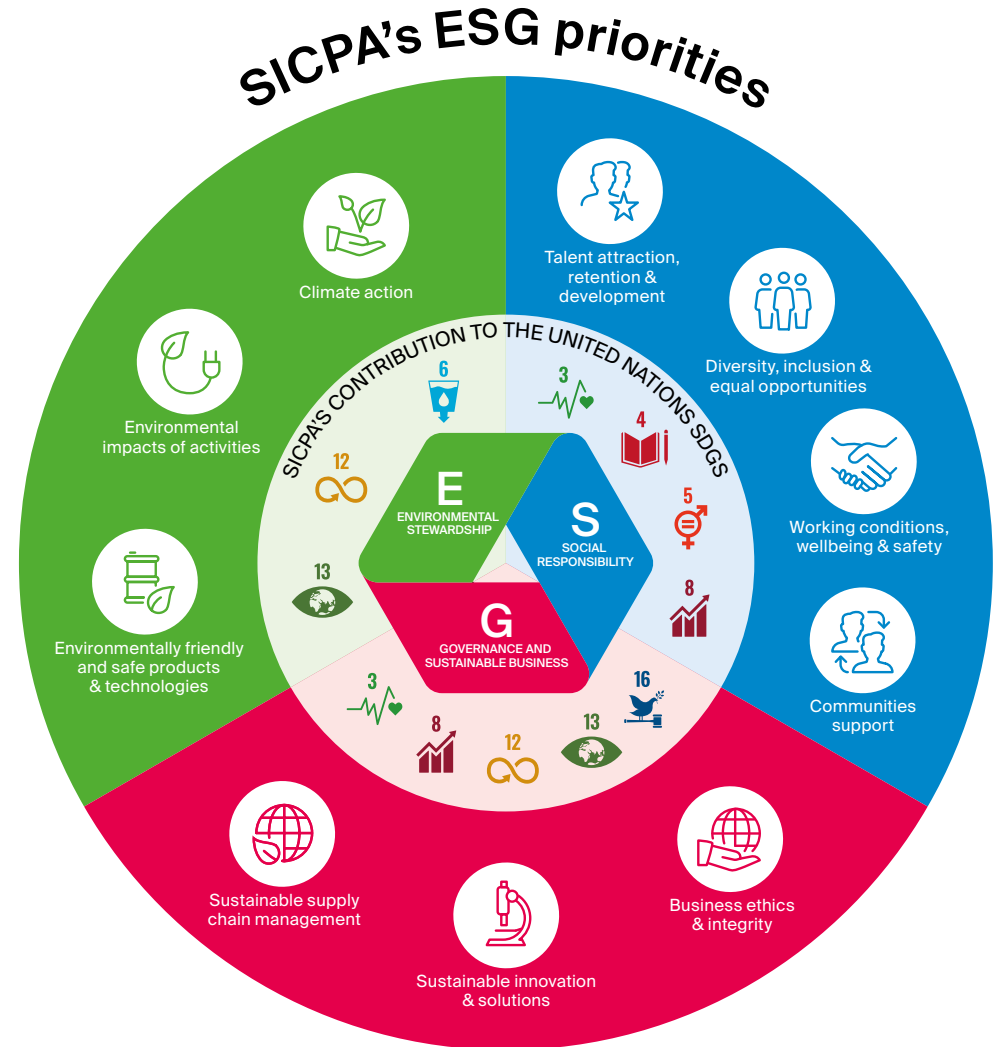
- 15 Economic performance
- 16 Business ethics and integrity
- 17 Environmental and social aspects of supply chain management
- 18 Responsible leadership and transparent governance
- 19 Sustainable innovation and improvement
- 20 Product safety and quality
- 21 Legal compliance
- 22 Integration of non-financial information in decision-making processes
- 23 Security and data protection

- 1 Priority for stakeholders according to the materiality assessment
- 2 Significance of negative impacts towards the economic, social and environmental fields. (Risk significance = Severity x Likelihood)



In 2023, based on the results of the materiality assessment and its commitment to act as a responsible corporate citizen in the environmental, social and governance fields, and in particular to support the communities in which it operates, SICPA continued to develop improvement actions throughout its 10 ESG priorities.

SICPA's sustainability strategy therefore makes a **direct contribution to eight UN SDGs**. At the same time, the company contributes indirectly to all SDGs through its products and solutions as well as local or global initiatives (e.g. cleaning up plastic washed up on the sea-front, charitable actions against poverty, participation in reforestation programmes, etc.).



SICPA'S CONTRIBUTION TO THE UNITED NATIONS SDGS

- | | |
|------------------------------|---|
| 3 Good health and well-being | 8 Decent work and economic growth |
| 4 Quality education | 12 Responsible consumption & production |
| 5 Gender equality | 13 Climate action |
| 6 Clean water and sanitation | 16 Peace, justice and strong institutions |



SPARK Flow® technology on banknote specimen.

2.

IN THIS SECTION

2.1	Climate action	44
2.2	Environmental impact of production and operations	52
2.3	Environmentally friendly and safe products	54

Environmental stewardship

2.1 Climate action

SICPA recognises the importance of addressing climate change, one of the main societal challenges of our time, identified as a material topic for the organisation and its sustainability strategy. As a company, we believe we have a responsibility to do our part to preserve the future of our planet and reduce our environmental impact.

In 2023, SICPA consolidated its own carbon accounting for the third year in accordance with the Greenhouse Gas (GHG) Protocol standard, across 32 sites worldwide. A key result is a reduction in emissions for the second year in a row.

SICPA contributes to the overall effort to improve the sustainability of the banknote lifecycle, even though ink production is a limited impact driver in the overall banknote value chain, as determined by the banknote lifecycle assessments conducted by central banks¹. In addition, the company contributes via its traceability solutions by combining physical and digital security to prevent contaminated products from reaching consumers. This safeguards public health and reduces environmental harm.

In 2023, SICPA consolidated for the third year its own carbon accounting, according to the GHG Protocol standard, across 32 sites worldwide, on scopes 1,2 and 3². As a result, the company's **greenhouse gas emissions** amounts to 105,510 tCO₂e. The operations (**scopes 1&2**) account for 13% (13,844 tCO₂e) of the total carbon footprint, with scope 3 accounting for 87% (91,666 tCO₂e). Globally, emissions have decreased by 18% when compared to 2022 (including the Swiss unlimited campus construction) which is mainly due to a scope 3 decrease. When excluding the 2022 emissions associated with the campus construction, emissions in 2023 decreased by about 1% compared to 2022. The reduction in emissions between 2022 and 2023 is mainly explained by reductions in the emissions associated with raw materials and purchased goods for inks, as well as upstream and downstream transport. **This is the second year in a row that SICPA's GHG emissions decrease overall.**

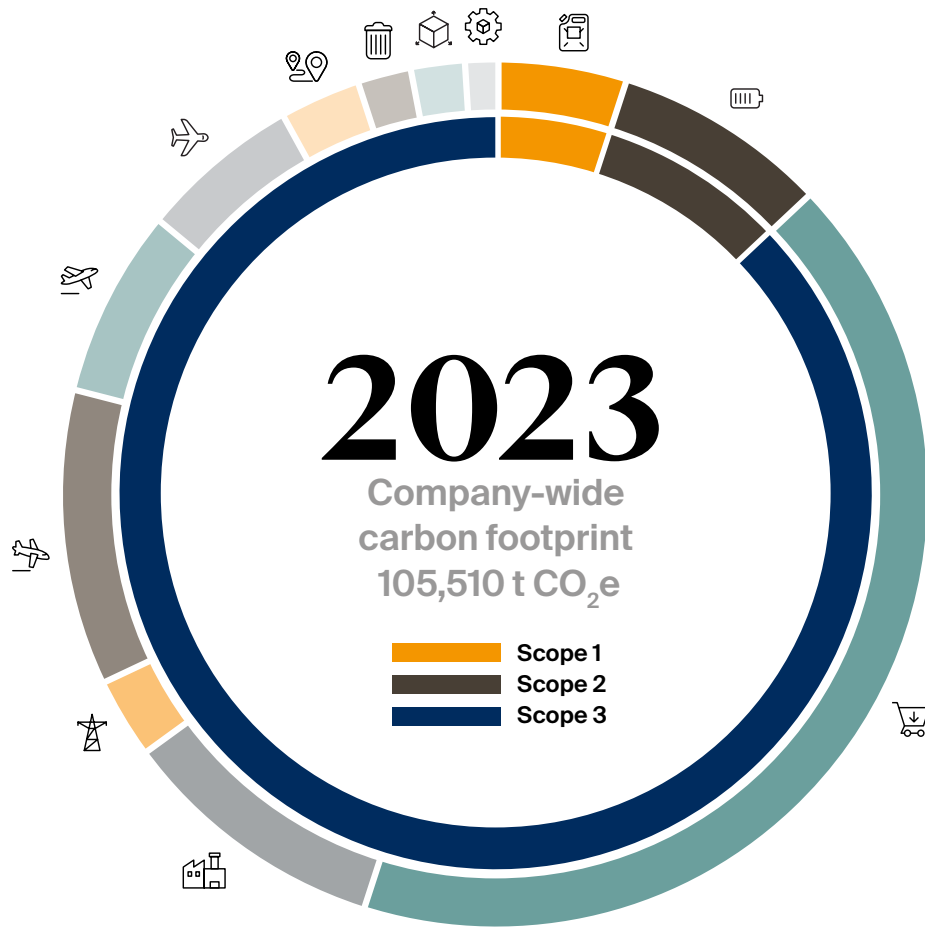
The detailed results show that security ink raw materials represent more than one third of the total carbon footprint (36%), while 4 countries are responsible for 80% of the total emissions. **Switzerland** accounts for 64% of the emissions, followed by the **United States** (9%), **Italy** (4%) and **China** (3%).

Among other SICPA entities, in the **Dominican Republic**, the company received recognition from the National Council for Climate Change and Clean Development Mechanisms, for achieving and maintaining carbon neutrality in its operations. SICPA **Chile** was awarded the Quantification Seal by the Ministry of the Environment's Huel-la Chile programme, in accordance with the ISO 14064:2019 standard (which provides guidance to measure and report GHG emissions and reductions). Finally, SICPA **Ecuador** received recognition from the Ministry of Environment, Water and Ecological Transition for its "outstanding management in the reduction of carbon dioxide".

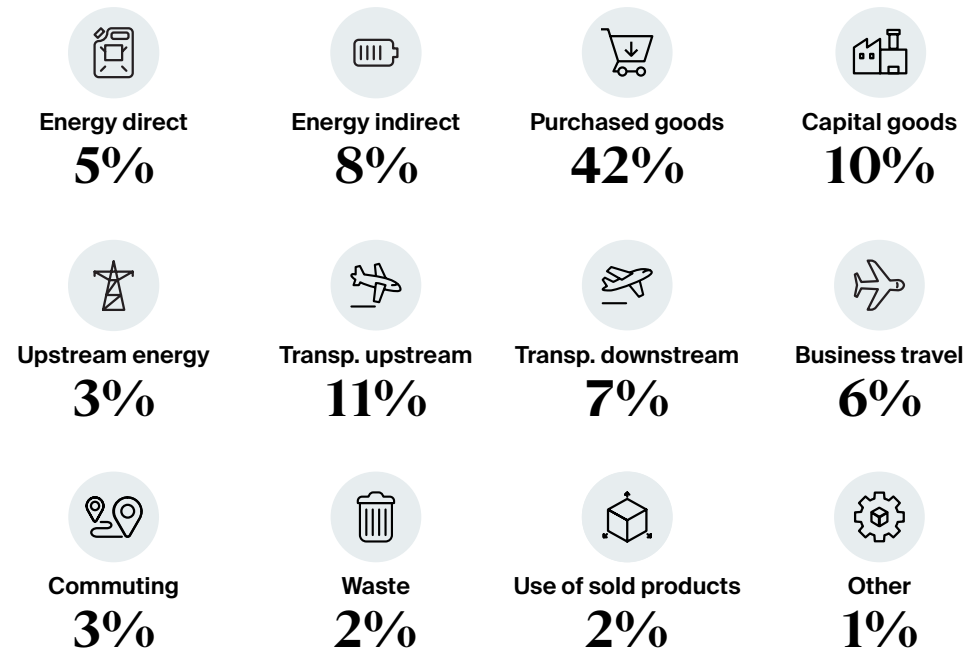
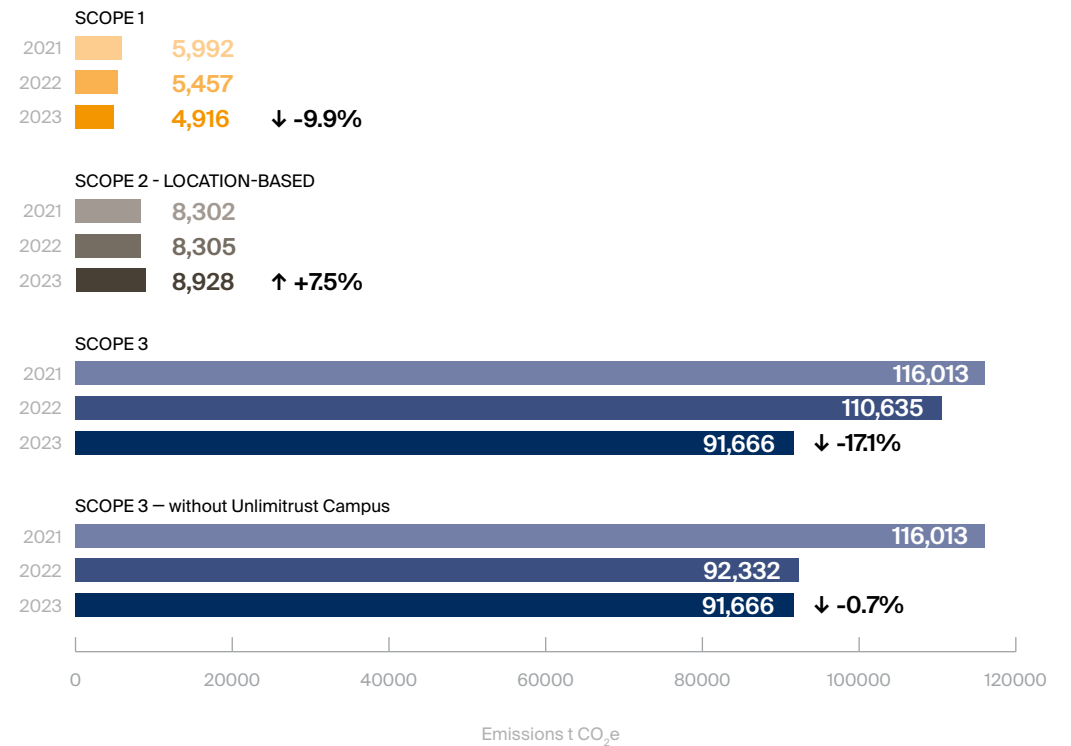
The company continues to raise awareness among key stakeholders to identify and focus on the main priority areas and potential opportunities. The overall objective is to develop an operational climate roadmap to support emissions reduction, with quantified targets and milestones to achieve carbon neutrality by 2035 and net zero by 2050. Meanwhile, various actions contributing to decreasing our carbon footprint have been launched in 2023 and are presented in the following chapters.

¹ https://www.snb.ch/en/mmr/reference/life_cycle_assessment/source/life_cycle_assessment.en.pdf

² Scope 1: Direct emissions derived from sources owned or controlled by the company, such as fuel consumption by our production centres. Scope 2: Indirect emissions derived from the generation of acquired energy, such as the use of electricity in our offices or production centres. Scope 3: All other indirect emissions from the value chain of the company, such as the ones from our suppliers. Scope 3: emission categories used in this report: see p. 80



SICPA's total emissions 2021-2023 (t CO₂e)



2021 130,307 t CO₂e 2022 124,396 t CO₂e 2023 105,510 t CO₂e

2.1 Climate action

SICPA's most energy-intensive activity is the production of printing inks where mixing and processing machines have the largest installed capacity. Ink production sites in Switzerland and the USA are the largest energy consumers in this area.

In 2023, SICPA increased its analytical capacity at all its sites worldwide to standardise the data collected and better monitor changes in its energy performance.

SICPA's energy consumption is mainly due to its electricity consumption (57%), which is used to power production machines as well as buildings and services. Heating energy (process and building) comes in 2nd place, representing 31%, of which approximately 5% comes from distance heating installations. Finally, fuel consumption for vehicles represents around 12%.

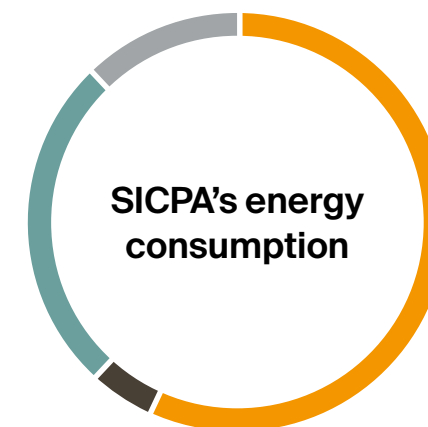
Our **Swiss** entities account for around a third of the Group's total energy consumption, with the Chavornay site alone accounting for around 20%. This places SICPA among the top energy consumers in its region.

SICPA continues to develop energy reduction targets within its entities worldwide. Examples include the Minergie-P certified campus building of the company's headquarters, exceeding the label's requirements by almost 17%, and the Chavornay plant ventilation technology upgrades.

SICPA continued to deploy photovoltaic systems at its sites, increasing its own solar production from 663 MWh to 1,086 MWh, representing a 163% increase in its renewable energy production. For example, SICPA **Morocco** installed a photovoltaic system at its headquarters in Casablanca, enabling the production of around 23% of the electricity needed to run the local headquarters, representing an annual output of approximately 160 MWh, thus reducing dependence on fossil fuel sources and reducing the site's carbon footprint by around 114 tonnes of CO₂.

In addition, our plant in **Mexico** installed 271 m² of solar panels on its roofs, producing around 71 MWh of green electricity per year, equivalent to 50% of its annual consumption. Following its installation during 2023, the solar panels produced around 20 MWh.

Electricity	57%
Purchased heating	5%
Fuel - onsite	26%
Fuel - vehicles	12%



Focus on

- + Focused on reducing fuel consumption and CO₂ emissions from land transport, SICPA **Thailand** set an ambitious target for 2023: a 20% reduction in fuel consumption per million codes produced compared to the previous quarter. The result exceeded expectations. In Q4 2023, fuel consumption per 1 million codes fell by 59% compared to Q3 2023. The company achieved this by optimising inventory management, predicting operational consumption, monitoring logistics and combining delivery orders.

2.1 Climate action

Mobility

SICPA monitors how mobility affects its global carbon footprint. This covers business travel (95% by air, mainly for sales and operational support) and employee commuting. The company acts to reduce and limit this impact, mostly locally. The company's actions are evaluated through carbon accounting results, and best practices/lessons learned will continue to be exchanged globally among entities.

BUSINESS TRAVEL

To raise awareness of the impact of travel within the organisation, CO₂ emissions are shared for information in the travel booking service tool. In 2023, the existing travel restriction policy for employees continued to limit the overall impact of business travel.

COMMUTING OF EMPLOYEES

For its Swiss sites, SICPA launched a mobility plan in June 2023, to which all employees have signed up. One of the plan's objectives is to reduce the number of cars used to commute to work by 40%, by promoting soft or low-carbon mobility through various incentives. By the end of 2023, 52% of all employees in **Switzerland** commuted by car, 23% by public transport, 13% by a combination of modes, 8% by soft mobility and 4% by car-pooling. The plan continues for a second year in 2024-2025.

In addition, charging stations were installed at SICPA sites to facilitate the use of electric cars.

On a global level, an assessment of the various commuting initiatives is ongoing throughout our entities.

Focus on

- + As part of its mobility plan, SICPA offered its **Swiss** employees the use of electric bicycles (25 km/h) at the Prilly and Chavornay sites. These bicycles can be used freely on working days by reservation and must be returned to their station at the agreed time and before the site closes. In addition, two small cars are available for free use on working days by appointment. This allows employees who commute for example by public transport to use a car during the day for off-site meetings. These services also continue in 2024.

SICPA's digital tax stamps combine various patented technologies for cutting-edge multi-level authentication.



2.2 Environmental impact of production and operations

SICPA's environmental impact comes mainly from its manufacturing activities and the use of chemicals in the composition of its security inks. All entities follow best manufacturing practices and operational controls to limit the environmental impact as much as possible. In 2023, 16 SICPA entities representing 21 sites ¹ were certified ISO 14001, including four new ones.

¹ 21 out of 32 sites in scope.

IMPACT ON AIR

SICPA's chemical activities emit a certain number of pollutants into the air, mainly Volatile Organic Compounds (VOCs) associated with the chemical process and human activities (e.g. cleaning). These releases into the air are monitored to ensure compliance with statutory targets. To meet these targets and where it's applicable, buildings are equipped with an appropriate air treatment system. In 2024, an improvement project of our air emission capture will be implemented in our Chavornay facility.

IMPACT OF WASTE

SICPA's overall impact on waste is limited as most of its production takes place in Switzerland (58%), where waste is treated in modern treatment facilities, including filtration and energy recovery. However, SICPA continues to identify the waste treatment path for each of its entities and aims to eliminate landfilling from its waste disposal practices.

The company's activities generate two main waste streams. The first, related to the production and use of inks and solvents, consists mainly of chemical waste (reaction and cleaning by-products). This waste is disposed off by specialised companies, in accordance with current legislation and with every effort to apply the principles of circularity. For example, washing water is treated on site by flocculation and then discharged into the sewerage system. Regular measures are taken to ensure compliance with legislation and to protect

the environment. In 2023, SICPA produced around 633 tonnes of dangerous waste out of 1737 tonnes in total (36%).

The second, more conventional stream, consists of the generation of non-dangerous waste composed of municipal waste, wastepaper, cardboard, wood and various types of packaging (cardboard, plastic or metal). In 2023, it accounted for 1104 tonnes representing 64%.

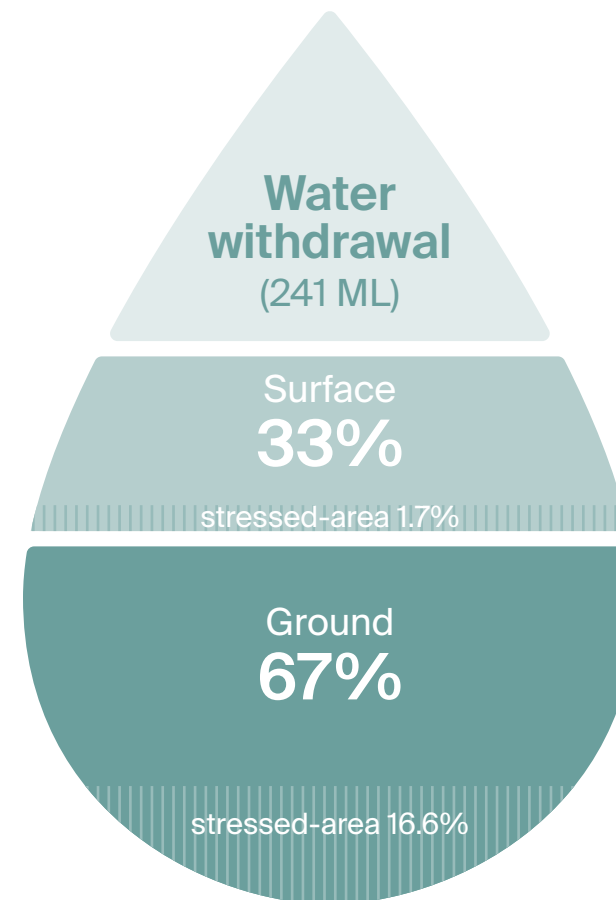
In other regions and where possible, cardboard received from our suppliers is recycled to reduce waste and limit resource consumption.

In 2023, SICPA Switzerland faced a punctual increase of waste due to the decommissioning of one of its Prilly sites. At the same time, the company continued to work on the recycling of IBCs used in our Swiss ink production centre in Chavornay allowing to reach a reuse or recycling rate of 92%.

In the digital domain, a new policy related to the IT equipment life cycle aiming at extending the usage duration of hardware has been implemented, thus limiting waste and the use of resources.

IMPACT ON WATER

Sanitary water and a moderate amount of water are used for cleaning activities, which are treated either directly at the factories and/or via treatment plants in nearby towns. All discharges comply with



Stressed area considered according to the GRI recommendation i.e the ratio of total annual water withdrawal to total available annual renewable water supply (i.e., baseline water stress) is high (40-80%) or extremely high (>80%) according to the Aqueduct Water Risk.

local legislation and SICPA's Group Environmental Policy. The company mainly uses water to cool certain ink production machines. In this case, the water does not encounter the product, its quality is not altered, and it is discharged directly into the natural environment. Some plants (e.g. Indonesia) use a closed water system for machine cooling. Water is sourced mainly from surface sources or wells, depending on the site and no water is extracted without prior approval from the local authorities.

Although the impact of the company's water consumption is low by industry standards, SICPA maintains close contact with its stakeholders to consider potential issues related to its water consumption. In particular, the company conducts a water stress screening using dedicated

assessment tools and feedback from the local EHS teams to identify, anticipate and mitigate water risks. In 2023, SICPA modified its threshold for water stressed areas to better align its practice with GRI recommendations. The inclusion of high-risk countries in our baseline, in addition to the extremely high-risk countries previously used, explains the significant increase in water consumption in water stressed areas.

2.3 Environmentally friendly and safe products

SICPA has always prioritised packaging that suits its products, ensuring their integrity, safety and durability. As part of the materiality assessment conducted in 2022, several external stakeholders highlighted sustainable product packaging as one of their priorities.

While equipment for our traceability solutions is most often shipped in cardboard or wooden boxes, which is easily recyclable and protected by a plastic film, most of SICPA's security inks are transported in steel drums with a volume of between 20 kg and 200 kg. In line with dangerous goods regulations, the use of steel drums as the primary packaging for inks has an impact at the production stage, but also at the end of the packaging life. Due to the physical properties of the inks, residues remain in the steel drums and are therefore considered hazardous waste, the traceability of which can be an issue depending on the local context.

SICPA's main challenge for the future is to optimise its packaging by using larger containers, up to 1 m³, wherever possible and by favouring alternative solutions to steel drums, such as cardboard liners.

These are made of cardboard with a plastic lining that can be removed, eliminating ink residues with the lining – the protected cardboard can then be recycled. In 2023, SICPA continued to propose this type of alternative to its customers, trying to trigger a change in habits and manufacturing process.

Started in 2022, the pilot project launched in **Mexico** to replace wooden pallets with cardboard boxes has been continued. Being able to implement this method sustainably would allow to save an estimated 20 kg per pallet, contributing significantly to reducing the transport impact on the environment.

SICPA produces security inks which meet strict technological and safety requirements. In this specific market, the raw materials used to manufacture inks have a significant environmental impact from extraction to transformation.

As shown in the Climate Change chapter, Greenhouse Gas (GHG) emissions from the production of raw materials for inks are among the most significant.

Aware of this reality, SICPA is working with its suppliers to significantly increase the percentage of materials from renewable sources. In addition, these last years, SICPA has been expanding its local sourcing practice to about 30 raw materials, representing several thousand tonnes of raw materials sourced locally, thus avoiding several transport steps in the product life cycle.

The company's authentication and traceability business requires, among others, a supply of mechanical and electronic components. The procurement of these has been a challenge over the past three years due to market shortages, making it difficult to implement a sustainable sourcing strategy. Notwithstanding this, SICPA remains committed to local sourcing wherever possible. In 2023, the local spending ratio for **Switzerland** was 45%, whereas it was 88% for the **US** sites, 78% for **Tanzania**, and 74% for **Brazil**.

Following the validation of its sustainable procurement policy in 2022, SICPA continued to work on defining practical objectives and short-term actions during 2023. This process will continue in 2024.

Focus on

- + AI-assisted decision making has significantly improved the “right-first-time rate” in ink production in the **Swiss Chavornay** site. Inks are now produced with less machine uptime, less cleaning, less overstock and therefore a reduced environmental footprint. Electricity savings in 2023 amounted to 65 MWh, equivalent to 20 Swiss households, while water savings amounted to 2,200 m³. AI-assisted tools help process a large number of production orders. They have been trained on data from 80,000 past production orders over the last five years.

2.3 Environmentally friendly and safe products

The sustainability and compliance of SICPA's products and solutions are essential to its success and have been recognised in the marketplace for decades.

In line with its long-standing commitment to product safety, SICPA continued to enforce its strict raw materials selection criteria in 2023. Health and safety improvement plans are being implemented for about 2% of our raw materials portfolio and five new raw materials worldwide have been successfully substituted with safer alternatives in 2023.

In 2023, the transition from cobalt-based offset inks to cobalt-free offset inks was completed and the company initiated a major deployment of cobalt- and octoate-free intaglio inks, which will soon allow us to entirely phase out cobalt-containing compounds from our oxidative drying systems.

In parallel, the company strengthened both its change management process and its internal Product Safety KPIs to better track its progress and more effectively support its customers in transitioning to more sustainable solutions. A redefinition of its product sustainability assessment framework has been initiated and will be shared with stakeholders in 2024.

In terms of bio-renewable content in SICPA inks, our vegetable-based 3VF offset series has been used for the first time on circulating banknotes in Lesotho and Tajikistan. With a minimum of 60% bio-renewable content, this series reflects our solid achievements in the offset range, with in addition and in most cases improved drying time compared to our legacy ranges.

These developments are accompanied by strong and mature product compliance processes, ensuring that all necessary regulatory requirements (such as labelling, safety data sheets, registration in national inventories...) are met in the different countries.

In 2023, the SICPA RTX03 machine for track and trace solutions was upgraded with a UV LED system to replace the UV curing system. This improves energy efficiency and environmental safety by eliminating the use of mercury, reducing heat and ozone emissions, and minimising waste and hazardous materials in the manufacturing process. In addition, the company changed the type of batteries in one of its coding systems to ensure better charging efficiency.

Seeking operational efficiency, the company switched from fuel-powered alternators to electric motors, providing environmental and safety benefits by reducing carbon emissions, enhancing energy efficiency and eliminating combustion hazards, as well as providing precise control for engine simulation and improved overall safety in confined laboratory areas.

In addition to its internal work to ensure the development and availability of sustainable products, the company engages with industry partners to understand all impact drivers and activate the right levers to improve the company's value chain overall sustainability.

SICPA laboratory in Switzerland Headquarters.





SPARK Flow® technology on banknote specimen.

3.

IN THIS SECTION

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Social responsibility

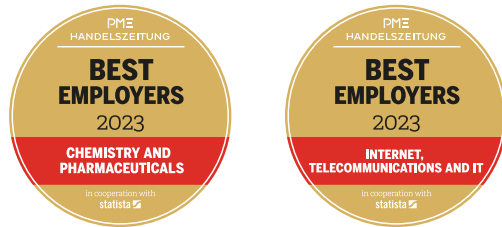
3.1 Talent attraction, retention and development

SICPA is known as one of the best employers in Switzerland and has kept a high level of staff loyalty for many years ¹. As society evolves and faces the challenges of technological development, digitalisation and cyber security, major efforts are being made to strengthen the expertise of our employees and attract new talent.

¹ <https://www.sicpa.com/news/best-employers-switzerland-2023>

Following its HR Policy, SICPA offers learning opportunities at every stage of the employee life-cycle, from onboarding to continuous learning, executive education or post-career programmes. To welcome new employees as warmly as possible, the onboarding integration programme is continuously developed, with generic and tailor-made sessions to meet the needs of all profiles. Every year, we conduct a comprehensive review of our program, continuously seeking innovative ideas to enhance our impact on newcomers. As an example, a new Buddy network has been created last year to promote informal integration in the company. At SICPA, we're committed to supporting our employees every step of the way, from the moment they join us to wherever their journey may lead. Through programs like coaching, skills workshops, and leadership trainings, we aim to empower our employees to reach their full potential. SICPA provides an extensive collection of training on a variety of platforms to meet specific needs: e-library, podcasts, online training. All employees have access regardless of their grade or position.

In 2023, SICPA engaged with managers and employees in a variety of ways through **training** and workshops to provide them with the appropriate skills and tools, ensuring that our workforce remains at the forefront of industry standards and best practices. Building on the experience gained last year, the Management Essentials programme was continued in 2023 allowing to train 111 employees and managers from 22 entities. Coaching

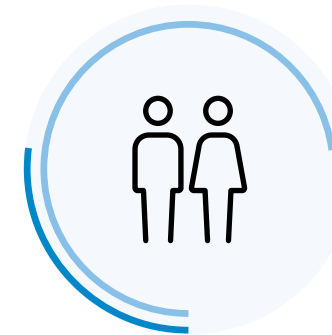


is also an important part of SICPA's Leadership Framework. Personal coaching serves as a potent resource in cultivating the management and leadership capabilities of individuals across all managerial tiers. The company offers two distinctive methods to facilitate this growth: the classic approach and EZRA. Both methodologies afford participants the opportunity for personalised, professional one-on-one developmental coaching within a defined timeframe.

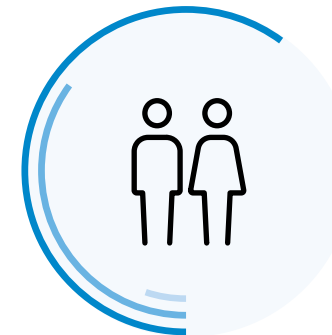
We believe that by investing in our employees throughout their time with us, we not only cultivate a culture of growth but also ensure their well-being within the company.



Training (2023)



Women **27%**
Men **73%**



Employees **60%**
Managers **35%**
Executives **5%**

3.2 Diversity, inclusion and equal opportunities

Diversity, inclusion and equal opportunities at SICPA mean ensuring equal treatment and working conditions regardless of gender, culture or religion. The company is committed to a diverse and inclusive workforce, which not only strengthens the culture, but also makes the workplace more creative and stimulating, and empowering SICPA in the global marketplace.

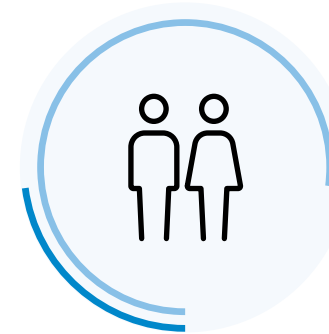
SICPA strives to attract, retain, and develop the best talent from a pool that reflects the diversity of its global footprint. This is a challenging topic as the chemical/ technology industries tend to have low levels of diversity. This is reflected in the fact that 23% of our employees are women.

committed to the United Nations Women’s Empowerment Principles (WEP), aiming to implement new initiatives to ensure the inclusion of women in all aspects of its operations, to improve and promote gender equality and to protect the rights of its female employees.

To eliminate bias and discrimination in all its internal processes globally – in all aspects of employment, from recruitment to career development – **equal opportunities and non-discrimination** are part of SICPA’s values and Code of Conduct, Recruitment & Remuneration Policy and Learning & Development Policy. In 2023, SICPA carried out **targeted gender equality analyses** in several entities, such as **Switzerland, Spain, Ecuador and Chile**, and no significant gaps have been identified to date. At its headquarters, SICPA implemented a platform to monitor diversity and inclusion in a structured and systematic way across several drivers: diversity in recruitment, diversity in the workforce, belonging, feeling valued and responding to situations of discrimination, including benchmarking against the industry. In the **Dominican Republic**, SICPA

In **Ecuador**, for the second year in a row, SICPA certified 100% of its employees in the “Leaders in Zero Tolerance program against violence against women”, demonstrating full awareness of the importance of creating a safe and inclusive workplace for both men and women.

Workforce (FTE) by gender (2023)



Women
23%
Men
77%

Workforce (FTE) by age group (2023)

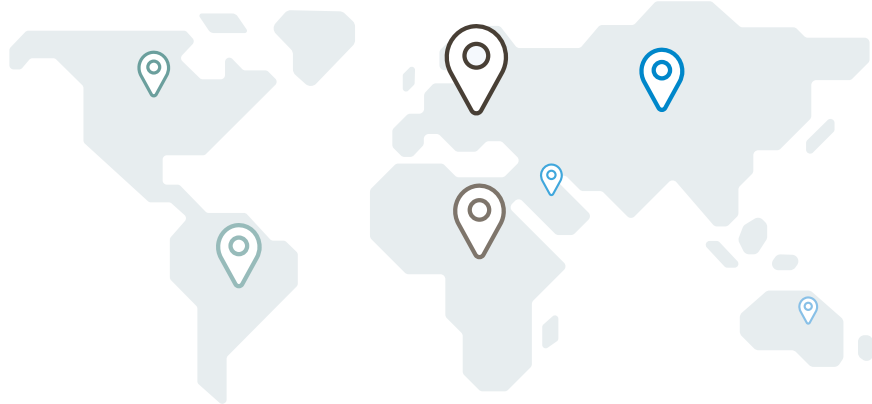


< 30
9%
30-50
69%
> 50
22%

Focus on

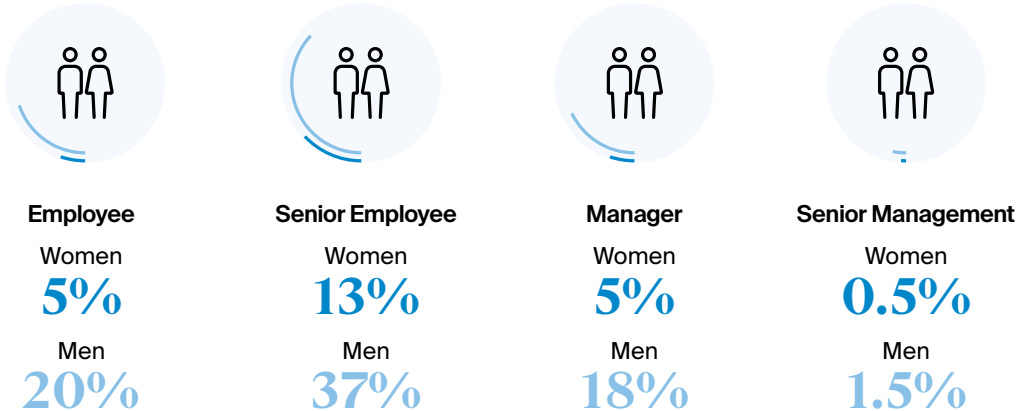
- + During 2023, SICPA **Spain** carried out more than 50 actions in line with the commitments made following the signing of its first “Plan for Equal Opportunities between Women and Men” in 2022. Actions included:
 - Training and awareness-raising for managers and all employees on gender equality and diversity.
 - Publication of protocols against gender-based violence and harassment.
 - Transparency in governance and communication.
 - Inclusive communication.
 - Job evaluation, following internal job architecture standards, and implementation of global grading.
 - Compensation reporting by gender.
 - Promotion of work-life balance measures.

Workforce (FTE) by region (2023)

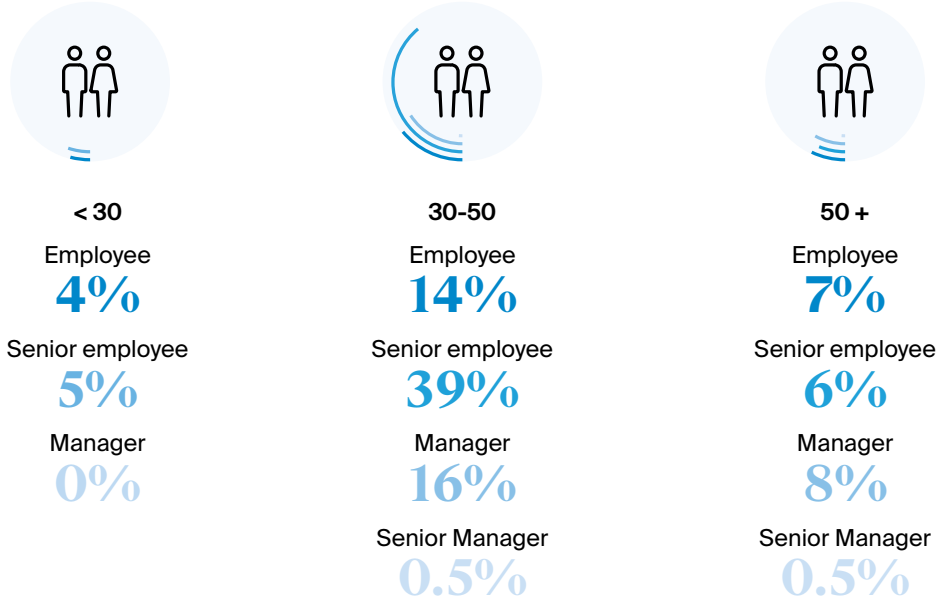


North America 6.2%	Europe 40.6%	Asia 12%
Latin America 13.5%	Africa 26%	Middle East 1.5%
	Australia 0.2%	

Diversity by gender (2023)



Diversity by age group (2023)



Note: Categories of employees as defined by the internal grading system.

3.3 Occupational health and safety

SICPA's Occupational Health and Safety Management System (OH&S) covers all of SICPA's employees, contractors, activities and workplaces worldwide.

The company has implemented rigorous health and safety processes, which have been recognised since 2012 by an external certification. In 2023, the company has been recertified ISO 45001:2018. The company keeps track of all occupational hazards arising from its activities and ensures that they are adequately and effectively mitigated, at all its manufacturing sites.

There were 30 lost time accidents in the SICPA Group in 2023, affecting the frequency rate of lost time accidents per million hours worked, which increased from 4.37 in 2022 to 5.06 in 2023, despite all the safety measures in place. The severity rate of accidents also increased from 0.06 to 0.09. This increase was in particular due to one severe case in our Swiss factory and one in the US. Nonetheless, it is important to note that there were no fatalities during the year. Safety at work is a shared responsibility and all employees are responsible for helping to create a safer working environment. Therefore, in 2023, the OH&S team took the opportunity of the World Day for Safety and Health at Work to remind employees of safe and healthy working practices around the world.

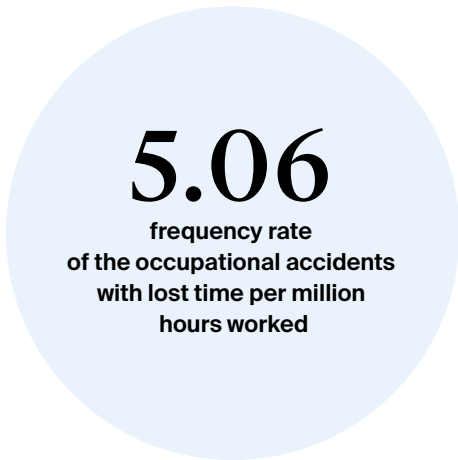
The company keeps **track of all occupational hazards** arising from its activities and ensures that they are adequately and effectively mitigated, whether in large or small manufacturing sites with different types of transformation processes or operations, in research or quality laboratories, in offices or outside the workplace. SICPA monitors regulatory developments and ensures that all sites and offices comply with the latest local guidelines – and where these do not exist, applies Swiss standards.

SICPA uses a structured methodology with defined criteria to assess risks and impacts from an occupational health and safety perspective. It takes into account workplace hazards, OH&S cri-

teria, environmental criteria, social criteria, hazard topics and information, the Group risk matrix and processes. The risk assessment considers different work modes (normal, maintenance/degraded and accident/crisis). The most significant aspects are identified according to the OH&S risk score. This assessment is updated whenever working conditions change and following an accident or occupational disease.

SICPA has implemented an employee consultation and involvement process to ensure appropriate recording of work-related hazards and hazardous situations. In addition, OH&S contact persons and first aiders have been appointed in each entity to collect information on near misses and incidents and to conduct incident investigations (RCA), including detailed root cause analysis and follow-up of action plans.

OH&S initiates new programmes based on employee concerns, accident, and incident investigations, near miss recurrence analysis and to improve OH&S conditions in the workplace. According to the guidelines and processes in the OH&S manual, the company engages internally with employees as well as with third party stakeholders or local/federal government officials. Recurrent OH&S training is provided, and the frequency of training is modified according to the conclusions of root cause analysis and OH&S reviews.



Focus on

+ SICPA believes that investing in health and well-being not only enriches personal life of its staff but also contributes to professional development and efficiency. New initiatives are introduced every year focusing on the physical and mental well-being of employees in all entities. In 2023, a health week was organised in **Switzerland**, engaging 297 participants in 17 different activities such as conferences on nutrition, sleep, and psychological resilience, as well as health check-ups. This year, our entities in **Pakistan** and **Albania** also carried out several health screening sessions, for example for eye examinations. In addition, **Switzerland, Morocco, Albania, and Pakistan** organised blood donation campaigns where employees were encouraged to give their blood.

+ SICPA took part in Pink October, the breast cancer awareness month demonstrating the company's interest in the health and well-being of its employees. Activities, seminars, and medical assessments were organised in **Albania, Kenya, Spain, and Pakistan**, among other places, to address the important issues of early detection and prevention. Some of our entities also collected donations to support women affected by breast cancer. Finally, various fire and first aid training sessions were held in various entities, such as **Switzerland, Indonesia** (including a motorcycle safety training), **Kenya, Malaysia, and Thailand**.

3.4 Working conditions and financial securities for employees

Conditions of employment and financial security were identified as a material topic, as SICPA needs to ensure that the same high-quality standards are applied in each entity. It is also seen as a key parameter in retaining talent, particularly in competitive sectors such as IT.

As part of its commitment to providing good working conditions and attractive and fair remuneration for all its employees, SICPA uses a **global grading** system based on the existing job architecture that references all job levels and a set of associated grades within the organisation. The purpose is to ensure consistency and fairness in job evaluation and classification across regions, to align compensation practices globally, to promote pay equity and to facilitate strategic workforce planning.

SICPA strives to ensure that employees can work under the best possible conditions. In **Switzerland**, for example, SICPA provides a high-quality pension fund and health insurance scheme, as well as the new, extremely user-friendly facilities at the *unlimitrust campus*.

Out of the 165 actions which have been created as a result of the 2022 engagement survey, 98 have been completed. These actions were focused on recognition, rewards, environment. In 2023, three new HR **engagement surveys** were conducted across the SICPA Group, thus enabling the company to measure changes more closely.

In addition, in 2023, the head office focused its efforts on strengthening the links between its entities and the head office in **Switzerland**. The company continued to offer flexible working conditions, including teleworking options for its employees.

Actions for 2024/2025 include the promotion of women in our management training sessions, the development of a global prevention programme, as well as the reinforcement of our CSR programme at entity level. The mobility plan for **Switzerland** will also be fine-tuned.

Focus on

- + In June 2023, SICPA **Chavornay** proudly celebrated its 40th anniversary by bringing together all its staff for some convivial get-togethers. An exhibition showcased the history of the site, several quizzes were organised to test employees' knowledge of the company, and six teams took part in a contest to design a commemorative banknote. Finally, weekly sweets, a personalised gift and a commemorative magazine were offered.

Laboratory test prints in Switzerland Headquarters.



3.5 Supporting our communities

SICPA is committed to positively impacting the communities in which it operates and participates in social, cultural, educational, environmental, and scientific activities, often with the active involvement of its own employees. In 2023, SICPA contributed approximately kCHF 1,899 to 109 projects in Switzerland and in countries where it has existing businesses and operations.

Community support	2020	2021	2022	2023
Total financial contributions (kCHF) sponsorships and donations to community	2,102	2,407	715	1,899
Number of community projects supported	71	59	52	109
Average project value (CHF)	29,615	40,797	13,756	17,422

To mark International Women's Day, SICPA supported multiple projects in various countries, contributing to the advancement of women. A donation was made to Women in Cyber in **Switzerland**, which strives to highlight women working in cyber, but also to find ways to encourage women to explore the field. SICPA also donated to Women in Tech which is one of the leading organisations for inclusion, diversity and equity in STEM. Other examples include **Morocco**, **Pakistan** and **South Africa** where various events were organised, on topics such as gender equality and women empowerment.

In **Switzerland**, employee and company contributions were coordinated at Group level to help people affected by the earthquakes in **Türkiye**, **Syria** and **Morocco**. The entities in **Mexico** and **Indonesia** supported their national efforts following hurricane Otis and the earthquake in Cianjur.

Back in **Switzerland**, SICPA continued to support the Aubonne Valley Arboretum collection of 3,000 tree species, the Swiss Eco-Schools educational programme for sustainable development supported by UNESCO and the United Nations Environment Programme, as well as various youth associations near the Chavornay site. SICPA also continued to sponsor a number of cultural events, such as the Renens Cultural Season and La Nuit des Musées, Lausanne's museum night in September, which attracted thousands of visitors to more than 20 museums. The SICPA FitForAll programme continued to promote health and fitness activities among employees, such as the "Bike to work" campaign where SICPA ranked first in the Industry category. In addition, the company supported a young athlete in rhythmic gymnastics from the Vaud region, part of the Swiss elite team, participating in her first World Championships.

SICPA is committed to local communities and environmental protection through various initiatives such as beach clean-ups in **Albania** and the **Dominican Republic**. Several hundred kilos of waste were collected and recycled. We also supported our employees through volunteer days in **Malaysia**,

whose efforts have helped to highlight the importance of conservation within the national zoo.

In **Pakistan**, SICPA continued to support health & safety programmes for its employees for example by providing a free eye care camp for all employees. In addition, the special needs tennis athlete supported by the company won a silver medal at the Special Olympics World Games.

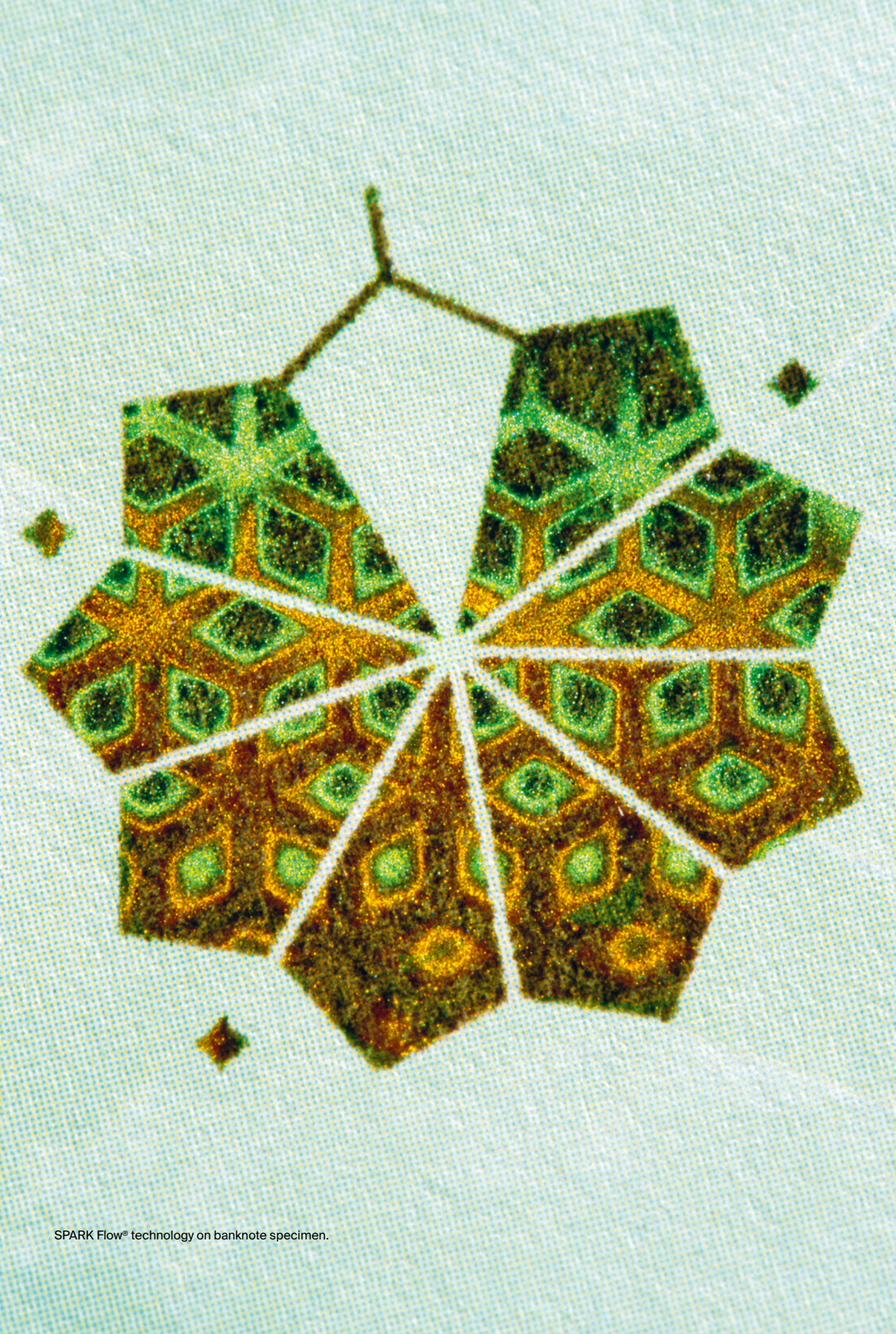
In the **US**, the company sponsored Trees For Tomorrow, an environmental education centre, aiming at preparing today's youth to be tomorrow's stewards of our natural world. In addition, our subsidiary in Albuquerque organised a collection of needed items for the Westside Emergency Housing Center.

In **Indonesia**, SICPA continued to support the Children Education Foundation, which guarantees employees' children access to education beyond senior high school. In fact, the Foundation supports children at various levels of education: 37 primary school, 24 junior high school, 14 high school, 29 university.

In **Togo**, the company launched in 2022 a reforestation initiative, planting 3,000 seedlings across a five-hectare area (*Terminalia superba*, *Cola gigantea* and *Kahya* saplings). A year later, SICPA teams visited Adangbé to see how the fledgling protected area was progressing and to continue their awareness-raising and reforestation work. According to the report presented, the seedlings planted last year had a 95% survival rate. The plants that did not survive were replaced by new ones on Tree Day, June 1, 2023.

In **Colombia**, the company pursued its collaboration with its partner "Red de Arboles Foundation" to maintain the reforestation project of 10,000 trees.

4.



SPARK Flow® technology on banknote specimen.

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Governance and sustainable business

4.1 Governance

SICPA's governance structures reflect its long-term view of markets and economic sustainability. The company is governed by a Board of Directors made up of shareholders and external non-executive directors appointed by the General Assembly. The company's strategy and operations are overseen by the Executive Committee, which is supported by specialist committees focusing on specific strategic issues, including sustainability.

Overall responsibility for overseeing **sustainability** – and, more broadly, ESG issues – rests at the company's Executive Team level, led by the CEO, who is also the Chair of SICPA's Board of Directors. The CEO engages with members of the Executive Committee to assess and address ESG risks, opportunities and impacts to guide the firm's overall business strategy and reporting. SICPA has also established a **Sustainability Steering Committee** at the company's Executive Team level, which is responsible for setting SICPA's overall sustainability strategy and monitoring progress against ESG goals and targets.

Critical concerns are communicated to the Board of Directors either through a standard bottom-up communication channel, the Group Assurance and Advisory function or the Compliance Officer when critical concerns are raised via the Speak Up Line.

SICPA laboratory in Switzerland Headquarters.



4.2 Business ethics and integrity

Business integrity is fundamental to SICPA. To be credible as Trust Enablers worldwide, we must comply with the laws in the marketplace and act in accordance with our values. Business ethics and integrity was identified as one of the most important topics for both internal and external stakeholders in our 2022 materiality assessment.

There are inherent risks and impacts associated with SICPA's business model and international presence, and SICPA makes significant efforts at all levels, from top management and throughout its global operations, to ensure a consistent level of business integrity for all employees and operating entities.

SICPA has a Compliance function focused globally on corruption prevention, competition law and foreign trade controls compliance, headed by a Group Compliance Officer who reports to the CEO and the Chairman of the Audit Committee and acts independently from the business. This enables an organisational structure to oversee and improve processes, supported by a network of Business Compliance Ambassadors around the world.

Since 2021, SICPA has been one of the first companies in its sector to be ISO 37001:2016 certified for its anti-bribery management system. SICPA is also an accredited member of the Banknote Ethics Initiative, which promotes ethical and responsible business practices worldwide¹. Both certifications were maintained in 2023 without any non-conformity.

In 2023, there are no legal actions for corruption, anti-competitive behaviour, antitrust and monopoly practices to report after the closure of the OAG's investigation reported in the 2022 SICPA Sustainability Report and concluded in April 2023. SICPA

keeps its strong commitment to preventing corruption and ensuring ethical business practices.

Appropriate risk assessments for the areas of corruption prevention, anti-trust and fair competition compliance, and foreign trade sanction compliance are carried out at least annually in line with the relevant SICPA procedures. These define the approach, methodology, and risk criteria for the assessment. Based on the results, appropriate mitigating measures are assigned.

In 2023, the revamped version of the SICPA Code of Conduct, which opens with a message from SICPA's Chairman and CEO outlining SICPA's vision and core values, was rolled out across the organisation: a physical copy of the document was provided to every SICPA employee worldwide, dedicated communications were issued through both internal and external channels, and training was delivered both cascaded and online to ensure that all employees and new joiners were trained. Another dedicated training will be rolled out in 2024 to conclude the awareness campaign.

In addition to these elements, SICPA promotes a "Speak Up" culture, encouraging its employees to speak up to their managers, other departments, the Senior Leadership Team or the CEO. The same applies to its external stakeholders. Since 2020, SICPA's Speak Up Line (whistleblower system) is in place and allows any employee or external party to confidentially report – anonymously if preferred – any suspected misconduct via an independently managed system that complies with European standards. SICPA has a strict non-retaliation policy.

SICPA also has a strong cybersecurity and information protection pool of expertise, which is key in today's growing threat landscape. The security teams respective missions are to protect the company's assets and ensure that security is fully integrated and maintained in SICPA's clients' solutions. Among the various security activities and strategies, SICPA adheres to a Zero Trust philosophy to implement comprehensive Security Transformation Programs, including security by design, identity management, and cloud security initiatives. These activities and strategies are regularly audited towards security industry standards such as ISO 27001 and INTEGRAF 15374.

With a Global Security Operations Centre (SOC) strategically located and operating 24/7, integrating advanced threat intelligence and proactive risk management, SICPA can ensure that any threats or security incidents are detected and handled in a timely manner. In addition to these cybersecurity activities, SICPA's employees are considered the first line of defence. Various programmes and activities ensure that employees worldwide have practical experience in security to address and mitigate security threats and risks.

¹ An initiative established to promote ethical business practices, with a focus on the prevention of corruption and on compliance with anti-trust laws within the banknote industry

“Compliance with the law and doing business with integrity are not optional; they are crucial as a basis for trust, which is at the heart of what we do.” Philippe Amon, Chairman and CEO

2023 ACTIONS

All Compliance policies¹ have been approved by the Board of Directors and communicated to all employees, including Executive Committee members. All employees, including managers, were trained during the reporting period (≈1600 training modules delivered in 2023). All new employees must undergo mandatory compliance training as part of their onboarding, including a dedicated training on the new Code of Conduct. Certain employees receive more intensive training due to their role and risk exposure. These in-person trainings were delivered to nearly 500 participants in 31 sessions between 2022 and 2023, including a refresher course introduced in 2023 highlighting SICPA's commitment to continuous improvement.

An annual confirmation of Compliance is also sent to key Third Parties and selected employees to confirm that they have read and understood the policies and to declare any conflicts of interest or suspicious activity.

In 2023, On-Site Risk Assessment workshops were introduced with the participation of the local Management Teams of the affiliates involved (7 in 2023); the activity aims to identify and evaluate potential risks of corruption in the local context and to take appropriate measures to mitigate them, following a structured approach and methodology based on recognised international standards.

The Company adopted a new Conflict of Interest Policy in 2023, which aims to provide rules and guidelines for their identification and management. The Policy has been communicated to all SICPA employees through various channels.

SICPA kept continuously developing its **Third-Party Management System** to holistically manage third parties acting on its behalf. Their engagement is subject to a thorough integrity due diligence process prior to onboarding. Among other measures, they receive regular compliance training on doing business with integrity and are required to submit an Annual Compliance Declaration. Further audits are conducted by external auditing firms.

Finally, SICPA has fully implemented all applicable sanctions imposed against Russia in 2023.

¹ <https://www.sicpa.com/compliance>



SICPAGUARD®, an integrated security solution developed for instant machine-readable authentication of products and documents.

4.3 Sustainable innovation and solutions

SICPA has built its reputation as a pioneer and innovator by continually developing new products and technologies. This innovation is critical to meet market needs and societal changes. It enables the company to remain at the forefront of technological developments and to respond to specific security and traceability issues (e.g. counterfeit banknotes, tax evasion).



Variety of goods secured by SICPA's technologies worldwide.

SICPA solutions can play an important role in helping government clients achieve their UN SDG targets. Providing them with the means to safeguard cash as a vital public good and ensuring tax collection and revenue, while tackling fraud and the inefficiencies and distortions it creates, contributes to SDGs 10 – Reduce inequalities, 16 – Peace, justice, and strong institutions, 17 – Partnership for the goal. In November, SICPA's unlimitrust campus, located next to its headquarters, became the eight Technology Park in the Canton of Vaud. Its aim is to stimulate innovation in digital technologies and physical systems in order to enhance the sovereignty of institutions and shore up citizens' trust in the public and private sectors, in areas where such trust is crucial.

The company is also innovating to digitally transform the organisation to meet the expectations of its clients and society in general, and to attract IT talent. In its internal IT organisation, the Green IT team works on sustainable digital transformation and raises awareness throughout the organisation. The evolving regulatory framework is another driver for innovation. On the one hand, SICPA must adapt to new requirements, such as safety requirements for the use of hazardous substances. On the other hand, new regulations (e.g. new taxes) can create specific needs for governments and thus opportunities for SICPA to deploy its technological solutions.

In the production of printing inks at SICPA, one of the main areas of innovation is the replacement of fossil-based raw materials with alternatives derived from biorenewable sources. Such long-term projects are being carried out in collaboration with technology leaders. More information can be found in chapter 2.3.

SICPA is also contributing to R&D programmes aimed at improving the environmental efficiency of printing processes, such as moving from standard UV curing to LED UV curing. Developments

are also made to extend further the lifespan of banknotes and optimise their circulation, thereby improving their overall lifecycle. At the same time, SICPA continued to develop leading printed optical security features for banknotes, improving process efficiency, counterfeit resistance, and design possibilities.

In another sphere of SICPA's activities, the company became a GovTech Global Partner of the World Bank, and the International Monetary Fund (IMF) recommends the implementation of SICPA's unique direct marking solutions for secured authentication, identification, and traceability of products, combatting illicit trade. In this area, the tax administration measures provided to governments contribute meaningfully to domestic revenue mobilisation (SDG 17.1), which is useful for financing public expenditures such as schools, hospitals, and roads. For example, **Tanzania** has seen a significant increase in excise revenue collection of 60% for cigarettes, 75% for beer and 50% for fuel since the implementation of SICPATRACE® and SICPA's Fuel Integrity Solutions. Tax collection has become much more dynamic as a result of these tax administration measures. Similarly, in **Uganda**, total excise and VAT collections on all products (tobacco, alcoholic beverages, soft drinks, cement, sugar, etc.) tagged with SICPA solutions increased by 38%. The SICPA solutions have made it possible to reduce the size of the informal economy by tripling the number of registered taxpayers for these products, thus improving the level playing field for economic operators. Finally, in **Chile**, SICPA solutions applied to tobacco products enabled the tax authorities to collect almost \$500 million in additional taxes.

4.4 Sustainable supply chain management

SICPA is a global industrial company that sources and transports raw materials, semi-finished and finished products across the world. The company operates various industrial sites of different sizes for its various businesses and collaborates with thousands of suppliers worldwide. The environmental impact of transporting raw materials, semi-finished and finished products was measured for the main materials. SICPA expanded its EcoVadis assessments in 2023 to other regions and sites. The company pledged to enhance its existing supply chain governance model.



A Supply Chain Compliance function operates since 2012 to monitor legal and regulatory developments related to the supply chain, continuously providing intelligence for all decisions and updates to SICPA processes and standards. Recently, IA capabilities have been integrated into our supply chain risk management tools, enabling better and faster detection of issues.

SICPA committed to strengthening its established supply chain governance model to include environmental and social aspects and integrate sustainability across all sites.

With the aim to mitigate risks, SICPA rolled out in 2023 its updated **Supplier Code of Conduct**, requesting its suppliers to abide to it. This document outlines the company's expectations of suppliers in terms of ethical practices, labour rights, environmental management and compliance with laws and regulations. The systemic nature of a large and complex value chain inherently impacts the social aspects of all actors in the Group's supply chain around the world and may not have a uniform impact depending on geography, context, and position in the supply chain. Currently, among its direct suppliers, SICPA does not see any significant risk of child labour or forced labour.

The company reinforced its processes related to conflict minerals¹ monitoring and informed its customers. Although SICPA is not directly subject to the US, EU and CH conflict minerals rules and reporting requirements based on import thresholds and/or country of origin, we are committed to operating within a responsible supply chain and to assisting our customers in complying with their reporting obligations where appropriate.

The environmental **footprint of the transport** of raw materials, semi-finished and finished products has been assessed for the most significant materials. Efforts have been made to reduce the footprint of these materials, firstly by assessing their impact and secondly by taking action to reduce their emissions. These last five years, a major initiative to increase local sourcing of materials has been implemented, enabling the integration of new local distributors, while ensuring quality and reliability. In addition, the company's procurement function integrated key elements of sustainable procurement and ethical sourcing into the Internal Standard on Procurement and the Standard Procurement Operating Procedures. Five of our senior buyers received a comprehensive training, equipping them with the necessary knowledge and skills to make informed, environmentally conscious, and socially responsible purchasing decisions on behalf of our organisation.

In 2023, SICPA expanded its **EcoVadis** assessment programme to 11 sites worldwide to assess and improve practices in the areas of environment, labour and human rights, ethics, and sustainable procurement. SICPA **Spain, Switzerland** and our subsidiary **STA** were awarded a gold medal, and the results of other sites are listed in the annex.

¹ Conflict Minerals" is used to define minerals that come from a particular part of the world where conflict is occurring and affects the mining and trading of those materials. The term typically refers to four minerals – tungsten, tantalum, tin and gold (also known as 3TG) – that are mined in the eastern region of the Democratic Republic of the Congo (DRC) and its adjoining regions.

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Performance

Our reporting standard and sustainability framework

SICPA uses the Global Reporting Initiative (GRI) standards for its primary sustainability reporting.

SICPA strives to continuously improve its environmental and social performance throughout its value chain in line with three internationally recognised frameworks: the United Nations Global Compact Principles, the Sustainable Development Goals (SDGs) and the International Currency Association (ICA).

The information disclosed in this Sustainability Report serves as the basis for the Communication on Progress (COP) on the 10 principles of the United Nations Global Compact, as well as for tracking progress on our contribution to the SDGs and the ICA Sustainability Charter, which sets out principles for the currency sector to improve the sustainability of the design, production, manufacture and distribution of cash, and to create economic, environmental and social value.



Data

Environment

Direct & indirect emissions (tonnes CO₂e) GRI 305-1; 305-2	2022	2023
Scope 1 : Direct Emissions	5,457	4,916
Scope 2 : Indirect Emissions (Market-based)	9,304	10,453
Scope 2 : Indirect Emissions (Location-based)	8,305	8,928
Total Scope 1 & 2 Emissions (Location-based)	13,762	13,844
CO ₂ Emissions from Biogenic Sources	-	-
Other indirect emissions (tonnes CO₂e) GRI 305-3		
Purchased Goods and Services	48,549	43,752
Capital Goods	23,818	10,640
Other Fuel & Energy Related Emissions	3,053	3,108
Upstream Transportation & Distribution	11,784	11,237
Waste Generated in Operations	1,429	2,539
Business Travel	5,943	6,309
Employee Commuting	3,554	3,440
Downstream Transportation & Distribution	9,138	7,465
Use of Sold Product*	2,432	2,503
End-of-life Treatment Of Sold Products	934	673
Total Scope 3 Emissions	110,634	91,666

* Non-banknote activity only

Note: Baseline: 2021 (first company-wide carbon footprint). Most recent year of calculation: 2023. Database used for the emissions factors: Ecoinvent 3.8, DEFRA, AIB Report Residual Mix 2021, 2022 Green-e® Residual Mix Emissions Rates (2020 Data). Methodology and calculation method: GHG Protocol, IPCC 2021 GWP100 (incl. CO₂ uptake). Gases included: All mandatory gases i.e. CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃

Energy (kWh) GRI 302-1	2022	2023
Fuel consumption within the organisation from non-renewable sources		
Oil ¹	331,990	457,197
Natural gas	15,940,353	14,844,737
LPG	22,347	63,040
Fuel from operated vehicles ²	8,676,241	7,375,337
Gasoline (vehicles)	NA	3,027,879
Gasol (vehicles)	NA	4,347,458
Gas (vehicles)	NA	-
Total fuel from non-renewable sources	24,970,931	22,740,311
Fuel consumption within the organisation from renewable sources		
Ethanol	-	869
Total fuel from renewable sources	-	869
Electricity and heating consumption within the organisation		
Purchased electricity	30,836,081	32,324,798
Self-generated electricity from solar panels	663,654	1,086,637
Purchased heating	1,999,532	2,905,842
Total electricity and heating consumption	33,499,267	36,317,277
Total energy consumption within the organisation	58,470,198	59,058,457
Energy sold		
Self-generated electricity from solar panels sold to third parties	-	201,531
Total energy sold by the organisation	-	201,531

¹ oil doesn't include "fuel from operated vehicles" as reported separately.

² "fuel from operated vehicles" doesn't include ethanol as reported separately.

Water withdrawal (m³) GRI 303-3	2022	2023
Surface	54,409	79,128
Ground	186,227	162,110
Total	240,637	241,238

Water withdrawal in stressed area (m³) GRI 303-3

Surface	19,300	40,151
Ground	3,956	4,288
Total	23,256	44,439

Note: all water withdrawal is from freshwater.

Note: The 2022 and 2023 data for water stressed area have been recalculated according to the GRI recommendation, i.e. the ratio of total annual water withdrawal to total available annual renewable water supply (i.e., baseline water stress) is high (40-80%) or extremely high (>80%) according to the Aqueduct Water Risk Atlas. In 2022, only the extremely high risk was considered. As a result, the total amount of water abstracted in 2022 from the water stressed area has risen from 625 m³ to 23,256 m³. In addition, a correction was applied to the 2022 data, resulting in a slight variation (<1%) in total water withdrawal compared to the value reported in the SICPA Sustainability Report 2022.

Waste generation (tonnes) GRI 306-3	2022	2023
Non hazardous waste	1,042	1,104
Hazardous waste	688	633
Total	1,730	1,737

Note: Hazardous waste classified according to local legislation (e.g. OMoD in CH), mostly chemicals and ink related wastes; non hazardous waste include urban, industrial waste like metal, wood, PET, plastic, electronic, ...

Data

Social GRI 401-1, 405-1

Workforce (FTE) by gender	2022	%	2023	%
Men	2,288	76%	2,387	77%
Women	704	24%	715	23%
Total	2,992	100%	3,102	100%

Note: total workforce at the end of the reporting period

Workforce (FTE) by region

Africa	753	25.2%	808	26.0%
Asia	353	11.8%	373	12.0%
Australia	5	0.2%	5	0.2%
Europe	1,288	43%	1,258	40.6%
Latin America	385	12.9%	419	13.5%
Middle East	12	0.4%	48	1.5%
North America	196	6.5%	191	6.2%
Total	2,992	100%	3,102	100%

Workforce (FTE) by age group

< 30	419	14%	280	9%
30-50	1,974	66%	2,135	69%
>50	599	20%	687	22%
Total	2,992	100%	3,102	100%

Note: In addition to contract workers, SICPA also uses temporary workers in its production plants to match staffing levels to actual production needs. The management of temporary workers is handled at the level of each site. No consolidated data available.

New employees hires by age group	2022	%	2023	%
< 30	1	(0.2%)	168	35%
30-50	275	58%	286	59%
> 50	199	42%	30	6%
Total	475	100%	484	100%

New employees hires by gender

Men	356	75%	356	74%
Women	119	25%	128	26%
Total	475	100%	484	100%

New employees by region

Africa	117	25%	112	23%
Asia	47	10%	57	12%
Australia	-	-	1	(0.2%)
Europe	214	45%	173	36%
Latin America	73	15%	93	19%
Middle East	-	-	25	5%
North America	24	5%	23	5%
Total	475	100%	484	100%

Board of Directors

Men	5	83%	5	83%
Women	1	17%	1	17%
Total	6	100%	6	100%

Board of Directors

< 30	-	-	-	-
30-50	1	17%	1	17%
> 50	5	83%	5	83%
Total	6	100%	6	100%

Diversity by gender*	2022				2023			
	Women		Men		Women		Men	
	#	%	#	%	#	%	#	%
Employee	120	7%	418	23%	148	5%	619	20%
Senior Employee	216	12%	472	26%	394	13%	1,147	37%
Manager	123	7%	397	22%	166	5%	573	18%
Senior Management	7	0%	46	3%	7	0.5%	48	1.5%
Total	466	26%	1,333	74%	715	23%	2,387	77%

Diversity by age group*	2022						2023					
	< 30		30-50		> 50		< 30		30-50		> 50	
	#	%	#	%	#	%	#	%	#	%	#	%
Employee	98	5%	305	17%	135	8%	134	4%	431	14%	202	7%
Senior Employee	88	5%	494	27%	105	6%	140	5%	1,200	39%	201	6%
Manager	9	1%	358	20%	153	9%	5	0%	488	16%	246	8%
Senior Management	-	-	19	1%	35	2%	1	0%	16	0.5%	38	0.5%
Total	195	11%	1,176	65%	428	24%	280	9%	2,135	69.5%	687	21.5%

* Data related to countries with a grading system in place. 21 countries, representing 60% of the workforce. (Albania, Chile, Dominican Republic, Ecuador, Georgia, Indonesia, Israel, Italy, Kosovo, Malaysia, Mozambique, Pakistan, Slovakia, South Africa, Switzerland, Thailand, Togo, Türkiye, UAE, Uganda, USA). The company is currently implementing a global grading system.

Turnover by gender	2022	%	2023	%
Men	152	71%	256	68%
Women	61	29%	122	32%
Total	213	100%	378	100%

Turnover by age group	2022	%	2023	%
<30	58	27%	101	27%
30-50	138	65%	222	59%
>50	17	8%	54	14%
Total	213	100%	377	100%

Turnover by region	2022	%	2023	%
Africa	29	14%	42	11%
Asia	34	16%	33	9%
Australia	-	-	1	0.3%
Europe	89	42%	180	48%
Latin America	45	21%	56	15%
Middle East	-	-	35	9%
North America	16	8%	31	8%
Total	213	100%	378	100%

Sustainability related certifications

	Country	ISO 9001	ISO 14001	ISO 14064	ISO 37001	ISO 45001	BNEI	CMMI	EcoVadis
Africa	Kenya	●	●		●	●			
	Morocco	●	●		●	●			
	South Africa	●			●		●		●
	Tanzania	●	●		●	●			
	Togo	●	●		●	●			
	Uganda	●	●		●	●			
Asia	China	●	●		●	●	●		
	Indonesia	●	●		●	2024	●		
	Malaysia	●			●				
	Pakistan	●	●		●	●	●	●	●
	Thailand				●				
	Türkiye				●				
Australia	Australia	●			●		●		
Europe	Albania	●	●		●	●			
	Georgia	●	●		●	●			
	Italy				●				
	Spain	●	●		●	●	●	●	●
	Switzerland	●	●		●	●	●	●	●
Latin America	Brazil	●	●		●	●	●		●
	Chile	●	●	●	●	●			
	Dominican Republic			●	●				●
	Ecuador	●		●	●			●	●
	Mexico	●	●		●	●	●		●
North America	United States	●	●		●	●	●		●

The full list of certifications is available on our website (www.sicpa.com/excellence).

The anti-bribery management system is certified at the headquarter level and covers all subsidiaries. All Banknote related subsidiaries are certified according to the Banknote Ethics Initiative (BnEI).

Specialised certifications like ISO 17025, 27001, 14298, NASPO, CMMI are implemented based on local needs and activities. The full list of certifications is available on our website (www.sicpa.com/excellence).

GRI content index

SICPA HOLDING SA has reported the information cited in this GRI Content Index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.

The content of the Sustainability Report has not been externally assured.

Standard & disclosures		Pages / information
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
2-1	Organisational details	Back cover page
2-2	Entities included in the organisation's sustainability reporting	About this report p. 34 List of entities included in the report: Albania; Australia; Brazil; Chile; China; Dominican Republic; Ecuador; Georgia; Indonesia; Italy; Kenya; Malaysia; Mexico; Morocco; Pakistan; South Africa; Spain; Switzerland; Tanzania; Thailand; Togo; Türkiye; Uganda; United States.
2-3	Reporting period, frequency and contact point	p. 34, 97, back cover page
2-4	Restatements of information	p. 53, 90
2-5	External assurance	p. 34
2-6	Activities, value chain and other business relationships	p. 32
2-7	Employees	p. 92
2-8	Workers who are not employees	p. 92
2-9	Governance structure and composition	p. 74
2-10	Nomination and selection of the highest governance body	p. 74
2-11	Chair of the highest governance body	p. 74
2-12	Role of the highest governance body in overseeing the management of impacts	p. 74
2-13	Delegation of responsibility for managing impacts	p. 74
2-14	Role of the highest governance body in sustainability reporting	p. 74

Standard & disclosures		Pages / information
2-15	Conflicts of interest	p. 78 In 2023, the Company adopted a new Conflict of Interest Policy aimed at providing rules and guidelines for the identification and management of potential conflicts of interest within SICPA. The Policy has been communicated to all SICPA employees through a dedicated news in the Company intranet and the importance of the topic is also emphasised by a video featuring the Head of HR and the Group Compliance Officer.
2-16	Communication of critical concerns	p. 74
2-17	Collective knowledge of the highest governance body	General awareness sessions are organised for BoD members with the aim to advance the collective knowledge, skills, and experience on sustainable development.
2-18	Evaluation of the performance of the highest governance body	Aligned to the performance evaluation of other topics. No specific process in place for ESG topics.
2-19	Remuneration policies	p. 68
2-20	Process to determine remuneration	p. 68
2-21	Annual total compensation ratio	Not communicated for confidentiality reasons.
2-22	Statement on sustainable development strategy	SICPA stipulates and implements/deploys a series of policies and internal standards covering aspects of responsible business conduct and respect of human rights, covering all its organisation's activities and its business relationships. SICPA policies are approved at Executive Committee level and cascaded via internal and external communication means, including remote and on-site trainings www.sicpa.com/policies .
2-23	Policy commitments	
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	p. 76
2-26	Mechanisms for seeking advice and raising concerns	p. 76
2-27	Compliance with laws and regulations	p. 74, 76
2-28	Membership associations	Banknotes Ethics Initiative, International Currency Association, United Nations Global Compact, International Tax Stamp Association, International Anti-counterfeiting Coalition, Digital Identity and Data Sovereignty Association.
2-29	Approach to stakeholder engagement	p. 38
2-30	Collective bargaining agreements	SICPA does not monitor the number of employees who are part of a collective bargaining agreement at group level. The terms and conditions of employment of employees not covered by collective agreements are not affected by other collective agreements.

Standard & disclosures		Pages / information
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	p. 38
3-2	List of material topics	p. 39-41
3-3	Management of material topics	p. 38
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	p. 55
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	p. 76 All entities and sites
205-2	Communication and training about anti-corruption policies and procedures	p. 76 https://www.sicpa.com/integrity-and-compliance https://www.sicpa.com/policies
205-3	Confirmed incidents of corruption and actions taken	p. 76 No incidents in the reporting year
GRI 206: Anti-competitive Behaviour 2016		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	p. 76 https://www.sicpa.com/compliance No incidents in the reporting year
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	p. 54
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	p. 49, 89
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	p. 52
303-2	Management of water discharge-related impacts	p. 52
303-3	Water withdrawal	p. 53, 90
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	p. 45, 88
305-2	Energy indirect (Scope 2) GHG emissions	p. 45, 88
305-3	Other indirect (Scope 3) GHG emissions	Climate change p. 45 + Tables p.88 3.1; 3.2; 3.3; 3.4; 3.5; 3.6; 3.7; 3.9; 3.11; 3.12
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	No consolidated data available at group level.

Standard & disclosures		Pages / information
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	p. 52
306-2	Management of significant waste-related impacts	p. 52
306-3	Waste generated	p. 52, 91
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	No consolidated data available at group level. Suppliers are evaluated during the selection process by local procurement teams.
308-2	Negative environmental impacts in the supply chain and actions taken	p. 83
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	p. 68, 93
GRI 402: Labour/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Following regulatory framework of the country, SICPA takes care to ensure that employees are informed of the management's plans as early as possible and to involve employee representatives in change processes at an early stage. In general, SICPA is committed to the Health & Safety Management standard ISO 45001:2015 which includes a mechanism of consultation and participation of workers.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	p. 66
403-2	Hazard identification, risk assessment, and incident investigation	p. 66
403-3	Occupational health services	p. 66 The OH&S Steering Committee is responsible for establishing the OH&S policy, governing compliance and reviewing the company's Health and Safety performance, as well as escalating Health and Safety initiatives and significant risks and issues. Senior executives are responsible and accountable for implementing this policy within their areas of responsibility, allocating adequate resources and improvement programs.
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 66
403-5	Worker training on occupational health and safety	p. 66
403-6	Promotion of worker health	p. 66

Standard & disclosures		Pages / information
GRI 403: Occupational Health and Safety 2018		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 66 SICPA is responsible for ensuring that external parties working on its sites are informed and instructed on the constraints and dangers that SICPA could cause to them. Similarly, for the contractor, it must ensure that any safety measures have been identified and that steps have been taken to ensure the safety of its staff. SICPA (HSE) and the provider agree on the safety measures to be implemented at the interface of the two activities before the start of the work and these costs are to be included in the specifications.
403-8	Workers covered by an occupational health and safety management system	p. 66 No homogeneous data available as they are managed at contractor level. However, all contractors are covered by SICPA OH&S management system when on-site.
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	p. 61
404-2	Programs for upgrading employee skills and transition assistance programs	p. 60
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	p. 62, 93, 94
405-2	Ratio of basic salary and remuneration of women to men	Not communicated for confidentiality reasons.
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 82 SICPA is committed to the Principles of the Universal Declaration of Human Rights, the Principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Core Labor Standards. Respect for human rights within supply chains is explicitly stipulated by the SICPA Code of Conduct and the Supplier Code of Conduct. Violations of this principle can be reported via the speak up line both by employees and by third parties.

Standard & disclosures		Pages / information
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	p. 82 SICPA does not currently see any significant risk of child labour or forced labour among its direct suppliers.
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 82 SICPA does not currently see any significant risk of child labour or forced labour among its direct suppliers.
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	No consolidated data available at group level. Suppliers are evaluated during the selection process by local procurement teams.
414-2	Negative social impacts in the supply chain and actions taken	p. 82
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	p. 56
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incident during the reporting period.



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