

Our approach

During the last year we conducted a materiality assessment to gather input from our global team members, as well as our largest customers and investors, asking what matters most to them and to gain their views on how we should prioritise our approach. We created a long list of potential factors we should consider, with insight from ESG-related frameworks, standards, and guidance, and then narrowed these down to the factors we can have the most impact on and are most relevant to our business.

We asked our key stakeholders to rate each factor by importance to them and by impact on our business's

SDG (e)-1.9 (n)13.2 (t) (n)1.9 (u)-5.1 (s)f)-1 (u)-5.1 (o)-13.45.4 (-)16.4u.5 (4-14.961 (s)5.1 (s)f)-1 (n)-14(4-14.961 (s)21.961 (s)53m)neor rws on ho9 (ie)-16e5.3 (o o)-12.5 (av)-14nkg wne shm a atentioB.1 (mpa)614.9 (e)- (rk)5.3 (3 (k)1e-16.99 (kys)-3u)-5.(s)-16.9sr6s3 (t)-snwr6tthee facsoac (ie)-16e5.3.
te cae oe
tosy
wi81.1 (mpa)814.9 (e)-len-16 d

Environmental, Social and Governance continued

Environment

Our net zero target






Environmental, Social and Governance continued

The impact of climate-related risks and opportunities on our businesses, strategy, and financial planning

Our strategic goal is to be the global leader in digital identity verification and identity fraud. We want to be the partner of choice for businesses who want to interact with their customers safely, securely, and sustainably.

To do this, we need to ensure that our business and our solutions have the ability to withstand climate-related risks and that we can maximise on climate-related opportunities. Our Group strategy is built around six key priorities:

 Build markets



Risk management

The process for identifying and assessing climate-related risks

GBG uses a “bottom up, top down” approach to identifying risk. We start by conducting “bottom up” risk assessment workshops, covering each of GBG’s business units and central services functions. The output from the risk assessment workshops creates risk registers, where we have a specific ‘ESG’ subcategory, under ‘Strategic’ as described in the GBG Risk Taxonomy.

A “top down” review of the top risks is conducted by the Audit & Risk Committee to validate the workshop findings and to ratify the risk register.

This process is refreshed regularly and on any material event occurring which is likely to result in GBG being subject to new or additional risks.

This is overseen by our ESG Committee, with sponsorship by our ESG Committee Chair and Executive ownership by our Chief People Officer. Independent review and challenge is provided by Risk Management.

The risk and opportunities are assessed against likelihood and impact against a risk matrix. Climate-related risks and opportunities are assessed against the short-, medium-, and long-term timelines described under ‘Strategy’. Impact is measured by considering the risk impact on our reputation, operation, regulation, information, and finances.

The process for managing climate-related risks

Each risk is given a Risk Owner, who is the person primarily responsible for managing and mitigating that risk. Where a risk response is required it is documented in the risk register and kept under evaluation to ensure it remains appropriate.

Where risks are considered out of appetite or where control weaknesses have been identified by internal or external sources, action plans are documented, owned and time bound.

How processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management

As outlined above, our climate-related risks and opportunities are integrated into our Group Risk Management process and follow the same process. This means that climate-related risks and opportunities follow the same “bottom up, top down” risk identification and assessment approach, have an Executive Owner, Non-Executive Sponsor, dedicated Executive-level Panel and oversight from the Board.

Environmental, Social and Governance continued

			Tonnes CO ₂ e			
Scope	Source	Location	FY23	FY22 (including the former Acuant business and Cloudcheck)	FY22 (without the former Acuant business and Cloudcheck, as reported in FY22)	FY21
Scope 1	Natural gas	UK	15	13	13	36
		Rest of the world	–	–	–	–
		Total	15	13	13	36
Scope 2	Location-based purchased electricity	UK	127	89	89	86
		Rest of the world	223	274	200	204
		Total	350	363	289	290
	Market-based purchased electricity ⁴	UK	48			
		Rest of the world	204			
		Total	252			
Total Scope 1 and 2 (location-based)			365	376	302	326
Total Scope 1 and 2 (market-based) ⁴			267			
Intensity ratio for revenue (Scope 1 and 2 tCO ₂ e/£m revenue)			0.96	1.55	1.25	1.5

--

Everyone



In a world where proving
and trusting digital
identities is central to how

Environmental, Social and Governance continued

Our attrition rate has decreased this year to 9.0% (2022: 15.6%), which we are very pleased to see and we believe is, in part,



Health and safety and wellbeing

We continued to release resources and run events and training this year in line with the five core wellbeing areas:

- Mental fitness
- Healthy lifestyle
- Social engagement
- Physical fitness
- Financial stability

For example, in recognition of the struggle rising costs can cause, we held InspireME talks in partnership with FinWELL on building a better relationship with money. This included strategies and tips on improving control of our personal finances and our wellbeing consultant hosted sessions on managing mental health during difficult financial times.

All team members globally have access to our Employee Assistance Programme ('EAP') to help get them the support they need. EAP grants team members access to confidential help with issues such as



Environmental, Social and Governance continued

Ethics

Corporate governance

Our ESG Committee provides oversight for our ESG-related activities and represents the Board in defining our ESG strategy and making sure we take a systematic approach to reviewing relevant practices and initiatives. You can read the ESG Committee report on pages 96 and 97.

The Board and its committees oversee, and are ultimately responsible for, ethical issues. We provide training as part of our Group learning management system, 'be/developed', which outlines how to apply an ethical framework to decision-making in the workplace.

Our Executive Directors have ESG-linked targets in their remuneration to emphasise senior accountability and make sure that they consider ESG factors in business planning, priorities and decision making. You can read more about the criteria for Executive Director remuneration on page 81.

We fully comply with the Quoted Companies Alliance Corporate Governance Code.

Practices and policies

Please find an outline of some of the practices and policies we've adopted to ensure GBG is an ethical and sustainable place to work and that our partners can understand and align with our approach.

- Our Code of Conduct reaffirms our approach to professional and ethical standards and practices

Vertical line on the left side of the page.

Vertical line on the right side of the page.