Environmental, Social and Governance Our ESG Strategy

Our ESG Strategy – Environment, Everyone & Ethics – reinforces our commitment to embed a sustainable and ethical approach in everything we do. It represents what makes us unique and gives us the framework to drive action on the most impactful and important areas.

way we interact with our partners and team members.

We are proud to continue our support for the United Nations Sustainable Development Goals (SDG's) and have aligned our strategy with the areas we can in uence the most.

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'sTD [(e)-1.9 (n13.2 (t) (n1.9 (u)-5.1 (s)f)-1 (u)-5.10 o)-13.45.4 (--16.4u.5 (4-14.961 (s5.1 (s)f)-1 (n)-14(4-14.961 (s21.961 (s53m tneor rws on ho9 (ie)-16e5.3 (o o)-12.5 (av)-14nkg wne shm a atentiGB1 (mpa)614.9 (e)- (rk)5.3 (3 (k)1e-16.99 (kys)-3u)-5.(s)-16.9sr6s3 (t)-snwr6 tthee facsoac (ie)-16e5.3. te cae oe

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Environment

Our net zero target



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 veri cation 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 speci c '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 ndings 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 Of cer. 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 nances.

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 identi ed 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 identi cation and assessment approach, have an Executive Owner, Non-Executive Sponsor, dedicated Executive-level Panel and oversight from the Br

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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 2e/£m revenue)			0.96	1.55	1.25	1.51



We have seen a small increase in our overall female representation, which is 36.8% at the end of FY23 (2022: 36.7%, which was rounded to 37% last year). We have also seen female representation in our senior leaders (our Executive Team and their direct reports) increase to 41.9%, from 33.3% in FY22, which we are delighted exceeds our target of 40%.

One of the ways we aim to make progress on our gender diversity is through Culture+, which is our way of hiring with an equitable approach. The initiative asks hiring managers to look at the diversity of their teams, recognise gaps and work with the Talent Attraction Team to support them in hiring candidates who can help grow our culture. We are using workforce planning activities to understand our global recruitment needs and to set corresponding recruitment diversity targets.

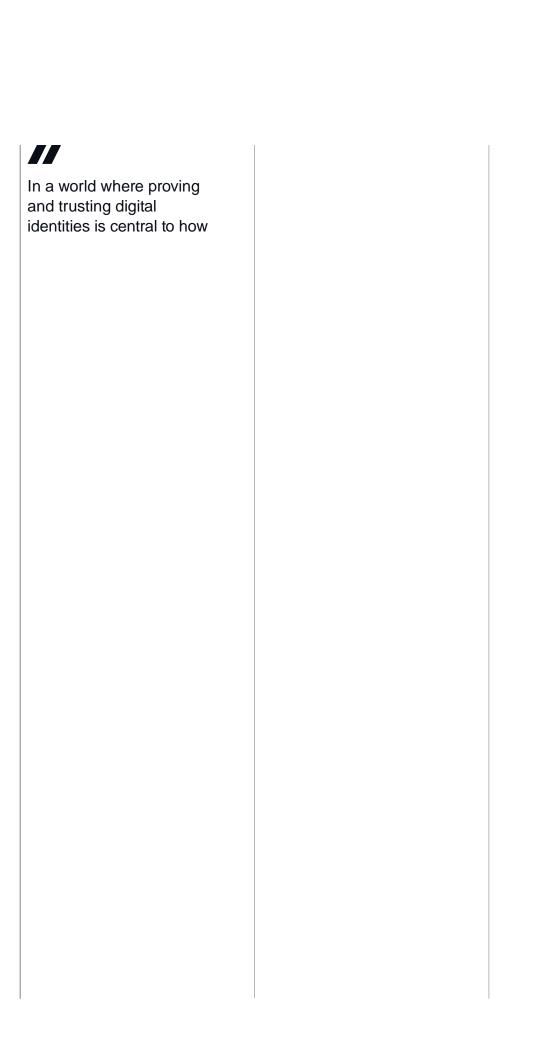
Culture+ also help us to consider new training and development opportunities and set our mentorship partnerships (you can read more about mentoring on page 28). Our Executive Team receive quarterly updates on the overall and their team's progress against the diversity targets, with the factors that have contributed to the change and the actions needed to continue to develop and improve.

Our second target is to increase participation in all areas of our voluntary diversity data collection, especially ethnicity, as well as delivering a report on our team global ethnicity by 2023. We are pleased to see our voluntary Group diversity data participation increase this year to 47.1% (2022: 37.3%).

We know that there is still work to do, so encouraging participation in this initiative is part of a permanent change in our processes. We have, therefore,

Female representation

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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 ve core wellbeing areas:

- Mental tness
- Healthy lifestyle
- Social engagement
- Physical tness
- · 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 nances and our wellbeing consultant hosted sessions on managing mental health during dif cult nancial 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 con dential help with issues such as



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Ethics

Corporate governance

Our ESG Committee provides oversight for our ESG-related activities and represents the Board in de ning 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 nd 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 reaf rms our approach to professional and ethical standardsd 4apprcar

