

 interdigital<sup>®</sup>

# Corporate Sustainability Report

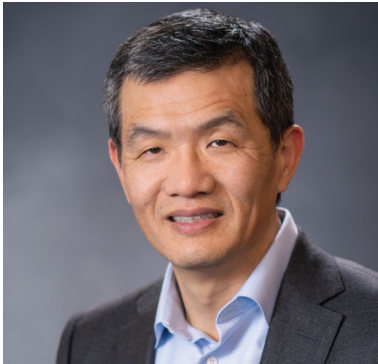
2023





INTRODUCTION

# Letter from Our CEO



**Liren Chen**  
President and  
Chief Executive Officer

For the last half a century, InterDigital has enabled technology evolution, inventing critical wireless and video technologies that have been woven into the foundational fabric of today's \$4.5 trillion mobile economy.

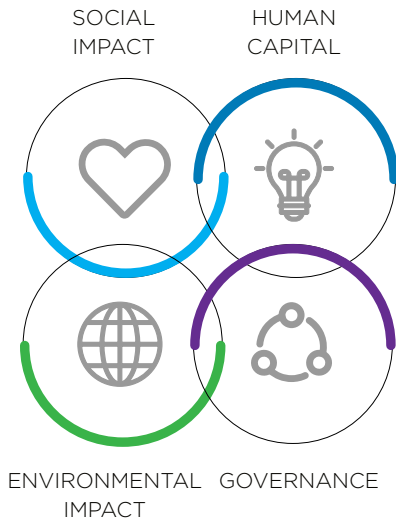
Now, more than ever, we are proud to be at the forefront of innovation and evolution. InterDigital's innovation provides the framework for a future increasingly shaped by the profound convergence of wireless, video, and AI technologies, and as these technologies become more ubiquitous and deliver immense benefits across the global ecosystem, it is important that the future we are enabling continues to be anchored by a core set of values, ethics, and principles. At InterDigital, our heritage of innovation has produced technologies that fundamentally improve efficiency and power consumption across billions of devices, network infrastructure, and delivered services. Our ESG principles continue this legacy and shape our pursuit of a more sustainable, representative, diverse, and equitable world.

Our ESG commitments are upheld by the pillars of social impact, human capital, environmental impact, and governance, and as we take time to reflect on our efforts and achievements in these often complex but ever important spaces, we can see more clearly the positive impact and tangible steps we've made towards greater equity, inclusivity, and sustainability for our community at large.

At InterDigital, we remain committed to increasing diversity throughout all levels of our company and reimagining our work environments to be inclusive of our employees' needs. In this year's report, I'm pleased to highlight the launch of our DEI taskforce and the positive steps InterDigital has taken to mitigate our environmental impact, alongside status updates to our existing and new ESG commitments. Each year we donate a percentage of our yearly operating income through the InterDigital Foundation to support a variety of STEM and innovation-related programs for young women and underrepresented communities, including InterDigital's technology and law-based Merritt Fellowship at Temple University. Alongside these efforts, we continue to foster our greatest asset, our employees and colleagues, through a variety of training programs and continued learning opportunities.

Our commitments to ESG are lifelong and each part of the journey is important. Our vantage point today recognizes the progress we've made and the potential ahead of us to bolster the world we enable with our research and innovation with the principles of diversity, inclusivity, equity, and sustainability. As we continue on this path, we strive to expand our efforts and deepen our impact. We continue to engage with a broad range of investors and stakeholders throughout this ecosystem and encourage you to join the conversation and share your feedback.

Sincerely,  
**Liren Chen**  
President and CEO





# Human Capital

When we think about our greatest differentiator, we think of our global workforce. Their skills, talent, and expertise drive our ability to foster connectedness and innovation around the world. Research, learning, and growth are fundamental to executing our promise to the world to invent the technologies that make life boundless.

We know that developing a workforce that is diverse, enabled to continue learning and evolving, and supported in a safe and positive work environment, is crucial to our success as a company. In recognition of this importance, our Board's Compensation Committee maintains oversight of human capital issues, including diversity, equity, and inclusion.



## HUMAN CAPITAL

# Diversity, Equity, & Inclusion

In 2022 we made significant efforts to advance our Diversity, Equity, & Inclusion (DEI) strategy. In May, we launched a company-wide culture survey to assess employee sentiment around InterDigital's culture. Through in-depth workshops and listening groups, we identified which values are most important to our employees and which values to adopt.

From there, we created and launched a DEI taskforce to expand our DEI presence across the organization. This task force, which meets bi-weekly, consists of a diverse group of employees including Directors and Managers located in all departments and locations. We partnered with an outside organization that provided us with access to current DEI data and research to best support and shape our DEI goals. The DEI taskforce created a DEI strategy with particular emphasis put on expanding our talent network and candidate pipeline, providing DEI education to all employees, creating opportunities for our employees to discuss DEI openly with one another and our leadership, and establishing various employee resource groups.

Our ongoing commitment to building a culture of diversity, equity and inclusion is also reflected in our talent acquisition strategies. We participated in several DEI-focused career fairs and school events to raise DEI awareness and build relationships with college students interested in potential career opportunities. In one example, we attended the Hofstra University Equity and Inclusion multi-school event that focused on bringing together students with employers who offer internships and exposing the students to companies that value diversity and inclusiveness.

In addition, to promote gender equality in tech, we participated in the WomenHack career fairs in Montreal and Philadelphia. These fairs aim to give women employment opportunities with companies that are committed to diversity in the workplace. We also had a unique opportunity to attend an event at Villanova University to learn about how to advance disability inclusion as we hire college students into internship and entry-level roles.





HUMAN CAPITAL

# Career Development & Leadership Essentials

“We believe successful performance is not solely focused on ‘what’ you do, it is inclusive of ‘how’ you do your work.”

At InterDigital, we believe that consistently evaluating our talent promotes opportunities to provide learning experiences for our employees to further their career development. All employees are empowered to lead at InterDigital – whether they are leading themselves, teams, departments, or the company.

We believe successful performance is not solely focused on ‘what’ you do, it is inclusive of ‘how’ you do your work. We are updating our employees’ annual performance review process, to better assess how they each demonstrate our behavioral competency framework known as Leadership Essentials. The associated performance management training we provide to all employees and managers includes examples of how best to integrate the Leadership Essentials into one’s day-to-day work. Most importantly, these essentials highlight what leadership looks like within our organization.

InterDigital values these components of performance and encourages any opportunity to incorporate the Leadership Essentials into training and career development. We created a customized training for all leaders in our largest department, Research & Innovation (R&I) which emphasized how to leverage and apply the Leadership Essentials to their leadership style within their teams.

We have a long-standing tradition of providing future talent with meaningful experiences through our intern program. Our interns join us from schools in Europe and North America and are active participants in helping us to build the technologies of the future while also fulfilling their degree requirements.

To continue the growth of our intern program, in 2023 we intend to investigate partnering with Cornell University and the University of California, Los Angeles on a program called Break Through Tech: AI. This program works at the intersection of academia and industry to propel more underrepresented women into computer science degrees and jobs through curriculum innovation, career access, and community building. Our goal is to help achieve gender equality in tech. InterDigital would likely participate as a mentor, provide opportunities to work on AI projects, and potentially provide internships to underrepresented female students who are interested in careers in data science, machine learning and artificial intelligence. We are excited to work with these universities as part of our journey to invest in the career development of our employees and others who may join InterDigital in the future.



## HUMAN CAPITAL

# Training

Recruiting, retaining, and promoting great talent is key to InterDigital's long-term success. Skills training and professional development are important components of how we ensure the success of our employees and of the company overall. InterDigital encourages and financially supports continuing education and development programs that meet the career goals of our employees which are aligned with the needs of our business. Regular full-time and part-time employees can achieve professional career goals by taking job-related courses at an accredited school, college, or university and be reimbursed for 100 percent of the tuition expense.

It is critical for employees to maintain required credentials, gain skills with new technologies, manage departmental change, keep up with role-specific information, and transition to new roles. Whatever the situation, individual departments provide training through a variety of means, including staff meetings, global conferences, in-house speakers, periodicals and online services, and peer-to-peer instruction. As an organization, InterDigital provides customized one-on-one career coaching that allows for specific discussion and goal setting around career aspirations and development for three and six-month periods. This has already been reviewed as a beneficial tool by employees who have participated.

Talent is the number one driver of our success, and we welcome the diverse perspectives of each of our employees. We are particularly focused on the development and advancement of our female employees as we look to improve our gender diversity. To broaden their skillset and support their career development, we offer three global training programs aimed at executive coaching and leadership development to help C-suite, executive, and high-potential women to improve their leadership skills. These programs provide participants with a rich curriculum and a large network as a resource. In addition, we offered a webinar and Q&A session hosted by industry experts and two of our top female executives to support and empower women to thrive in all areas of their lives.

InterDigital offers training including live and recorded webcasts for all employees to enhance foundational skills including coaching, overcoming unconscious biases, career development, presentation skills, conflict resolution, and performance management. Our training programs aim to educate employees on core competencies and empower participants to bring these skills into the workplace. We endeavor to ensure that our leaders of tomorrow are members of the company today.

Leadership capability is critical in supporting our culture of innovation, inclusion and collaboration. Our leaders have access to various structured development and learning experiences. These include our Learning for Leaders series which provides an interactive learning experience on topics related to being a leader in today's environment with sessions including a focus on leading distributed teams.

From a global perspective, we ensure that we operate ethically and with the highest standards of integrity as it is critical to our continued success. Our Code of Conduct forms the basis of how we interact with each other, with our vendors and with our clients. Each year, InterDigital provides employees with training on the Code of Conduct and highlights different topics of particular importance to focus on during these trainings.

# 100%

Reimbursed tuition expense for job-related courses.



HUMAN CAPITAL

# Health and Safety

We place the health, safety and well-being of our employees as our highest priority. Our Facilities, Legal, and Human Resources teams provide consultation and services to employees and senior leadership to ensure our workforce is healthy, educated on the facts of COVID-19, and supported in their roles.





HUMAN CAPITAL

# Workplace Safety

In preparation for our full office reopening on April 1, 2022, we created a global and cross-functional Workplace of the Future team – made up of representatives from our Facilities, HR, Legal, and Finance teams – who met regularly to share information across all of our locations.

We maintain robust policies and guidelines on:

- Location-specific office reopening;
- What to do if you're COVID positive;
- How to welcome visitors and vendors to the office; and
- Insights into our Future of Work approach.

All guidance was in line with recommendations from the Centers for Disease Control and Prevention (CDC), the World Health Organization, and from local governments, so that people could be protected from virus transmission while working at an InterDigital office.

In 2022, we offered a number of support and training resources to enable collaboration and drive impactful outcomes for our teams to effectively transition back to work.

## This meant that we:



Offered KN95 or N95 masks at no cost to our global employees;



Provided reimbursement to our colleagues to cover COVID-19 diagnostic tests;



Continued to reimburse employees for certain work-related expenses they incurred to support them in maintaining our hybrid-remote work model;



Conducted a Flexible Work survey to gather insights and feedback from our employees to help us navigate the pandemic together; and



Launched a learning program aimed at delivering insights, tips and resources to help our leaders and employees thrive in a hybrid work environment.





## HUMAN CAPITAL

# Supporting Well-Being

For many people around the world, including our employees, the impacts of the pandemic on health and social well-being continue to be a concern.

We responded to these concerns by providing culturally appropriate mental health programs for our employees. We also conducted several well-being webinars focusing on mental health topics which were attended by nearly one-half of our InterDigital colleagues.

InterDigital also provides Employee Assistance Program (EAP) services at no cost to employees and their immediate family members. These services are confidential and provided in the local language by local providers either virtually or in-person.

To further support our employees in their need for flexible options when it comes to wellness programs, we continue to provide online health resources to help our global employees improve their overall well-being, including healthy habit tracking, virtual health coaching, financial well-being courses, and online modules to practice mindfulness, stress reduction techniques, yoga, and more.

For our US colleagues, we provided on-site flu shots at no cost.





# Environmental Impact

Our innovations and technologies are leveraged across the globe as they are incorporated into our customers' wireless communications and video products and services. These innovations and technologies offer significant advances in the operational performance of various systems, as well as reduced environmental impact through efficiency improvements, reductions in power consumption, and by altering the way that products are used, serviced, or maintained. We continue to develop technology to improve radio transceiver energy consumption for mobile devices such as handsets and tablets, which has a direct impact on device power consumption and the extension of consumable battery lifespan. In recognition of our leadership in this field, our long-standing zero-energy technology research received an award from the Institute of Electrical and Electronics Engineers (IEEE).



## ENVIRONMENTAL IMPACT

We also contribute to general industry awareness about sustainability, energy consumption, and the environment through our thought leadership and participation in industry forums, research collaborations, and technical publications. These efforts take the shape of collaborations or individually authored papers that we make publicly available. Recent examples include a paper entitled, “Sustainability in Video Entertainment” focusing on video production, and “How oneM2M is Enabling More Sustainable IoT Deployments,” about opportunities to improve the sustainability of Internet of Things (IoT) systems.

We are also very active in industry forums, organizations, and international standards groups and continue to improve the technical solutions available to our customers. For instance, we have identified innovations supporting “reduced capability devices,” an effort to right-size deployable devices and continue to support the yet to be fully realized benefits of the IoT.

Apart from our research and thought leadership efforts, we also endeavor to run our business in a manner that prioritizes improvements in environmental sustainability. InterDigital is aware of the environmental impact of energy and water usage by businesses globally. Our focus operationally is on minimizing our energy usage and increasing initiatives to reduce CO<sub>2</sub> emissions. This includes empowering our employees to suggest and lead energy reduction and clean air initiatives along with corporate-led initiatives.

InterDigital is aware of the environmental impact of energy and water usage by businesses globally.





## ENVIRONMENTAL IMPACT

In 2022 we increased our efforts in this area, addressing the following:



**Investing in best practices to track and reduce our carbon footprint, including environmental considerations, tracking, and reporting related to data center needs.** To this end, in 2022, we consumed 691.4 MWh (2,489 Gigajoules) of electricity in our global data centers, reducing our energy consumption by 8% compared to 2021. In the process, we were able to increase our renewable energy footprint from 11% in 2021 to 43% in 2022.



**Continued working toward our goal of achieving carbon neutrality by 2027.** We remain committed to achieving neutrality and are considering a variety of options to achieve this, such as purchasing additional carbon credits and/or investing in energy efficient measures.



**Implementing a flexible work program.** By changing the requirements for the amount of in-office work, reducing our global office footprint by 31%, shortening commuting distances, and improving access to mass transit alternatives, we significantly reduced the energy usage and CO<sub>2</sub> emissions from our commuting workforce.



**Investigating and reducing unnecessary energy consumption.** We conducted several initiatives in 2022 to reduce power usage across our corporate footprint, including retiring aging development infrastructure and initiating a replacement of outdated monitors with newer high-efficiency monitors that will reduce energy usage by 80% each.



**Selecting a green location for our new Rennes office that is BREEAM certified.** BREEAM, which stands for Building Research Establishment Environmental Assessment Method, is a British certification standard which is the mostly widely used certification internationally for the environmental assessment of buildings. Our new office in Rennes, which we plan to move into in 2023, is certified as BREEAM International New Construction, which takes into account factors such as the building's efficient use and management of energy, reduction of carbon emissions, sustainable use of land, responsible sourcing and disposal of construction materials, reduction in noise, air, water, and light pollution of the project on the surrounding environment, efficient use of water, and accessibility to public and other sustainable means of transport. Along with a 36% reduction in our office footprint in Rennes, we are expecting to reduce our annualized energy consumption by approximately 25% with this move. Energy saving features of the new property include high performance glazing with reinforced thermal and sound insulation; wooden mantle façade; double-flow air handling unit; air conditioning by thermodynamic system DRV 3 tubes; and full LED lighting with presence detectors.



# Social Impact

InterDigital values the importance of science, technology, engineering, and math (STEM) to equip tomorrow's innovators, and understands the need to diversify the community of those who have access to pursue further education and careers in STEM. To support these values, we make philanthropic donations, support educational initiatives, and provide employee impact programs that foster opportunities in technology and engineering fields for diverse and historically disadvantaged groups.

Impact measurement is critical to impactful philanthropy and InterDigital has upheld our commitment to donate 0.5 to 1 percent of operating income to charitable contributions, with more than \$1.3 million of charitable contributions over the last three years.



SOCIAL IMPACT

# Charitable Donations

## Zip Code Wilmington

Delaware's premier non-profit coding school Zip Code Wilmington prepares local students with critical skills to secure competitive jobs in tech. InterDigital's partnership with Zip Code Wilmington helped launch Blue NOte™, a youth training initiative designed to provide industry-standard computer programming and web development training to high school juniors and seniors across Delaware.

InterDigital's charitable donations bolstered the Blue NOte program throughout the academic year, supporting training for more than 85 students at five high schools across all three Delaware counties. As part of the program, students receive training throughout the academic year, welcome guest speakers from the software and programming industry, and are introduced to training programs available upon graduation. For example, Blue NOte conducted a summer program at Caesar Rodney High School in Sussex County teaching ten students how to use Python to train drones, alongside a summer program in partnership with Delaware State University and the National Institute of Standards and Technology (NIST) training thirty African American high school students in front-end coding languages like JavaScript, HTML, and CSS.

The Delaware Department of Education recently chose Zip Code Wilmington to be the new regional partner of Code.org to provide continuing education to computer science teachers, a testament to the success of the Blue NOte training program and Zip Code's reputation for expertise in Java training. Delaware's computer science teachers will now be able to receive tuition-free continuing education in-state and over time will have greater access to more high-quality continuing education and training opportunities, firmly aligning with InterDigital's mission to support more opportunities in STEM and innovation.





## SOCIAL IMPACT

### Temple University Merritt Scholarship

In 2021 InterDigital established a fellowship at the Temple University Institute on Law, Innovation & Technology (iLIT) in honor of William J. Merritt, InterDigital's former CEO of nearly 16 years. This year, we proudly offered fellowships to Temple Law students Mikiko (Kiko) Galpin and Kemberly Viveros. Each fellowship recipient receives \$20,000 in financial support for tuition and a research stipend to explore the fundamental question: "How does technology impact society for good or bad?"

As part of the fellowship iLIT faculty and staff will offer mentorship and networking opportunities and help guide research for each recipient. The fellowship is a core part of InterDigital's efforts to address inequities and disparities in the design and regulation of tech and encourage more diversity and inclusion in tech innovation. We consider the diversity of candidates and encourage applications from student organizations like the Asian Pacific American Law Student Association (APALSA), Black Law Students Association (BLSA), and Latin American Law Students Association (LALSA), among others.



Mikiko (Kiko) Galpin



Kemberly Viveros



### All In Together/Black Women Lead Conference

All In Together (AIT) encourages and empowers voting-age women to participate in America's civic and political life. Aspiring for a truly representative national democracy, AIT is the only national U.S. organization mobilizing women across the political spectrum to become advocates and leaders at work and in their communities.

Globally, women continue to be underrepresented at all levels of influence and decision-making. Specifically, the 2022 World Economic Forum Global Gender Gap Report ranked the United States at just 38 out of 146 countries for gender equality in political empowerment. Recognizing these real challenges, InterDigital's charitable contributions to AIT reflect our intent to encourage greater representation, diversity, and equity in our technology and political arenas. Most recently, InterDigital was a sponsor of AIT's Black Women Lead conference, dedicated to spotlighting the importance of Black women's contributions and steps towards a more equitable future.





## SOCIAL IMPACT

### FULL STEAM FORWARD



#### Full Steam Forward

Full Steam Forward offers programs for Black, Indigenous, people of color (BIPOC) girls from underserved communities to promote gender and racial equity in science education. By delivering free, highly impactful STEM+Art based programming, Full Steam Forward was designed to foster a love of science and interest in pursuing a career in a STEM field among women and typically underserved communities.

During the 2022 school year, the FSF program reached more than 140 girls across eight schools located across Brooklyn, NY, Philadelphia, PA, and Washington, DC. The bespoke programming for third and fourth graders includes class time with certified teachers, weekly social and emotional learning sessions with college-age mentors, and monthly opportunities to meet women of color in STEM fields to learn about career opportunities. At the end of the academic year, parents, teachers, and students reported an increase in school grades, class participation, and self-esteem. InterDigital's contributions have supported FSF's efforts, including providing a highly interactive, hands-on science program for a classroom of visually impaired girls at the Overbrook Education Center in Philly, and the Spring launch of a pilot program with the New York City Department of Youth and Community Development.



#### March on Washington

For the past five years, InterDigital has made charitable contributions to the March on Washington Film Festival. Established to increase awareness of civil rights stories, the March on Washington Film Festival also maintains an education foundation that encourages STEM education and opportunities in underserved communities. In the past, the March on Washington Film Festival has honored Representatives John Lewis and Jim Clyburn for their outstanding leadership in civil rights.



#### The John and Lillian Miles Lewis Foundation

The John and Lillian Miles Lewis Foundation was established to honor U.S. Representative John Lewis' passion for purposeful living, civic engagement, community development, and inspiration of "Good Troublemakers" everywhere. InterDigital is honored to continue to support this Foundation, focused on democracy and voting, youth civic engagement, and a resolve to protect human and civil rights for all.





## SOCIAL IMPACT

### Bike MS Bike to the Bay (Delaware)

In 2022, for the second year in a row, InterDigital sponsored a cycling team for the Bike MS Bike to the Bay Delaware fundraiser. Bike MS is the largest fundraising cycling series in the world and the 2022 ride across Delaware collectively raised more than \$425,000 for multiple sclerosis (MS) research.

InterDigital matched all contributions raised by Team InterDigital riders, and together the team raised more than \$40,500 to contribute towards critical research helping to combat MS. InterDigital received significant recognition for top fundraising as a team and individually, and we take pride in Team InterDigital's efforts to raise awareness and financial support for this important cause.



### Other Charitable Support

In addition to the organizations identified above, InterDigital also supports many other charities in various ways, including the following:





# Governance

Governance practices are crucial tools to maintain the trust of our employees, customers, shareholders, and partners, while at the same time guiding our business according to the highest standards of integrity and ethical business conduct. We continually adapt our policies and practices to ensure compliance with global laws and regulations governing our business operations, and we work to increase the quality of employee training programs and strengthen avenues of communication between the board, shareholders, management, and employees.



## GOVERNANCE

We believe everyone, including the Board of Directors, has a vital role to play in our Environmental, Social, and Governance (ESG) efforts and have established a governance structure to reflect that. Our Board oversees all ESG matters while delegating specific areas to its committees. The Board's Audit Committee is responsible for ethics and anti-corruption issues, as well as cybersecurity oversight. The Compensation Committee maintains oversight of human capital issues, including diversity, equity, and inclusion. Our ESG Steering Committee reports at least annually to the Board on the Company's corporate responsibility and ESG policies, programs, initiatives and reporting. This committee provides guidance and feedback on global ESG issues that are most important to InterDigital and our stakeholders, so that ESG remains a central and visible component of our business strategy. Our ESG Steering Committee also establishes or approves ESG initiatives on behalf of the Board, creating company-wide programs, measuring progress on achieving our goals and reports accomplishments and challenges. The ESG Steering Committee is composed of members of the Company's Executive team and is assisted in its efforts by the ESG Program Team, made up of representatives from functions across the Company, including Human Resources (HR), DEI, Legal, Government Affairs, Research & Innovation, Information Services, and Facilities, among others.

Our Board is currently made up of eight individuals, who each bring an enormous array of talent, experience, and expertise to bear for the benefit of the Company, its shareholders, and its employees. Seven members of our Board are independent, including our Chair, which allows them to better fulfill their function of overseeing management and acting on behalf of our shareholders.

### Board of Directors

#### **S. Douglas Hutcheson**

Chairman of the Board; Executive Chairman & Co-CEO,  
Kymeta Corporation

#### **Liren Chen**

President & Chief Executive Officer

#### **Derek K. Aberle**

Co-founder and Executive Vice Chairman, XCOM Labs

#### **Joan H. Gillman**

Former Executive Vice President, Time Warner Cable, Inc.,  
and Chief Operating Officer, Time Warner Cable Media

#### **John A. Kritzmacher**

Former Executive Vice President and Chief Financial Officer,  
John Wiley & Sons, Inc.

#### **Pierre-Yves Lesaicherre**

Former President, CEO and Director, Nanometrics Incorporated

#### **John D. Markley, Jr.**

Managing Partner/Co-Founder, New Amsterdam Growth Capital

#### **Jean F. Rankin**

Former Executive Vice President, General Counsel and Secretary,  
LSI Corporation

**GOVERNANCE**

# Ethics and Anti-Corruption

We believe that ethical conduct is a cultural imperative, and that all of our employees, contractors, and representatives are responsible for following the letter and the spirit of our [Code of Ethics](#). Our Code of Ethics serves as a guide, helping us build integrity in everything we do as a Company. Compliance with global anti-corruption laws also continues to be one of our top priorities. To this end, our [Global Foreign Corrupt Practices Act \(FCPA\) and Anti-Corruption Policy](#) applies to the entire Company, including all employees, agents, consultants and representatives, wherever they are located. It is our policy to obey all laws, including those laws that regulate the Company's conduct in the marketing and selling of Company products, services and technologies in the international marketplace. We strictly prohibit all bribes, corrupt payments, kickbacks and other forms of commercial bribery involving private individuals or government officials. We obtain the commitment of our third-party contractors and service providers through contractual obligations relating to compliance with applicable anti-corruption laws and regulations.

Ethical conduct and decision-making are expectations of all employees and core elements of our performance assessment framework for leaders. Training, education and employee outreach are essential to reinforce an ethical culture. We provide anti-corruption and ethics training during the onboarding process for employees and temporary workers, which are mandatory. We also utilize EthicsPoint, a web-based and toll-free telephone hotline, as a way for employees to report misconduct that may be illegal, unethical, or otherwise inconsistent with our Code of Ethics or other company policies. The hotline allows employees to anonymously submit suspected violations either online or via a toll-free number, 24/7 and available in local languages. Upon notification of a report, the company investigates until resolution and tracks all incidents in a database.

In 2023, we initiated ongoing annual mandatory anti-corruption and compliance training for all employees, temporary workers, and contractors. This training program will ensure that our employees and workers recognize and understand potential FCPA and anti-corruption compliance risks and the policies and procedures that are in place to ensure compliance and protect both the Company and themselves. Ensuring that we adhere to these policies is critical to maintaining our reputation for conducting business with the highest integrity. Beyond mandatory company-wide training, employees with externally facing roles are provided additional anti-corruption and compliance training, both on request and as needed when new relationships or situations are encountered.

We also established a Head of Compliance position in 2023, responsible for overseeing ethical and anti-corruption issues. This position reports into the Executive Team. Additionally, this position will be responsible for conducting audits of compliance with the Company's ethical standards no less than annually.

An ethical culture not only requires that our employees conduct themselves appropriately, but also that our suppliers and vendors act in an ethical, responsible, and sustainable manner. In 2021, we adopted a [Supplier Code of Conduct](#) to ensure that all of our vendors are aligned with our core values, and that they operate in a safe, responsible, and sustainable manner. We also conduct a comprehensive cybersecurity screening program for vendors to protect our data, and to mitigate the risk that bad actors gain unauthorized access to our data, or that of our stakeholders.



GOVERNANCE

# Data Security and Privacy

As an international company, privacy and cybersecurity are important topics for us.

As an international company, privacy and cybersecurity are important topics for us. We recognize that it is critical to safeguard and be completely transparent about how we use the data entrusted to us. We continue to update our policies and procedures in these areas to further strengthen our commitments.

Our Cybersecurity Program is ultimately governed by the Audit Committee of our Board, which regularly receives reports from our Chief Information Officer on privacy and data security matters. Our Cybersecurity Team, comprised entirely of CISSP-certified security professionals, is responsible for defining the company's cybersecurity strategy as well as managing our program on a day-to-day basis. This includes working with appropriate departments to create and deliver employee training, monitor systems for security issues, and ensure that our systems and data repositories are secure and free from intrusion.

We believe our employees' ability to understand and avoid cybersecurity threats is critical as the first level of protection for the data with which we are entrusted. As a result, all InterDigital employees are required to take data privacy and cybersecurity training at their time of hire. Additionally, all employees are required to complete quarterly cybersecurity refresher courses that cover a broad range of security topics, such as phishing, social engineering, mobile security hygiene, and password protection.

Because our business is based upon licensing proprietary information, data security is critical for our continued success. We maintain a comprehensive set of cybersecurity policies and standards that were developed across a wide range of disciplines, including information technology, cybersecurity, legal, compliance and business. We continually reassess our cybersecurity strategy and policies to ensure they identify and proactively address constant changes in the global threat-scape, and we regularly update executives and the Board on cybersecurity trends.

Our Cybersecurity Program is modeled on the National Institute of Standards and Technology (NIST) 800-171 Cybersecurity Framework and is customized to meet our specific needs. We implement a comprehensive set of security policies and technical controls, including multifactor authentication, firewalls, intrusion detection and prevention systems, vulnerability and penetration testing, privilege and password management, and digital risk protection, that seek to protect and defend our systems and data from cyber-attacks.



## GOVERNANCE

Our Cybersecurity Program is periodically reviewed for maturity and effectiveness by independent third-party firms and is subject to external and independent audits on a regular basis, no less than biannually. In fact, we have conducted these external independent audits at least annually for the last several years. We regularly conduct penetration tests to simulate attacks against our network to validate the efficacy of our security controls. We evaluate our cyber-risk profile through continuous assessment of the cyber-threat landscape and the operation of our cyber vulnerability management program. We use our evaluation of our cyber-risk profile to determine our Cybersecurity Program priorities. We track and measure the Program priorities using an associated cyber risk register, which is updated frequently as new risk information becomes available. Our Security Operations Center is also continuously improving their detection capabilities alongside proactive threat hunting teams, and we have designed and implemented an aggressive patch management process to reduce software-based vulnerabilities quickly and effectively.

We are also heavily invested in protecting the privacy of personal data that is under our control. Our [Data Protection Policy](#) governs all of our business units and subsidiaries. We strictly adhere to all applicable privacy regulations, including but not limited to the General Data Protection Regulations (GDPR) for residents of the European Union, and the California Consumer Protection Act (CCPA) for residents of California. This adherence includes giving individuals the right of access, rectification, and/or deletion of their individual data to the fullest extent required by law. We also seek to ensure that all of our vendors are also compliant with these regulations via contractual requirements and data protection agreements when required.





# Matrix





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**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 2: General Disclosures 2021	2-1	Organizational Details	Our company, InterDigital, Inc. is a publicly traded corporation listed on the Nasdaq stock market under the ticker “IDCC”, and incorporated in the Commonwealth of Pennsylvania, USA. Our headquarters is located at 200 Bellevue Parkway, Suite 300, Wilmington, Delaware, USA 19809. Our company and its subsidiaries have offices located in the United States; Canada; France; United Kingdom; Belgium; and Finland.
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	Our sustainability reporting is for the preceding year ending 31 December and is done no less than annually. Our financial reporting is done on a fiscal year basis ending on 31 December. Questions regarding this report may be directed to James Holden at <a href="mailto:esg_questions@interdigital.com">esg_questions@interdigital.com</a> .
GRI 2: General Disclosures 2021	2-4	Restatements of information	We have not made any restatement of ESG-related information during the current reporting period.
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Our business is active in in the Technology & Communications sector under the Sustainable Industry Classification System (SICS). We conduct research and develop technology and related software. We license our patented technology to third parties, who include our technology in various products and services that they in turn develop and sell. Because we are not a manufacturer or supplier of goods, we do not have a supply chain in any material sense. Our downstream entities include entities worldwide in multiple markets and industry sectors that have taken a license to use our patented technology, whether directly from us or as part of an industry patent pool. Our business as described above has not changed compared to the previous reporting period.

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## GLOBAL REPORTING INITIATIVE CONTENT INDEX

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																																																																																																
GRI 2: General Disclosures 2021	2-7	Employees	<p><b>Total Number of Employees</b></p> <table border="1"> <thead> <tr> <th>Region</th> <th>Male</th> <th>% Male</th> <th>Female</th> <th>% Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>United States</td> <td>120</td> <td>64.9%</td> <td>65</td> <td>35.1%</td> <td>185</td> </tr> <tr> <td>Canada</td> <td>43</td> <td>87.8%</td> <td>6</td> <td>12.2%</td> <td>49</td> </tr> <tr> <td>United Kingdom</td> <td>14</td> <td>87.5%</td> <td>2</td> <td>12.5%</td> <td>16</td> </tr> <tr> <td>European Union</td> <td>117</td> <td>73.6%</td> <td>42</td> <td>26.4%</td> <td>159</td> </tr> <tr> <td><b>Totals</b></td> <td>294</td> <td>71.9%</td> <td>115</td> <td>28.1%</td> <td>409</td> </tr> </tbody> </table> <p><b>Breakdown of Employees by Type</b></p> <table border="1"> <thead> <tr> <th>Employee Type</th> <th>Male</th> <th>% Male</th> <th>Female</th> <th>% Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>294</td> <td>71.9%</td> <td>115</td> <td>28.1%</td> <td>409</td> </tr> <tr> <td>Temporary</td> <td>14</td> <td>70%</td> <td>6</td> <td>30%</td> <td>20</td> </tr> <tr> <td>Full-Time</td> <td>299</td> <td>72.7%</td> <td>112</td> <td>27.3%</td> <td>411</td> </tr> <tr> <td>Part-Time</td> <td>9</td> <td>50%</td> <td>9</td> <td>50%</td> <td>18</td> </tr> </tbody> </table> <p><b>Breakdown of Employee Types by Region</b></p> <table border="1"> <thead> <tr> <th>Employee Type</th> <th>USA</th> <th>Canada</th> <th>UK</th> <th>EU</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>185</td> <td>49</td> <td>16</td> <td>159</td> <td>409</td> </tr> <tr> <td>Temporary</td> <td>6</td> <td>1</td> <td>3</td> <td>10</td> <td>20</td> </tr> <tr> <td>Full-Time</td> <td>187</td> <td>50</td> <td>19</td> <td>155</td> <td>411</td> </tr> <tr> <td>Part-Time</td> <td>4</td> <td>0</td> <td>0</td> <td>14</td> <td>18</td> </tr> </tbody> </table>	Region	Male	% Male	Female	% Female	Total	United States	120	64.9%	65	35.1%	185	Canada	43	87.8%	6	12.2%	49	United Kingdom	14	87.5%	2	12.5%	16	European Union	117	73.6%	42	26.4%	159	<b>Totals</b>	294	71.9%	115	28.1%	409	Employee Type	Male	% Male	Female	% Female	Total	Permanent	294	71.9%	115	28.1%	409	Temporary	14	70%	6	30%	20	Full-Time	299	72.7%	112	27.3%	411	Part-Time	9	50%	9	50%	18	Employee Type	USA	Canada	UK	EU	Total	Permanent	185	49	16	159	409	Temporary	6	1	3	10	20	Full-Time	187	50	19	155	411	Part-Time	4	0	0	14	18
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All figures are reported by head count at the end of the reporting period, i.e., 31 December 2022.



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## GLOBAL REPORTING INITIATIVE CONTENT INDEX

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	<p>Our company is governed by a Board of Directors (the “Board”), which has four standing committees: Audit; Compensation; Finance; and Nominating and Corporate Governance.</p> <p>As of the end of the Reporting Period, our Board was composed of the following: eight (8) directors; seven (7) directors are independent (87.5%); 75% of our directors are male, 25% female; 12.5% of our directors are a member of an under-represented social group; and the average director tenure on the Board was seven (7) years three (3) months as of December 31, 2022, with a high of thirteen (13) years seven (7) months, and a low of four (4) months.</p> <p>Information about our directors’ other positions and commitments, as well as their individual competencies and expertise, are more completely described in our <a href="#">Proxy Statement</a>.</p>

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**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	<p>The Nominating and Corporate Governance Committee assists the Board in identifying qualified individuals to become Board and committee members, considers matters of corporate governance and assists the Board in evaluating the Board's effectiveness. This committee has previously retained and may in the future retain a search firm to help identify director prospects, perform candidate outreach, assist in reference checks, and provide other related services. The recruiting process typically involves either the search firm or a member of the committee contacting a prospect to gauge his or her interest and availability. The committee will also consider director candidates nominated by our shareholders.</p> <p>Criteria for nomination and selection to the Board include, but are not necessarily limited to issues of character; integrity; judgement; diversity; independence; education; understanding of the company's business; and skills and experience that the Board finds valuable, now and in the future, and that complements or supplements of other Board members consistent with the needs of the company.</p> <p>A candidate will then meet with several members of the Board, including our Chief Executive Officer. At the same time, the committee or other Board members, as appropriate, and the search firm will contact references for the prospect. A background check is completed before the Board approves any final recommendation from the committee to nominate or appoint a candidate to the Board.</p>
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	The Chair of the Company's Board is not a senior executive, or otherwise employed by, the Company.

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**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	The Board, acting through its committees, provides oversight on corporate responsibility matters, including ESG policies, programs and initiatives. The Compensation Committee of the Board provides oversight on policies, programs and initiatives focusing on workforce and diversity, equity and inclusion (DEI) and other matters related to Human Capital. The Audit Committee of the Board provides oversight on the Company's information technology security/ cybersecurity policies, risk mitigation and recovery plans and other programs and activities.
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	Our ESG Steering Committee reports at least annually to the Board on the Company's corporate responsibility and ESG policies, programs, initiatives and reporting. This committee provides guidance and feedback on global ESG issues that are most important to InterDigital and our stakeholders, so that ESG remains a central and visible component of our business strategy. Our ESG Steering Committee also establishes or approves ESG initiatives on behalf of the Board, creating company-wide programs, measuring progress on achieving our goals and reports accomplishments and challenges. The ESG Steering Committee is composed of members of the Company's Executive team and is assisted in its efforts by the ESG Program Team, made up of representatives from functions across the Company, including Human Resources (HR), DEI, Legal, Government Affairs, Research & Innovation, Information Services, and Facilities, among others.
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	The ESG Steering Committee, acting on behalf of the Board, is responsible for reviewing and approving the materials contained in our annual Corporate Responsibility reporting, including the material topics identified in this report. The ESG Program Team is responsible for compiling the information, and drafting the report itself for review by the ESG Steering Committee, which then, following any revision or amendment, provides its review and approval.

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**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Our company is dedicated to conducting business according to the highest standards of integrity. Each employee, officer and director is responsible for reporting possible violations of any laws, rules, regulations or of our corporate Code of Ethics (the “Code”) promptly after it comes to their attention. Reporting may be done via supervisor, the Chief Human Resources Officer, the Chief Legal Officer, or via a web-based or telephonic hotline operating by Ethics Point. Reports of possible violations are promptly investigated by the Chief Legal Officer, his or her delegate, or by the Board, with all alleged violations reported to the Audit Committee in a timely manner. If the investigation leads to the conclusion that a violation of the Code has occurred, the Board or the CLO will take appropriate disciplinary action, up to and including termination of employment. Where potential conflicts of interest are found to exist relating to matters such as cross-board memberships, cross-shareholding with suppliers, existence of controlling shareholders, or related party transactions, these potential conflicts of interest are disclosed as part of our Proxy Statement, whether or not an actual conflict of interest is found to exist.
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Critical concerns, including but not limited to situations involving conflicts of interest, are to be communicated to the Board via the Chief Human Resources Officer, the Chief Legal Officer, or Ethics Point in a timely manner as they become aware of any such concern(s).  In the Reporting Period, we did not receive any communication of critical concern.
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	The Nominating and Corporate Governance Committee establishes and oversees the annual self-assessment process that the Board uses to evaluate its effectiveness and identify opportunities for improvement. Each director is asked to provide an assessment of the Board’s effectiveness in several areas, including information and planning, content and conduct of meetings, and accountability. Once the responses are compiled, the Nominating and Corporate Governance Committee, in conjunction with the Board’s Chair, identifies specific areas of improvement for the following year. The assessment also asks each director their opinion of the Board’s progress in these identified areas.



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**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Our policies and procedures on Board and executive remuneration, including issues such as fixed and variable pay, bonuses, termination payments, claw backs, and retirement benefits, including how they may relate to management of the company's impact on the environment are more fully described in our <a href="#">Proxy Statement</a> .
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Our processes for designing remuneration policies and determining remuneration are more fully described in our <a href="#">Proxy Statement</a> .  On June 1, 2022, at our Annual Meeting, an advisory resolution to approve our executive compensation passed by shareholders with approximately 69% of eligible votes either voting in support of or not opposing the resolution.
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Our Chief Executive Officer's pay in 2022 was approximately 33 times the pay of our median employee.  More details about our Chief Executive Officer's pay ratio are available in our <a href="#">Proxy Statement</a> .
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	<a href="#">InterDigital 2023 Sustainability Report &amp; CEO Letter</a>
GRI 2: General Disclosures 2021	2-23	Policy commitments	Our policy commitments for responsible business conduct are set out in our <a href="#">Code of Ethics</a> . Our policy commitments to respect human rights are found in both our Code of Ethics and in our <a href="#">Equal Employment Opportunity (EEO) Policy</a> . These policies apply to all of our activities, including our business relationships with customers and vendors. Both of these policies were developed and approved by senior executives in the company and ratified by the Audit Committee of the Board.

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**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Our policy commitments are embedded throughout our business. All of our employees are responsible for adhering to these policies in all of their activities on behalf of the company. These policies impact how we do business with other companies, how we operate, and how we interact with one another. These policies are disclosed to all employees when they first join the company, are discussed with employees during the on-boarding process, and are the subject of repeated training sessions during an employee's tenure with the company.
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	We did not experience any material instances of non-compliance with laws or regulations during the reporting period.
GRI 2: General Disclosures 2021	2-28	Membership associations	<p>Our team is proud to have members who hold board and steering committee seats in select research departments at universities, such as the University of Texas Austin, Northeastern University, and New York University. These individuals contribute their expertise and leadership to drive research and innovation at these institutions in support of the larger tech industry and the research ecosystem it relies on.</p> <p>Furthermore, we have significant involvement in over fifty (50) industry associations and international membership organizations worldwide that are related to our business. These organizations include international bodies responsible for establishing various technical standards in areas related to our business, which incorporate several elements of our patented technology and other innovations, as well as organizations dedicated to advocating for worker rights such as Le syndicat SUD Industrie, and La Federation General des Mines et de la Métallurgie (CFDT).</p> <p>Moreover, InterDigital employees hold major leadership positions in various standards setting bodies and associations globally. Our employees' contributions and leadership roles have been instrumental in shaping industry standards and advancing technological advancements in organizations such as the European Telecommunications Standards Institute (ETSI), International Telecommunication Union (ITU), Institute of Electrical and Electronics Engineers (IEEE), 3rd Generation Partnership Project (3GPP), Alliance for Telecommunications Industry Solutions (ATIS), Internet Engineering Task Force (IETF), International Organization for Standardization (ISO), Advanced Television Systems Committee (ATSC), Digital Video Broadcasting (DVB), Joint Video Experts Team (JVET), Motion Pictures Experts Group (MPEG), Sistema Brasileiro de Televisão Digital (SBTVD) in Brazil, Ultra High Definition Forum (UHD Forum), Media Coding Industry Forum (MC-IF), Standards Council of Canada (SCCC), OneM2M, and the Trusted Computing Group (TCG).</p>



**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																																																																																										
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	None of our employees based in the United States, Canada, the United Kingdom, Belgium, or Finland are unionized or subject to collective bargaining agreements. However, our employees based in France are represented by works councils and subject to collective bargaining agreements.																																																																																										
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	We did not experience any confirmed incidents of corruption during the reporting period, and thus no actions were taken in response.																																																																																										
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We are the counter-defendant in an action alleging violations of the Sherman Act pending in the U.S. District Court for the District of Delaware, C.A. No. 19-1590-JDW. We were not a party to any new legal action alleging anti-competitive behavior, anti-trust, or monopoly practices during the reporting period.																																																																																										
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<p><b>New Employee Hires in 2022</b></p> <table border="1"> <thead> <tr> <th colspan="3">By Age Group:</th> <th colspan="3">By Gender:</th> <th colspan="3">By Region:</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>17.4%</td> <td>8</td> <td>Male</td> <td>78%</td> <td>10</td> <td>North America</td> <td>67%</td> <td>31</td> </tr> <tr> <td>30-50</td> <td>67.4%</td> <td>31</td> <td>Female</td> <td>22%</td> <td>36</td> <td>Europe</td> <td>22%</td> <td>10</td> </tr> <tr> <td>Over 50</td> <td>15.2%</td> <td>7</td> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>46</b></td> <td>UK</td> <td>11%</td> <td>5</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>46</b></td> <td></td> <td></td> <td></td> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>46</b></td> </tr> </tbody> </table> <p><b>Total Number and Rate of Employee Turnover in 2022:</b></p> <table border="1"> <thead> <tr> <th colspan="3">By Age Group:</th> <th colspan="3">By Gender:</th> <th colspan="3">By Region:</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>9%</td> <td>4</td> <td>Male</td> <td>72%</td> <td>31</td> <td>North America</td> <td>60%</td> <td>26</td> </tr> <tr> <td>30-50</td> <td>70%</td> <td>30</td> <td>Female</td> <td>28%</td> <td>12</td> <td>Europe</td> <td>28%</td> <td>12</td> </tr> <tr> <td>Over 50</td> <td>21%</td> <td>9</td> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>43</b></td> <td>UK</td> <td>12%</td> <td>5</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>43</b></td> <td></td> <td></td> <td></td> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>43</b></td> </tr> </tbody> </table>	By Age Group:			By Gender:			By Region:			Under 30	17.4%	8	Male	78%	10	North America	67%	31	30-50	67.4%	31	Female	22%	36	Europe	22%	10	Over 50	15.2%	7	<b>Total</b>	<b>100%</b>	<b>46</b>	UK	11%	5	<b>Total</b>	<b>100%</b>	<b>46</b>				<b>Total</b>	<b>100%</b>	<b>46</b>	By Age Group:			By Gender:			By Region:			Under 30	9%	4	Male	72%	31	North America	60%	26	30-50	70%	30	Female	28%	12	Europe	28%	12	Over 50	21%	9	<b>Total</b>	<b>100%</b>	<b>43</b>	UK	12%	5	<b>Total</b>	<b>100%</b>	<b>43</b>				<b>Total</b>	<b>100%</b>	<b>43</b>
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All figures are for regular employees only.





## GLOBAL REPORTING INITIATIVE CONTENT INDEX

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide a host of benefits to our full-time employees. These benefit programs vary by location and country, but generally include medical, dental, and vision insurance (where not provided pursuant to national health programs), life insurance, accidental death & dismemberment insurance, disability insurance, employee assistance programs, and other health and wellness programs. Details about the benefits offered to employees in specific countries are available at the following links: <a href="#">United States</a> ; <a href="#">Canada</a> ; <a href="#">United Kingdom</a> ; <a href="#">France</a> ; <a href="#">Belgium</a> ; <a href="#">Finland</a> .
GRI 401: Employment 2016	401-3	Parental leave	All of our full-time employees are entitled to paid parental leave of at least eight (8) weeks, regardless of gender. In 2022, two male and two female employees exercised their rights to take parental leave. All four employees returned to work during 2022 and remain employed by the Company.
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Our employees received an average of 20.6 hours of training per employee across the enterprise in 2022.
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	<p>We provide a number of programs for upgrading employee skills, as we recognize that recruiting, retaining, and developing great talent is key to our long-term success. Skills training and professional development are critical components of how we support our employees to ensure their continued success and growth. The types and scopes of programs that we offer include, but are not necessarily limited to, the following: educational assistance and tuition reimbursement; individual development training; skills building; global training on legal and operational topics; Women in Leadership Forum; and Leadership Essentials.</p> <p>We also provide employees with support as needed through the many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence, or transitioning due to an organizational restructuring). This support includes include financial planning, coaching and career guidance, work-life balance resources and flexible work arrangements. We also provide additional training to our employees who have been subjected to a restructuring, including by not limited to adaptation training for a new skill and career change training. Additionally, nearly 25% of our work force in 2022 received an average of 39.5 hours of Occupational Training, covering the following areas: health, safety, and environment issues; career and professional development; IT and software; language skills; patent skills; R&amp;I skills; accounting; and Work Council training.</p>

**GLOBAL REPORTING INITIATIVE CONTENT INDEX**

<b>GRI STANDARD</b>	<b>DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>RESPONSE</b>
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	100% of our full-time employees, including all genders and all employee categories, receive regular (at least annual, and in most cases semi-annual) performance and career development reviews.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	We did not become aware of any incidents of discrimination during the reporting period, and thus no corrective actions were taken.

**SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX**

<b>TOPIC</b>	<b>SASB CODE</b>	<b>METRIC</b>	<b>RESPONSE</b>
Activity Metrics	TC-SI-000.A	(1) Number of licenses or subscriptions  (2) percentage cloud based	Not reported.
Activity Metrics	TC-SI-000.B	(1) Data processing capacity  (2) percentage outsourced	Not reported.
Activity Metrics	TC-SI-000.C	(1) Amount of data storage  (2) percentage outsourced	Not reported.



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed  (2) percentage grid electricity  (3) percentage renewable	(1) 2,489 Gj (691.4 MWh)  (2) 57%  (3) 43%
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.2	(1) Total water withdrawn  (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Not reported.
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	We require that all new information technology and security solutions, including data center needs, be reviewed for environmental impact as part of our Enterprise Architecture Standards and Procedures. We prioritize use of lower power solutions and renewable energy providers in selecting providers and solutions to meet our data center needs.  For details, see <a href="#">Environmental Impact</a> .
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	We do not use personal information for the purpose of offering behavioral advertising. Our policies and practices relating to the privacy of information from customers or users of our website is set out in our <a href="#">Privacy Policy</a> .  For details, see <a href="#">Data Security and Privacy</a> .
Data Privacy & Freedom of Expression	TC-SI-220a.2	Number of users whose information is used for secondary purposes	We did not provide information of any users to any party for secondary purposes during the reporting period. The use of any user information provided to any third party is expressly limited to those purposes set out in our <a href="#">Privacy Policy</a> .  For details, see <a href="#">Data Security and Privacy</a> .



**SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX**

Data Privacy & Freedom of Expression	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	We did not incur any monetary losses as a result of legal proceedings associated with user privacy during the reporting period.
Data Privacy & Freedom of Expression	TC-SI-220a.4	(1) Number of law enforcement requests for user information  (2) number of users whose information was requested  (3) percentage resulting in disclosure	(1) Zero. (2) Zero. (3) Not applicable.
Data Privacy & Freedom of Expression	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Because of the nature of our business, none of our core products and services are subject to government-required monitoring, blocking content, filtering, or censoring in any jurisdiction.
Data Security	TC-SI-230a.1	(1) Number of data breaches  (2) percentage involving personally identifiable information (PII)  (3) number of users affected	(1) Zero. (2) Not applicable. (3) Zero.



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Data Security	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>InterDigital's Cybersecurity Program is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework and is customized to meet our specific needs. We implement a comprehensive set of security policies and technical controls that seek to protect and defend InterDigital from cyber-attacks. Our Cybersecurity Program is periodically reviewed for maturity and effectiveness by independent third-party firms and is subject to internal audits on a regular basis, no less than biannually. We regularly conduct penetration tests to simulate attacks against our network to validate the efficacy of our security controls. We evaluate our cyber-risk profile through continuous assessment of the cyber-threat landscape and the operation of our cyber vulnerability management program. We use our evaluation of our cyber-risk profile to determine our Cybersecurity Program priorities. We track and measure the Program priorities using an associated cyber risk register, which is updated frequently as new risk information becomes available.</p> <p>For details, see <a href="#">Data Security and Privacy</a>.</p>
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	<p>(1) Approximately 9.8% of our employees worldwide are "foreign nationals."</p> <p>(2) None.</p>
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Employee engagement as a percentage	<p>As a part of our employee listening strategy, we conducted a company-wide culture survey in May 2022 capturing employee sentiments across our organization. With 70% completion, we identified the values most important to our employees in our workplace in addition to what we do well. We also conducted employees focus and listening groups to identify what values we can strive towards adopting into our culture through action planning with leadership. In 2023, we intend to advance our listening strategy and launch an annual engagement survey. Additionally, we intend to conduct a quarterly pulse survey to monitor our employee engagement score and percentage.</p>



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<p>(1) Management gender globally: 30% Female, 70% Male.</p> <p>Management Ethnicity (U.S. only):</p> <table border="0"> <tr> <td>Asian (Not Hispanic or Latino)</td> <td>23%</td> </tr> <tr> <td>Black or African American (Not Hispanic or Latino)</td> <td>5%</td> </tr> <tr> <td>White (Not Hispanic or Latino)</td> <td>69%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>3%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> </tr> </table> <p>(2) Technical Staff gender globally: 14% Female, 86% Male</p> <p>Technical Staff ethnicity (U.S. only):</p> <table border="0"> <tr> <td>Asian (Not Hispanic or Latino)</td> <td>47%</td> </tr> <tr> <td>Black or African American (Not Hispanic or Latino)</td> <td>3%</td> </tr> <tr> <td>White (Not Hispanic or Latino)</td> <td>48%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>2%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> </tr> </table> <p>(1) All Other Employees gender globally: 45% Female, 55% Male</p> <p>All Other Employees ethnicity (U.S. only):</p> <table border="0"> <tr> <td>Asian (Not Hispanic or Latino)</td> <td>15%</td> </tr> <tr> <td>Black or African American (Not Hispanic or Latino)</td> <td>7%</td> </tr> <tr> <td>White (Not Hispanic or Latino)</td> <td>73%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>4%</td> </tr> <tr> <td>Two or more Races</td> <td>1%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> </tr> </table> <p>All figures are for permanent employees only.</p>	Asian (Not Hispanic or Latino)	23%	Black or African American (Not Hispanic or Latino)	5%	White (Not Hispanic or Latino)	69%	Hispanic or Latino	3%	<b>Total</b>	<b>100%</b>	Asian (Not Hispanic or Latino)	47%	Black or African American (Not Hispanic or Latino)	3%	White (Not Hispanic or Latino)	48%	Hispanic or Latino	2%	<b>Total</b>	<b>100%</b>	Asian (Not Hispanic or Latino)	15%	Black or African American (Not Hispanic or Latino)	7%	White (Not Hispanic or Latino)	73%	Hispanic or Latino	4%	Two or more Races	1%	<b>Total</b>	<b>100%</b>
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Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	We did not experience any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations during the reporting period.																																



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## SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

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Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions (3) total customer downtime	(1) Zero. (2) Zero. (3) Zero.
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	The potential business continuity risks to us, associated with technology disruptions of our operations, include cyber attacks, weather events and other natural disasters, and technical issues including power, network, and infrastructure failure. To help limit the impact of these risks, we have implemented a Disaster Recovery data center in Texas, with capacity to serve as a backup for both of our production data centers in Pennsylvania and France. Exposure is further minimized by using cloud services whenever feasible to serve applications and infrastructure. We have a security program to guard against cyber-attacks in addition to online immutable backups and automatic ransomware defense. We use cloud-based services to support critical business operations in our Finance, Patents, and Legal teams. In all cases, the cloud-based services supporting these business areas are outsourced.

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**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX**

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TCFD RECOMMENDATION	INTERDIGITAL DISCLOSURE
<b>Governance</b>	
Disclose the board’s oversight of climate-related risks and opportunities.	The Board of Directors (“Board”) provides oversight of environmental, social and governance (“ESG”) matters, including climate-related issues, through the ESG Steering Committee. This committee is composed of member of our Executive team, and is assisted by the ESG Program Team, composed of representatives from across the Company, including Human Resources, Legal, Government Affairs, Research and Innovation, Facilities and Finance. The ESG Steering Committee reports at least annually on the Company’s ESG policies, programs, and initiatives to the Board.
Describe management’s role in assessing and managing climate-related risks and opportunities.	Our Chief Financial Officer (CFO) is the Executive Sponsor of our ESG efforts, and is a member of our ESG Steering Committee, along with our Chief Executive Officer (CEO), our Chief Legal Officer (CLO), and other members of our Executive team. The ESG Steering Committee provides overarching guidance on ESG matters, including assessing and managing climate-related risks and opportunities.

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**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX**

TCFD RECOMMENDATION	INTERDIGITAL DISCLOSURE
<p><b>Strategy</b></p>	<p>We define short, medium, and long-term time horizons as being 0-5 years, 5-10 years, and 10-15 years, respectively.</p> <p>Though we do not believe any climate-related risks currently have the potential to substantially impact the financial or strategic aspects of our business, we recognize the severity of climate change and consider related risks in our operations and risk management. We have identified the following climate-related risk and opportunities.</p> <p><b>Physical Risk:</b> Extreme weather events and changing weather patterns have become more common in recent years. As a result, we are potentially exposed to varying natural disaster or extreme weather risks such as hurricanes, tornadoes, fires, droughts, floods or other events that may result from the impact of climate change on the environment. The potential impacts of climate change might also include increased operating costs associated with additional regulatory requirements and investments in reducing energy, water use and greenhouse gas emissions.</p> <p><b>Climate Opportunities:</b> We believe that there are significant opportunities for us via research, development, and innovation in improving energy efficiency in mobile devices, wireless communications, video, and other applications. Such efficiencies include improved battery life, reduction in the power required for operation and/or transmission, and better management of energy infrastructure. As 5G technology becomes more incorporated into consumer and industrial devices, including automobiles, these efficiencies may extend to, for example, reduction of power consumed by appliances or by automobiles in traffic. Because our technologies are incorporated into various standards for wireless communication and videos, these innovations are widely accepted and incorporated throughout the global mobile and video industries.</p> <p>The primary potential impact to InterDigital from these opportunities will be realized through increased and continued revenue from new licensees for the use of our technologies, as well as expansion of the scope of licenses with existing licensees to permit use of newly developed technology.</p>



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**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX**

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<b>TCFD RECOMMENDATION</b>	<b>INTERDIGITAL DISCLOSURE</b>
<b>Risk Management</b>	
Describe the organization's processes for identifying and assessing climate-related risks.	The Board, with the assistance of the Company's Executive leadership and the ESG Steering Committee, has oversight of climate risk as part of its wider ESG and risk management oversight roles.
<b>Metrics and Targets</b>	
As an application software company, we have limited greenhouse gas emissions. We currently do not report our greenhouse gas emissions.	

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**U.S. EEO-1 DATA<sup>1</sup>**  
(as of December 31, 2021)

Job Categories	Male (Not Hispanic or Latino)							Female (Not Hispanic or Latino)						Overall Totals	
	Male Hispanic or Latino	Female Hispanic or Latino	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native		Two or More Races
Executive/ Senior Level Officials and Managers	0	0	6	0	0	1	0	0	1	0	0	0	0	0	<b>8</b>
First/Mid-Level Officials and Managers	0	0	39	1	0	9	0	0	22	4	0	6	0	0	<b>81</b>
Professionals	2	1	49	2	0	36	0	3	12	1	0	11	0	0	<b>117</b>
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Administrative Support	0	4	3	0	0	0	0	0	19	2	0	0	0	0	<b>28</b>
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Total</b>	<b>2</b>	<b>5</b>	<b>97</b>	<b>3</b>	<b>0</b>	<b>46</b>	<b>0</b>	<b>3</b>	<b>54</b>	<b>7</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>234</b>

<sup>1</sup>In line with EEO-1 reporting, data provided does not include temporary workers. This data reflects our U.S. workforce only.



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