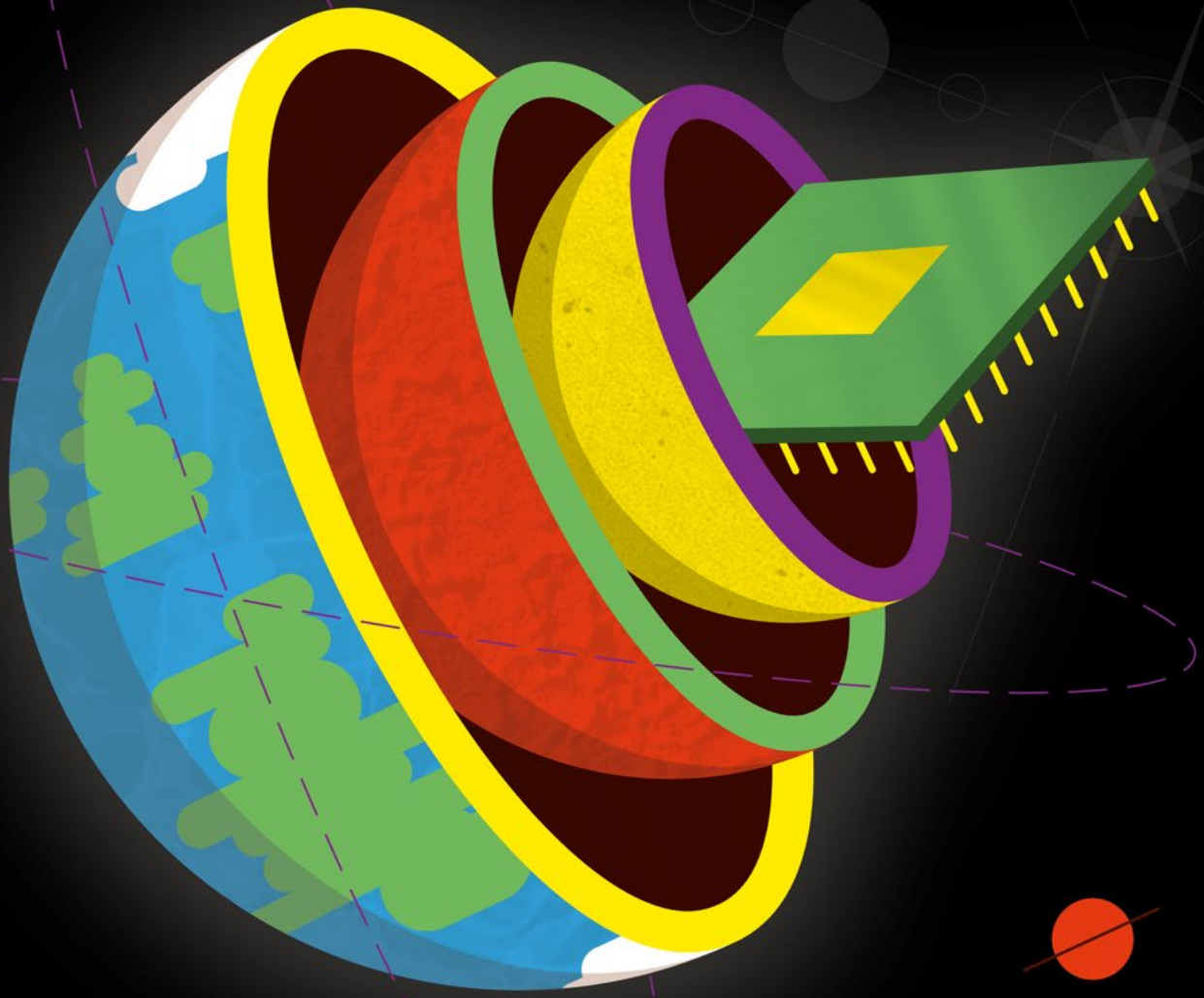
Imagination

SUSTAINABILITY REPORT

2021



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Board sponsor introduction

Sustainable business, good governance and social consciousness have always been part of the Imagination way. With real urgency now needed to arrest climate change, and the ever-increasing prominence and ubiquity of environmental, social, and corporate governance (ESG), we are delighted to set out our approach to sustainability and ESG-related matters. To support this, I am very proud to have been appointed as Board ESG sponsor and chair of Imagination's ESG Steering Committee.

With the world facing unprecedented challenges, climate crisis and social inequality, the role of technology has come under increasing scrutiny, with issues such as bitcoin mining in data centres, disposable electronics, and ethical concerns around social media usurping traditional news feeds. At Imagination, we strongly believe that technology can be a force for good and that our technology can be part of the solution.

We're committed to making Imagination a leader in its industry across the broad range of ESG matters. We'll be making regular and transparent communication of our progress. As a first step, I'm delighted to announce our target to achieve net zero in our direct (Scope 1 and 2) emissions by 2027. This is our very first sustainability report and within this, we outline the foundation of this target and how we will track progress against this in future reports. While we have not yet formalised our net-zero pathway, in 2021 we have already seen a 69% reduction in our emissions against a 2019 baseline so I am confident we are well on track to achieving our net-zero goals.

Meeting our goals will be a challenge, but as Board Sponsor, I am pleased to confirm that we have the top-down drive and commitment required to achieve them and put Imagination at the forefront of a sustainable future.

John Kao,

Board Member and ESG Board Sponsor

Our business

Imagination is a UK-headquartered company that designs and licenses semiconductor intellectual property (IP) to customers operating in multiple industries. The IP we license is found in billions of chips worldwide. Our product portfolio comprises our graphics processing unit (GPU), neural network accelerators (NNA) for AI, our Ethernet Packet Processor (EPP) and an emerging line of RISC-V-based central processing units (CPU). This portfolio provides the building blocks for heterogeneous compute solutions; these assign workloads to different specialist processors to be dealt with in the most efficient way, both for better performance and lower energy use.

Being "ingredients" (IP) of "ingredients" (chip) Imagination's products sit at the start of the complex semiconductor value chain. The products we develop are purely digital, with no manufacturing or physical shipping by ourselves. Our customers integrate our IP into their chip designs, tape out a chip and either use this in their own products or sell the chips to original equipment manufacturers (OEMs).

The IP business model is one with a relatively small footprint, but with the potential for enormous impact through a multiplier effect across many licensed customers in multiple industries. The more widely adopted our IP is, the stronger this multiplier effect becomes as this obviates the customers' need to develop their own IP. When taken with our leading position in the key metrics of power, performance and area (PPA) this IP business model has the potential to have an enormously positive impact in the battle against climate change as we enable more customers to design smaller, more power-efficient products.

Automotive and Industrial

The automotive industry is changing for the better, and Imagination's IP is enabling this. The move to smarter and more autonomous vehicles, with enhanced safety requirements, can be powered by the compute that Imagination provides. With the most performant, energy-efficient GPU and CPU compute solutions and unique neural network accelerators, we are empowering automotive manufacturers to create lighter, more efficient vehicles. Our processors are less power consuming that alternatives, and our EPP technology is allowing cars to have less wiring and weight. In general, the thermal efficiency and robustness of our technology enables cars that are less likely to fail, requiring costly repair.

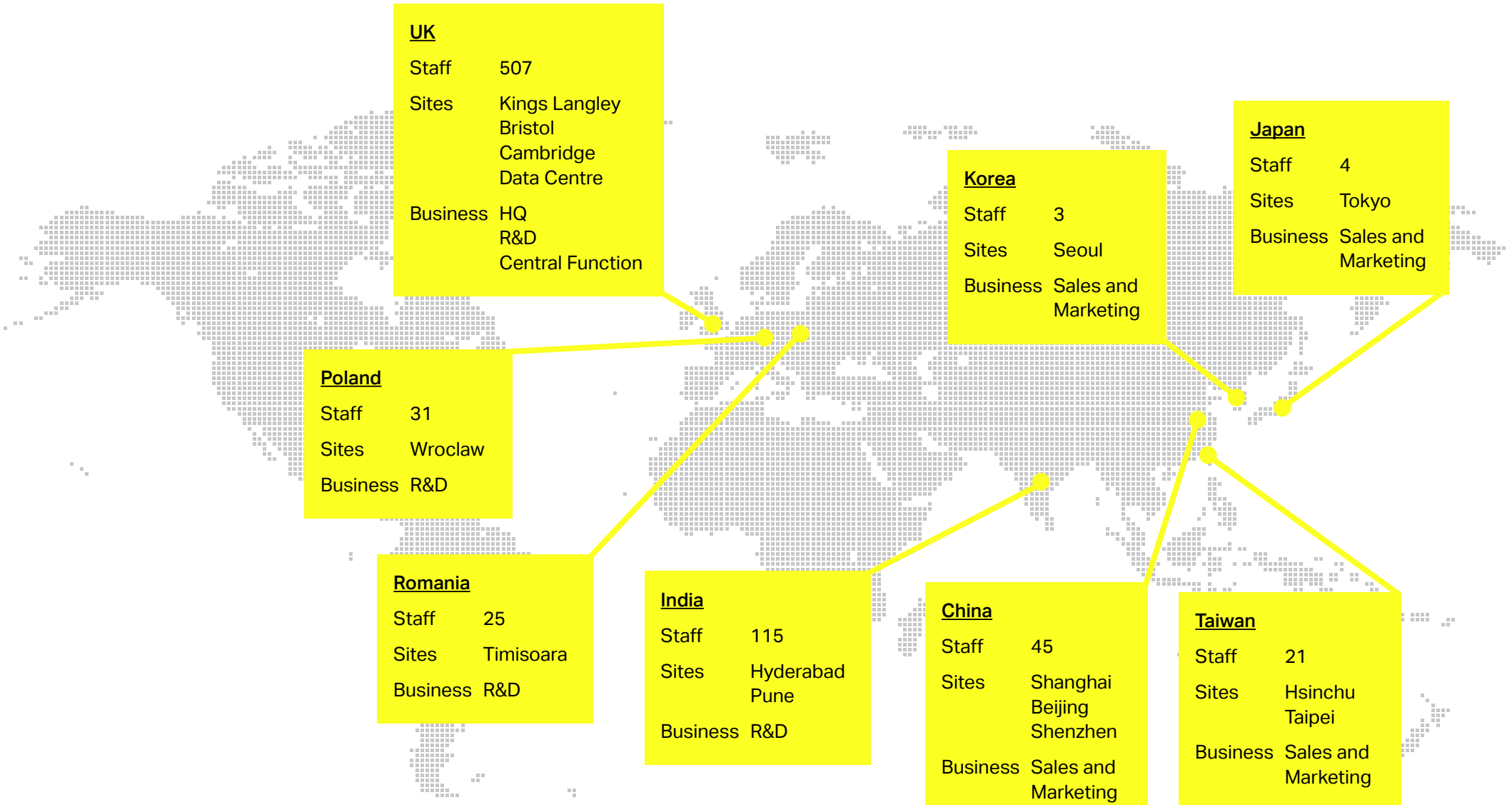
Mobile

Mobile devices have truly been transformative across the globe, allowing people to connect to one another regardless of location and begin to access services and opportunities that would have been impossible previously. While each device uses relatively little in terms of energy, the number of devices across the globe is staggering. With our power-efficient mobile solutions, small reductions in power use over many devices add up to a significant energy saving.

Data centre and Desktop:

Massive data centres have become a cornerstone of modern living, but their environmental impact has become an area of concern and a move towards greener solutions is essential. With GPUs providing a more efficient alternative to traditional CPU-powered data centres Imagination's embedded GPU and heterogeneous compute solutions can be at the heart of the efficient data centres of tomorrow, reducing both heat output and energy usage on a like-for-like basis.

Overview



*43 Additional homeworkers across Europe, US and Australia

Imagining a sustainable future

At Imagination, we firmly believe that technology has a key role to play in a sustainable future. By bringing the planet together with efficient, yet high-performance technologies, we can play a part in enabling the solutions to the challenges the world faces today. Be it hyper-efficient data centres, embedded intelligence in industry and agriculture, or autonomous vehicles rewriting the entire model of vehicle ownership, the IP we provide will help enable an era of more sustainable technologies for tomorrow.

By nature, the IP industry has a smaller footprint than many other industries that rely on manufacturing and distribution. By designing and licensing a suite of IP, we can spread the impact of our activities across many different companies, removing the need for them each to develop their own in-house solutions individually and opening-up access to leading technologies to a range of companies that may not have the ability, or scale, to carry out in-house development.

With this 'multiplier effect' innate to the IP industry, any steps we can take to make Imagination's activities more sustainable will have a sizable compound impact. With this in mind, we are setting the aggressive, but achievable target of achieving direct net-zero emissions by 2027.

We are committing to the following principles in relation to our net-zero ambitions:

1. We will maintain clear, transparent communication and reporting of progress against our targets through our annual sustainability report, aligned to globally recognised reporting standards such as GRI and TCFD.
2. We will achieve net zero primarily through de-carbonising our activities with offsets verified by an accredited third-party for any remainder we are unable to directly reduce.
3. We will look to keep pace with best practice as it evolves over time and achieve external validation (such as Science Based Targets initiative) where possible.
4. We will use for direct emissions as the base of our net-zero ambitions while accounting for indirect emissions where feasible.
5. We will engage with our suppliers and customers to exert influence and support them in reducing their own emissions, accelerating the decarbonisation of the entire value chain.

VISION

Our vision is to be the undisputed leader for semiconductor IP solutions that transform billions of lives.

MISSION

We share our partners' challenges, giving them the edge in a global technology market where differentiation, quality and velocity are the keys to success.

By keeping to our core values and unleashing the creativity of our people we aim to be the trusted partner for all technology companies who are looking to solve complex challenges and build the world's best products.

While net zero is a primary priority as part of the ESG strategy, it is by no means Imagination's only focus on this space. We've carried out a materiality assessment to identify an initial set of key topics as a business and will engage with a wider stakeholder set during FY22 to ensure we're focusing on the matters that count the most. Based on feedback from this stakeholder engagement, we'll be defining a set of KPIs and objectives for each of these topics and will track progress towards them and report upon these in future reports. This wider group of objectives will be included in the FY23 Sustainability Report to be published in Q1 2023.

At Imagination, we strive for it to be a great place to work for our employees and to have a positive impact on the wider world, driving our customers' and our end users' satisfaction and creating shareholder value in a meaningful, sustainable manner. Clarity of direction, aligned values, healthy culture and good governance are all fundamental hallmarks of high-performance companies. They are a must when it comes to building a 'great place to work'. A high-performance company is an impossible dream unless our place of work is indeed truly great.

Overview of our approach to sustainability reporting

As sustainability reporting, net-zero goals and other environmental pledges become increasingly common place, so do does confusion around the validity of claims and actions that companies are taking. This has led to increasing concerns around greenwashing and 'good news stories' with little to no tangible action.

As part of Imagination's strategy for sustainable business, we commit to regular, transparent, and honest reporting that highlights our work within this space. The cornerstone of this reporting cycle will be the annual sustainability report that will be released in Q1 each year. This report will outline the progress made over the previous year and outline the steps and actions planned for the current financial year (January to December). Where our efforts fall short of our targets, we'll take accountability for this and outline plans for remedial actions.

We are keenly aware that our sustainability reporting needs to be dependable and as such we will be aligning with globally recognised reporting frameworks. This report follows the Global Reporting Initiative (GRI) framework and will be augmented to be aligned with the Taskforce for Climate-Related Financial Disclosures (TCFD) requirements from the FY22 report and onwards. As we progress through the implementation phase of our ESG strategy, we will look to validate claims made in our sustainability reporting through trustworthy external review and validation. As part of this, we have committed to the Science Based Target initiative net-zero standard and will look to have our net-zero goal validated by this body. While we will target validation ahead of our FY22 sustainability report, we appreciate there is currently a significant lead time in achieving validation.

We will commit to continuous assessment and regular communication of our footprint, but we believe our business model is inherently positive, producing IP designs that are licensed to multiple customers with power and area efficiency at the heart of the design. By doing what we do, and by doing this more effectively, we believe we'll have a wider positive effect.

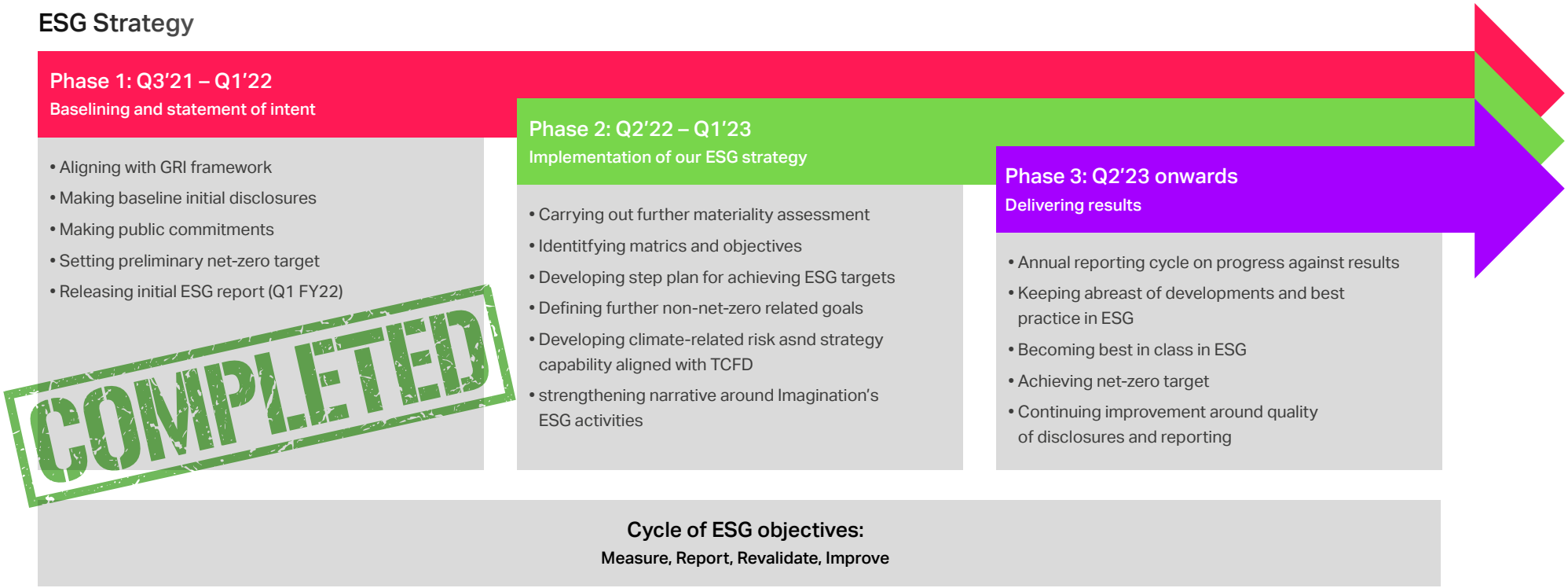
While good governance and environmental and social consciousness have long been a priority for the company, the FY21 sustainability report is Imagination's first piece of formal, structured ESG reporting. This first sustainability report serves as a statement of intent and allows us to provide a baseline from which to measure progress going forward. Future reports will build upon this foundation. Other, relevant reporting such as gender pay gap report, anti-modern slavery statement, and CSR report can be found on the company website and will be referred to in this report where required.

Our ESG strategy

We have big ambitions around ESG and we are committed to making sure we achieve these. To do this, we have put in place a board-approved strategy to guide our activities around ESG. In order to understand the areas we need to focus on, we first need to understand where we're starting from. While the strategy is our current plan of action, we'll regularly review it and make sure we're updating our approach as required.

The strategy fits broadly into three phases. Phase 1, which culminates with this initial sustainability report, is where we baselined our current state and laid down a marker for our future activities. Now we've understood this baseline, we can develop a clear plan for how we'll achieve our goals. Phase 2, which has now begun, is where we validate our baseline understanding and put in place a clear plan for how we move forward. With a clear plan in place, we'll transition into Phase 3 where we will look to ingrain a regular cadence of measuring, reporting, revalidating and improving all while tracking towards our larger goals. During this phase we will continuously scan the external environment to ensure we're in line with best practice to become an industry leader with regards to ESG.

ESG Strategy



Stakeholders

Shareholders
Our shareholders are the custodians of the business, through good, careful stewardship, they look to grow the company profitably and sustainably providing a good level of return.

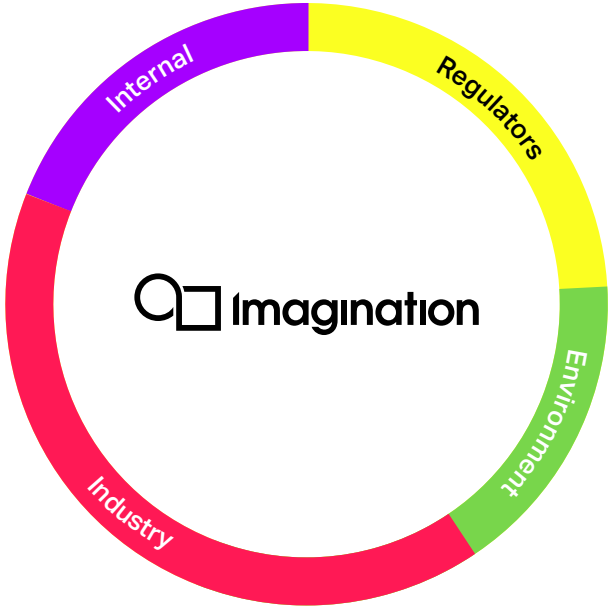
How we engage / What role they play
Through regular updates to the board of directors and shareholder representation on the ESG steering committee, shareholder input is a regular element of our ESG activities.

Employees
Our employees are at the heart of Imagination. They set and represent our culture and are key in defining and achieving the vision for the future for the company.

How we engage / What role they play
Employees are core to Imagination's business. We will engage with our employee body through structured consultation, working groups and methods for gathering ad-hoc feedback.

External bodies
External bodies, validation and certification have a key role to play in ensuring companies are taking responsible, legitimate steps to achieve their ESG goals. With adherence to frameworks (GRI, TCFD), participation in wider groups (UN Global Compact) and validation through external bodies (SBTi) companies can legitimise their ESG efforts.

How we engage / What role they play
We will engage with external bodies by making public commitments and aligning with best practice and reporting frameworks.



Government
The government sets the tone for the environment we operate in, through regulation and taxation, the government has a direct influence on the companies that operate within its jurisdiction. Companies too can play a role in influencing government policy, guiding it towards creating a sustainable and fairer market environment.

How we engage / What role they play
We will ensure we remain aligned with regulatory requirements set out by the government. We will also look to influence the government through lobbying and outreach to encourage attention to ESG issues.

Customers
Our customers (and their customers) are a significant stakeholder group Imagination. As they also progress on their ESG journey, collaboration between Imagination and our customersto decarbonise the entire industry will become increasingly prevalent. We aim to exert soft influence and sit at the table with our customers to help accelerate this pathway to a sustainable future.

How we engage / What role they play
We will engage with customers to support their efforts to reduce their emissions. We will do this by continuing to develop efficient IP, supporting more efficient end products. We also plan direct engagement with our customers to discuss a combined approach to reducing overall emissions in the supply chain.

Local community
The local communities that surround us are directly impacted by our operations; be it with stimulation of the local economy, social outreach or preservation of the local area, the views of our local communities should be considered in our ESG activities.

How we engage / What role they play
We will engage with the local community both through our charitable activities, but also through consultation to identify the key, material issues to the communities we exist within.

Suppliers
With a relatively small supplier group and little to no inbound material required to carry out our operations, our suppliers represent a relatively small, but nonetheless important group. As with our customers, we will look to work our suppliers to encourage and accelerate their pathway to a sustainable future.

How we engage / What role they play
We will work with our suppliers to reduce the emissions associated with our inbound supply chain. We will look to do this by introducing green procurement practices and by direct engagement with our suppliers to discuss a combined approach to reducing overall emissions in the supply chain.

End users
The end users of our products drive the behaviours of our customers, and therefore indirectly influence us. With greater consumer demand for socially and environmentally conscious companies, this has a knock-on effect on the entire supply chain.

How we engage / What role they play
While we have little direct engagement with our end users, their input is reflected through our customers and wider market trends.

Industry participants
Through collaboration with other participants in the semi-conductor supply chain, we are able to exert stronger influence on the wider supply chain and encourage a unified front on the journey to decarbonising the semiconductor IP industry.

How we engage / What role they play
We aim to work along with other participants to align on methods to reduce the carbon footprint of our industry.

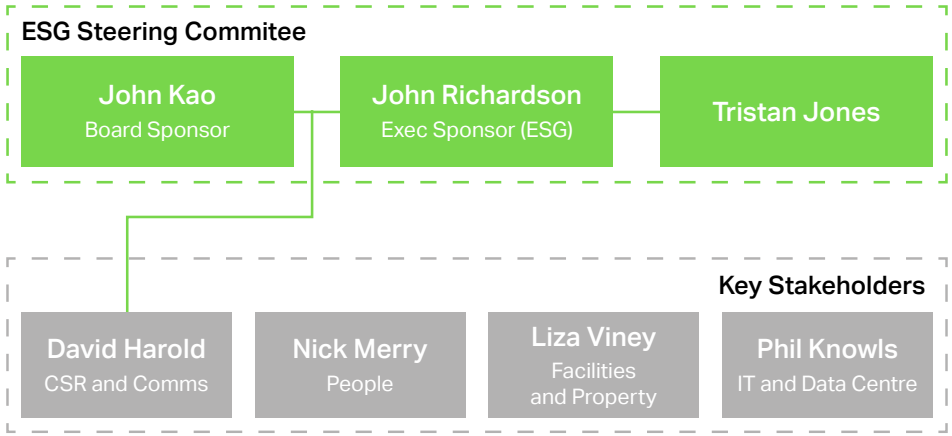
Governance

Overview

Having the right structures, systems and governance in place is fundamental to not only ensuring the business makes sound business decisions, but also is able to achieve its ambitions around ESG. As our approach to ESG matures, so too will our governance structures around it. Today, ESG is seen as a key matter by the Board of Directors who have put in place a governance structure that fits within the wider governance structures in the company. To ensure that ESG matters remain a focus among the top leadership within the company, the Board of Directors has set the CEO specific ESG-related objectives for FY22.

ESG Steering Committee

The Board of Directors have installed a formal ESG Steering Committee to guide the company's ESG-related activities. To ensure a suitable level of attention at both Board and EMB Level, the ESG Steering Committee has both Board and Executive representation.



The Steering Committee has been established with the following objectives.

- Define a companywide strategy for ESG.
- Install a transparent reporting structure that meets external requirements.
- Identify and mitigate ESG-related risks.
- Hold the company to account and constructively challenge our behaviours to promote greater ESG awareness.
- Ensure the commitment to ESG is more than a tick-box exercise and avoid the trap of 'greenwashing'.
- Work with stakeholders to define ambitious but achievable ESG goals and support the relevant business areas to deliver on these.

Governance Structure

Board of Directors

Executive Chairman
Ray Bingham*

Executive Director
Simon Beresford-Wylie — CEO

Company Secretary
John Richardson

Canyon Bridge Partners
John Kao
Peter Kuo

Non-Executive Directors
Didier Lamouche
Sir Peter Bonfield
Carol Chesney

Board committees

Audit & Risk committee
Chair: Carol Chesney

Renumeration & Nominations committee
Chair: Didier Lamouche

Executive Management Board (EMB)

Simon Beresford-Wylie Chief Executive Officer	**Mark Logan** Chief Finance Officer	**Tim Whitfield** Chief Engineering Officer	**Tim Mamtora** Chief Innovation Officer	**Steve Evans** Chief Revenue Officer
John Richardson General Counsel	**Chris Porthouse** Chief Product Officer	**Nick Merry** Chief People Officer	**David Harold** Chief Marketing Officer	**Wallace Pai** Chairman (Imagination China)

*Also sits on Executive Management Board

Board Bios

Simon Beresford-Wylie

Chief Executive Officer

Simon was previously Chief Executive of Arqiva, a UK leader in the provision of communications, broadcast and media services. Prior to Arqiva he was Global Executive Advisor and Executive Vice President to the Networks Business Unit of Samsung Electronics. Simon has also been founding CEO of Nokia Siemens Networks, and a member of the Group Executive Board of Nokia Corporation (2005 – 2009). He was a member of the Board of Directors of the Vitec Group (2006 – 2013).

During his five-year tenure as CEO of Arqiva, Simon significantly improved the Company's financial performance, employee engagement and customer satisfaction. He departed in July 2020 having completed the sale of Arqiva's telecoms division for £2bn.

Ray Bingham

Executive Chairman

Ray is currently co-founder and partner at Canyon Bridge, a global private equity fund which owns Imagination Technologies.

Ray served as executive chairman of Cypress Semiconductor, chairman of Flextronics International, and lead independent director on the board of Oracle Corporation, as well as on boards at Cadence Design Systems, KLA-Tencor, Freescale Semiconductor, STMicroelectronics, TriNet Group, and Elementum. Earlier in his career he was CFO, president CEO, and then executive chairman at Cadence Design Systems.

He was named an Outstanding Director by the Financial Times in 2009, and received the 2005 Pioneers and Purpose Award from the Silicon Valley Education Foundation and the 2002 Corporate Innovation Recognition Award from the IEEE.

John Kao

Co-Founder and Partner, Canyon Bridge

Before Canyon Bridge, John spent 20 years at Jones Day, where he specialized in corporate law, M&A, and private equity transactions, and served as Asia chair of M&A and partner-in-charge for the Beijing office. During his career at Jones Day, he worked on more than 100 M&A deals in industries spanning technology, energy, media, automotive, food, and retail.

John was named to the 2012 "Top Lawyers" list by Legal 500. He holds a BS in civil engineering from the Virginia Military Institute and a JD from the William Mitchell College of Law.

Peter Kuo

Co-Founder and Partner, Canyon Bridge

With 20+ years of experience in global technology banking and extensive deal-making experience in China, Peter understands Chinese capital markets and knows how to make complex cross-border transactions work.

Prior to co-founding Canyon Bridge, Peter was a managing director at Lazard and before that at Cowen and Company's Asia subsidiary, as well as a technology M&A banker at Broadview International. He began his career at Pacific Venture Group, an Asia-based VC firm focused on technology. He's worked on transactions worth more than $100 billion, including M&A transactions for ARM, Alibaba, Google, and Texas Instruments.

A Fulbright Scholar, Peter holds a JD from Harvard and a BS in foreign service from Georgetown.

Sir Peter Bonfield

Non-executive Director

Sir Peter Bonfield has more than 50 years of experience in the international technology business and has has served on the boards of 12 international technology companies, including Sony, NXP, Mentor Graphics and Ericsson.

Knighted in 1996 and awarded the CBE in 1989, Sir Peter received the Financial Times Outstanding Director of the Year Award 2019. He is Chairman of Netherlands-based NXP, a world leader in automotive Semiconductors and security. He is a director and Chair of Audit at TSMC in Taiwan, the world's most successful dedicated semiconductor foundry. Sir Peter is an elected Fellow of The Royal Academy of Engineering and holds a US patent for Solid State Software modules.

He is a member of The Longreach Group Advisory Board; Senior Advisor to Alix Partners; and on the US board of the EastWest Institute, as well as holding numerous other senior board and advisory roles.

His prior positions include CEO of BT Group, Chairman and CEO of ICL plc and Deputy CEO of STC plc.

Didier Lamouche

Non-executive Director

Dr Lamouche has more than 30 years of experience leading international technology businesses. His extensive experience includes management leadership as President & CEO of Idemia/Oberthur Technologies, of ST-Ericsson, Bull Group, STMicroelectronics (as COO), Altis Semiconductor and in various senior roles at IBM, Motorola and Philips.

Dr Lamouche graduated from the École centrale de Lyon and holds a PhD in semiconductor technology. He has been a Knight of the Legion of Honor since April 2010. Lamouche is currently sitting on the boards of Adecco Group, ACI Worldwide, and ASM International, and is Chairman of the Board at Quadient and Utimaco (private company). He has also served on the boards at Soitec, STMicroelectronics, Atari, and Cameca.

Carol Chesney

Non-executive Director

Carol Chesney has more than 35 years of experience in complex finance, audit and company secretary roles and has served on the boards of four listed companies, including Renishaw plc, Hunting plc, Biffa plc and IQE plc.

Carol was previously Group Financial Controller and Company Secretary at Halma, a profitable manufacturing (FTSE 100) group with products primarily used in safety, health and environmental technologies. Prior to this, Carol was Group Accountant at English China Clays, a specialist minerals and chemicals company. Carol began her career at Arthur Andersen where she was Audit Manager.

Carol is Fellow of the Institute of Chartered Accountants in England and Wales and earned her Bachelor of Arts in Mathematics from Randolph-Macon Woman's College.

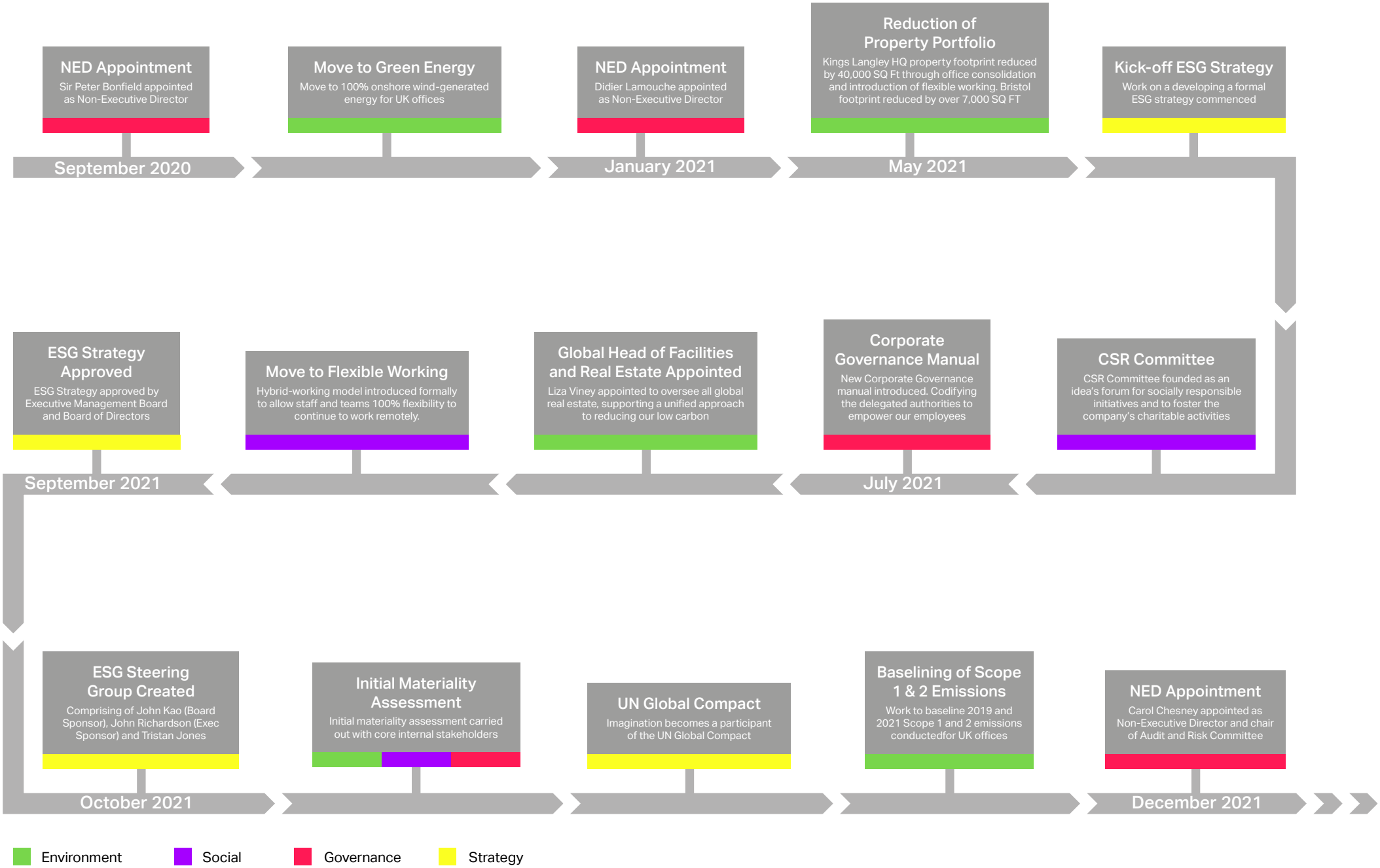
Carol is Chair of the Audit and Risk Committee.

Compliance

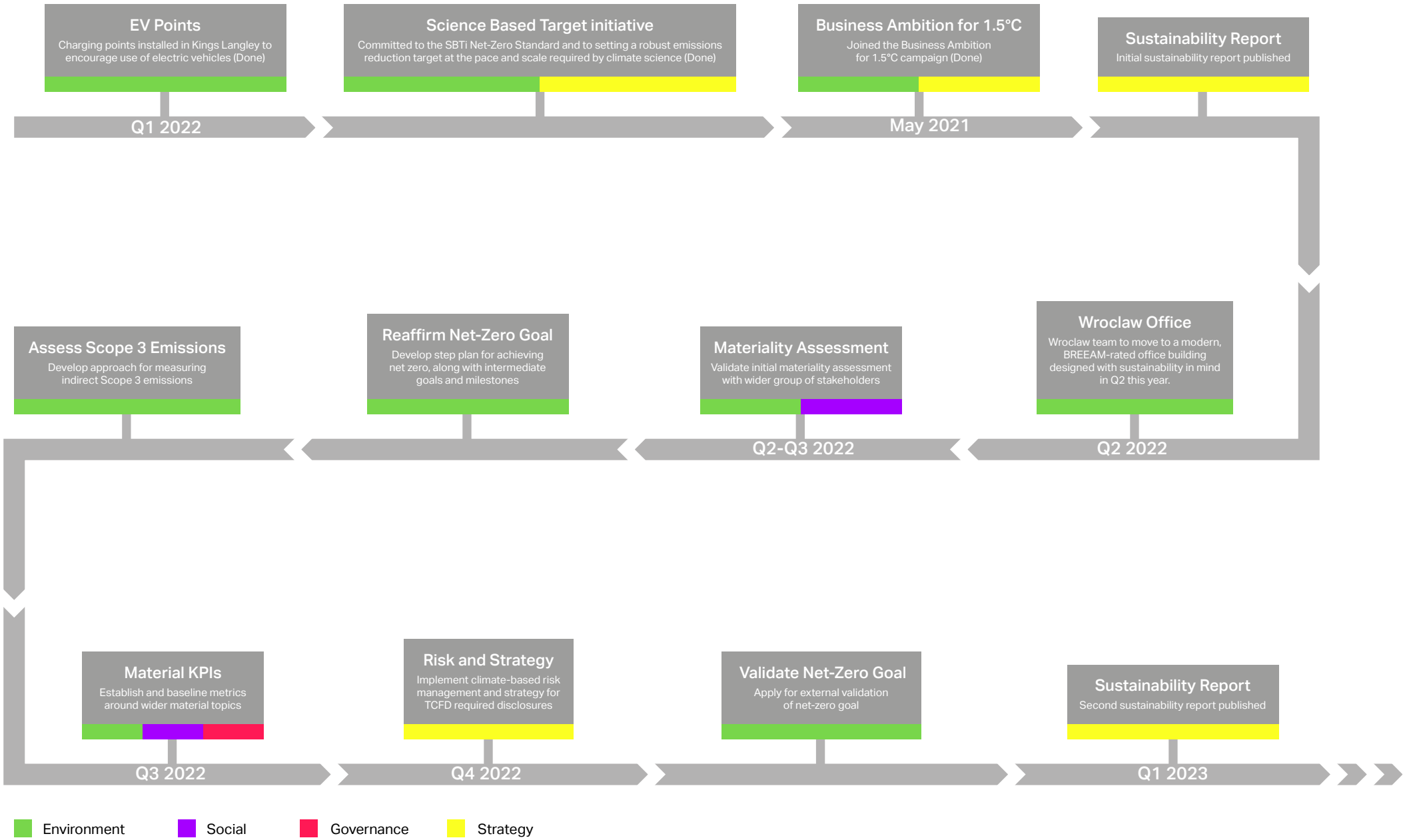
At Imagination we hold ourselves to the highest standards of conduct and compliance. We expect all our employees, partners, suppliers, and customers to adhere to legislative requirements that apply to companies and individuals. Our compliance team sits within the Legal & Compliance function. It comprises our General Counsel, Chief HR Officer, Director of Legal, and Legal Counsel who collectively oversee compliance-related matters at the company. All corporate compliance policies are maintained within a Compliance Hub and all staff are required to undergo training on an annual basis on key topics. The content of the compliance hub includes:

- Anti-bribery, Corruption and Fraud
- Code of Conduct
- Competition Compliance
- Confidential Information
- Cybersecurity
- Data Protection & Privacy
- Export Control
- Partner Due Diligence
- Modern Slavery
- Whistleblowing

Milestones Achieved



Key events planned for next period



Material Topics

Ethos & Approach

With no shortage of worthy topics around sustainability, it would be easy for our ESG efforts to be spread too thinly to deliver effective, sustained progress. To avoid this, we have focused on a smaller group of key material issues specific to Imagination. With this level of focus and prioritisation, we can deliver the biggest impact in the most important areas for Imagination and our stakeholders. The identification, assessment and validation of these topics is carried in conjunction with a cross section of Imagination's stakeholders in a rolling materiality assessment cycle.

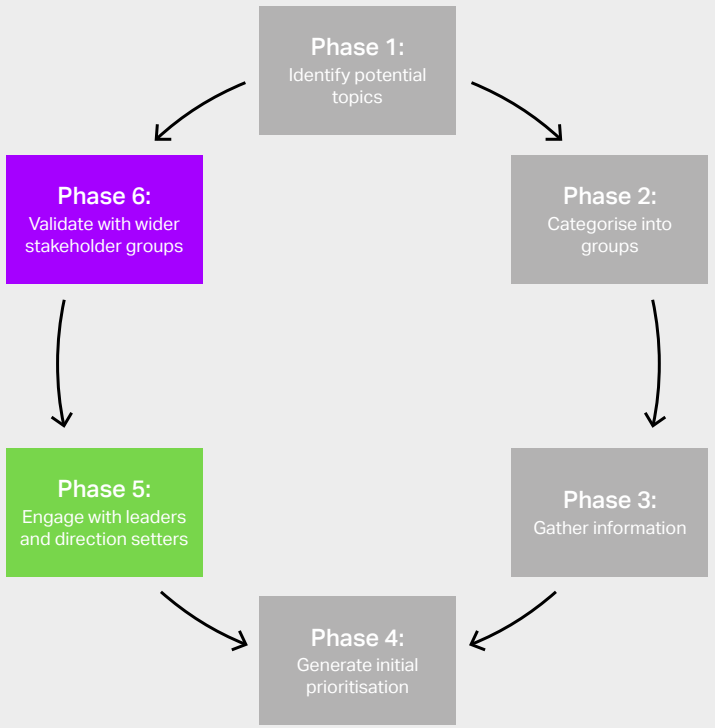
Methodology

For a topic to be included in the list of key material topics, it must meet three criteria.

1. The area is of high importance to our stakeholders and the wider ecosystem in which we operate.
2. There is significant scope for Imagination to have a meaningful impact in this area.
3. Imagination's impact in this area must be measurable.

Where a topic is not included in the list of key material topics, this should not be taken as an indication that this topic is unimportant. Topics not included within the key material topics remain a focus for management but are outside of the scope of this sustainability report.

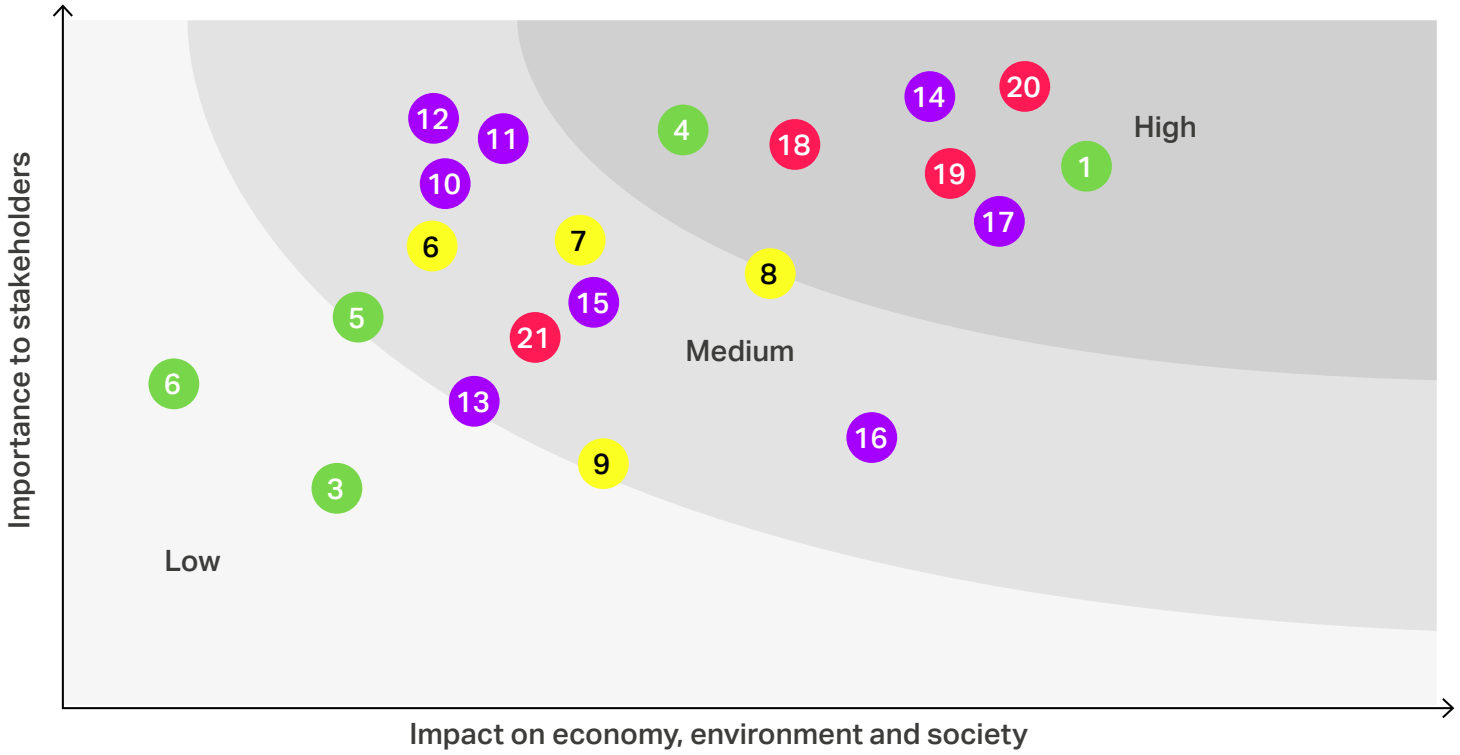
The assessment of material topics follows a process designed to identify and validate material topics on a regular basis. This process is detailed in the diagram below:



1. Create a long list of potential topics.
2. Refine long-list of potential topics into clustered categories.
3. Explore each category to understand its relevance to the business and stakeholders.
4. Prioritise the topics based on strategic importance to the business, importance to stakeholders and social, economic, and environmental impact in the value chain.
5. Test the results of this materiality assessment with key internal audiences to validate the outcome.
6. Follow up with wider stakeholder group to get feedback and wider validation on material topics.

Material topics

The output of the materiality assessment is shown on the chart above, with nine topics being categorised as high impact and high importance. These topics are:



Environmental

1. Greenhouse Gas Emissions
2. Energy sources
3. Water management
4. Waste management
5. Green-Coding
6. Biodiversity

Economic

6. Financial performance
7. Indirect economic impacts
8. Responsible procurement
9. Tax

Social

10. Employee experience
11. Diversity & inclusion
12. Gender pay gap
13. Future talent
14. Human rights
15. Data Privacy
16. Responsible technology
17. Community Engagement

Governance

18. Anti-corruption
19. Competitive Behaviour
20. Ethics and integrity
21. Risk & resilience

Material Topics

#	Topic	Description	Explanation of inclusion	GRI Disclosures
Environmental topics				
1	Greenhouse gas emissions	The direct emissions from Imagination's activities that contribute to climate change.	Climate change is a major concern of many of our stakeholders. Directly generated greenhouse gas emissions and those generated through purchased electricity make up the largest proportion of Imagination's overall environmental impact.	GRI-305
2	Energy sources	The source of purchased energy used at Imagination sites and related emissions that contribute to the climate crisis.		GRI-302
4	Waste management	The disposal or recycling of waste products from Imagination sites, including general waste, recycling and WEEE waste.	The handling and disposal of waste generated by Imagination is an issue frequently raised by staff. While the absolutely volume of waste generated is not as significant as companies with direct manufacturing, the environmentally-safe disposal of the electronic equipment at the end of its useful life can have a meaningful impact.	GRI-306
Economic Topics				
8	Responsible procurement	Conducting procurement with consideration of the environmental, human rights and social implications of purchases along with the cost and efficiency dimensions.	Responsible procurement is an important topic for Imagination's stakeholders. Imagination is heavily reliant on electronic equipment of varying levels of sophistication. The manufacture of such equipment relies on complex supply chains. As such, the impact of responsible procurement is significant.	GRI-204
Social topics				
2	Human rights	Supporting basic rights and freedoms for people within Imagination's value chain globally.	Supporting internationally recognised human rights is vitally important to Imagination's stakeholders.	GRI-412
17	Community engagement	Imagination's engagement and support for the communities in which it operates.	Our engagement and work within the community is an area of key importance for the company.	GRI-413
Governance topics				
18	Anti-corruption	Imagination's activities that oppose or inhibit corruption.	Conducting business in an ethical manner, behaving with integrity and working against all forms of corruption and anti-competitive behaviour is of high importance to Imagination's stakeholders.	GRI-205
19	Competitive behaviour	Conducting business in an ethical manner compliant with international and local laws and the avoidance of anti-competitive practices and behaviour.		GRI-206
20	Ethics and integrity	The code of ethics and behaviours to which Imagination holds itself.		GRI-102

Social Impact

As an IP business, people are very much at the heart of everything Imagination does. As our ESG reporting matures, our goal is to develop metrics and data around all material issues, including those relating to our social impact. Because comprehensive metrics and KPIs around the social aspects are not yet available, this section provides a narrative overview of our social impact. In future reports, this section will evolve into a more data-driven analysis of our social impact as baseline data and metrics become more available.

Initiatives to improve the wellbeing of employees

Working through COVID-19

Dealing with the pandemic has been a period of unprecedented challenge for companies and individuals alike. Imagination took the view early on that we would put our employee's wellbeing (be it physical or mental) at the forefront of our response to the pandemic.

Taking a local rather than global focus, working with country leads and following country-specific guidance, we moved between on-site, remote and hybrid working models depending upon the situation. In addition, where needed, we provided staff around the world with equipment to work from home. As the world starts to learn to live with COVID-19, we will continue to put our employee's safety at the heart of what we do.

Hybrid working

We know that life is complicated and that working in the office from 09:00 – 17:30 every day doesn't work for everyone. Because of this, we moved to an industry-leading hybrid working framework with up to 100% remote working that not only champions creativity and innovation but also helps achieve the right work-life balance, promoting physical and mental wellbeing for our people.

Employee engagement

Following several years of uncertainty and change, 2021 was a year of progress at Imagination in terms of aligning behind a newly-defined mission, vision and strategy, moving the company from being a 'good place to work' to a great one. This is reflected in the fantastic progress made in our 2021 employee engagement survey. We saw our Employee Net Promoter Score increase significantly, while our Engagement Index increased by 8% and response rate increased by 28%. We are focused on continuous improvement in our employee engagement to ensure Imagination remains an employer of choice.

External Social responsibility

CSR committee

Imagination has always engaged in supporting charities, but recently there's been such a groundswell of support that we've set up a CSR committee to help coordinate and focus the company's work in this space. This committee has achieved a lot already in just a few short months. We've started engaging with initiatives to improve our local area, including litter-picking and setting up our own beehive along with kicking-off corporate partnerships with two charities that are making a difference to hundreds of people in need in the local area.

Official corporate charity: DENS

Imagination has signed up as an official business partner for DENS, a Dacorum-based charity in the UK that supports people in the local community facing poverty, hunger, or social exclusion with a privately-funded food bank, day centre, emergency accommodation and halfway house. We've supported DENS through a range of activities, most memorably with their Sponsored Sleepout in November that teams in the UK and Romania took part in, supporting the charity and contributing over £10,000 in total.

Official corporate charity: Akshaya Patra

Originally founded in India, Akshaya Patra is a charity now working in several regions in the UK as well as in India with the goal of tackling classroom hunger and improving the educational outcomes for children living in poverty. The work of Akshaya Patra struck a chord at Imagination we're proud to have them as a corporate charity. Over the Christmas period, Imagination staff took part in a 'buy a stranger a Christmas dinner' fundraiser and our collaboration will continue in 2022. Other activities.

Other activities

Our charitable work didn't stop at just our official charities, with teams from across the globe engaging in a range of activities including supporting KitAid, working with a local hospice in Poland, donating to the surgical ward of a children's hospital in Timisoara in Romania, and supporting the Red Cross Ukraine Crisis appeal.

Emissions Baseline:

2020 and 2021 have been years of massive upheaval for people and businesses around the globe. With the move to remote working for over 80% of our workforce in March 2020, and an embargo on international travel coming into place our emissions footprint fell below the levels expected of a 'normal' business year. This impact has stretched into 2021 and will likely continue to have an effect into 2022 and beyond. For us to have a meaningful understanding of the impact the steps we are taking towards decarbonising, we will assess progress against a baseline that represents our operations free from the external restraints imposed by the COVID-19 pandemic. As such, we will be taking 2019 as our baseline year, giving us a more realistic comparison to measure against.

Adjustments to 2019 baseline year:

The following changes in the organisation have been reflected in the 2019 baseline emissions data.

Divestment of Ensigma:

During 2020 the company made the decision to divest the Ensigma communications business. This resulted in a reduction in both property footprint and headcount. Dedicated Ensigma sites have been removed from the 2019 baseline and Ensigma staff have not been included in the 2019 intensity numbers. Offices that were not purely Ensigma locations have been included without reduction in the 2019 baseline.

Establishment of Timisoara office:

The Timisoara office was established in 2020 and has been included in the 2021 numbers. As this entity did not exist in 2019, no numbers have been included in the baseline.

FY21 emissions against baseline

As we progress towards a goal of net zero in 2027 we will commit to clear communication of progress against our goals. In future reports, we will report this progress against our pathway to net zero. With this pathway still to be defined and validated during 2022 the comparison of FY21 numbers against FY19 baseline are given as a percentage change rather than against future milestones.

During this period, the company's total Scope 1 and 2 emissions have reduced by 67%, a figure that we expect to be well within our pathway to net zero in 2027. This decrease in emissions has been driven largely by a reduction in property portfolio and a move to sustainable energy in the UK. Further work is required to quantify our Scope 3 emissions, which will be undertaken during FY22 and reported against in future reports.

	FY19 (KG CO2e)*	FY21 (KG CO2e)	% Change	FY19 Emissions / Head (KG CO2e)	FY21 Emissions /Head (KG CO2e)	% Change
Scope 1	570,831	430,719	-24.55%	825	574	-30.47%
Scope 2	1,619,932	299,982	-81.48%	2,341	399	-82.94%
Scope 3	872,044	-	-	-	-	-
Total Scope 1+2	**2,190,763**	**730,701**	**-66.65%**	**3,166**	**973**	**-69.27%**

* All emissions data is given in KG CO2e, a standardised measure describing the amount of CO2 that would have the same global warming potential for a given mixture and amount of greenhouse gas,

Scope 1 Emissions

With no heavy machinery or manufacturing across our global sites, we burn very little fossil fuel in our own operations. The largest volume of Imagination's Scope 1 Emissions comes from fluorinated greenhouse gases (F-gas) losses in air-conditioning units, use of diesel power generators in Indian offices and gas boilers used in several of our European offices. For other offices worldwide, hot water and heating is generated largely by purchased electricity covered under Scope 2. To ensure uninterrupted service in our data centre, we maintain a significant diesel generator which can power the data centre on the rare occasions of a power outage from the main grid. To better understand and manage any F-gas losses in the UK, a TM44 assessment of air-conditioning units is planned for FY22.

Scope 1 Emissions

Region	Site	Absolute Scope 1 Emissions (KG CO2e)			Scope 1 Emissions / Head (KG CO2e)		
		FY19	FY21	% Change	FY19	FY21	% Change
UK	Kings Langley	195,958	180,389	-7.9%	433	399	-7.7%
	Data centre*	187,920	187,920	0.0%	-	-	-
	Brsitol	0	0	-	-	-	-
	Cambridge	-	0	-	-	-	-
India	Hyderabad	181,208	22,078	-87.8%	7550	3,295	-56.4%
	Pune	3,462	2,369	-31.6%	52	58	11.7%
China	Beijing	0	0	-	-	-	-
	Shanghai	0	0	-	-	-	-
	Shenzhen	0	0	-	-	-	-
Taiwan	Hsinchu	0	5430		0	679	
	Taipei	0	8352		0	642	
Poland	Wroclaw	2,283	2,512	10.0%	67	81	20.7%
Romania	Timisoara	-	21,669		-	867	
Korea	Seoul	0	0		0	0	
Japan	Tokyo	0	0		0	0	
TOTAL		**570,831**	**430,719**	**-24.5%**	**825**	**574**	**-30.5%**

*Data centre is a central resource

Scope 2 Emissions

Traditionally, Scope 2 Emissions have contributed the largest proportion of our global footprint, with most of our core operations being office-based and digital in nature. Our UK offices use the most significant amount of emissions proportionate to the size and nature of the operations there, and with operational control over the largest sites within this region, we can ensure this energy is sourced from a green supplier and carbon neutral. Since 2020, purchased electricity for UK sites has been sourced 100% from sustainable onshore wind. The move to sustainable energy in the UK has resulted in a significant reduction of our overall emissions footprint, reducing our largest source of Scope 2 emissions, the data centre, by approximately 79%. Our Kings Langley HQ has seen an even greater percentage reduction in Scope 2 emissions of approximately 91% due in part to changing models of working during COVID-19 and a reduction in the property footprint at this site. However, a proportion of this decrease is also due to changing models working during COVID19 and a reduction in the property footprint at this site. Scope 2 emissions for UK sites have been calculated using emissions factors published by the University of Edinburgh, which provides estimates of the carbon emissions for onshore wind that range from 3 to 45g CO2e/kWh. To take a prudent, conservative view, we have used the figure of 45g CO2e/kWh in calculating our emissions footprint.

Our non-UK offices footprint is in managed buildings or serviced offices, largely removing our ability to select our own energy providers. Our strategy within this area is to promote the use of green suppliers within these buildings or to move to more sustainable offices at the end of our current leases. An example of this is with our office in Wroclaw, which is relocating to a modern, BREEAM-rated office building designed with sustainability in mind in Q2 this year.

While sourcing green energy is a key element of achieving a sustainable business, we will also endeavour to reduce our absolute energy usage. A significant proportion of these gains will be achieved within our data centre. Detailed plans of how we aim to reduce our energy consumption will be investigated and validated through 2022 and set out in the 2022 sustainability report.

Scope 2 Emissions

Region	Site	Absolute Scope 2 Emissions (KG CO2e)			Scope 2 Emissions / Head (KG CO2e)		
		FY19	FY21	% Change	FY19	FY21	% Change
UK	Kings Langley	311,974	27,923	-91.05%	689	62	-91.03%
	Data centre*	884,191	189,697	-78.55%	-	-	-
	Brsitol	50,920	5,817	-88.58%	1,132	132	-88.32%
	Cambridge	-	22	-	-	-	-
India	Hyderabad	296,443	16,861	-94.31%	12,352	307	-97.52%
	Pune	44,179	30,979	-29.88%	659	516	-21.70%
China	Beijing	277	329	18.79%	69	55	-20.81%
	Shanghai	4,874	6,883	41.23%	168	202	20.46%
	Shenzhen	507	841	65.94%	127	168	32.76%
Taiwan	Hsinchu	2,597	2,429	-6.44%	519	304	-41.53%
	Taipei	10,221	6,828	-33.20%	786	525	-33.20%
Poland	Wroclaw	11,151	7,630	-31.57%	328	246	-24.95%
Romania	Timisoara	-	1,967		-	79	-
Korea	Seoul	924	818	-11.50%	462	273	-41.00%
Japan	Tokyo	1,675	958	-42.81%	335	239	-28.51%
TOTAL		**1,619,932**	**299,982**	**-81.48%**	**2,341**	**399**	**-83%**

* Data centre is a central resource

Scope 3 Emissions

Accurately and fairly accounting for Scope 3 Emissions is a challenge faced by all businesses looking to transition to legitimate net zero. While we acknowledge the importance of understanding and accounting for the entire supply chain, our initial focus will be on delivering tangible results in those areas where we have the greatest degree of control. Alongside reducing our direct emissions, we aim to influence and encourage the decarbonisation of the semiconductor supply chain.

Under a normal business environment our largest tracked Scope 3 emissions are generated by international air travel, largely by our UK-based Executive Management, and our Sales, PR and Application Engineering teams travelling to customer sites and events. While we have continued to transact business with little to no travel to customer sites during the pandemic, there is an expectation that some international travel will return in 2022 and we will be investigating measures to ensure our international travel is conducted sustainably.

For the baseline figures below, we have included FY19 emissions generated by UK-based employees. While this figure does not include travel by employees based outside of the UK, the number of flights taken by non-UK based employees would only contribute a relatively small proportion of our overall emission from air travel. All flights will be included in future inventories. Numbers for FY21 have not been included as the pandemic continues to limit our international travel.

Scope 3 Emissions

Nature	Absolute Scope 3 Emissions (KG CO2e)			Scope 3 Emissions / Head (KG CO2e)		
	FY19	FY21	% Change	FY19	FY21	% Change
Air Travel	872,044	-	-		-	-
TOTAL	**872,044**	**-**	**-**	**1260**	**-**	**-**

Wider Scope 3 emissions

With Imagination's position in the semiconductor value chain, our IP, once integrated and taped out into our customers' chips will be present in physical products across a variety of industries. Understanding and accounting for the emissions related to Imagination's IP within these products is complex and fraught with many unknown variables e.g., accurately identifying the emissions generated with integration and tape out of chips, the exact volume of end-products shipped, and the emissions generated through the use of these end products. On top of these unknowns, there are also difficulties in defining the boundaries of Imagination's products and fair allocation of emissions as our digital IP becomes integrated into customer designs and then physical products. Notwithstanding these challenges, we will continue to look at how we can transparently account for our indirect Scope 3 emissions. Alongside accounting for Scope 3 emissions, we will look to implement mechanisms for exerting influence with suppliers and customers to promote the decarbonisation of the wider supply chain.

With the introduction of a hybrid-working policy, consideration towards understanding and accounting for the impact of employees working from home will be considered. While this is partly offset by a reduction in emissions generated from commuting, the reallocation of emissions from company offices to employee homes will be considered. We expect the guidance around this to crystalise as the effects of home working become better understood.

2022 and beyond

2022 marks the transition of our ESG journey from initial baselining and benchmarking into implementation of our ESG strategy that allows us to achieve direct net zero by 2027. Based on the figures provided in this report, a clear step-plan using decarbonisation modelling will allow us to track progress to our goals. We have already committed to the Science Based Target initiative net zero standard and aim to develop a GHG compliant inventory of Scope 1, 2 and 3 emissions and submit our carbon targets for validation during 2022.

While year-on-year reductions in emissions would be desirable, we anticipate 2022 may see an increase in emissions against 2021 as society begins reopening and we see an increase in occupancy in our office space and international travel. We will address this increase with further reductions in subsequent years.

Through wider stakeholder engagement we will reaffirm our environmental materiality topics and define and communicate KPIs and goals around these in addition to the emissions data that has served as the focus of this report.

GRI Standard		Disclosure	Cross-reference/Direct answer
Organisation Profile	102-1	Name of the organisation	Imagination Technologies Limited
	102-2	Activities, brands, products and services	Imagination Products
			Our business p.4
			Global Footprint p.5
	102-3	Location of headquarters	Our HQ is located in Kings Langley, Hertfordshire, UK
			Our offices
	102-4	Location of operations	Global footprint - p.5
			Our offices
	102-5	Ownership and legal form	Imagination Technologies is wholly owned by Canyon Bridge
	102-6	Markets served	Our business p.4
			Global footprint p.5
	102-7	Scale of the organisation	Global footprint - p.5
	102-8	Information on employees and other workers	Gender Pay-Gap Report
	102-9	Supply chain	Imagination is an office-based company, digital IP using a compute network. The inbound supply chain is mainly comprised of IT equipment, EDA tools, FPGA racks and emulators.
	102-10	Significant changes to the organisation and its supply chain	None
	102-11	Precautionary principle or approach	Imagination takes environmental matters seriously and has committed to aggressively reduce its environmental impact in alignment with SBTi Net-Zero Standard and at a rate aligned with 1.5°C
	102-12	External initiatives	UN Global Compact
			Science Based Target initiative
	102-13	Membership of associations	UN Global Compact
			Science Based Target initiative
Strategy	102-14	Statement from senior decision-maker	Board Sponsor Introduction - p.3
Ethics & Integrity	102-16	Values, principles, standards and norms of behaviour	Values - p.7
Governance	102-18	Governance structure	Governance - p.11 – 15

Stakeholder Engagement	102-40	List of stakeholder groups	Stakeholders - p.10
	102-41	Collective bargaining agreements	Imagination does not restrict the rights of our people to freedom of association. There are currently no collective bargaining agreements in place.
	102-42	Identifying and selecting stakeholders	Stakeholders are defined as any internal or external group that is either impacted by, or influence our activities. Stakeholder engagement is a core part of Imagination's ESG activities. Stakeholders - p.10 Material topics - p.18 – 20
	102-43	Approach to stakeholder engagement	Stakeholders - p.10 Material topics - p.18 –20
	102-44	Key topics and concerns raised	Material topics - p.18 – 20
Reporting Practice	102-45	Entities included in the consolidated financial statements	Accounts filed at UK Companies House
	102-46	Defining report content and topic Boundaries	Material topics - p.18 – 20
	102-47	List of material topics	Material topics - p.18 – 20
	102-48	Restatements of information	N/A
	102-49	Changes in reporting	N/A
	102-50	Reporting period	January 1, 2021 - December 21, 2021
	102-51	Date of most recent report	N/A
	102-52	Reporting cycle	Sustainability report to be published on an annual basis in Q1 each year
	102-53	Contact point for questions regarding the report	sustainability@imgtec.com
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index	GRI Content Index is in our 2021 Sustainability Report
	102-56	External assurance	This report has not been externally assured

Procurement Practices

GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Imagination's procurement is overseen by the procurement function reporting into the CFO. Individuals have authority to spend to defined levels as set out by the delegation of authority to spend matrix. This is supported by a wider procurement policy Boundaries: All staff
	103-2	The management approach and its components	The procurement function reports to the CFO
	103-3	Evaluation of the management approach	The CFO represents procurement at the Executive Management Board
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	While we encourage spending with local suppliers in our global offices. We do not have systems in place to report on the proportion of spending with local suppliers.

Anti-Corruption

GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	In line with the UK Bribery Act 2010 and Imagination's own Code of Ethics, Imagination is committed to operating in an ethical way in respect of our conduct, both at home and abroad, upholding all relevant anti-bribery and corruption laws wherever we operate. Boundaries: All staff
	103-2	The management approach and its components	Imagination has a zero-tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption. Imagination also expects our business partners to take a similar zero-tolerance approach to bribery and corruption.
	103-3	Evaluation of the management approach	Adequacy of the management approach is reviewed by the Board of Directors
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Given the low-risk nature of our business, no operations have been assessed for risks related to corruption
	205-2	Communication and training about anti-corruption policies and procedures	All our employees, including those on the Executive Management Board receive annual training on Anti Bribery, Corruption and Fraud delivered through the compliance hub.
	205-3	Confirmed incidents of corruption and actions taken	None

Anti-Competitive Behaviour

GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Imagination is committed to complying with competition law. We conduct our business to the highest legal and ethical standards and will not tolerate any infringement of competition law. Boundaries: All Staff
	103-2	The management approach and its components	At present, we do not occupy a dominant position in any market and therefore our primary focus is on our dealings with third parties and the potential competition law impact that they may have. Typically, this means that we must be mindful how we deal with our competitors, but also what information we learn about our competitors. All staff receive annual competition compliance training delivered through the Compliance hub.
	103-3	Evaluation of the management approach	Adequacy of the management approach is reviewed by the Board of Directors
GRI 206: Anti-Competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None

Energy

GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	Emissions Impact p.23 – 27
	103-2	The management approach and its components	Emissions Impact p.23 – 27
	103-3	Evaluation of the management approach	Emissions Impact p.23 – 27
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Total energy consumption within the organisation in 2021 was 6,920,146 kWh
	301-1	Energy consumption outside of the organisation	None
	302-3	Energy intensity	9215 kWh
	302-4	Reduction of energy consumption	27% reduction from 2019 base
	302-5	Reductions in energy requirements of products and services	Not available

Emissions

GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	Emissions Impact p.23 – 27
	103-2	The management approach and its components	Emissions Impact p.23 – 27
	103-3	Evaluation of the management approach	Emissions Impact p.23 – 27

GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Impact p.23 – 27
	305-2	Energy indirect (Scope 2) GHG emissions	Emissions Impact p.23 – 27
	305-3	Other indirect (Scope 3) GHG emissions	Emissions Impact p.23 – 27
	305-4	GHG emissions intensity	Emissions Impact p.23 – 27
	305-5	Reduction of GHG emissions	Emissions Impact p.23 – 27
	305-6	Emissions of ozone-depleting substances (ODS)	Not available
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not available

Waste

GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	The handling and disposal of waste generated by Imagination is an issue frequently raised by staff. While the absolutely volume of waste generated is not as significant as companies with direct manufacturing, the environmentally safe disposal of the electronic equipment at the end of its useful life is high impact. Boundaries Sites where Imagination maintains operational control over waste management.
	103-2	The management approach and its components	Waste management approach varies by location. Our global offices are rented, leased or serviced offices and in most locations our landlords manage waste removal directly. in UK sites is outsourced to third parties.
	103-3	Evaluation of the management approach	Waste management is overseen and reviewed by the Global Head of Facilities. Further assessment of our waste management and its alignment with the company's sustainability goals will be carried out during 2022
GRI 306: Waste 2016	306-1	Waste generation and significant waste-related impacts	Our waste related impacts will be assessed during FY22 and reported on in future reports
	306-2	Management of significant waste-related impacts	Our waste related impacts will be assessed during FY22 and reported on in future reports
	306-3	Waste generated	This information is not available for FY21. This will be tracked for future reports
	306-4	Waste diverted from disposal	This information is not available for FY21. This will be tracked for future reports
	306-5	Waste directed to disposal	This information is not available for FY21. This will be tracked for future reports

Human Rights

GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	We recognise that all humans are equal and have individual rights and freedoms. Conduct that conflicts with these principles, including modern slavery, child labour, forced labour or other liberty-constrained employment, is neither acceptable nor tolerated.We also believe that the technology and services we develop and provide must not be used or deployed for any purpose that impinges on the freedoms of others. Imagination will not supply technology or services to third parties who intend to use (or intend to supply to others to use) it for unethical or undemocratic purposes. This includes but isn't limited to use for the commission of crime, terrorism (including cyber-terrorism), civil surveillance of minority groups, suppression of citizens or citizens' rights or for military purposes. Boundaries: All staff
	103-2	The management approach and its components	The approach to Human Rights is outlined in the Code of Conduct all staff are obliged to adhere to. This is communicated via annual training through the Compliance Hub.
	103-3	Evaluation of the management approach	The Code of Conduct is subject to review by the Board of Directors.
GRI 412: Human Rights 2016	412-1	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	Given our low risk, none of Imagination's operations have been subject to human rights review.
	412-2	Employee training on human rights policies or procedures	Training on the code of conduct is delivered annually.
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All customer contracts include clauses around use of our IP designed to ensure they are not used in products that compromise human rights.

Local Communities

GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Our engagement and work within the community is an area of key importance for the company. Boundaries: All Imagination locations worldwide
	103-2	The management approach and its components	Social Impact. p.21 – 22
	103-3	Evaluation of the management approach	Material Topics p.18 – 20
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Every location is encouraged to engage with and support the local community. Informal engagement occurs today at several sites, formal consultation with the community on material topics is planned during 2022. Social Impact p.21 – 22
	413-2	Operations with significant actual and potential negative impacts on local communities	None

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