



CORPORATE AND SOCIAL RESPONSIBILITY

March 21



Imagination is focused on delivering business success in a responsible way, always seeking to maintain high environmental and ethical standards.

A handwritten signature in black ink that reads "Simon Beresford-Wylie". The signature is fluid and cursive, with a distinct flourish at the end.

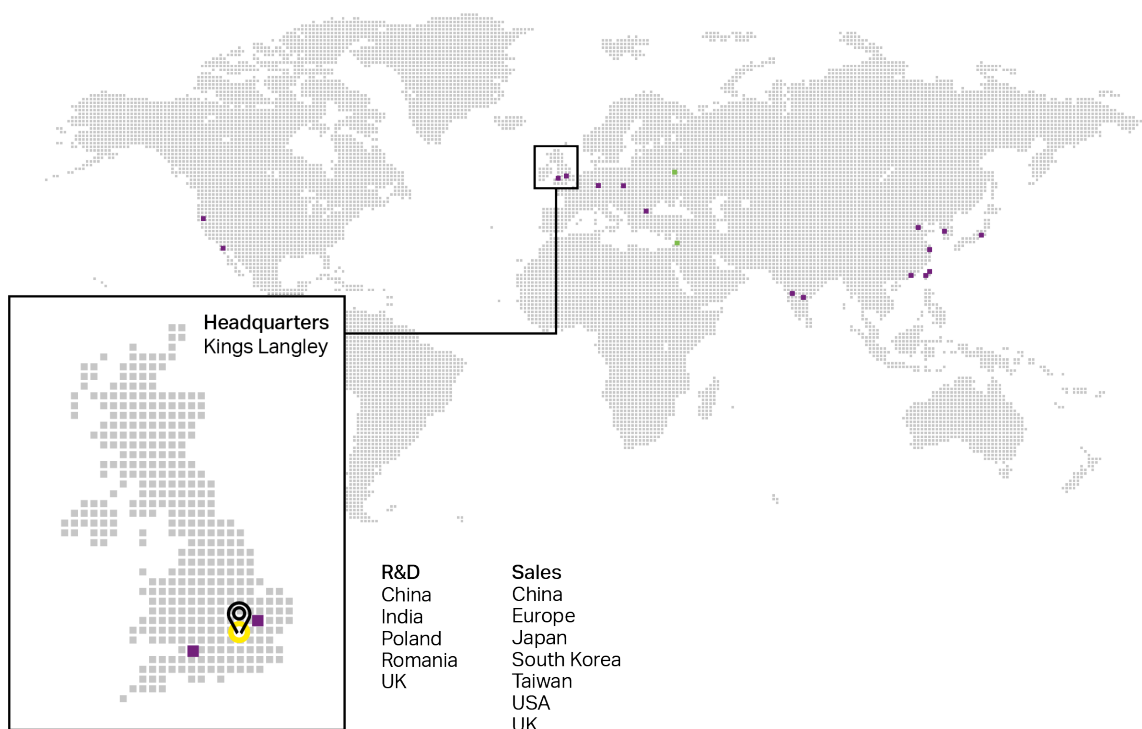
Simon Beresford-Wylie
CEO

The Group's employees

The Group is geographically spread across many global locations, operating in local communities and being mindful of the surrounding environment. We comply with all relevant employment law and have a platform to raise concerns or issues related to their employment without fear of redress. The Group is committed to providing equal opportunity irrespective of age, gender, marital status, sexual orientation or physical or mental disability – this is reflected in the Group's policies and operational arrangements.

The commitment to achieving equality is continually strengthened by work undertaken on reward structures, providing transparency into processes that relate to our workforce and reporting on our overall gender pay gap. We have a well-established programme of staff engagement and staff events which have provided regular opportunities for the CEO, EMB (executive management) and SLT (senior leadership) team to engage staff in the Group's Annual Operating Plan which covers; performance, strategy, vision and operational developments. Through developed internal communication channels we encourage open discussions and innovation across the teams.

The Group is dependent on the continued contribution of its



employees and, as a global business, values people from all cultures, nationalities, religion and ethnicities irrespective of characteristics such as age, gender, marital status, sexual orientation or physical or mental disability. Responsibility for this activity rests with the CHRO (chief human resources officer).

The Group is committed to building a diverse organisation and has appointed a member of the Executive Management Board to drive diversity and inclusion activities. We ensure that we follow all legal requirements and best practice in employment across the jurisdictions, based on equal opportunities for all employees, through the full employee life cycle.



Modern Slavery

We have published a separate Modern Slavery statement in accordance with legislation. Responsibility for this activity rests with our General Counsel.

Gender Pay Gap

We have published a separate Gender Pay Gap statement in accordance with legislation. Responsibility for this activity rests with our CHRO.

Fair Trading

We have regular training for all appropriate staff on the latest legislations regarding Fair Trading, Intellectual Property Rights, and Anti-Bribery and Corruption. We regularly assess our activities to ensure compliance with both legislation and internal policies. Responsibility for this activity rests with our CRO.



Charitable Giving, Volunteering and Contribution to Society

The Group supports and encourages charitable giving directly by donations and contributions to charities local to its offices globally and to educational establishments allied to its areas of interests (particularly STEM subjects) and supports and encourages the work of our employees contributing time to local charities and communities, in addition to fund matching charitable activities.

We enable our employees to guide charitable contributions and activities at a local level and support this through an employee CSR group. Examples of charities supported include: Red Nose Day (children's charity); Prudential Bike Ride (cancer charity); Macmillan Coffee Morning (cancer charity); Save the Children (children's charity) and Cancer Research (cancer charity).

Responsibility for this activity rests with our CHRO.



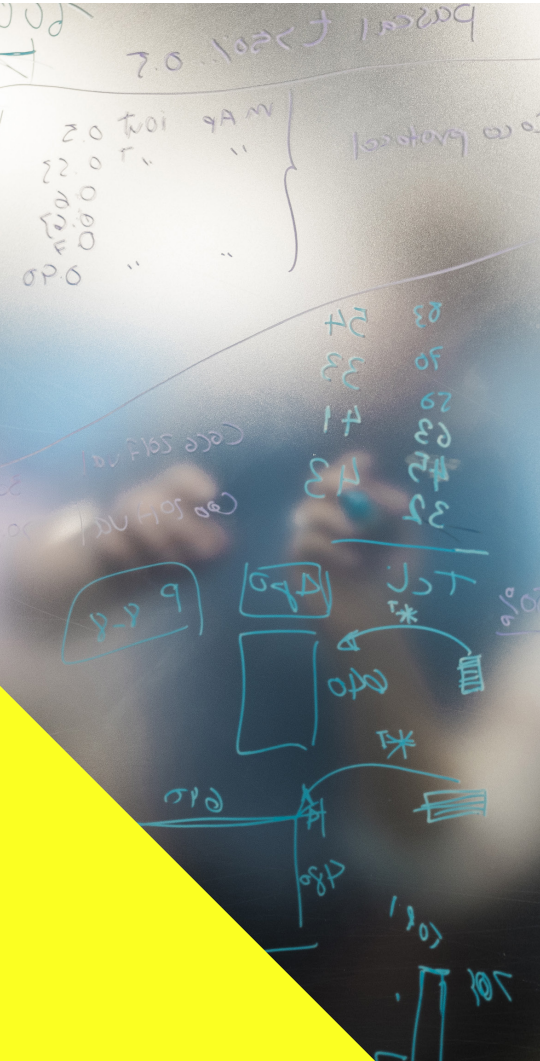
Environmental impact

As a Group our environmental impact on the whole is low. With our main business being the development of intellectual property, our emissions come mainly from the use of electricity in our offices and air travel. With greater use of enhanced business technology such as video conferencing, and tighter management of travel, we continue to reduce non-essential travel and the emissions we produce.

The Group is headquartered in Kings Langley, occupying a building which has a BREEAM rating of 'Excellent' and the maintenance regime is such that this level of award will be maintained. We own and operate a dedicated data centre to meet the Group's considerable IT requirements. The data hall is supported by a highly efficient electrical distribution system that utilises state of the art static UPS systems to maximise energy efficiency. A low energy cooling solution has also been adopted.

We take steps to ensure that across all our geographical locations we encourage and support employees to recycle their day to day waste, providing recycling bins and separate confidential bags in every office. Energy saving measures are also in place for recycling components.





Universities

We maintain active links with universities and are supporting developments in specific areas where relevant to our intellectual property in addition to providing scholarship awards to university students. The Group has also seen an increase in young people from the local community undertaking the structured annual work experience program where they learn more about the careers available in our sector. The Group runs a graduate recruitment and internship programme with universities and colleges throughout the UK and other key locations. We have developed strong relationships with a number of universities specifically in the UK and seek to extend that to other overseas educational establishments where appropriate.

Our IUP university programme is designed to provide practical help to teachers around the world so that they can use Imagination's technologies in courses and student projects. The focus is on providing the four vital elements needed to teach a course: a suitable hardware platform at a reasonable price, free software development tools, effective technical support, and excellent teaching materials that serve genuine teaching needs. The IUP is open to all members of academia.



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