



SUSTAINABILITY

REPORT 2015



THE M COMPANY

CEO'S WELCOME

SECURING BUSINESSES' AND CONSUMERS' DIGITAL LIVES IN A WORLD OF MOBILITY



DIDIER LAMOUCHE
CHIEF EXECUTIVE OFFICER

We live in a rapidly changing world. A world of hyper mobility, in which digital is ever-present to the point of no longer being noticed. A world in which everyone needs to be constantly able to connect, authenticate and pay. It is that constant need which we are making possible today at OT through our embedded security solutions.

Our Corporate Social Responsibility (CSR) agenda is the moral compass that keeps us at the forefront of our dynamic industry. It supports the sustainable growth of our business, and ensures that we move forward with a strong social and ethical conscience, acting upon our responsibility to the planet for future generations, and operating with transparency in strict compliance with the law wherever we conduct our business.

At OT, we believe that by managing our social, environmental and ethical objectives, we create long-term value and contribute to the maximization of our financial performance. In 2015, OT identified the opportunities and risks which were most important to our business, to stakeholders, the economy, environment, and society, and therefore merited particular focus in CSR strategic decision-making.

Our annual Sustainability Report is the principle communication tool for highlighting CSR at OT, including our long-term commitment to the Ten Principles of the UN Global Compact. We are pleased to share with you in this report OT's corporate citizenship efforts and achievements throughout the year 2015.

CEO'S WELCOME	1
COMPANY INFORMATION	3
KEY FIGURES	3
OT GROUP SUPERVISORY BOARD	4
ORGANIZATION	6
RECENT DEVELOPMENTS AND 2015 HIGHLIGHTS	7
2015 AWARDS	8
INDUSTRY ASSOCIATION MEMBERSHIP	9
REPORT	10
OT'S SUSTAINABILITY CORE PRIORITIES	11
ENVIRONMENT	12
Environmental Management	13
Energy Management	14
Environmental Regulations	15
Product Compliance	15
Environmental Dashboard	16
BUSINESS PRACTICES	17
Legal Compliance	18
Proper Conduct	19
Reporting Wrongdoing	20
Sourcing Minerals	20
Security and Fraud Detection	21
Management Systems	22
Policies	23
PEOPLE	24
Human Rights and Labor Practices	25
Health and Safety	26
Recognizing Contributions...Rewarding Innovation	27
Developing People	27
Training	27
Employee Welfare	29
Business Travel	29
RELATIONSHIPS	30
Education Outreach	31
CSR in the Supply Chain	31
Recognition of OT's CSR Practices	22
Communications Developments	33
Customer Engagement.....	34
Employee Engagement.....	34
Working with Industry Partners on CSR	34
A Positive Impact on Society.....	35
PRODUCT AND SERVICES	36
Innovation is Key	37
Environmentally Conceived Products	37
COMPANY DATA	38
2015 COMPANY DATA	39
CSR KPIS	41
GRI CONTENTS INDEX	42

OT IS A WORLD LEADER IN EMBEDDED DIGITAL SECURITY THAT PROTECTS YOU WHEN YOU CONNECT, AUTHENTICATE OR PAY.

OT is strategically positioned in high growth markets and offers embedded security software solutions for “end-point” devices as well as associated remote management solutions to a huge portfolio of international clients, including banks and financial institutions, mobile operators, authorities and governments, as well as manufacturers of connected objects and equipment.

In 2015, OT employed 6587 employees worldwide, including 700 R&D people. Headquartered in France, and with a global footprint of 4 regional secure manufacturing hubs and 39 secure service centers, OT’s international network serves clients in 169 countries.



1 MANUFACTURING HUB PER REGION

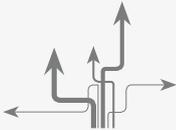
+1.2BN
CARDS PRODUCED



638 PATENTS
78 PATENTS FILED IN 2015



700
ENGINEERS



1 SYSTEM NETWORK



6,587
EMPLOYEES

12
R&D CENTERS

OF 39
SERVICE CENTERS

78%
OUTSIDE FRANCE

OT GROUP SUPERVISORY BOARD



**SERGIO GIACOMETTO
ROGGIO**
PRESIDENT OF THE SUPERVISORY BOARD

Current term: 2011 - 2017

Other current appointments

Operating Partner of Advent International. Vice-Chairman of Temenos AG.

Chairman of the Supervisory Board of OT Group and Non-Executive Director of Oberthur Technologies S.A. Sergio chaired the OT Group Audit Committee until March 2016, and is a member of the Compensation and Nominations Committee.

Past experience

Executive Vice President of Oracle Corporation, Europe, Middle East and Africa until 2008. Prior to Oracle, was President, Value Added Services at AT&T. Previously, 20 years of experience in senior roles at Digital Equipment Corporation. Since 2009, has held directorship positions in various companies (Colt Technologies S.A., CSR Plc, Logica Plc, Telepo AB and Sophis S.A.).



**CÉDRIC
CHATEAU**
MEMBER OF THE SUPERVISORY BOARD

Current term: 2011 - 2017

Other current appointments

Managing Director and Head of Advent International S.A.S. (the French subsidiary of Advent International). Member of OT Group Audit Committee and the Compensation and Nominations Committee.

Past experience

Joined Advent International in 2005. Prior to Advent, he spent four years with PAI Partners and three years as an auditor with Deloitte.

The Supervisory Board currently comprises six members, appointed by the shareholders for a term of six years. The Supervisory Board is entrusted with the supervision and control of the management. Moreover, the Supervisory Board has veto rights on key decisions regarding the group.



**BERNARD
BOURIGEAUD**
VICE PRESIDENT OF THE SUPERVISORY BOARD

Current term: 2011 - 2017

Other current appointments

Operating Partner of Advent International, Director of Automic (Austria), Director of CGI group, Member of the Global Advisory Board of Jefferies Bank in New York, Member of the Governing Board of the International Paralympics Committee, President of CEPS (Centre d'Etudes et de Prospective Stratégique), Member of HEC's International Advisory Board. Private investor in technology companies across Europe, also has established his own CEO to CEO consultancy business.

Non-Executive Chairman of Oberthur S.A. and Non-Executive Vice Chairman of the Supervisory Board of OT Group. He is also a member of the OT Group Audit Committee and Compensation and Nominations Committee.

Past experience

Former CEO and founder of Atos Origin. Prior to Atos, 11 years of experience at Deloitte, Haskins and Sells France, where he headed the management consulting and subsequently all the French operations. Previously, he worked for Continental Grain and PricewaterhouseCoopers.



**FRANÇOISE
MALRIEU**
MEMBER OF THE SUPERVISORY BOARD

Current term: 2015 - 2021

Other current appointments

Serves on the Boards of several companies such as ENGIE, La Poste and Bayard Presse. Also serves in a variety of roles in the non-profit sector.

Member of the OT Group Audit Committee and Chairman since March 2016.

Past experience

Broad experience in the financial services industry, including Senior Advisor at Aforge Finance, Managing Director at Deutsche Bank and Managing Partner at Lazard Freres et Cie. Also helped to create the Société Financement de l'Economie Française, of which she was Chairman of the Board of Directors and of the Audit Committee, and was appointed by the French Ministry of the Economy, Finance and Industry, to take part in a working group on the control of market professionals' bonuses.



**FREDERIC
WAKEMAN**
MEMBER OF THE SUPERVISORY BOARD

Current term: 2011 - 2017

Other current appointments

Managing Partner and Head of the Technology, Media and Telecom team at Advent International. Director of KMD Holding (IT services and software) and of Unit 4 (cloud-focused business software).

Past experience

Over 19 years of experience in private equity. Joined Advent International in 1998. Prior to Advent International, was Director in General Electric Capital's Equity Capital Group. Former Director of DFS Furniture.



**PASCAL
STEFANI**
MEMBER OF THE SUPERVISORY BOARD

Current term: 2011 - 2017*

Other current appointments

Special Partner of Advent International*. Active member of the Ashoka Support Network. Chairman of the OT Group Compensation and Nominations Committee*.

Past experience

Joined Advent International in 1998 and was Head of Advent International S.A.S. (the French subsidiary of Advent International since 2007*). He was involved in investments in companies including BCS, Dufry, Gérard Darel, Loxam, Monext, Nocibé, Oberthur Technologies, Sophis and Sportfive. Prior to Advent, spent 8 years at Natixis Private Equity. Previously, assisted the CEOs of two small-size companies in the retail and industrial sectors.

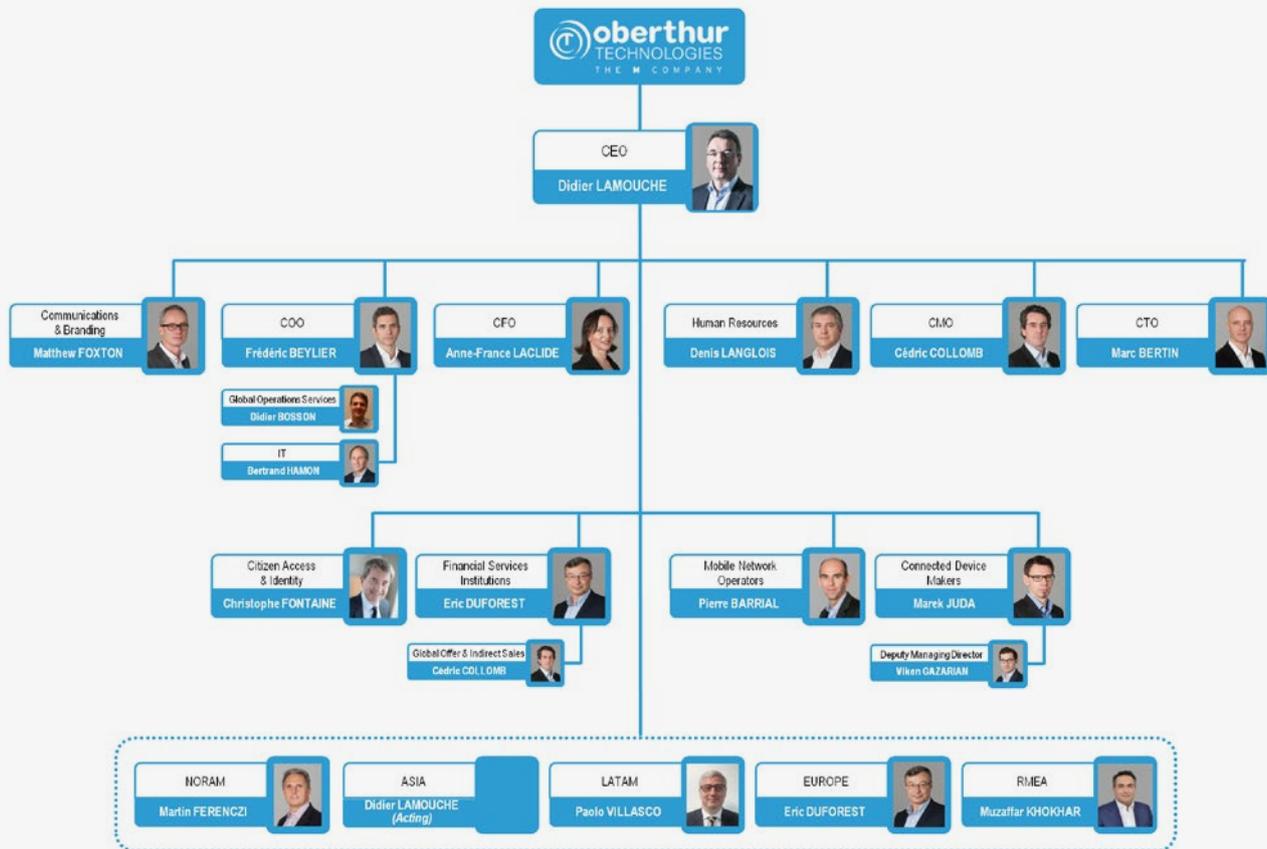
[* Pascal Stefani resigned from the Boards of Oberthur Technologies S.A. and OT Group S.A.S. and from the Compensation and Nominations Committee of OT Group S.A.S. on February 18 and 19, 2016, following his departure from Advent International]

ORGANIZATION

OT comprises four Business Units, Financial Services Institutions, Mobile Network Operators, Citizen Access & Identity and Connected Device Makers, in line with the market sectors where OT is present. This enables to focus on each business segment offering a deeper understanding of customer needs. Sales activities and certain customer projects are managed at a regional level:

- Europe
- North America
- Latin America
- Asia
- Middle East & Africa

In addition, OT draws on several agile and cross-functional centers of excellence dedicated to the development, production and management of the lifecycle of our security products and solutions through three Delivery Units.



RECENT DEVELOPMENTS AND 2015 HIGHLIGHTS

- In February 2015, OT was selected by Getin Bank to introduce mobile proximity payments relying on HCE (Host Card Emulation), a cloud-based protocol simplifying mobile contactless payment implementations.
- In March 2015, OT acquired Prodo Telecom, a company specializing in over-the-air (OTA) platforms, to bolster the OT's ability to provide such services to mobile network operators.
- In March 2015, OT announced massive adoption of its MultiSIM cards with 40 million units provided to more than 90 customers worldwide. MultiSIM combines all the form factors on one single, easy-to-use card.
- In April 2015, OT announced the signing of the final acceptance of the Uzbekistan e- Passport system, in the presence of Mr Elyor Majidovich GANIEV, Minister of Foreign Economic Relations, Investments and Trade of the Republic of Uzbekistan.
- In May 2015, OT announced its partnership with Samsung Electronics for the deployment of Samsung Pay in Europe. Three consecutive generations of Samsung smart phones and tablets are equipped with the PEARL by OT® eSE. OT was also the first partner selected by Samsung for the launch of the Samsung Pay service in Europe.
- In May 2015, Banque Populaire and Caisse d'Épargne, in association with Natixis Payment Solutions and OT, announced the pilot (with 1,000 customers) of the first payment card integrating OT Motion Code™, OT's dynamic cryptogram solution (dCVV).
- In July 2015, OT opened a new R&D center dedicated to security technologies for smart phones and Mobile devices based in South Korea.
- In September 2015, OT hosted the Prime Minister of the Republic of Korea, Mr. Hwang Kyo-ahn, at its Headquarters and strengthened its longstanding partnership with the country with the signature of two significant commercial and R&D agreements.
- In September 2015, OT was selected by the Nepalese government to provide 2.5 million machine-readable passports (MRP) and 50 enrolment stations (Live Enrolment Center - LEC) across 10 different locations around the world as well as in the Department of Passports in Katmandu.
- In October 2015, BNP Paribas chose OT MOTION CODE™ for a trial with 1000 French customers.
- In November 2015, OT announced that its cutting-edge Lasink™ solution had been selected by Costa Rica, through a multi-year contract to provide highly secure national ID cards. Lasink™ is the first technology that provides an extremely strong barrier against fraud combining it with a clear and irrefutable authentication to the naked eye or under a magnifying glass, and tomorrow via mobile phones and border scanners. Lasink™ is also the first technology that allows personalization of a color picture with a single infrared laser inside a 100% polycarbonate document for both identity cards and passports.
- In November 2015, OT announced that dragonFly, its state-of-the-art NFC SIM card had become MIFARE4Mobile® v2.1.1-certified.
- In December 2015, OT announced the strengthening of its portfolio for the Austrian debit market by providing rechargeable debit cards integrating the Quick Electronic Purse loaded on OT's latest contact and contactless cards.

2015 AWARDS



BEST CONNECTED OBJECTS
APPLICATIONS WITH:

EMV CYBERSECURITY BY OT

BEST MOBILE SECURITY
SOLUTION WITH:

**OT FLYING MPOS POWERED
BY MOBEEWAVE**

BEST TRANSPORTATION
APPLICATION WITH:

CITYGO TICKET CIPURSE L

ABIresearch
technology market intelligence

RECOGNIZED AS **#1** IN PAYMENT
INNOVATION BY ABI RESEARCH

INDUSTRY ASSOCIATION MEMBERSHIPS

OT is a member of a range of associations that play a vital role in shaping our industry, and work together to respond to and resolve many of the issues that impact us. A selection of OT's industry partners are shown below.



REPORT

In 2006, OT reinforced its corporate responsibility activities by becoming a signatory to the Ten Principles of the UN Global Compact, the world's largest voluntary corporate citizenship initiative, embracing and enacting a set of core values in respect of human rights, labor practices, anti-corruption and the environment. Our participation in the UN Global Compact drives our sustainability agenda and focuses our efforts on achieving a balance between the financial, environmental and social factors that affect us.

This report describes OT's key sustainability actions during the period 1 January 2015 to 31 December 2015, its plans for 2016, and serves as OT's annual Communication on Progress to the UNGC.



At OT we recognize that we can only truly grow sustainably with the involvement of our stakeholders. This is why we engage with stakeholders in a number of ways each year on a range of sustainability issues. The purpose of the report is to communicate to OT's stakeholders, including the main groups of employees, customers, shareholders, suppliers and competitors, the steps that OT is taking to improve its sustainability performance, and the ethical values that guide us.

OT undertakes an annual, third party assessment of its CSR performance and contribution to sustainable development by the CSR notation agency, EcoVadis. This extra-financial assessment takes into account criteria other than common corporate financial results. These are social criteria such as Environment, Labor and Fair Business Practices. This annual assessment provides a reliable sustainability rating for an increasing number of our customers. In 2015, EcoVadis performed its annual assessment of OT's CSR performance, with OT receiving a gold recognition and being placed amongst the top 5% of CSR performers assessed by EcoVadis.

Comments on this report can be directed to sustainability@oberthur.com

OT'S SUSTAINABILITY CORE PRIORITIES

The concept of CSR is evolving, with the focus on a company's ethical behavior intensifying. Beyond the traditional concerns of environmental impact, businesses must be prepared to demonstrate progress in their labor, human rights, health & safety and ethical business practices.

At OT, we have made a commitment to focus on five core elements of CSR:



Using natural resources responsibly



Promoting ethical business practices



Providing a fair and safe working environment



Sustaining valued relationships built on trust



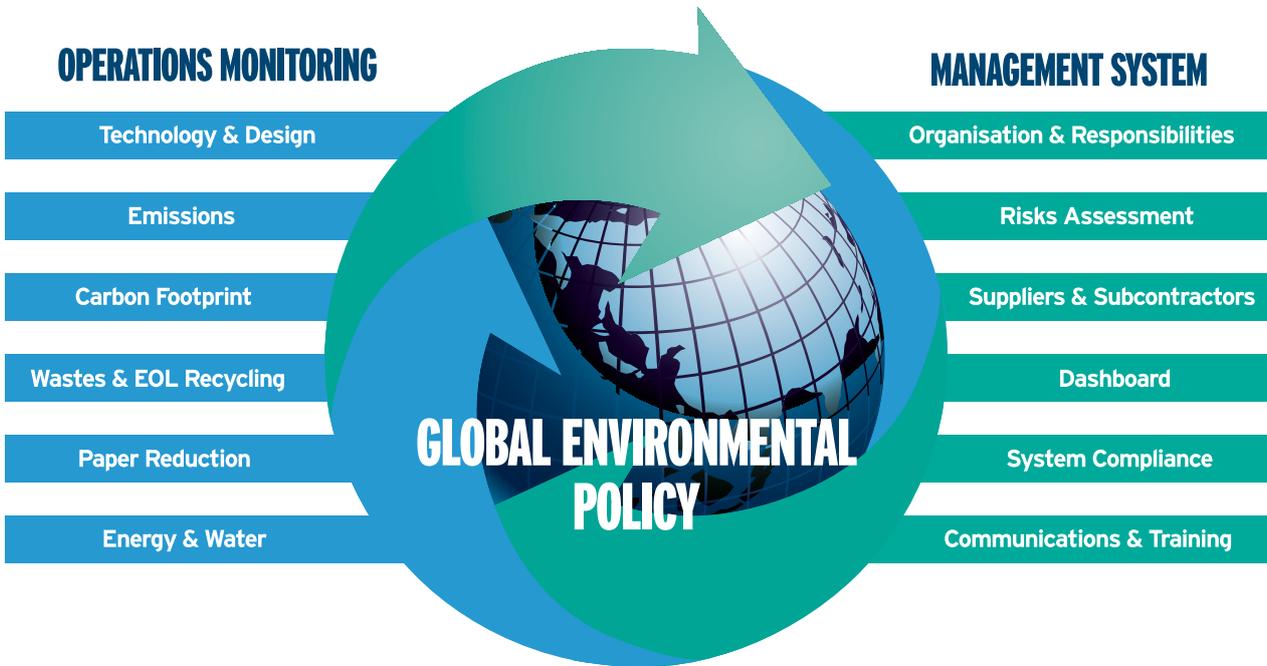
Developing environmentally sensitive products and services

ENVIRONMENT



ENVIRONMENTAL MANAGEMENT

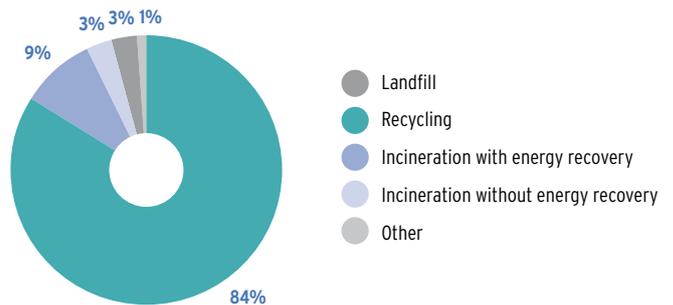
OT's Global Environmental System addresses the following key areas:



OT's Environmental Management Plan provides a formal framework for addressing the environmental risks associated with our day-to-day business, with the key objective of achieving environmental performance targets set out in our Environmental Policy, and in accordance with our commitment to the UN Global Compact Principles. These efforts support our strategy to improve our products and processes and help to lower our environmental footprint. OT closely monitors waste, energy consumption and volatile organic compounds (VOC) emissions. In particular, we endeavor to limit the production of waste destined for landfill or incineration. In 2015, recycling accounted for approximately 84% of waste treatment across OT sites.

Certified ISO14001 environmental management systems, adopted at OT sites, are helping OT to progress with its environmental goals, identify and work on improvement areas and provide employees with the required knowledge to understand and enact their individual and collaborative environmental responsibilities.

Every year we conduct a full review of our Environmental Policy to ensure that it remains consistent with our CSR objectives, with the changing legislative landscape and to check the efficiency of implementation. OT's Environmental Policy is accessible to OT employees via the intranet portal, Ozone



OT RECORDED 196 TONNES OF HAZARDOUS WASTE IN 2015. A DECREASE OF 18% VS. 2014

ENERGY MANAGEMENT



WE PLEDGE TO SUPPORT A PRECAUTIONARY APPROACH
TO ENVIRONMENTAL CHALLENGES, TO UNDERTAKE INITIATIVES
TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
AND TO ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF
ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

In 2015, in line with the 2012 European Energy Efficiency Directive, OT carried out energetic audits of its French site in Vitre and its HQ in Colombes. Additional audits were conducted at OT's site in Tewkesbury, UK.

The resulting action plan from the series of audits is being used to define a road map to guide the company's energy management going forward, including a roadmap for the adoption of ISO50001 energy management certifications at manufacturing sites.



ENVIRONMENTAL REGULATIONS

In connection with its operations, OT is generally subject to environmental laws and regulations in each of the countries where it operates. These laws and regulations govern, among other things, emissions of pollutants into the air, wastewater discharges, waste disposal, the investigation and remediation of soil and groundwater contamination, and the health and safety of the OT's employees.

OT's products and the raw materials it uses in its production processes are subject to numerous environmental laws and regulations.

OT's global network of environmental managers, together with its global environmental policy, helps it meet the requirements of environmental regulations that affect its activities.

IN FRANCE, OT ONLY CHOOSES COMPANY CARS THAT HAVE EMISSIONS OF CO² < 130G

PRODUCT COMPLIANCE

OT uses a range of methods to ensure that its products do not contain restricted substances under all relevant environmental legislation in excess of the applicable legal limits, including obtaining certifications from its suppliers as well as testing of its products by independent laboratories. OT's Supplier Code of Conduct contains provisions aimed at ensuring that its suppliers comply with all relevant laws, regulations and customer requirements prohibiting or restricting the use of restricted substances.

In 2015, OT continued to monitor the safety of its product range, for example, working closely with its suppliers to ensure that products purchased by OT do not contain Directive 2011/65/EU Restriction of the use of certain Hazardous Substances

(RoHS 2) restricted substances above the maximum weight limits. Only exemptions to these restrictions as specified in the RoHS 2 Directive, Annex III, are considered by OT on the agreement that they do not exceed the stipulated timescales for phasing out.

OT also places strict expectations on its suppliers to fulfill their obligations under Regulation EC/1907/2006 on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and expects suppliers to declare that all products, including substances, mixtures and articles, are compliant with REACH. In 2015, OT focused on its specific responsibilities under RoHS and WEEE with regards to OT MOTION CODE™ display cards.

ENVIRONMENTAL DASHBOARD

The objectives of our key environmental initiatives are to improve our waste management and achieve the goal of zero waste to landfill, to reduce energy consumption, replace chemical products by alternative solvent-free ones to obtain green processes.

Beyond recording and reporting environmental data required by the law of the countries in which we operate, OT keeps track of its

environmental performance in the following areas:

- Energy Consumption
- VOCs
- Hazardous Waste
- Non-Hazardous Waste
- Waste Management Channels
- Water Consumption
- Environmental Training Data
- Management System Adherence



BUSINESS PRACTICES



LEGAL COMPLIANCE

OT is committed to conducting its business in compliance with the laws of all the countries in which it operates. This includes compliance with all laws, domestic and foreign, prohibiting improper payments to or inducements from any person, including public officials, and law governing dealings with persons and organizations which are sanctioned persons or subject to sanctions. Given the diversity of contexts and geographic regions in which OT operates and the significance of its investments therein, the Company has implemented various policies and procedures designed to mitigate the risks of corruption and fraud. These anti-corruption and anti-fraud measures are carried out as part of OT's financial and internal control processes, and verifications of these measures are carried out by OT's Audit Department. Through the implementation of our Supplier Code of Conduct we expect our suppliers to behave accordingly.

The pledge we have made to the Ten Principles of the UN Global Compact since 2006 requires us to work against corruption in all its forms, including extortion and bribery. In order to fulfill our pledge to the UNGC and to comply with applicable laws and regulations OT has developed compliance procedures with respect to fraud prevention, anti-corruption, money laundering and economic sanctions.

Many OT customers and partners are subject to detailed security and other standards relating to manufacturing facilities and products, and OT makes significant effort to meet these standards and criteria, including the certification requirements of schemes such as Visa, MasterCard, American Express, Discover and China UnionPay, in order to be eligible to supply products and services to its customers.

WE ENDEAVOR TO CONDUCT OUR BUSINESS ACTIVITIES WITH HONESTY, FAIR DEALING, TRANSPARENCY, TRUST AND HIGH ETHICAL STANDARDS.





PROPER CONDUCT

Since 2012, OT has put in place and has regularly updated a Representatives Procedure Manual that applies to each director, officer and employee of the Company and of each of its direct or indirect subsidiaries and controlled affiliates. This manual supports OT's drive to conduct its business with honesty and integrity and in compliance with the laws of all the countries in which OT operates. It includes a detailed description of the procedure to be followed by OT in dealing with representatives, brokers, agents, intermediaries or independent contractors.

OT's Group Code of Conduct provides the ethical framework on which it bases its decisions and conducts its business. The Group Code of Conduct applies to everyone at OT regardless of his or her individual role, position or entity and for application in OT's day-to-day business activities. Subjects covered by the Code of Conduct include the working relations between individuals within OT, the relations with OT's customers, the relations with OT's suppliers and partners and the relations with the Company's shareholders. The Group Code of Conduct also addresses the risks of corruption and fraud.

Founded on internationally recognized standards, such as the Universal Declaration of Human Rights, as well as standards promulgated by organizations such as the International Labor Organization, the Social Accountability International, the United Nations Convention against corruption and the Ethical Trading Initiative, the Group Code of Conduct is applicable to all employees at all OT sites worldwide. It has been published in the 8 languages

most common amongst our diverse international workforce, in order that all employees have ready access to the Code, can clearly understand their responsibilities and act upon them. The Group Code of Conduct, in all its languages, is accessible via OT's intranet platform, Ozone.

In 2015, our CEO reminded all employees of the vital role they play in ensuring that the principles laid out in OT's Group Code of Conduct are enacted daily. The CEO asked everyone at OT to renew his/her commitment to the Code and to be sure to always apply the principles of the Code in our work life at OT.

These fundamental conduct expectations are now integrated into OT's Onboarding Program, the induction training for all new hires.

IN 2015, 249 NEW STARTERS CARRIED OUT CODE OF CONDUCT TRAINING VIA THE ONBOARDING INDUCTION PROGRAM

In 2015, OT's Ethics Committee was established, comprising representatives from a cross-section of OT disciplines. The committee met twice during the year, identifying and initiating actions regarding ethical matters at OT, including a Conflict of Interests Policy to be published in 2016. Ethics Advisors were also appointed and charged with receiving and processing issues identified by the Ethics Committee in their regions or business units.

REPORTING WRONGDOING

OT is dedicated to ensuring that all of its business activities are conducted according to the highest ethical standards, wherever it operates. OT encourages its stakeholders to feel comfortable to speak his or her mind, with respect to any ethical concerns about OT without fear of retaliation, which is why, in 2016, OT will roll out its alert process to encourage the reporting of incidents, in confidence, to OT. It will be possible to raise concerns through a dedicated email address linked directly to senior decision makers at OT.

OT assures employees, suppliers, customers and other stakeholders that they may report concerns or suspicions about malpractice or unacceptable behavior on the part of any OT employee and be certain that information communicated to OT will be treated seriously and unless prohibited by law, confidentially and anonymously. Any concerns raised, or incidents reported, will prompt an enquiry process which may lead to further investigation either internally or externally depending on the nature and severity of the reported malpractice.

SOURCING MINERALS

Identifying the source of the minerals we use, particularly those that are vital to our direct processes, is a priority ethical concern at OT. OT supports the efforts of human rights organizations to end violence and atrocities in conflict-affected and high risk areas. In parts of Central Africa, most notably the Democratic Republic of Congo (DRC) and its nearby territories it has been widely reported that the major driver of such violence is the natural abundance of the minerals tantalum, tin, tungsten and gold (3TG), otherwise referred to as 'conflict minerals'. Reports claim that armed groups fight for control of the mines and use forced labor to mine and sell the minerals, which in turn funds ongoing violence.

Each year, supported by the internationally respected guidance of the Conflict Free Sourcing Initiative (CFSI), OT evaluates its supply chain in an effort to ensure that we do not receive minerals which have been mined in conditions of armed conflict or human rights abuses.

In 2015, OT published its Conflict Minerals Policy, confirming OT's position on the sourcing of minerals and outlining expectations of suppliers, supported by the terms of OT's Supplier Code of Conduct.

ANY PERSON WHO REPORTS CONCERNS ABOUT OT WILL NOT, AS A RESULT, BE VICTIMIZED OR TREATED LESS FAVORABLY IN ANY WAY BY OT OR ITS EMPLOYEES

If products supplied to OT contain 3TG due to a necessity of their product or functionality then OT's Conflict Minerals Policy stipulates that the minerals must come from scrap or recycled sources, or should be sourced from smelters and refiners that are certified 'Conflict-Free Smelters' by the CFSI. We expect our suppliers to share chain of custody information of the minerals they supply using the latest version of the CFSI Conflict Minerals Reporting Template, aligning with our customers in the use of this common industry approach for the collection of conflict minerals sourcing information. Suppliers are expected to notify OT of any updates or amendments to their CFSI conflict minerals report in a timely manner. The information contained in the Template constitutes a critical part of OT's due diligence program.

WE EXPECT OUR SUPPLIERS TO COMMIT TO RESPONSIBLE SOURCING OF ANY 3TG USED IN THE PRODUCTION OF COMPONENTS PROVIDED TO OT



SECURITY AND FRAUD DETECTION

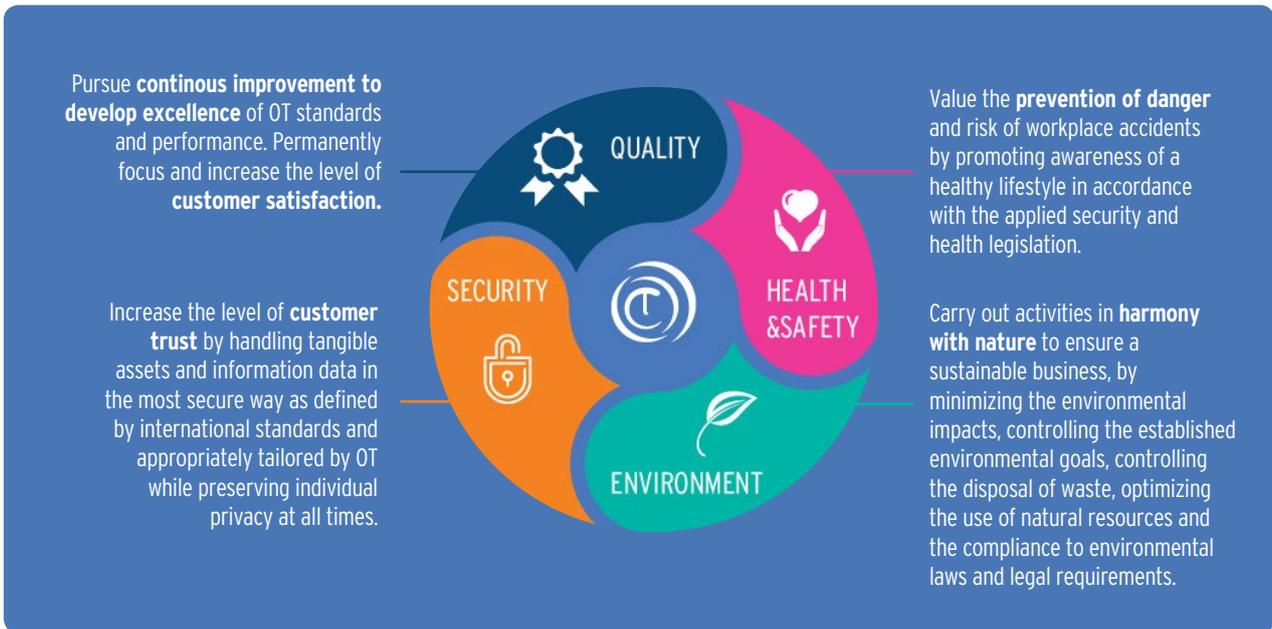
The security and protection of private information, technological and consumer information that we handle is one of our highest priorities. We have logical and physical security policies governing our IT, intellectual property, physical premises, personnel and assets. We have in place dedicated personnel charged with the oversight and implementation of our security and fraud detection programs. Our Security Management System evaluates threats to our IT and physical systems on a continual basis to help us adjust our security controls as needed. We employ a wide range of physical and technical safeguards that are designed to provide security around the collection, storage and access of information that we have in our possession.

ALL OT EMPLOYEES ARE REQUIRED TO UNDERGO SECURITY AWARENESS TRAINING ON AN ANNUAL BASIS, TO ENSURE THEY ARE AWARE OF THE REGULATIONS WE MUST COMPLY WITH SPECIFIC TO OUR BUSINESS, AS WELL AS OT POLICIES. EACH EMPLOYEE MUST SIGN A STATEMENT CONFIRMING THEY ARE AWARE, AND WILL COMPLY WITH ALL THE RULES.

MANAGEMENT SYSTEMS

In order to offer the most consistent level of quality to our customers worldwide, OT is permanently improving the quality of its products and services, implementing a common ISO 9001 certification over 25 sites.

In 2015, OT re-grouped its Quality, Health and Safety, Environmental and Security responsibilities under a unique department, thereby leading by example in the deployment of the new 2015 version of ISO standards promoting an integrated management system and in the enhancement of CSR.



Compliance with standards, as much as developing employee competencies, is vital to developing trust and sustainable performance. Therefore, in 2015 OT developed ORION, a standards and norms management tool. Through this tool employees can access not only the different standards (support functions, techniques, design and production process), but also be aware of OT representatives in the standard groups. ORION can be accessed through OT's intranet site.

In addition, and as described in OT's new in 2015 Quality Manual (OT Way), a reinforced matrix organization was set up to support the quality, security, health & safety approach at all steps, in all processes of the company. This manual is shared with customers, partners and employees to enable us to strive for continuous improvement and share best practices worldwide in a unique OT way, permanently evolving with the participation of more than 50 sites.

POLICIES

At OT, we believe that we contribute to a better world not only by securing transactions and the exercising of individual rights, but also by leading by example in the way we conduct our business and operations.

Our global policies are helping to build a strong OT culture driven by shared ethical values, and ensuring that everyone at OT has the knowledge to enact his/her responsibilities through a clear understanding of the company's expectations.

OT's key policies are readily accessible for staff on OT's intranet site, and are regularly shared with external stakeholders. Line Managers are made aware of their responsibilities to share key policy documentation with employees without immediate access to an electronic copy. Training on OT's key policies is integrated into the OT new starter induction program.





PEOPLE

As at December 31, 2015, the employees of OT represent over 60 nationalities. OT's employees in Europe represented 41% of the total workforce (including 23% in France), 29.5% in Asia and 24% in Americas. 96% are hired through a permanent employment agreement and 4% are temporary employees. Average tenure is 6.5 years.

Women represent 38% of OT's total employees*. 43% of the employees are directly assigned to manufacturing.

The breakdown of OT's employees by function is as follows:

- Operations 62%
- Sales and Marketing 14%
- R&D and Engineering 14%
- General and Administrative 10%

** The following countries are not allowed by law to communicate employees' gender and birth date and therefore have not been taken into account: USA, Canada, UK, Denmark and Spain.*

HUMAN RIGHTS AND LABOR PRACTICES

OT supports and respects the protection of internationally proclaimed human rights and is committed to ensuring that it is not complicit in human rights abuses. OT promotes these principles throughout its sphere of influence.

Our business operates at the intersection of rapidly changing technological, social and economic demands and regulatory requirements that require wide-ranging expertise and intellectual capital. At OT, the extensive skills of our global workforce are vital to our success. We are committed to making our workplace a rewarding, fulfilling and dynamic environment that helps us to attract, train, promote and retain the very best people.

We are making good on our pledge to the UN Global Compact in respect of labor rights: upholding the freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, the elimination of discrimination in employment and occupation. OT is engaged in a policy to respect professional equality, which seeks to maintain a dialogue with key stakeholders on topics

such as disabilities, discrimination and diversity. Our recruitment policy is driven by technical, regulatory and other specifications applicable to our operations, taking into account diversity and non-discrimination in the selection of applicants. The majority of our employees are covered by national collective bargaining agreements. These agreements typically complement applicable statutory provisions in respect of, among other things, the general working conditions of our employees, such as maximum working hours, holidays, termination, retirement, welfare and incentives. OT has developed fair relations with the employee representatives present in each country in which it operates.

We recognize the value of engaging our employees in the continual betterment of our workplace, for the benefit of all at OT. In 2015, we launched an employee engagement survey of direct staff at one of our key manufacturing hubs in Shenzhen, China. This exercise, supported by the region's market leading HR survey consultancy, with >90% uptake enabled us to gauge the social temperature amongst staff and identify areas for improvement in 2016.

HEALTH AND SAFETY



WE PLEDGE TO MONITOR AND CONTINUALLY IMPROVE
OUR H&S PERFORMANCE, IN ORDER TO PROTECT OUR PEOPLE,
OUR CUSTOMERS AND PARTNERS, OUR LOCAL COMMUNITIES AND
THE ENVIRONMENT IN WHICH WE OPERATE

OT's Management is committed to providing a safe workplace, by establishing a robust, sustainable health and safety culture and by integrating practices relating to H&S into our daily business. In order to achieve this in a manner that is consistent across all OT sites worldwide, regardless of size or operational direction, OT has developed a Global Health & Safety Policy, available in the main OT languages, ensuring that all staff can access and understand their personal H&S obligations. These actions are intended to assist OT in achieving legal compliance, in meeting our stakeholder's expectations and in fulfilling the obligations of our ongoing pledge to the Ten Principles of the UN Global Compact.

To support the deployment of this policy, OT has produced an accompanying H&S Guidance Package, including a KPI Reporting Process based on ILO Guidelines, Incident Log, Risk Assessment Guidelines and Global Procedures. A key element of compliance with the Global H&S Policy is that all manufacturing sites will achieve, or if already held - maintain, OHSAS 18001 certification.

Moving forward, OT will record H&S data and share it via a dedicated section of OT's intranet site, Ozone. OT commits to monitoring and each year publically reporting the following H&S KPIs:



- Types of Injury
- Accident Frequent Rate (AFR)
- Occupational Disease Rate (ODR)
- Dangerous Occurences
- Lost Day Rate (LDR)
- Lost Time Injuries (LTI)
- Severity Rate
- Work Related Fatalities
- H&S Training Data
- First Aid Data
- Absentee Rate (AR)



**TECHNICAL
LADDER**



inn@booster

RECOGNISING CONTRIBUTIONS... REWARDING INNOVATION

Each year, OT's IP Awards reward the engineers who have contributed to file the best patents for the company. In 2015, OT filed 78 first patent applications thanks to its worldwide inventor community. Their strong commitment and great innovative spirit boosted our innovation capabilities, increasing by 5% the number of patents filed compared to 2014. Four IP award categories were

distinguished: Gold, Silver, Bronze and Best First-Time, and the following criteria were considered when attributing the awards: inventiveness of the patents, potential impact on OT business and potential IP value. In January 2016, OT highlighted the Gold IP Awards during its annual Leadership Convention, as part of the outstanding achievements in 2015.

**IN 2016, OT PRESENTED 1 GOLD, 3 SILVER, 5 BRONZE
AND 1 BEST FIRST-TIME IP AWARDS**

DEVELOPING PEOPLE

OT's professional development policies allow for internal mobility: OT's management and HR department are dedicated to supporting employees' development through evolution. With its large geographic footprint, its multiple business units and job groups, OT offers internal mobility opportunities to its workforce. Mobility is highly encouraged, with people evolving across disciplines, businesses and countries. An Internal Mobility Policy is in place to support internal mobility.

The Technical Ladder is a worldwide company initiative that has been implemented to acknowledge the technological expertise within OT. Any OT technical member of staff can enter the Technical Ladder: R&D and Innovation, Technical Support, Industrial Engineering, Project Engineering. Each year, the nominations are decided by the company Technical Ladder Committee which includes HR representatives, Heads of R&D and the CTO.

In 2015, the Technical Ladder recognized 31 Senior Engineers and 9 Technical Experts.

Employees are invited to share their career expectations with their managers and human resources business partners at any time and at least once a year, during an annual performance and development meeting. Talent reviews are also organized during which managers evaluate their team members' ability and eagerness to move to another position and advise on optimal internal moves. Two categories of employees benefit from closer monitoring and support in their professional development: "High Potentials" identified through talent reviews, and "Technical Ladder experts", identified through a specific process within the R&D employees.

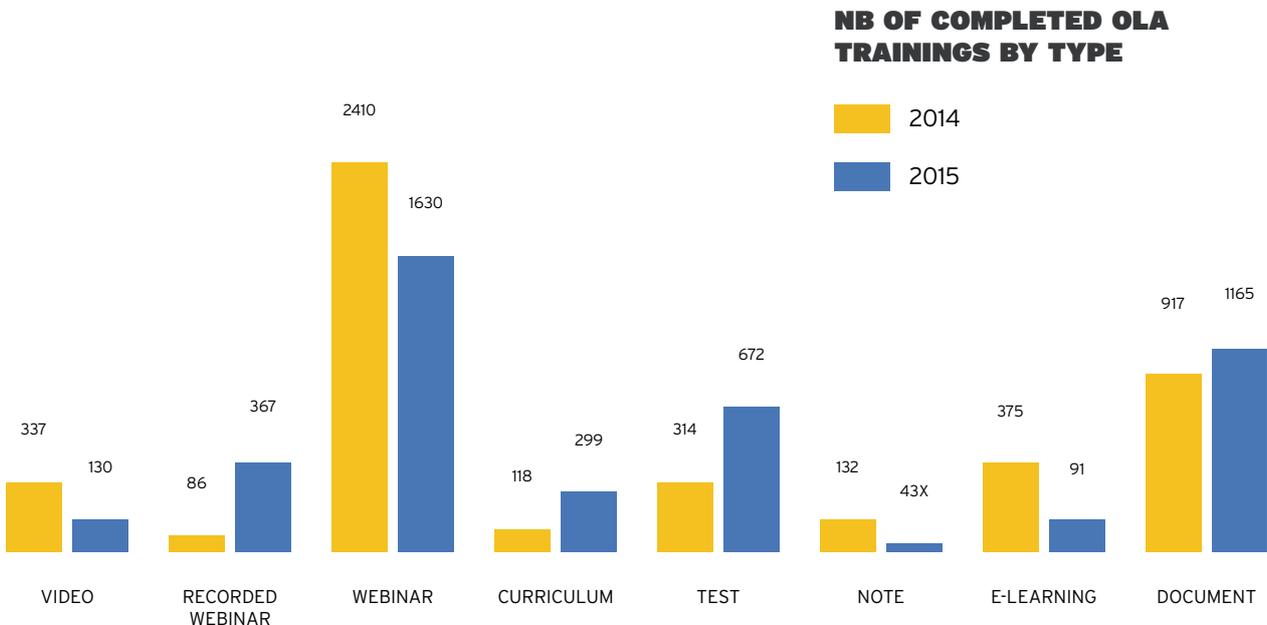
OT's InnoBooster platform collectively boosts the innovation capacity of their Company. InnoBooster is a collaborative platform related to OT's internal processes that allows all staff members to share ideas, to vote for the favorite ones and to create links between those proposing innovations and those willing to contribute to OT's future. All kinds of ideas are welcomed and a committee of selected employees is in charge of reviewing shared ideas.

TRAINING

OT recognizes that all employees have a right to access training, not only to fulfill the expectations of their duties but also to provide opportunities for career development. Training plans are defined annually based on OT's strategy and on its operating segments' specific technological, commercial and regulatory challenges. They are created and implemented at Group, business and local levels, to ensure adequate customization to employee individual needs.

Included in the 2015 training plan were modules focusing on CSR (e.g. gender equality, sustainable development, ethical conduct expectations) and Health & Safety.

Onboarding@Oberthur, through the Oberthur Learning Academy (OLA), is our training portal designed for newcomers joining the company but open to all staff wishing to refresh their knowledge. A vital and dynamic webinar program is ongoing, enabling employees to understand new products and services, as well as industry trends. OT monitors its training offering each year, to ensure that it remains current and of benefit to its users. In 2015, new developments in OT's product offering were included in the training offering, and employees from OT's business units were the most frequent participants in OLA training sessions, representing 90% of webinar attendance and 84% of e-learning modules.



2016 developments to the OLA training platform will include an increase in the number of technical training modules, particularly those targeted to our R&D staff and the expansion of training modules demonstrating the end-user benefits of OT's product and services offering.

LAUNCHED IN 2015, A SKILL DEVELOPMENT PROGRAM IS ENHANCING TRAINING AND CAREER DEVELOPMENT PATHWAYS FOR DIRECT STAFF AT OT SHENZHEN IN CHINA

EMPLOYEE WELFARE

OT is committed to maintaining a work environment that respects the dignity, safety and security of all employees, that is favorable to good job performance and is free from all types of workplace violence and harassment. OT does not tolerate violence, harassment, threats, threatening and malicious behavior, intimidation or any other form of workplace violence from any source.

It is an OT priority that employees are provided with access to clean toilet facilities, potable water and that existing food preparation, storage, and eating facilities are maintained in a sanitary condition. Employee dormitories provided by OT must be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space with reasonable entry and exit privileges.

Where an employee's duties require him/her to work alone, rules are in place to reduce risks and to

provide acceptable safety mechanisms, training and 'reasonable precaution' awareness. Lone working is defined as a situation where staff in the course of their duties work alone or are physically isolated from colleagues and without access to immediate assistance. Wherever possible, lone working is avoided.

OT's concern for the welfare of its people is not limited to the course of the business day. For example, in collaboration with FirstAssist, employees at OT UK can benefit from the Employee Assistance Program which offers 24 hour health and wellbeing services, giving all employees access to free, confidential counseling and information services, available 24 hours a day, 365 days a year. Staff can contact the service anonymously to seek advice on a range of issues, including bereavement, debt worries, relationship breakdowns, stress, legal concerns, managing work-life balance, financial budgeting and domestic problems.

BUSINESS TRAVEL

As a responsible employer, OT has a duty of care to its employees during the course of business travel on behalf of the Company. OT has policies and procedures in place which address potential risks of such activities. Staff at OT with people management responsibilities are expected to assess the business travel requirements of employees in their care and ensure that every effort is made to avoid situations which may pose a danger or a health risk to employees. For example, where business travel includes the requirement to drive either an OT vehicle or the employee's own, OT does not expect employees to undertake nighttime driving and recommends that alternatives are sought. The responsibility for safeguarding OT people extends to those travelling internationally for business. In 2015, OT continued its work with a leading international security services company, International SOS, to provide security risk information, advice and emergency support to OT's international travelers. Through restricted access, all travelers are tracked via the service, providing senior management with a live interface to exactly who is travelling and where. The service includes a pre-trip advisory bulletin, sent directly to the traveler containing all pertinent information regarding the route of travel and the countries to be visited, and continues during the course of the business trip with updates and advisories. In the case of a serious event, the traveler is offered advice on the appropriate course of action and should a serious event occur, travelers are supported by the advisory service and/or OT Management to arrange removal from the risk, such as medical treatment or repatriation.

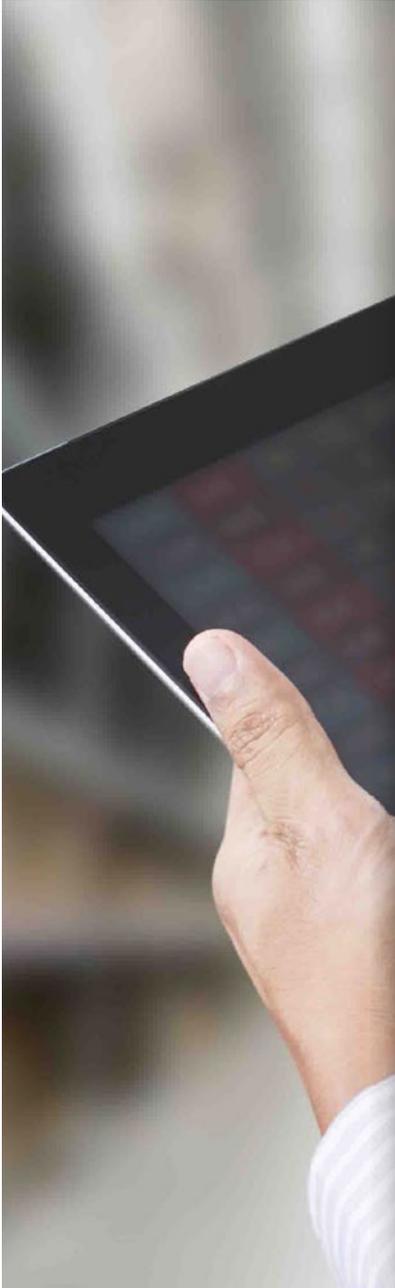
	2013	2014	2015
Unique Travelers	759	815	940
International Trips	4345	4335	5402
Cases Opened	5	14	16

In 2016, OT will develop a Security Travel Checklist and Crisis Cell Policy, providing guidance when there is a genuine business need to travel to high or extreme risk countries. Additionally, the travel support program will be extended to include a crisis management process to expatriate OT employees in critical situations and a mobile check-in module to encourage employees to 'check-in' via an app on their smart phone to supplement the travel data already visible to the Company. This check-in function will be offered to all travelers and strongly promoted to employees travelling in countries carrying a high risk. Furthermore, OT will have the ability to add relevant buildings, project sites or locations to its traveler map, as well as to track employees while on assignment, so that in the event of an incident an employee's location can be rapidly pinpointed and any potential exposure of incidents on OT's assets and people can be assessed.

OT HAS AN ENDURING COMMITMENT TO THE HEALTH, SAFETY AND WELFARE OF ITS PEOPLE WHEREVER THEIR DUTIES TAKE THEM

RELATIONSHIPS





EDUCATION OUTREACH

Each year OT provides legitimate workplace learning opportunities to students from local education establishments, intern placements for local university students and visiting overseas students, as well as graduate trainee programs to help young people into the workplace.

These opportunities are offered across OT's sites worldwide to people still in education alongside those at the very beginning of their working life, to gain valuable experience in a range of disciplines within OT.

CSR IN THE SUPPLY CHAIN

The assistance of OT's suppliers in our annual CSR monitoring exercise reassures us that we and our suppliers are guided by the same moral compass. By assessing the corporate responsibility performance of our suppliers we are able to validate the environmental and ethical credentials of the products and services they provide, to identify areas for improvement and to seize opportunities for CSR collaborations.

Our 2015 efforts focused on suppliers of critical raw materials, equipment and sub-contractors. As well as our suppliers' overall CSR performance, we requested that they declare their compliance with the key pieces of legislation affecting our business, such as REACH and RoHS, and we asked that they agree to apply the principles outlined in our Supplier Code of Conduct within their sphere of influence.

In 2016, OT will join forces with the third party CSR assessment agency, EcoVadis, to monitor our suppliers' CSR performance via the EcoVadis platform.

WE ARE ENGAGING WITH SUPPLIERS ON THE SUBJECT OF SLAVERY AND HUMAN TRAFFICKING, TO ENSURE THAT OT MEETS ITS LEGAL OBLIGATIONS AND TO ENCOURAGE SUPPLY CHAIN BEST PRACTICE

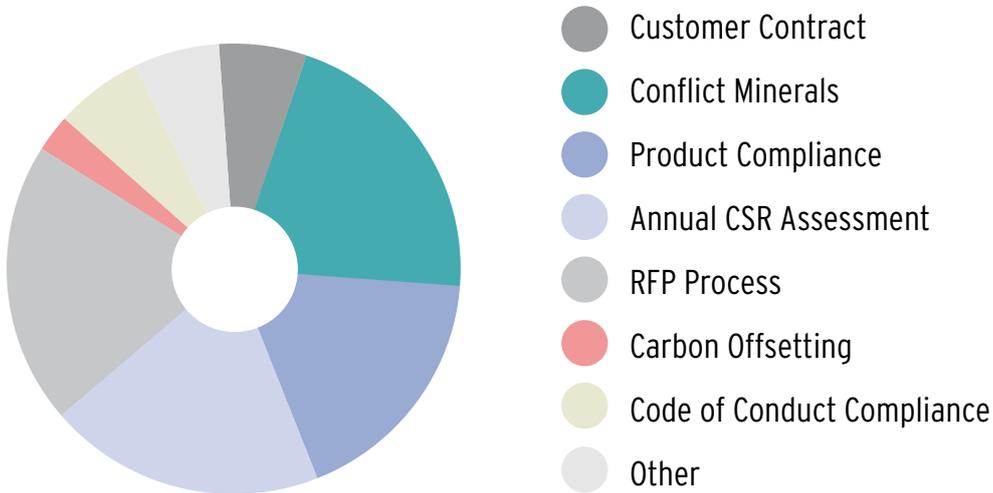
RECOGNITION OF OT'S CSR PRACTICES

Through our corporate responsibility commitments, we are striving to provide products and services that have the least possible impact on the environment, and to make good on our pledge to the Ten Principles of the UN Global Compact in respect of human rights, labour and anti-corruption.

An ever growing number of customers share our position on the value that can be brought about by embedding responsibility into a business.

Customers now place great emphasis on a strong CSR performance within their supply chains, and we see increasing evidence of this in our customer relationships, with customers assessing OT's CSR performance data as part of the tendering process, contract negotiations, on-site CSR audits and annual performance reviews.

IN 2015, WE RECEIVED 25% MORE CSR ENQUIRIES FROM OUR CUSTOMERS THAN IN 2014



In 2015, the CSR notation agency, EcoVadis, performed its annual assessment of OT's CSR performance, with OT receiving a gold recognition and being placed amongst the top 5% of CSR performers assessed by EcoVadis.



COMMUNICATIONS DEVELOPMENTS

Here at OT, we understand how sharing news on the key issues impacting our business, such as our achievements, strategic developments and industry trends, helps to foster a strong sense of OT identity and bring about sustainable, trusted relationships with our stakeholders. We want everyone to be well informed about OT and know that we value their role in maintaining a positive, ongoing dialogue with us.

OT's website was re-designed in 2015, providing an enhanced user-friendly interface, with easy access to information about OT, its products and services.

The M World, OT's digital application, available for tablets and smart phones, enables readers to keep abreast of the latest news and trends from the mobility world and describes the ways in which OT is preparing for and adapting to them. In 2015, three editions of the M World were published and dedicated, for example, to new shopping behaviors, m-coupons, the security challenges of using smart phones and tablets, the way forward for digital money-off promotions, the latest wearable trends and the automation of public transportation.

Social media proved to be another powerful communications tool for OT to reach its stakeholders in 2015, with OT active on Twitter, YouTube and LinkedIn.

In a year of exciting developments and fast-paced change within our industry, keeping our people abreast of the latest news was a communications priority for OT. Our hOT topics newsletters for employees, with forty two editions in 2015, ensure that our people across all sites stay up-to-date on topics such as commercial achievements, product launches and innovations. OT's employees are encouraged to share their ideas for hOT topic news stories, whatever their role in the business or location on the globe.

Thirty six internal bulletins, OT-Inside, during 2015 communicated changes within our company, such as strategic developments, new appointments, structuring of departments and other key messages. These bulletins are sent directly to the inbox of all employees with an OT email account, and can be accessed via a dedicated communications space on the company's intranet site, Ozone.

In 2015, OT launched Sociabble, OT's brand advocacy tool dedicated to aggregating all of the Company's news (internal and external) in one place, and rewarding its people for their sharing and engagement activity. Transforming employees into ambassadors, Sociabble allows OT employees to personalize received content, win points and boost their personal branding on social media.

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 OUR MAGAZINE AVAILABLE ON
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CUSTOMER ENGAGEMENT

Customer engagement is vital to maintaining positive, sustainable relationships. OT seeks feedback from its customers on their satisfaction with OT as a supplier, on its performance in terms of product and service offers, sales and delivery, and the perception of OT's positioning amongst its peers. Such customer engagement is comprised of a mix of qualitative interviews and web surveys, targeted at our worldwide customer base. This exercise provides a valuable understanding of our performance from the customer's perspective, enables us to stand back and recognize our strengths and weaknesses, and to use the survey's findings to support continual improvement themes across our business. Since 2007, we have been holding our annual

Banking Forum, an event which brings us together with a cross section of our highly valued customers to discuss a range of themes of importance to the payment industry. In November 2015, 100 attendees participated in the event, including many CEOs and top level executives. The debate, focusing on 'Paying When, Where and How You Like', was held at Le Collectionneur Hotel, Paris, and provided opportunities to exchange expert opinion on key industry trends and issues, such as how financial institutions can leverage the omni-channel revolution to drive a valuable payment experience, the expansion of mobile payments, and overcoming fraud in the omni-channel world.

EMPLOYEE ENGAGEMENT

OT also appreciates the sharing of knowledge and opinion brought about by meaningful engagement with its workforce. For OT, the ongoing dialogue with its employees on the important issues affecting the Company, both where mandated by law and where freely encouraged, is held in high regard.

Within the Company in France, employee representation is organized through a Central Works Council (Comité central d'entreprise); three Local Works Councils (Comité d'établissement) and two Health, Safety and Working Conditions Committees (Comité d'hygiène, de sécurité et des conditions de travail).

The Central Works Council is chaired by a Director representing the Company. The employee representation is composed of:

- Five members and four alternates representing executives
- Four members and six alternates representing non-executives (workers, employees and technicians).

WORKING WITH INDUSTRY PARTNERS ON CSR

OT welcomes the opportunity to collaborate with its industry partners on the important issues affecting the industry and this includes those matters highlighted on CSR. So, when the smart security industry association, Eurosmart, in 2014 established a CSR Taskforce, OT became one of its key members. Together this taskforce has identified an initial set of CSR priorities that it has decided should be assessed and addressed in a consistent way across the industry.

The taskforce aims to exchange best practice on areas of CSR that are common to all members, to share experience of the evolution of CSR and how it affects us and our interactions with stakeholders,

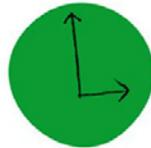
to look at the changing legislative landscape and any potential impacts on our products and services, to benefit from external expertise where required and to seek ways of improving how we all approach and respond to our corporate social responsibilities in a manner that is harmonious with the business environment in which we operate.

A POSITIVE IMPACT ON SOCIETY

Throughout 2015, OT continued its support to a range of charitable organizations, to help bring about positive change in 'the communities in which we work and live'. As well as providing corporate support to a number of local charities, OT encouraged employees' sense of philanthropy by providing a simple process whereby employees can chose to make tax free charity donations directly via wages, along with an ongoing commitment to match individual employee fundraising efforts to nominated charities.

At OT UK, the National Society for the Prevention of Cruelty to Children (NSPCC) was chosen as its site-wide spotlight charity. In 2015, OT's fundraising efforts exceeded the company's target, reaching £10.5k, and, thanks to the hard work and dedication of staff at OT UK this contribution is helping to benefit children and young people, specifically through the NSPCC's focus on child protection advice and awareness campaigns - like its award winning Underwear Rule campaign, the ChildLine School Service and the Share Aware online safety guidance for children.

IN 2015, THANKS TO THE EFFORT AND COMMITMENT OF ITS PEOPLE, OT EXCEEDED ITS SPOTLIGHT CHARITY FUNDRAISING TARGET



NSPCC

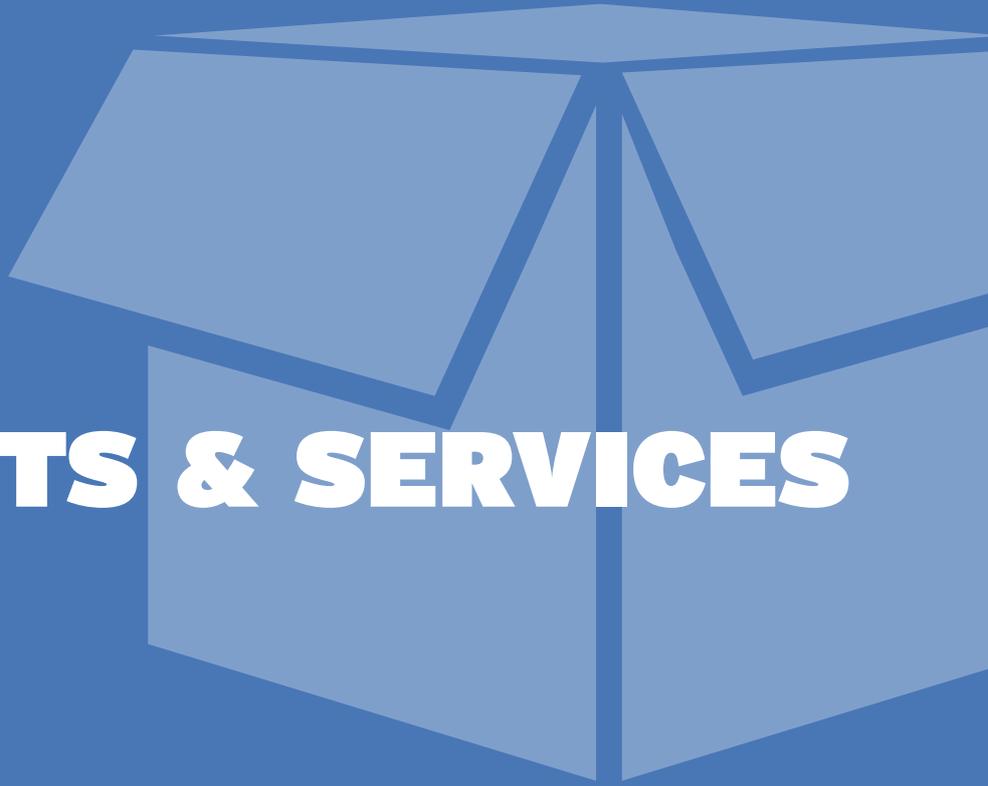
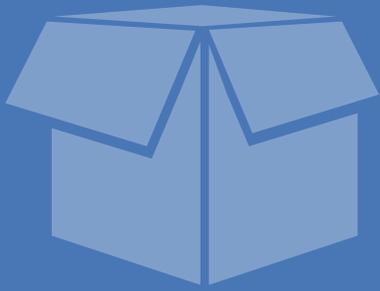
A child contacts ChildLine every **20 seconds** and some of these children are going through the toughest times of their lives. They find the courage to talk to us about things like family problems, bullying and depression. Problems that children often feel they can't talk to anyone else about.



Oberthur is helping us to fight for every childhood
#gogreennspcc

For further information getinvolved@nspcc.org.uk





PRODUCTS & SERVICES

INNOVATION IS KEY

OT's mission today is to provide responses to all situations of connected mobility by designing security solutions embedded in the objects and equipment used by hundreds of millions of people each day. As well as by offering our clients comprehensive, turnkey solutions which they can roll out and manage remotely and offering them maximum protection for their data and that of their clients.

More than 20% of our graduate employees work on R&D, divided between 12 strategically located centers around the world, notably in the United States, the Philippines, Poland, France, Indonesia, Korea and China.

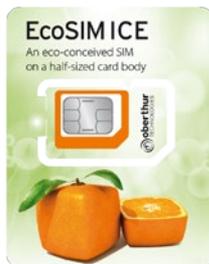
Almost 700 employees work tirelessly to produce new encryption algorithms, software and security applications embedded in all types of connected and mobile devices, as well as services platforms allowing our customers to provide high value-added offers. Our researchers also provide their software expertise to OT's personalization sites and are as well involved in defining production processes.

IN 2015 OT WAS RANKED NUMBER 1 IN PAYMENT INNOVATION BY ABI RESEARCH

ENVIRONMENTALLY CONCEIVED PRODUCTS

At OT, we are dedicated to providing our customers with exceptional products and services that include wide ranging options for differentiation and environmental responsibility. Our R&D experts investigate the development and industrialization of alternative, eco-friendly materials and form factors, which has given rise to our Smart Eco range for mobile and payment accompanied by a series of well-designed, streamlined, recyclable and re-usable packaging solutions.

Out of respect for the environment, OT has significantly reduced the number of printed brochures produced in order to save paper. Documents which must be printed are produced on FSC certified paper using aqueous inks to reduce environmental impact. Product datasheets are available only in electronic format.



Eco SIM - premium form factor requiring 50% less plastic material than a standard ISO SIM card; reduced carbon dioxide generated per card; less energy used to produce an EcoSIM card, less energy used to distribute and less packaging material used.



MultiSIM - the first SIM card combining classic SIM, micro-SIM and nano-SIM plug-ins, significantly reducing raw material consumption for multiple functions.



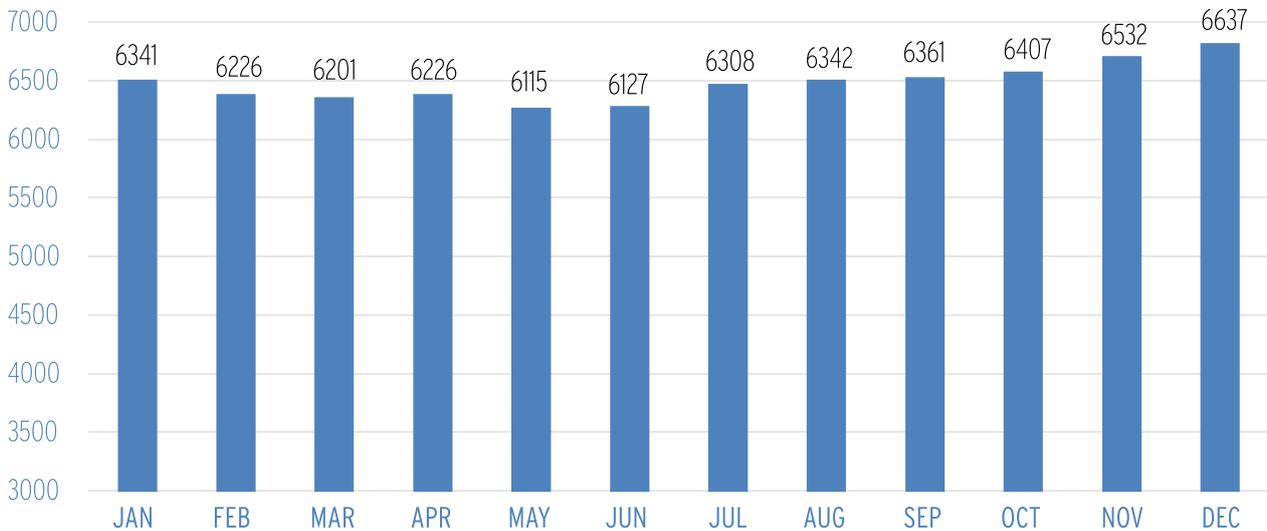
Smart Eco for Payment includes chlorine free card bodies from PETG material, bio-sourced Polylactic Acid (PLA) cards and recycled PET cards.



COMPANY DATA

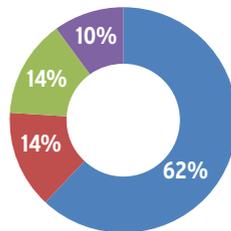


2015 HEADCOUNT EVOLUTION BY MONTH



2015 HEADCOUNT BY JOB GROUP IN %

JOB GROUP TOTAL	TOTAL
Operations	62%
Sales & Marketing	14%
R&D and Engineering	14%
G&A	10%



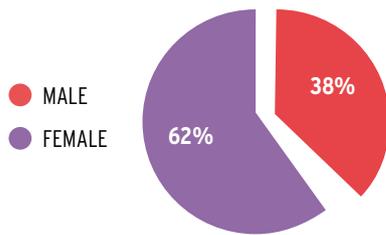
- OPERATIONS
- SALES & MARKETING
- R&D AND ENGINEERING
- G&A

	ASIA	EUROPE	LATAM	NORAM	RMEA	TOTAL
New comers	638	433	166	275	79	1791
Leavers	673	553	129	123	42	1520
TurnOver rate	68%	21%	30%	31%	21%	34%
Attrition rate	34%	20%	19%	13%	12%	23%

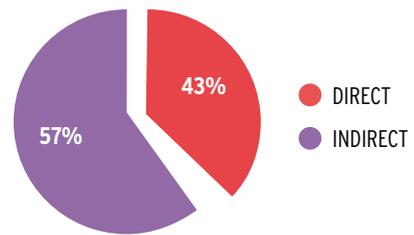
	2015	2014
Average Age*	35.7	33.9
Average Years of Service*	6.5	6.0

*Only permanent employees

2015 GENDER REPARTITION



2015 DIRECT/ INDIRECT REPARTITION



2015 HIRES

GENDER	TOTAL
F	42%
M	58%
TOTAL	100%

DIRECT/ INDIRECT	TOTAL
Direct	54%
Indirect	46%
TOTAL	100%

AGE GROUP TOTAL	TOTAL
-20 years	3,7%
20-29 years	63,3%
30-39 years	23,0%
40-49 years	7,7%
50-59 years	1,9%
60+ years	0,4%
TOTAL	100%

THE FOLLOWING COUNTRIES ARE NOT ALLOWED TO COMMUNICATE EMPLOYEES GENDER AND BIRTH DATE AND THEREFORE HAVE NOT BEEN TAKEN INTO ACCOUNT: USA, CANADA, UK, DENMARK, SPAIN.

KEY PERFORMANCE INDICATORS

OT's 2015/2016 Quality, Security and Corporate Responsibility objectives are:



GRI GUIDELINES	DESCRIPTION	PAGE
GENERAL STANDARD DISCLOSURES - STRATEGY AND ANALYSIS		
G4-1	Statement from CEO on sustainability at OT	2
ORGANIZATIONAL PROFILE		
G4-3	Organization name	7
G4-4	Bands, products, services	37
G4-5	Headquarters	4
G4-6	Operations	7
G4-8	Markets served	18
G4-9	Organization scale (employees, revenue, products)	25
G4-10	Employees by: Contract, region, gender, age, retention rates	35
G4-12	Supply chain	32
G4-13	Changes in the organization's size, structure, ownership during the reporting period	8
G4-15	Charters, principles or initiatives which the organization endorses	18
G4-16	Industry association memberships	10
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups	11
G4-26	Stakeholder engagement actions	32-36
REPORT PROFILE		
G4-28	Reporting period	11
G4-30	Reporting cycle/frequency	21
G4-31	Contact point for questions on the report	11
GOVERNANCE		
G4-34	Governance structure	5
G4-36	Person responsible for CSR	33
ETHICS AND INTEGRITY		
G4-56	Values, principles, standards of behaviour such as a code of conduct	20



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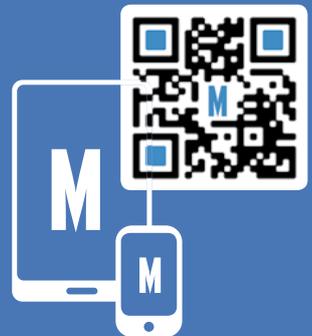
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TWITTER



LINKEDIN



DISCOVER THE M WORLD

OUR MAGAZINE AVAILABLE ON



ANDROID



IOS TABLETS



Oberthur Technologies respects the environment. The number of printed brochures produced by the company has been significantly reduced to save paper. Printed documents are produced on FSC-certified paper using aqueous inks to reduce environmental impact.

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