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CORPORATE SUSTAINABILITY REPORT



A LETTER FROM OUR CEO

At InterDigital, we take pride in our world-class innovators performing ground-breaking research and sharing those technologies with our peers and customers in the standard development process. The research and innovation we lead underpins today's \$5.7 trillion mobile economy and empowers technologies and experiences we will enjoy in years to come. As a company focused on developing the technology of tomorrow, today, we recognize the future societal impacts of our research and the need to focus on workforce development, and community engagement at large.

At our offices and labs across the globe, our engineers and leaders are fostering both the evolution and the convergence of wireless and video capabilities and identifying new efficiencies and opportunities through the application of AI. These efforts allow us to unlock advanced modes of communication and some of the most exciting new connected experiences. We recognize the impact of these enabling and increasingly ubiquitous technologies and continue to be anchored by our core values, ethics, and ESG principles in pursuit of innovation that benefits our global ecosystem.

Our ESG commitments are shaped by the pillars of human capital, environmental impact, social impact, and governance. Among our many achievements this past year, we took great strides in our DEI journey with the establishment of InterDigital's Women's Network, an employee resource group. We also continued efforts to foster our world-class talent and diversify the engineering pipeline through trainings, mentorship and scholarship programs, and new avenues of engagement with our community. On the environmental front, we were named by LexisNexis as one of the top 100 companies whose innovation is enabling progress towards the United Nations' Sustainable Development Goals (SDGs). We also began to examine our energy impact through the lens of our carbon "handprint," so in addition to our corporate commitments, we also consider the ways our research, innovation, and contributions to global standards empower energy efficiencies across networks and billions of devices to deliver sustainable outcomes far greater than the scope of our company. On top of all these efforts, we maintain the highest standards of ethics and integrity under the guidance of our talented Board.

In this year's report, we provide insight into the ingenuity and impact of our research. We encourage you to learn more about our leadership roles and new capabilities we empower in the wireless evolution, our achievements in video compression and delivery, our explorations and pioneering applications of AI, and the ways our innovation and contributions to standards enable us to exhibit and uphold our ESG commitments every day.

As our ESG journey continues, we recognize not just the progress we have made as a company but also the ways our principles of diversity, inclusivity, equity, and sustainability influence our impact beyond our innovation. We engage with and value the insights from a broad range of investors and stakeholders and encourage you to join the conversation and share your feedback as we progress forward.



Sincerely,
Liren Chen
President and CEO



HUMAN CAPITAL

Diversity, Equity, and Inclusion (DEI)

In 2023, we continued to execute InterDigital's DEI strategy, under the four pillars of "TEAM" – Talent, Empowerment, Amplify, and Membership. This accomplishment was led by our DEI Taskforce, an employee-led team focused on supporting strategy execution.

Our TEAM mission is centered around fostering our talent to drive our culture forward. This includes efforts to empower our employees by providing ongoing education on DEI, amplification of all DEI efforts to raise awareness across the company, and membership to create an inclusive community across the organization. At InterDigital, inclusion is a foundation upon which we celebrate our diverse backgrounds and create an environment for equitable opportunity. We deeply value awareness and education around DEI to create a strong sense of belonging and community together.

In 2023, we had many successes in advancing the TEAM mission and vision. Our various accomplishments include the following: We designed and published a LinkedIn Life page focused on establishing our commitment to our DEI efforts as we continue to attract and retain top talent. Through our partnership with global job posting and recruitment services company eQuest, InterDigital's Talent Acquisition organization posts roles in over sixty recruitment sites across the U.S. that target diverse communities, including military and disability organizations. In addition, the organization attended six diversity-focused events through university programs that help drive efforts around diversity outreach. In the first half of 2024, our Talent Acquisition organization has already committed to three diversity events to further these efforts and is partnering with a recruitment platform called "Professional Diversity

Network" to post U.S. specific jobs to various affinity sites. Within InterDigital, we rolled out global DEI training, introducing the foundations of diversity, equity, and inclusion, with a completion rate of 86%. Building upon the principles of community and inclusion, we designed and prepared the launch of our employee resource group, the Women's Network, and also held a DEI town hall in early 2024 to officially unveil our DEI strategy. These efforts will continue to engage our employees across InterDigital.

Our first employee resource group, the Women's Network, was incredibly impactful towards our membership efforts and the priorities of the ERG working group (a subset of the DEI taskforce). The employee-led Women's Network represents InterDigital's commitment to help elevate the women of InterDigital by creating strategies that address the potential barriers women face in doing their greatest work and being the best version of themselves. As employees, we designed this employee resource group, we intentionally focused on creating avenues of allyship within InterDigital to foster inclusivity, selecting a committee to bring this work to life in 2024 and beyond, and being strategic and thoughtful about the goals and focus of the Women's Network. Looking to 2024 and beyond, our focus is on providing education around opportunities and challenges women may face in the workplace, establishing a global community in partnership with allies to create connectedness and recognition of women's talent, strengthening the representation of women engineers and inventors, and sponsoring mentorship and development across the organization for both women and their allies.

This intent is exemplified by the Women's Network purpose statement:

We commit to help elevate the women of IDCC by creating strategies that address the potential barriers women face to do their greatest work and be the greatest version of themselves.

We work to attract current women to our industry and inspire the next generation of women into STEAM, innovation, and patent leadership. We have a platform of influence to build an inclusive culture, providing opportunities to educate, understand, and support women, in partnership with our allies. Our voice helps shape company initiatives to attract, develop, and retain women for IDCC. Our goals align with the company, and we accomplish our mission while also ensuring company success.

All employees are encouraged to join and are welcome.

The Women's Network is an important product of our continued DEI journey, and several employees shared testimonials describing the impactful experience they had while serving on the DEI taskforce in 2023:

"Being part of the DEI taskforce increased my sense of belonging to the organization, which made me feel more connected and more engaged."

Patent Counsel Director – 12 years

"Working within the DEI group means, first and foremost, questioning one's own practices, but it also means discovering the extent to which the subject is vast and capable of bringing about positive changes for our company."

Manager, R&I Program Management – 28 years

"Participating in the DEI taskforce not only made me feel great about InterDigital's commitment to the subject, but it also taught me how to be more open to different perspectives. I now have enhanced capability to understand DEI challenges within and outside the organization."

Strategic Intelligence Sr. Manager – 2 years

As our efforts expand, our 2024 focus will be on growing our strategy and implementing our goals through action. We plan to achieve this through various efforts encouraging employee participation with our Women's Network, including recognizing International Women's Day and hosting a Fireside Chat with our women Board members discussing women in the workplace and gender equality. We continue our commitment to DEI education to create inclusive ways of working and driving progress in our talent efforts to be an employer of choice for women in technology.

Talent & Career Development

Retaining our high-performing talent is critical to the success and continued growth of our business. To achieve this goal, our efforts throughout 2023 focused on individual coaching, talent development, and employee engagement.

We partnered with Ezra Coaching, a global, virtual coaching provider that develops employees through individual coaching and provides employees across our organization with mid-career and executive-level coaches. Individual goals and milestones were created and tracked throughout the duration of each coaching program.

To promote career development for women colleagues at InterDigital, we continue to partner with The Leaders Edge, an executive coaching firm dedicated to increasing the effectiveness and impact of senior leaders year-over-year to further develop women's talent. Career development programs like this are targeted at mid- to senior-level talent to prepare emerging women leaders to make greater contributions to the business. Key topics of the program include leadership assessments to increase self-awareness, interactive large group skills-building sessions, and the creation of a targeted leadership development plan.

To provide targeted development efforts for senior leaders within our Research & Innovation department, we implemented a talent workshop, engaging 30 leaders across our Video, Wireless, and AI Labs and our Strategy and Portfolio management teams. This cross-lab workshop provided an opportunity for our senior leadership to engage on important topics of culture, ways of working, and development needs for themselves and their teams. The workshop resulted in short-term and long-term actions for this cohort of senior leaders to address together throughout 2024. In the Wireless Lab specifically, we hosted a Leadership Development workshop in early 2024 for 20 senior leaders that included

a DiSC evaluation and team exercises rooted in understanding the results to support the best team collaboration. This Wireless Leadership Workshop included additional exercises on ways to grow and develop as leaders, resulting in the development of shared leadership qualities and ways of working for the Lab.

At InterDigital, we also commit a strong focus and investment in the junior talent we attract and retain through our intern program each year. In 2023, we rolled out a new career development offering for our cohort of 36 interns. InterDigital's Intern Essentials – Learning Series provided opportunities for interns to learn directly from our R&I Lab leaders about innovation at InterDigital and what that means for their own future careers. As our intern program continues to strengthen, we remain intentional in building strong junior talent and increasing our intern conversions year over year. In 2024, we plan to broaden the scope of our Intern Essentials training by adding an additional business session. To build the bridge between career aspirations and development, we also implemented a biennial career development review for all employees in our France offices to better support them in their career development, evolution, and growth for years to come.

WIRELESS LEADERSHIP WORKSHOP PARTICIPATION

20
SENIOR LEADERS

INTERN ESSENTIALS PARTICIPATION

36
INTERNS



In 2023, we also focused our attention and investment on employee engagement as we launched InterDigital's first employee engagement survey. We defined engagement as the strength of the mental and emotional connection employees feel toward the work they do, their teams, and their organization within InterDigital. Our employee engagement score was 69%, and our highest-scoring questions reflected a strong sense of belonging at InterDigital and acceptance by coworkers. These sentiments align well with our DEI efforts to foster an environment of inclusion. Our engagement score was calculated through nine questions and respondents answered using a six-point agreement scale (strongly agree, agree, somewhat agree, somewhat disagree, disagree, strongly disagree). Those who responded favorably, (strongly agree or agree) comprise our engagement score of 69%. Surveys like these offer invaluable insights from our employees and provide us with the necessary information to take the right steps to retain our talented workforce.



To better understand our department and company-wide responses, we hosted smaller team discussions to analyze the results. The groups identified areas of focus and began action planning to continue building a culture of inclusivity, belonging, and connection. These small group conversations allowed employees to feel included in employee engagement efforts and allowed managers to foster an environment of trust and open dialogue, with the clear expectation that action would be taken following these results. In 2024, we are introducing the concept of a pulse survey to elicit real-time insights into employee engagement and accountability around action planning across the organization. Retention of our highly skilled talent and workforce is not only important to our company, but it is critical to the impact we deliver to our industry and our shareholders.

In 2023, we also integrated the “how” into our performance management approach, because we feel that measuring our behaviors and how we go about achieving our goals is equally as important as our daily work. Within our evolved performance management process, 60% of the performance rating is based on goal accomplishment while the remaining 40% is based on the demonstration of our leadership essentials, which include critical thinking, accountability, teamwork and collaboration, and flexibility and resilience. Implementing this shift in our performance management approach enables us to hone our expectations around high performance and therefore further shape our culture. We intentionally emphasize our behaviors as avenues that define how we interact with one another, hold ourselves and each other accountable, and expand our ways of working.

Training

Developing our high-performing talent is key to InterDigital's long-term success. As a continuation of our efforts in 2023 around retaining our key talent, individual departments provide training through a variety of means, including staff meetings, global conferences, in-house speakers, periodicals and online services, and peer-to-peer instruction. In addition, InterDigital encourages and financially supports continuing education and development programs that meet the career goals of our employees and are aligned with the needs of our business.

Regular full-time and part-time Employees can achieve professional career goals by taking job-related courses at an accredited school, college, or university and can be reimbursed for 100 percent of their tuition expense. It is critical for employees to maintain the required credentials, gain skills with innovative technologies, manage departmental change, keep up with role-specific information, and transition to new roles.

Skills training and professional development are important components of how we ensure the success of our employees and our company overall. In 2023, we rolled out specific training around AI tools eligibility to provide education around how we can leverage AI while protecting our intellectual property.

In France, we hire a subset of employees under 12-month to 18-month apprenticeship contracts, which enables them to alternate between work-based training within the company and school-based training. This approach allows these employees to acquire recognized professional qualifications that foster their future success in the labor market. In 2023, one employee benefited from an 18-month apprenticeship contract which is facilitating his professional reconversion. In 2024, two employees are expected to be hired under this scheme. As a company, we provide customized one-on-one career coaching that allows for specific discussion and goal setting around career goals and development for three and six-month periods. InterDigital employees who have participated have deemed this a beneficial tool.

We offer opportunities for training sessions throughout the year, and in 2023, 66% of our workforce in France received an average of 14.5 hours of occupational training in areas including health, safety and environment, career and professional development, IT and software, language skills, patent skills, research and development skills, accounting, and Work Councils. In addition, we also provide adaptation training for new skills acquisition and career change training.

Talent is the number one driver of our success, and we welcome the diverse perspectives of each of our employees. We are particularly focused on the development and advancement of our female employees as we look to improve our gender diversity. To support their skillset, leadership, and career development, we offer three global training programs to help C-suite, executive, and high-potential women improve their leadership skills. These programs are available globally to employees across the company and provide them with a rich curriculum and a large network as a resource.

We also launched a training course on the foundations of Diversity, Equity, and Inclusion (DEI). This is the first in a series of DEI trainings to bolster inclusive ways of working. All other trainings offered enhanced foundational skills, including coaching, career development, presentation skills, conflict resolution, and performance management. Our training programs aim to educate employees on core competencies and empower them to bring these skills into the workplace. We endeavor to ensure that our leaders of tomorrow are members of InterDigital today.

We believe leadership capabilities are critical in supporting our culture of innovation, inclusion, and collaboration. InterDigital leaders have access to various structured development and learning experiences, including training in leadership essentials that outline the necessary behaviors of a successful leader in today's environment, ways to effectively manage performance through ongoing discussion and support, and how to identify leadership qualities to foster trust and inclusivity across global teams. From a global perspective, we ensure that we operate ethically and with the highest standards of integrity, as they are critical to our continued success. Our InterDigital Code of Conduct establishes how we interact with each other, with our vendors, and with our clients, and each year, we provide employee training on the Code of Conduct highlighting different topics of importance.



Health, Safety & Well-Being

As the way we live and work has evolved with the pandemic, we have been focused on creating a new work model that supports our InterDigital employees. We have been at the forefront of providing employees with the flexibility to work full-time in the office, fully virtually, or a hybrid of both. We provide holistic benefits and maintain company policies that promote a culture of wellness. We recently increased our paid parental leave from eight to twelve weeks and have kept employees connected to volunteer opportunities that benefited both their mental health and communities through our Charity Day paid time off program.

Further, InterDigital places importance on endeavors to safeguard our employees. InterDigital provides Employee Assistance Program (EAP) services at no cost to employees and their immediate family members. These services are confidential and provided in the local language by local providers either virtually or in-person. In an effort to strengthen work/life balance, we conduct an annual work/life balance meeting with a subset of our employees and their managers in France to discuss workload, time for disconnection, and ensure there is a balance between work and personal life. We have also set up therapeutical part-time work alternatives for employees with serious health issues, allowing them to progressively reconcile their state of health with their professional life until their full recovery. One employee benefited from this program in 2023. Also, where needs arise, we provide ergonomic equipment to employees with medical needs, whether in an InterDigital or home office. In 2023, five InterDigital employees received this benefit.

Compensation & Global Wellness Offerings

Our compensation program is rooted in market-competitive base salaries and incentives that reward contributions that advance our company strategy and mission. We provide a total compensation package that is targeted to be competitive with the markets in which we compete for talent, while allowing individual pay to vary equitably based on performance, skills, and experience. Our total rewards plans include base salary, short- and long-term incentives, healthcare benefits, retirement savings plans, physical and mental well-being programs, hybrid-work schedules, and monetary and social recognition in each of our locations around the globe. In addition to comprehensive health benefits, depending on location, employees may also enjoy subsidized fitness programs, commuter benefits, wellness incentives, tuition reimbursement opportunities, and professional development opportunities among other benefits. We routinely review our total rewards programs to ensure they are competitive, which allows us to recruit and retain the diverse talent we need to be successful.

In an ongoing effort to optimize and strengthen InterDigital's benefits options, we recently updated our Paid Parental Leave policies globally, offering increased time away from work. All of our full-time employees are entitled to paid parental leave, regardless of gender. In 2023, seven male and three female employees exercised their rights to take parental leave. Nine employees returned to work during 2023, and one employee's leave extended into 2024. All ten employees remain employed by our company. This enhancement is a testament to InterDigital's commitment to support employee well-being. We believe that this extended parental leave empowers our parents to embrace precious moments, fostering stronger bonds with their new child while managing the delicate balance between personal and work priorities.



We believe employee wellness and overall health in and out of the workplace are critical to overall success and should be a priority for all. For our US colleagues, we provided on-site flu shots and COVID vaccines at no cost. Additionally, in 2023, we continued to offer a wellness platform through Virgin Pulse, offering a suite of programs, resources, and rewards to help employees focus on their health goals, connect with the InterDigital community, and earn rewards. To further emphasize our commitment to healthy living, in 2024, InterDigital plans to expand the availability of our wellness platform globally and re-introduce our global platform to positively impact not only InterDigital employees but provide the service to InterDigital family members as well.

We remain excited to help employees prioritize health and wellness through our fitness reimbursements program, providing financial reimbursement for fitness and wellness-related activities. Additionally, we have partnered with Twello, a provider in corporate mindfulness, yoga, and stress management. This partnership has enabled voluntary monthly virtual wellness sessions available to all employees and creates an opportunity for connectedness and shared experiences for our employees on a wellness journey. InterDigital is pleased to offer this benefit to all of our employees, globally, celebrating employees who choose to invest in their health and pursue a wellness lifestyle.

ENVIRONMENTAL

In 2023, we estimate our operations consumed fewer than 1,000 MWhs, a 20% decrease over three years. This equates to just over 2 MWhs per employee, which puts us at or near the lowest usage on a per capita basis of our peer set, a measure all the more impressive given we have fewer than 500 employees. At the same time, we have been widely recognized as a key contributor to cellular and video standards that are fighting to improve energy efficiency in order to develop sustainable networks as worldwide demands for connectivity continue to increase.

As we evolve our ESG program, we place emphasis both on ensuring we continue to reduce our energy usage while investing in research and innovations that benefit the environment. These innovations make wireless networks, as well as the storage and transmission of video, more energy efficient. In doing so, the related benefits extend to the billions of people worldwide who use wireless devices and consume video.

This has led us to reframe our environmental goals to increase the focus of our effort and resources on our carbon handprint, recognizing the emission reductions we enable through our technology, while continuing to work towards reducing our carbon footprint.

By redirecting our resources from Renewable Energy Credits towards research and innovation – and its reach, the impact of our investment that propagates throughout the global community can achieve far more than simply offsetting our own energy use.



Our Environmental Footprint

InterDigital is aware of the environmental impact of electricity usage by businesses globally. Our focus operationally is on minimizing our energy usage and increasing initiatives to reduce CO₂ emissions. This includes empowering our employees to suggest and lead energy reduction and clean air initiatives along with corporate-led initiatives.

While our footprint is relatively small, we do still act intentionally as an organization to promote environmental sustainability. In 2023 we continued our efforts to make internal operations more sustainable, addressing the following:

- Investing in best practices to track and reduce our carbon footprint, including environmental considerations, tracking, and reporting related to data center needs. To this end, in 2023, we consumed 1797 MWh (6,475 Gigajoules) of electricity including 849 MWh (3,059 Gigajoules) in our global data centers. In the process, we were able to increase our renewable energy footprint in our data centers from 22% in 2021 to 43% in 2022 to 52% in 2023. In fact, 31% of our total company energy use is now from renewable sources.

InterDigital Data Center Electricity Usage			
Year	Total Electricity Consumed	Electricity from Renewable Sources	Percent Renewable
2020	1058 MWh	0 MWh	0%
2021	752 MWh	167 MWh	22%
2022	691 MWh	298 MWh	43%
2023	849 MWh	444 MWh	52%

- Investigating and reducing unnecessary energy consumption.
 - In our data centers, we implemented new automation practices to manage the uptime of servers. By automatically shutting down servers when demand is low, we can minimize the impact on our data centers.
 - In France, we enable our employees to measure their own household energy consumption through a program to lend out smart electrical usage monitoring devices.
- Continuing to manage our environmental footprint with our office improvements. In 2023, we began the process of moving into new offices in London and New York. In both cases, we installed highly efficient LED lighting. We also moved into our new office in Rennes which is a BREEAM certified New Construction. BREEAM, which stands for Building Research Establishment Environmental Assessment Method, is a British certification standard that is the most widely used certification internationally for the environmental assessment of buildings. Our offices in Rennes are certified as BREEAM International New Construction, which takes into account factors such as:
 - the building's efficient use and management of energy
 - reduction of carbon emissions
 - sustainable use of land
 - responsible sourcing and disposal of construction materials
 - reduction in noise, air, water, and light pollution of the project on the surrounding environment
 - efficient use of water
 - accessibility to public and other sustainable means of transport.



With this new facility, we are able to reduce our annualized energy consumption in Rennes by approximately 50%. Energy-saving features of the new property include high-performance glazing with reinforced thermal and sound insulation; a wooden mantle façade; double-flow air handling unit; air conditioning by thermodynamic system DRV 3 tubes; and full LED lighting with presence detectors.

- Supporting our employee community in reducing commuting impact. This includes embracing a hybrid office schedule, redistributing our office investments, and committing to relocating offices in New York and London to reduce commuting times. As a result of these changes, we've estimated a reduction in CO2 emissions from commuting by 317 MTCO2e in 2023.
- We've also supported the adoption of cleaner commuting practices, including the use of public transportation, and bicycling as the primary commuting options for 40% of our workforce in Rennes, France.
- We have implemented EV chargers onsite for 2/3 of our office population to facilitate electric vehicle use in Rennes, Los Altos, Montreal, and at our headquarters in Wilmington, DE.

Moreover, InterDigital is committed to fostering sustainable transportation practices among employees. In 2023, we implemented a mobility plan in Rennes, France, “Forfait Mobilité Durable,” a program offering financial incentives to employees who choose carpooling, cycling, or other eco-friendly commuting methods.

Beyond the program, we actively promote sustainable options by working with local authorities and transportation providers to improve public transportation accessibility and by adapting our facilities for cyclists and pedestrians, including secure bicycle parking, shower facilities within office buildings, and proximity to a metro station.

We are proud that these efforts have been recognized by French associations. InterDigital was awarded a Silver Label from Rennes Metropole, acknowledging our commitment to sustainable mobility and carbon footprint reduction. Key contributing factors to this recognition include the “Forfait Mobilité Durable” program, the establishment of facilities for cyclists to use upon arrival to work following their commute, ongoing communication efforts promoting public transportation options, and employee benefits that reward cycling, carpooling, bus, and metro usage.

This focus on fostering a culture of sustainable transportation demonstrates InterDigital’s dedication to environmental responsibility and employee well-being.

As a company, we actively support employee training on environmental sustainability. In 2023, 14 employees in France participated in the “La Fresque du Numérique” program, a collaborative workshop designed to raise awareness about the environmental impact of digital technologies.

This program empowered participants to understand the environmental challenges posed by digital technologies and identify concrete actions they can take to reduce their individual environmental footprint. Building on the success of this initiative, InterDigital commits to train more employees in 2024 as a reflection of our dedication to empowering our workforce to contribute to a more sustainable future for the digital technology sector.

In addition, InterDigital employees in France established the “Green Initiative” group, an employee-led committee passionate about demonstrating their commitment to environmental responsibility. This group actively raises awareness of environmental issues among colleagues through regular newsletters and initiatives and their efforts extend beyond professional settings, encouraging individual responsibility and sustainable practices in employees’ personal lives.

In 2024, the work of the “Green Initiative” will focus on empowering employees to better understand their individual environmental footprint by measuring their electricity consumption at work and at home, while providing actionable steps to reduce their carbon footprint by reducing their energy consumption. The group plans to expand its reach in 2024 by providing resources and facilitating group discussions for colleagues passionate about sustainability, including opportunities for employees in France to measure their individual carbon footprints and avenues to collaborate with leadership to improve energy efficiency in our French facilities.

Our Environmental Handprint

As a global research and development company focused primarily on wireless, video, and AI-related technologies, our innovations are contributed to global standards and implemented in billions of devices worldwide. From smartphones to smart TVs, PCs, connected vehicles and video services, our innovations underpin devices that help people connect and experience the world in new ways.

Through our more than 50-year history, InterDigital engineers have changed the way we communicate, spanning every generation of cellular wireless, the evolution of Wi-Fi, and the development of advanced video technologies.

Our innovation and research contributions have driven global economic growth, catalyzed a revolution in personal computing, and connected the previously unconnected. According to the GSMA, by the end of 2023 more than 5.6 billion people subscribed to a mobile service. The GSMA also estimates that in 2023, mobile technologies and services, which are underpinned by technologies such as 5G, generated 5.4% of global GDP, or \$5.7 trillion of economic value added.

The work we do is focused on developing innovations that dramatically improve the capability and performance of wireless systems and video delivery, while exploring novel applications of AI to enhance reliability and efficiency. While enhanced connectivity has brought economic benefits to many around the world, we're also aware that the proliferation of connected devices can lead to greater energy consumption and, in several areas, our research is focused on making energy usage more efficient.

As a pure research business, we consider our carbon impact through our "handprint" and the ways our innovation and contributions to global standards empower energy efficiencies and sustainable outcomes. Our research not only offers significant advances in the operational performance of various systems, but also reduced environmental impact through efficiency improvements, reduced power consumption, and by altering the way that products are used, serviced, or maintained.

In addition, our contributions to and our advocacy in Standards Development Organizations (SDOs), are not encumbered by a products business. This allows us to assess the pure technical quality of an idea without trying to advocate for a specific device or component.

Our impact is recognized by peers and third parties. In 2023 we were named by LexisNexis as one of the top 100 companies whose innovation is helping progress towards achieving the United Nations' Sustainable Development Goals (SDGs).

"At InterDigital, our research teams are acutely aware of the need for more sustainable innovation as we face the challenges of a warming planet," says InterDigital CEO and President Liren Chen. "I am proud of our leadership in the development of more energy efficient technologies."

Much of our research is conducted in standard essential technologies. The technologies defined by these standards, such as 5G and Wi-Fi, help to ensure compatibility and interoperability between different vendors, products, and services.

Additionally, standards can reduce barriers to market entry as many are developed through an open, collaborative process. They also provide a framework through which the high cost and high-risk burden of developing complex technologies can be shared. Standards not only provide a huge boost to the global economy but also provide a platform from which to develop technologies that account for things like energy consumption, ease of deployment, and network coverage.

With our more than 100 leadership positions in SDOs and heritage of leadership in standards, we have advocated for and led the development of more sustainable technologies in video and wireless.

100+ LEADERSHIP
POSITIONS
IN SDOS



Our Work in Wireless

In our wireless research we understand the challenges of making today's networks more sustainable. At InterDigital, our wireless engineers have contributed to a wide range of innovations at the heart of today's cellular networks.

Our innovations have helped drive the development of 5G supporting it to become the quickest mobile generation to reach two billion subscriptions and to help connect devices beyond the smartphone in your pocket and the laptop on your desk. Some of the technical pillars of 5G such as low latency and enhanced mobile broadband are powering new use cases and enabling further economic development.

Our wireless innovations can also help make power consumption more efficient and extend the range of a network to help connect the previously unconnected.

For example, our research in new intelligent antenna technologies allows the radio system to create highly directional beams that consume up to 50% less power than legacy systems. These antennas are also significantly lighter than legacy equipment making them much easier to deploy. As the radio interfaces consume a proportionally large amount of power – efficiency improvements in them are likely to have a dramatic impact on operating costs and on a network's environmental footprint.

Radio frequency electromagnetic spectrum or, simply, spectrum, is effectively the channel through which all radio communications pass. But spectrum is finite and increasingly in demand meaning that there is a real need for innovation such as Intelligent antenna arrays and Reconfigurable Intelligent Surfaces (RIS), that makes spectrum usage more efficient.

RIS promises a non-amplifying, lower cost network element that can be used to selectively reflect radio signals. Recently InterDigital's leadership in RIS been recognized with one of our engineers elected to chair the European Telecommunication Standards Institute's (ETSI) Industry Specification Group on RIS.

Our work in other technologies can also help improve the reliability of cellular networks. We have researched more sophisticated connection approaches including Enhanced Sidelink, which allows mobile devices to communicate directly with each other, and through each other. This allows nearby mobile devices with a stronger signal to act as a communication bridge for other nearby devices that have poor visibility to a network.

In addition to these technologies, our research teams continue to investigate the potential benefits of AI-based systems to better manage the use of spectrum and improve resource management within cellular systems. We anticipate AI will play a significant role in supporting the longer-term goals of the industry to reduce overall energy consumption, and reductions in the cost to deploy, operate, and maintain these networks while improving customers quality of experience.



Our standards leadership gives us a platform from which to advocate for more sustainable solutions to technical problems. We participate and hold leadership roles in the Next G Alliance's Green G working group. The Next G Alliance, is part of the Alliance for Telecommunications Industry Solutions (ATIS) and the Green G working group is tasked with positioning North America as the global leader in telecommunications sustainability. Our research team has collaborated with major US operators and OEMs as part of the Green G initiative, and with the 6G Smart Networks and Services Industry Association (6G-IA) in Europe.

As we look ahead, 6G will bring exciting new opportunities in connectivity, opening up even more use cases beyond 5G. InterDigital's leadership in Integrated Sensing and Communication – already identified has one of the foundational pillars of 6G – will power the development of a smarter and more application aware network.

We also are working on net-zero energy communication over cellular networks where the energy required to power a device is absorbed from the local environment. Featuring ultra-low power radio circuits, these “zero-energy” devices will enable novel applications and use cases in places where power supply is a concern or constraint.

They will allow unprecedented sensing and monitoring capabilities, and will open the door to many new applications which are expected to play a crucial role in the decarbonization of entire industries. They are yet another example of how greener ICT technology can unleash multiplier effects that also enable other sectors to be more sustainable.

Our Work in Video

In our video research we are acutely aware of the impact that we can have on the energy consumption of billions of consumer electronics devices.

Video traffic accounts for more than 80% of all data transmitted over the internet. With roughly five billion global internet users and more than 28 billion connected devices demanding ever faster download speeds, the engineers and inventors at InterDigital create solutions and shape standards to mitigate streaming video's considerable energy impact.

As a major contributor to advanced video technologies such as High Efficiency Video Coding (HEVC), Versatile Video Coding (VVC), Video Point Cloud Compression (VPCC), MPEG Immersive Video (MIV), and MPEG Dynamic Adaptive Streaming over HTTP (DASH), InterDigital is a recognized leader in video innovation. We continue to build on this leadership through our Video Lab, which includes a team dedicated to research on energy aware media and ways to make energy consumption more efficient across a range of devices.

We have used our leadership to encourage energy usage to be considered within the development of video technologies across the innovation landscape. This started through the Green Moving Picture Experts Group (Green MPEG), the group within MPEG that advocates for the development of sustainable technologies in the video ecosystem.

Subsequently, our leadership efforts extended to other standards bodies. In 2021, for example, InterDigital successfully drove the adoption of an energy consumption effort within the ITU working group responsible for standardizing video and program production.

Our engineers have also pioneered a technology, Pixel Value Reduction (PVR), that can help reduce the energy consumption of video screens by intelligently optimizing pixel brightness. The small reductions in pixel brightness are meant to be imperceptible to consumers, but translate to considerable energy savings if applied across billions of consumer devices. With roughly 72% of video energy consumption attributed to consumer devices, our technology can unlock significant benefits.



We are also recognized as a leader in the Versatile Video Coding (VVC) codec which, compared with its predecessor HEVC, is capable of a 40% reduction in bitrate on streamed video with no perceptible decrease in image quality. Our research and our advocacy around technologies such as VVC can result in potentially huge energy saving across the video value chain. At Mobile World Congress 2024 our engineers showcased a demo that combined some of our advanced video solutions with AI to power high-quality visual content while also mitigating the energy impact of streaming video.

InterDigital often collaborates with industry stakeholders as part of our efforts to increase awareness and accelerate commercial adoption of our technical innovations. Since 2020, we have collaborated with a variety of partners as part of the 3EMS and 3EMS2 projects, including ATEME SA, Enensys Technologies, Institut National des Sciences Appliquées (INSA), and Institute of Electronics and Digital Technologies (IETR).

These projects are focused on the design and implementation of sustainable video delivery technology blocks. The project's primary output are contributions to standards related to sustainable video coding and transport, and ATEME and Enensys's implementation of related technologies in their products to help accelerate commercial adoption.

We also amplify and share our work around sustainability in video through our technical research papers and thought leadership. In 2023 we were awarded Best Full-Length Paper at the ACM Mile High Video Conference for research on "Energy Aware Images: Quality of Experience vs Energy Reduction."

Our work in AI

Staying a step ahead of the latest technology trends, InterDigital incubates emerging advancements in AI to understand their potential application and impact within the wireless and video ecosystems. When a compelling AI based innovation is realized we deliver it into global standards such as 5G and advanced video compression.

Our AI efforts are organized to maximize our ability to implement it quickly into the solutions we deliver. Through our standalone AI lab, we focus on research into the fast-moving AI technology landscape that includes AI-specific development tools, the identification of new techniques to more broadly apply AI technologies, and the creation of tailored AI-based solutions that support our wireless and video laboratories. Through this capability we have a platform to maintain our perspective on the leading edge while feeding the larger organization where our application specific AI expertise is embedded. Our perspective allows our wireless and video teams to focus on solving the unique problems in their respective areas by leveraging AI to improve user experiences, and make networks more efficient and reliable.

For many years, our engineers have applied AI to video codecs to enhance compression efficiency, and we continue to explore the applications of AI within the various layers of wireless networks to achieve new efficiencies and sustainable outcomes where possible. Looking ahead we recognize the value AI will bring to telecommunications networks to enhance both the operation and environmental performance of these systems which will only be realized through the research efforts of our world class team.

Our labs create and discover new ways of connecting and we're excited by the role that AI can play not only in delivering more immersive experiences but also in paving the way to new, greener connected devices and services.

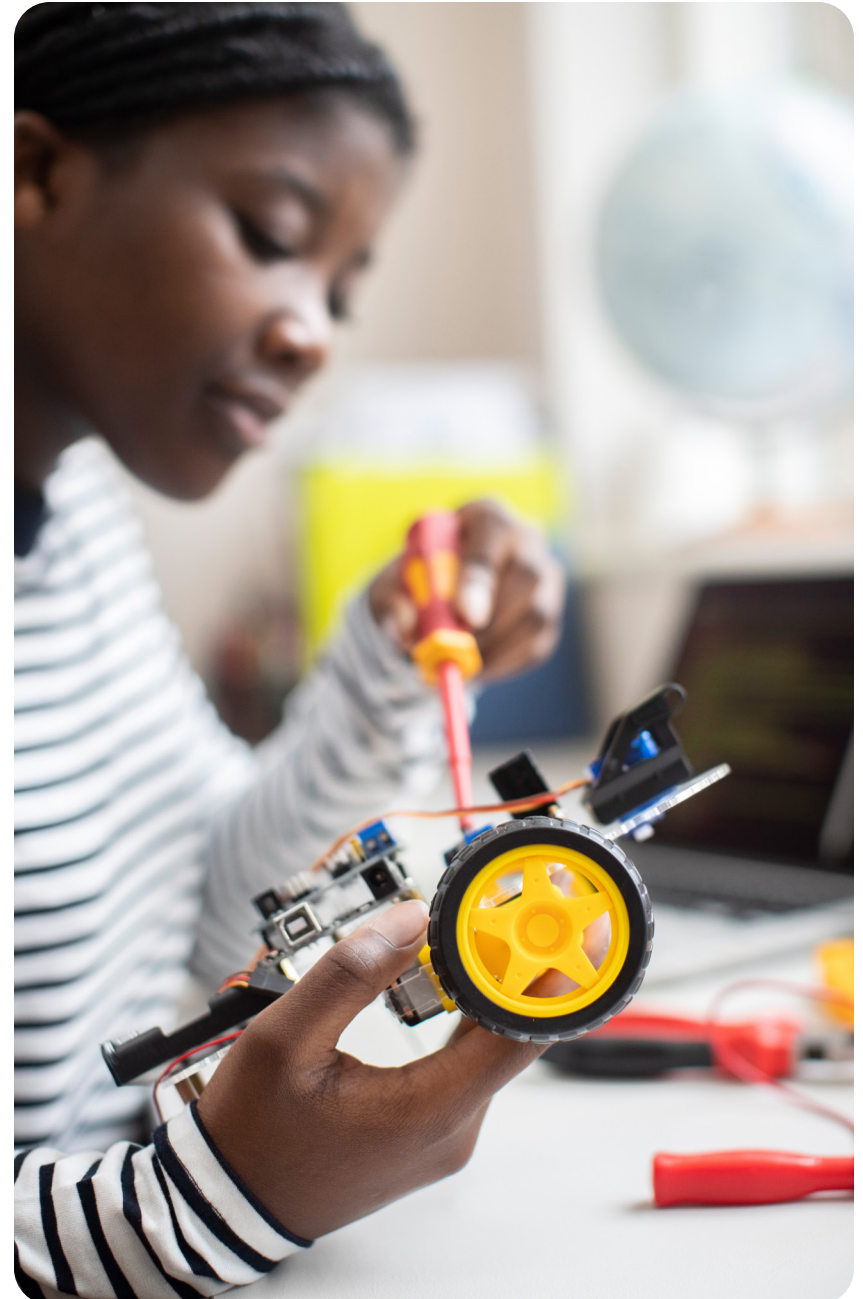
♥ SOCIAL IMPACT

As a dynamic company engaged in foundational research in wireless, video, and artificial intelligence (AI) related technologies, with engineers comprising more than half of our workforce, InterDigital values and continues to invest in the ongoing work of improving Science, Technology, Engineering, and Mathematics (STEM) education. We invest with the hope of developing tomorrow's inventors, today, so that they may begin work on the next generation of technologies and solve future issues.

Additionally, we appreciate that we need to diversify the pool of those who pursue careers in STEM subjects. That's why so much of our philanthropic efforts are aimed at supporting organizations that are centered around locations where our employees live and work and are focused on education in science, technology, engineering, and math.

For these reasons, the guiding principles of the InterDigital Charitable Foundation are two-fold: ideally, the opportunities should be locally based giving opportunities, covering where our employees live and work. Secondly, the charities we choose should have a STEM focus that aims to enhance experiences in the science and technology fields for historically disadvantaged populations. Further, InterDigital favors organizations where we have an employee who is personally connected to the organization we choose to give to so that we can work to make sure that our donations have the greatest impact.

In order to maximize our giving and transparency, our foundation has a board that includes five high-level executives representing different divisions within the company that meet biannually to provide oversight and input into the donation process. Ultimately, InterDigital believes that contributions related to STEM activities and science-based educational learning are the best way to ensure that our charity dollars and our foundation work coincide with the work that we are doing to impact our future workforce.



Temple University Scholarship

Through our continued partnership with Temple University, InterDigital is able to identify and support opportunities various minority groups and underserved communities that intersect between Law and Technology, supporting diversity initiatives.

Supported by the generosity of the InterDigital Charitable Foundation, and in honor of our former CEO, William J. Merritt, who led the organization for over 15 years, Temple's Institute on Law, Innovation & Technology (iLIT) is proud to offer two fellowships to 2L day division and 3L evening division students.

Each fellowship provided \$20,000 in financial support to be divided equally between the spring 2023 and fall 2023 semesters. For their work, students are eligible to receive up to three credit hours of academic credit for the independent guided research component of the fellowship. Both the tuition portion of the fellowship award and the stipend portion will be included as part of the student's overall financial aid package each semester.

The William J. Merritt student fellowship program runs from January to December each year with faculty and staff guiding research and providing mentorship and networking opportunities, as well as support to the awardees throughout the fellowship year. The fellowship is an anchor program of iLIT and provides seed funding to grow our empowerment work, which seeks to address inequities and disparities in the design and regulation of technology and bring about a more diverse and inclusive community at the heart of technological innovation.

As part of our ongoing support of Temple Law, in October 2023 we partnered with iLIT to host the Temple Law Innovation Forum, a day of discussion focused on the theme of digital equity which sits at the heart of iLIT's mission.

The forum honored the work of the 2022 fellows, Edmund Nyarko and Ella Ogundare, and introduced the recipients of the 2023 William J. Merritt Fellowship, Mikiko Galpin and Kemberly Viveros.

The Innovation Forum focused on digital equity from diverse perspectives and had discussions anchored by two panels that discussed two key challenges: digital equity in terms of access, or how to connect the unconnected; and digital equity in terms of regulation and accountability.

These panels brought together a diverse group of policy researchers, computer and information specialists, policy advisors, and legal professionals to consider the advancement of digital equity across a legal and regulatory framework. The event was attended by lawyers in the Philadelphia community, executive leadership of InterDigital, members of Temple Law's faculty, and Temple Law students.



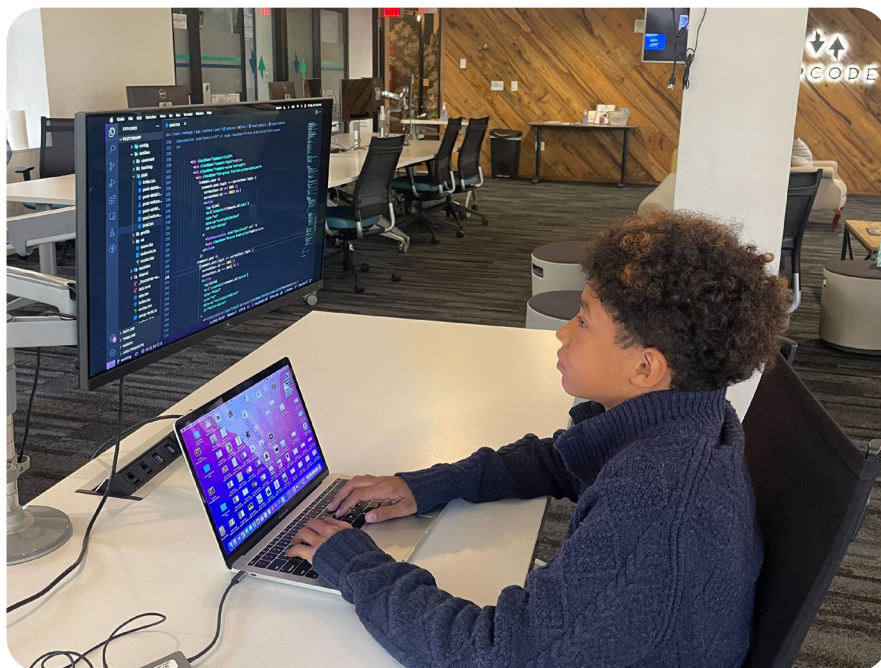
Zip Code Wilmington

As well as Temple University, one of our key partnerships is with Zip Code Wilmington.

Launched in Wilmington, DE in 2015, Zip Code Wilmington (ZCW) began as a 12-week coding boot camp that gives students the technical, interpersonal, and leadership skills needed to secure a competitive job in technology and increase their earning potential. ZCW's program equips its students with the skills to work in the tech sector, while also connecting them with corporate partners looking to hire graduates with these skillsets. In ZCW's recent audit outcomes report, ZCW confirmed that graduates of their program nearly double their average pre-Zip Code Wilmington salaries once they graduate.

Since its founding, ZCW has expanded into projects as a direct result of our support. Specifically, our continued support has enabled ZCW to launch Blue NOte, a new youth training initiative designed to provide industry-standard computer programming and web development training to Delaware's high school juniors and seniors.

Launched statewide in 2023, the Blue NOte program is currently operating at three participating high schools including: William Penn (New Castle County), Caesar Rodney (Kent County), and Indian River (Sussex County). Additional high schools will be invited to participate in the Blue NOte program as the program grows and develops. All Blue NOte program classes are currently conducted through live remote multi-day instruction with optional after-school programming.



In 2023, InterDigital chose to focus our giving toward the Zip Code Teaching Training workshop. As a Code.org Regional Partner, ZCW offered the 5-day Summer Computer Science A Workshop to computer science educators from across Delaware. Offered for the first time in-state, this professional learning program is an intensive, year-long program for educators who teach the Computer Science A (AP Java) high school course. The 13 teachers who participate are required to begin their training by attending a five-day summer workshop held in June at ZCW's training facility in downtown Wilmington. This initial training will be followed by meetings which will be held periodically throughout the academic year to follow their progress and provide support for their work in the classroom.





Full STEAM Forward

Another organization that we support is Full STEAM Forward (FSF) which provides free, after-school Science, Technology, Engineering, Art, and Math (STEAM) programming to young girls of color from underserved communities. After-school enrichment programming has been lacking for girls of color and InterDigital's Charitable Foundation is pleased to support FSF. Grants to organizations serving girls of color from underserved communities represent less than 1% of total annual philanthropic distributions, making InterDigital's Charitable Foundation support vital to helping young scholars soar to new heights in science and beyond.



In the fall of 2023, FSF enrolled over 120 girls of color from underserved communities in NYC and DC in online programs. In addition to the online programs, FSF has launched a face-to-face after school program for 15 girls in DC and are in their second year working with a cohort of 15 girls in a public school in west Philadelphia, where an FSF-trained teacher is working in the classroom alongside the classroom teacher to deliver quality programs.

We believe that FSF's multi-year program is delivering on our commitment to expand the pipeline of girls of color interested in pursuing STEAM careers. Our donation has been an integral part of FSF's ability to help create a more equitable and diverse STEAM workforce.



MS Ride

In October 2023 InterDigital sponsored Team InterDigital for the 2023 Bike MS Bike to the Bay (Delaware) ride, the third year that the company has been represented on the ride. This one-day bicycle ride, with routes of 100, 75, 50, and 25 miles, began in Dover, Delaware, and ended at Delaware Seashore State Park South, located at the southern end of the Indian River Inlet Bridge just north of Bethany Beach, Delaware. Eight InterDigital employees rode for Team InterDigital with a further three, who were scheduled to ride, but unfortunately unable to participate on the day.

Bike MS is one of the largest fundraising cycling series in the world, with events located throughout the United States. Each year, nearly 75,000 cyclists and more than 6,000 teams ride together to change the world for people with multiple sclerosis. In 2023, the Bike to the Bay (Delaware) event alone raised more than \$530,000 from 435 participants, exceeding the event goal of \$450,000 to fight MS.

Once again, InterDigital agreed to match all funds raised by Team InterDigital riders, effectively doubling the impact of individual donations. Funds were raised from personal donations by team members, as well as from friends, family, and numerous other InterDigital employees. As a result of this generosity, and including InterDigital's matching funds, the twelve riders of Team InterDigital raised more than \$50,052 to help defeat Multiple Sclerosis, accounting for 10.7% of the total funds raised, at an average of \$4,171 per rider.

As a result of these efforts, Team InterDigital was recognized for the following:

- 2nd place overall in team fundraising;
- Mission Possible Team Award, the highest level of team recognition; and
- Team Top Fundraiser Award.

In addition to the team awards, all twelve members of Team InterDigital were recognized as Top Fundraisers and were each awarded a commemorative cycling jersey. Josh Schmidt (2nd overall), Jamie Holden (12th overall), Lenny Kravets (14th overall), and Richard Lloyd (15th overall) were also recognized as being in the Top 25 Club. Year over year, InterDigital continues to grow its participation in this important cause.

The team is already planning the 2024 Bike MS event and will be riding in the 2024 City to Shore Ride, in September 2024, from Cherry Hill to Ocean City, New Jersey. We expect this more centralized location, offering routes of 20, 40, 75, and 100 miles, will enable more InterDigital colleagues to ride with us.

Other charities we have donated to:

Hagley Museum and Library

The Hagley Museum and Library, based in Wilmington Delaware, is committed to the growth of an innovation-based economy predicated on nurturing an underlying “culture of innovation,” a climate of creativity that encourages people to think, and act, like inventors. We also believe that such a culture should be grounded in an understanding of the past. Stories from the history of innovation, if they are well crafted and engagingly presented, can teach valuable lessons about human ingenuity and enterprise, as well as encourage people to innovate in their own lives.

Hagley has been collecting patent models for decades, since determining that one of the most important early patents in the U.S. was granted to E. I. du Pont in 1804 for improvements in graining mills. The museum now holds the largest private collection of nineteenth-century United States Patent Models.



March on Washington

Primarily a film festival founded to increase awareness of the icons within the Civil Rights Movement, this festival celebrates and encourages the creation of educational films that bring civil rights legends to life. Through film, the March on Washington encourages students to empower each other to build strong more cohesive communities. Honored members that attend the festival include Congressman Jim Clyburn along with approximately 30 members of the Congressional Black Caucus. InterDigital's Charitable Foundation is pleased to be involved with this unique educational opportunity.





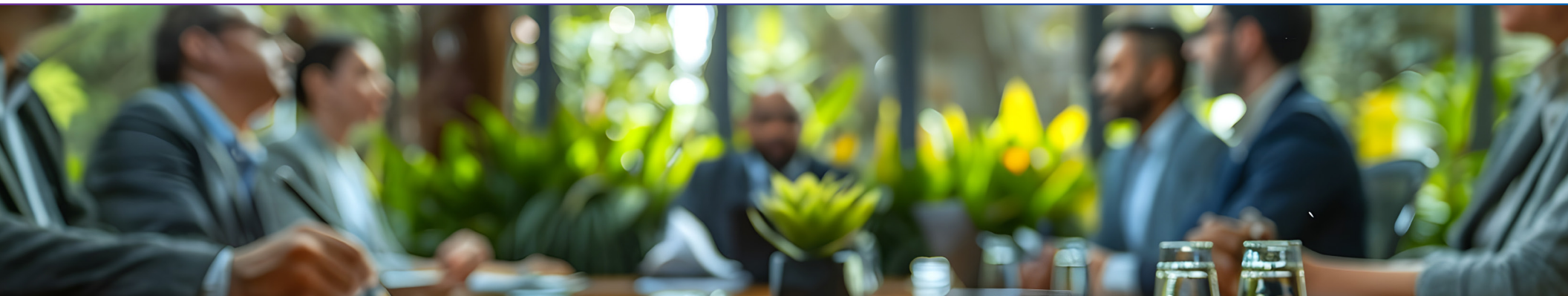
All In Together

Another organization that is supported by InterDigital's Charitable Foundation is All In Together which encourages, equips, educates, and empowers voting-age women to participate fully in America's civic and political life. AIT's vision is a truly representative American democracy, influenced at every level by the wisdom and power of women. AIT is the only national organization empowering and mobilizing women across the political spectrum to become advocates and leaders at work and in their communities.

Community/Volunteering

In 2023, InterDigital focused on ways we could increase our community reach and impact. To get started, we piloted a 'giving' volunteer program with a subset of the organization and saw a positive impact on the greater Philadelphia, and Paris/Rennes, communities—including volunteer time given to organizations such as United Way, Cradles for Crayons, Banque Alimentaire, and Handicap International. Seeing positive outcomes from the pilot program, in January 2024, InterDigital officially rolled out a global 'Charity Day' benefit offering to further our philanthropic efforts across the company and in our local communities. This now enables our employees to make a meaningful impact on the people we share a community with and formally establishes the company's commitment to community engagement and giving back. The formal Charity Day policy grants each employee one day in the calendar year to give philanthropic efforts of their choice to a local charity, environmental efforts, or educational initiatives independently or with co-workers. It is a wonderful way for InterDigital to continue to give back and expand our global outreach to new communities and organizations. Employees will track this volunteer day in our payroll system to share in future reporting.





GOVERNANCE

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

We believe everyone, including the Board of Directors, has a vital role to play in our ESG efforts and our governance structure reflects that belief. Our Nominating and Corporate Governance Committee oversees all ESG matters aside from specific areas the Board has delegated to other committees. The Board's Audit Committee is responsible for ethics and anti-corruption issues, as well as cybersecurity oversight. The Human Capital Committee maintains oversight of the Company's policies and strategies related to human capital management including diversity, equity, and inclusion, and talent development. The Board, through the Nominating and Corporate Governance Committee receives periodic updates on the ESG program from the ESG Steering Committee, comprised of members

of the Company's Executive Team, while the ESG Program Team, made up of cross-functional senior leaders, is responsible for driving the program initiatives established by the Board and the Steering Committee.

Our Board is made up of nine individuals, who each bring an enormous array of talent, experience, and expertise to bear for the benefit of the company, its shareholders, and its employees. Eight members of our Board are independent, including our fully independent Chair, which allows them to better fulfill their function of overseeing management and acting on behalf of our shareholders. The Board also benefits from the experience and expertise of Derek Aberle, who brings many years of direct experience in the patent licensing industry from his experience at Qualcomm, and from Samir Armaly, who has more than 20 years of technology licensing experience through roles at Adeia, Inc., TiVo Corporation, Rovi Corporation, and Gemstar-TV Guide. Mr. Armaly is a recognized IP expert, having run one of the world's largest patent licensing businesses, and has particular expertise in the media and technology markets. The Board benefits from Jean Rankin's experience as a senior legal officer in several corporations; her knowledge of and expertise in risk management issues is invaluable in the governance of the company.

Ethics and Anti-Corruption

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

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

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

We appointed a Head of Compliance in 2023 who is responsible for overseeing ethical and anti-corruption issues, as well as compliance with all company policies. The Head of Compliance reports to the Chief Legal Officer and is responsible for conducting periodic audits of compliance with the company's ethical standards no less than annually.

An ethical culture not only requires that our employees conduct themselves appropriately, but also that our suppliers and vendors act in an ethical, responsible, and sustainable manner. In 2023, we updated our [Supplier Code of Conduct](#) to better ensure that all of our vendors are aligned with our core values and that they operate in a safe, responsible, and sustainable manner, and we periodically audit our suppliers to ensure their compliance. We also conduct a comprehensive cybersecurity screening program for vendors to protect our data, and to mitigate the risk that bad actors gain unauthorized access to our data or that of our stakeholders.

Data Security and Privacy

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

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

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

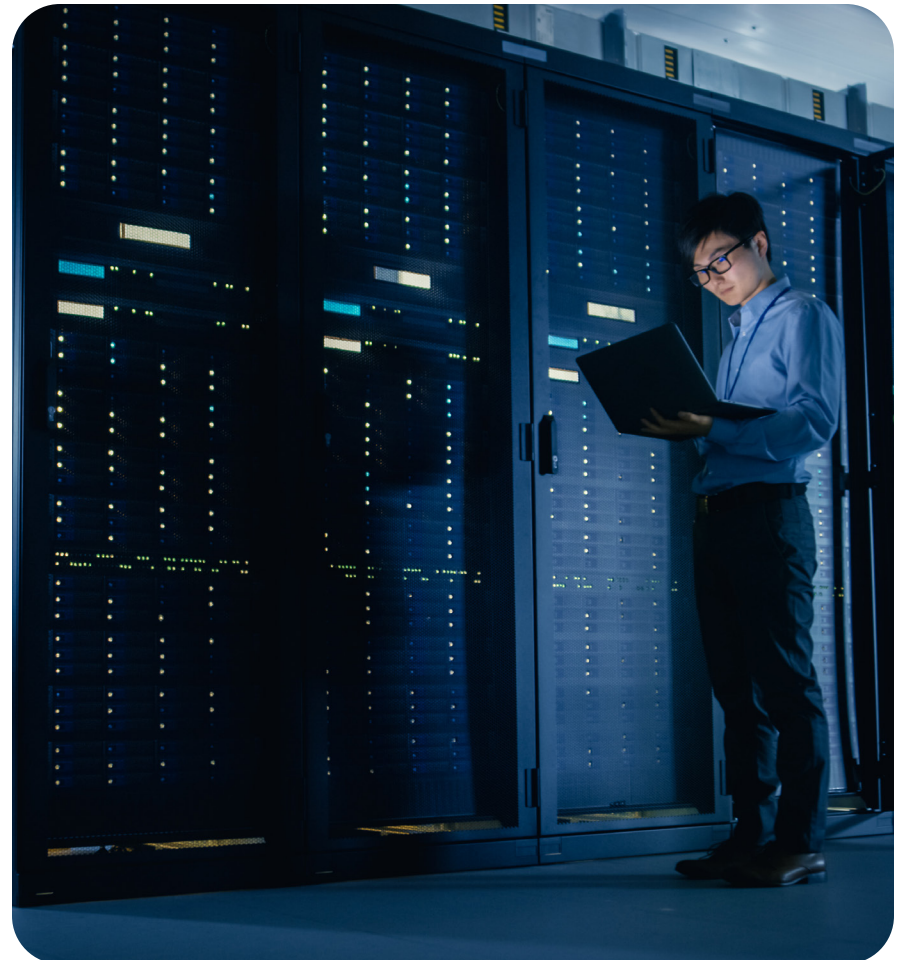
Because our business is based upon licensing proprietary information, data security is important for our continued success. We maintain a comprehensive set of cybersecurity policies and standards that were developed across a wide range of disciplines, including information technology, cybersecurity,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

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

Our Cybersecurity Program is periodically reviewed by independent third-party firms and is subject to external and independent audits on a regular basis, no less than biannually. Our most recent Critical Security Controls Assessment audit was conducted in September 2022, and we are planning our next audit to take place in 2025. We regularly conduct penetration tests to simulate attacks against our network to validate the efficacy of our security controls. We evaluate our cyber-risk profile through continuous assessment of the cyber-threat landscape and the operation of our cyber vulnerability management program. We use our evaluation of our cyber-risk profile to determine our Cybersecurity Program priorities. We track and measure the Program priorities using an associated cyber risk register, which is updated frequently as new risk information becomes available. Our Security Operations Center is also continuously improving its detection capabilities alongside proactive threat-hunting teams, and we have designed and implemented an aggressive patch management process to reduce software-based vulnerabilities quickly and effectively.

We are also heavily invested in protecting the privacy of personal data that is under our control. Our [Data Protection Policy](#) governs all of our business units and subsidiaries. We strictly adhere to all applicable privacy regulations, including but not limited to the General Data Protection Regulations (GDPR) for residents of the European Union, and the California Consumer Protection Act (CCPA) for residents of California. This adherence includes giving individuals the right of access, rectification, and/or deletion of their individual data to the fullest extent required by law. We also seek to ensure that all of our contractors, vendors, and suppliers are compliant with these regulations via contractual provisions and data protection agreements when required, reserve the right to audit compliance with these requirements, and conduct such audits when and as necessary to ensure that no violation of law or policy has occurred.

We do not rent, sell, or provide personal data to third parties for any purpose other than completing transactions or providing services. To the extent we have collected personal data, we grant all persons, regardless of whether they reside in a jurisdiction where such data is protected under GDPR or CCPA, the right to have such data removed pursuant to our [Privacy Policy](#). Additionally, we are committed to deleting any such data after a reasonable period of time following such collection if we are not asked to remove it sooner.



Global Reporting Initiative Content Index

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

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-7	Employees	TOTAL NUMBER OF PERMANENT EMPLOYEES

All figures are reported by head count at the end of the reporting period, i.e., 31 December 2023.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Our company is governed by a Board of Directors (the “Board”), which has four committees: Audit; Human Capital; Finance; and Nominating and Corporate Governance. The Nominating and Corporate Governance Committee of the Board is responsible for decision making and overseeing the management of the Company’s impacts on the environment, and people. As of the end of the Reporting Period, our Board is composed of the following: nine (9) directors; eight (8) directors are independent (88.9%); 77.8% of our directors are male, 22.2% female; 22.2% of our directors are a member of an under-represented social group; and the average director tenure on the Board is six (6) years six (6) months as of December 31, 2023, with a high of fourteen (14) years seven (7) months, and a low of seven (7) months. Information about our directors’ other positions and commitments, as well as their individual competencies and expertise, are more completely described in our Annual Proxy.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	The Nominating and Corporate Governance Committee assists the Board in identifying qualified individuals to become Board and committee members, considers matters of corporate governance and assists the Board in evaluating the Board's effectiveness. This committee has previously retained and may in the future retain a search firm to help identify director prospects, perform candidate outreach, assist in reference checks, and provide other related services. The recruiting process typically involves either the search firm or a member of the committee contacting a prospect to gauge his or her interest and availability. The committee will also consider director candidates nominated by our shareholders. Criteria for nomination and selection to the Board include, but are not necessarily limited to: being an individual of the highest personal and professional ethics, integrity and values; commitment to representing the long-term interests of the company's shareholders and demonstration of a commitment to long-term service on the Board; an inquisitive and objective perspective, practical wisdom and mature judgment; and skills and experience that the Board finds valuable, now and in the future, and that complements or supplements of other Board members consistent with the needs of the company. A candidate will then meet with several members of the Board, including our Chief Executive Officer. At the same time, the committee or other Board members, as appropriate, and the search firm will contact references for the prospect. A background check is completed before the Board approves any final recommendation from the committee to appoint a candidate to the Board.
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	The chair of the Company's Board is not a senior executive, or otherwise employed by, the Company.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	The Nominating and Corporate Governance Committee of the Board provides oversight on corporate responsibility matters, including ESG policies, programs and initiatives. The Human Capital Committee of the Board provides oversight on policies, programs and initiatives focusing on workforce and diversity, equity and inclusion (DEI). The Audit Committee of the Board provides oversight on the Company's information technology security/cybersecurity policies, risk mitigation and recovery plans and other programs and activities.
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	Our ESG Steering Committee reports at least annually to the Nominating and Corporate Governance Committee on the Company's corporate responsibility and ESG policies, programs, initiatives and reporting. This committee, composed of all company executives, provides guidance on global ESG issues that are most important to InterDigital and our stakeholders, so that ESG remains a central and visible component of our business strategy. Our ESG Program Team in turn implements initiatives established by the Board and the ESG Steering Committee, creating company-wide programs, measuring progress on achieving our goals and reports accomplishments and challenges. This team is composed of executives and senior management from functions across the Company, including Human Resources (HR), DEI, Legal, Government Affairs, Research & Innovation, Information Services, and Facilities, among others.
GRI 2: General Disclosures 2021	2-4	Restatements of information	We have not made any restatement of ESG-related information during the current reporting period.
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	The Nominating and Corporate Governance Committee of the Board is responsible for reviewing and approving the materials contained in our annual Corporate Responsibility reporting, including the material topics identified in this report. The ESG Program Team is responsible for compiling the information and drafting the report itself for review by the ESG Steering Committee, which then forwards the report (as it may be revised and amended) to the Board for its review and approval.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Our company is dedicated to conducting business according to the highest standards of integrity. Each employee, officer and director is responsible for reporting possible violations of any laws, rules, regulations or of our corporate Code of Ethics (the “Code”) promptly after it comes to their attention. Reporting may be done via supervisor, the Chief People Officer, the Chief Legal Officer, or via a web-based or 24/7 telephonic hotline operated by Ethics Point. Reports of possible violations are promptly investigated by the Chief Legal Officer, his or her delegate, or by the Board, with all alleged violations reported to the Audit Committee in a timely manner. If the investigation leads to the conclusion that a violation of the Code has occurred, the Board or the CLO will take appropriate disciplinary action, up to and including termination of employment. Where potential conflicts of interest are found to exist relating to matters such as cross-board memberships, cross-shareholding with suppliers, existence of controlling shareholders, or related party transactions, these potential conflicts of interest are disclosed as part of our Annual Proxy , whether or not an actual conflict of interest is found to exist.
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Critical concerns, including but not limited to situations involving conflicts of interest, are to be communicated to the Board via the Chief People Officer, the Chief Legal Officer, or Ethics Point in a timely manner as they become aware of any such concern(s). In the Reporting Period, we did not receive any communication of critical concern.
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	The Nominating and Corporate Governance Committee establishes and oversees the annual self-assessment process that the Board uses to evaluate its effectiveness and identify opportunities for improvement. Each director is asked to provide an assessment of the Board’s effectiveness in several areas, including information and planning, content and conduct of meetings, and accountability. Once the responses are compiled, the Nominating and Corporate Governance Committee, in conjunction with the Board’s Chairman, identifies specific areas of improvement for the following year. The assessment also asks each director their opinion of the Board’s progress in these identified areas.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Our policies and procedures on Board and executive remuneration, including issues such as fixed and variable pay, bonuses, termination payments, clawbacks, and retirement benefits, including how they may relate to management of the company's impact on the environment are more fully described in our Annual Proxy .
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Our processes for designing remuneration policies and determining remuneration are more fully described in our Annual Proxy. On June 7, 2023, at our Annual Meeting, an advisory resolution to approve our executive compensation was overwhelmingly passed by our shareholders, with approximately 98% of the votes cast.
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Our Chief Executive Officer's pay in 2023 was approximately 28 times the pay of our median employee. More details about our Chief Executive Officer's pay ratio are available in our Annual Proxy.
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	InterDigital 2024 Sustainability Report & CEO Letter
GRI 2: General Disclosures 2021	2-23	Policy commitments	Our policy commitments for responsible business conduct are set out in our Code of Ethics . Our policy commitments to respect human rights are found in both our Code of Ethics and in our Equal Employment Opportunity (EEO) Policy . These policies apply to all of our activities, including our business relationships with customers and vendors. Both of these policies were developed and approved by senior executives of the Company and ratified by the Board.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Our policy commitments are embedded throughout our business. All of our employees are responsible for adhering to these policies in all of their activities on behalf of the company. These policies impact how we do business with other companies, how we operate, and how we investigate and respond to suspected policy violations. These policies are disclosed to all employees when they first join the company, are discussed with employees during the on-boarding process, and are the subject of repeated training sessions during an employee's tenure with the company.
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	InterDigital is fully committed to providing the best possible working conditions for its employees, and to be a responsible member of the global business community. Part of this commitment is creating a work and business environment where problems, complaints, suggestions, questions, or grievances (collectively, "Grievances"), both from within and outside the Company, will receive a timely response from InterDigital management. Internally, routine Grievances within departments (e.g., suggestions for process improvements) are to be addressed between employees and their respective supervisors. However, if a situation arises where an employee believes that a situation affecting them is unjust or inequitable, they are encouraged to speak with higher levels of Company management. Grievances arising internally may also be communicated through our periodic Engagement Surveys. Our internal reporting mechanisms for operational-level Grievances are identical to those we have established for whistleblowing reports. We utilize the same system because we believe that by providing reporting persons with the ability to remain anonymous, our mechanism may encourage the reporting of Grievances that would otherwise remain unreported. In all cases, internal stakeholders are instructed to report any Grievance immediately to their manager, Human Resources Business Partner, Chief People Officer or via Ethics Point. Grievances coming from outside the Company are handled in a similar manner, depending on the nature of the Grievance. After receipt by the Company, they are referred to both Legal and the senior leadership of the Company function most responsible for the subject matter.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	After receipt, any reported Grievance is promptly reviewed or investigated by the Company, which may include interviewing the complainant if they have identified themselves. After a review or investigation is completed, the results and any recommendations for remedial action are reported to Company management, including the Audit Committee, and to the complainant if they have provided contact information. In all cases of reported Grievances, InterDigital is committed to conducting a prompt and fair investigation, taking appropriate corrective action, and to not retaliating against any person who has reported such a Grievance. The status and effectiveness of our reporting process is periodically reviewed during reviews and surveys of stakeholders, and changes are made to reflect the feedback received and to conform to best business practices.
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Individuals within the Company who wish to seek advice regarding implementing policies and practices for responsible business conduct are afforded a variety of ways to communicate such desires. Often the first person from whom an employee may seek advice is their manager who can provide guidance and/or obtain additional information for the employee. Additionally, each Company policy includes a named “subject matter expert” to whom questions can be directed. Alternately, employees can pose questions or concerns to the policy owner department head. The Company holds both company-wide and function-specific “all hands” meetings on a regular basis, where stakeholders can raise questions and concerns about the Company, including but not limited to its policies and practices for responsible business conduct. Employees are also reminded periodically to communicate any such questions to their manager. In addition, the Company performs an annual culture and engagement survey and several follow-up pulse surveys, which provide employees an opportunity to voice any concerns anonymously. With respect to raising concerns, internal stakeholders are directed to use the mechanisms described above, or to report any such concerns via the 24 hour Ethics Point line. Internal stakeholders may also utilize our periodic Engagement Surveys to communicate any concerns. External persons may communicate any concerns to the Company via telephone using the Ethics Point line, via mail, or via our corporate web page.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	We did not experience any instances of non-compliance with laws or regulations during the reporting period.
GRI 2: General Disclosures 2021	2-28	Membership associations	Our team is proud to have members who hold board and steering committee seats in select research departments at universities, such as Princeton University, the University of Texas Austin, Northeastern University, and New York University. These individuals contribute their expertise and leadership to drive research and innovation at these institutions in support of the larger tech industry and the research ecosystem it relies on. Furthermore, we have significant involvement in over fifty (50) industry associations and international membership organizations worldwide that are related to our business, hold a board seat at ATIS, a seat on the full member committee for NGA, and an elected Vice Chair for the NGA National 6G Roadmap. It is worth highlighting that these organizations include international bodies responsible for establishing various technical standards in areas related to our business, which incorporate several elements of our patented technology and other innovations. Moreover, InterDigital employees hold major leadership positions in various standards setting bodies and associations globally. One member of our team, Diana Pani, is the Chair of 3GPP's Radio Access Network Working Group 2 (RAN2), the first woman to hold this position. Another InterDigital team member serves as the chair of the 3GPP Systems Access 6 Working Group, as well as being a member of the ETSI Industry Specification Group on Integrated Sensing and Communications; another is a member of the IEEE Board of Governors; another sits on the DVB Steering Board; and another is both an IEEE Fellow and Editor in Chief of the IEEE Network Magazine.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-28	Membership associations	Other InterDigital team members offer contributions and hold significant leadership roles that are instrumental in shaping industry standards and advancing technological advancements in organizations such as the European Telecommunications Standards Institute (ETSI), International Telecommunication Union (ITU), Institute of Electrical and Electronics Engineers (IEEE), 3rd Generation Partnership Project (3GPP), Alliance for Telecommunications Industry Solutions (ATIS), NextG Alliance (NGA), Internet Engineering Task Force (IETF), Next Generation Mobile Networks (NGMN), International Organization for Standardization (ISO), Advanced Television Systems Committee (ATSC), Digital Video Broadcasting (DVB), Joint Video Experts Team (JVET), Motion Pictures Experts Group (MPEG), Sistema Brasileiro de Televisão Digital (SBTVD) in Brazil, Ultra High Definition Forum (UHD Forum), Media Coding Industry Forum (MC-IF), InterNational Committee for Information Technology Standards (INCITS), Association Française de Normalisation (AFNOR), Standards Council of Canada (SCCC), Dynamic Adaptive Streaming over HTTP Industry Forum (DASH), and the Trusted Computing Group (TCG).
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	None of our employees based in the United States, Canada, the United Kingdom, Belgium, or the People's Republic of China are unionized or subject to collective bargaining agreements. However, our employees based in France are represented by works councils and subject to collective bargaining agreements. Additionally, a single employee in Finland is subject to a collective bargaining agreement.
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	We did not experience any confirmed incidents of corruption during the reporting period, and thus no actions were taken in response.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																								
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	On January 3, 2003, u-blox AG and two related parties filed suit against the Company in the U.S. District Court for the Southern District of California, alleging inter alia antitrust claims arising under the Sherman Act. u-blox’s claims for violation of the Sherman Act were dismissed by the Court with prejudice on August 8, 2023. On July 18, 2023, an action pending in the U.S. District Court for the District of Delaware between the Company and Lenovo Holding Company, Inc., et al., and which included antitrust claims arising under Section 2 of the Sherman Act, was ordered stayed by the Court, pending the completion of all proceedings between the parties in the courts of the United Kingdom, including the time for any appeals. That action remains stayed. We were not otherwise subject to any legal actions for anti-competitive behavior, anti-trust, or monopoly practices during the reporting period.																								
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	NEW EMPLOYEE HIRES IN 2023: <table><tr><td>Male</td><td>67%</td><td>24</td></tr><tr><td>Female</td><td>33%</td><td>12</td></tr><tr><td>Total</td><td>100%</td><td>36</td></tr></table> BY REGION: <table><tr><td>North America</td><td>64%</td><td>31</td></tr><tr><td>Europe</td><td>22%</td><td>10</td></tr><tr><td>UK</td><td>11%</td><td>5</td></tr><tr><td>Other</td><td>3%</td><td>1</td></tr><tr><td>Total</td><td>100%</td><td>36</td></tr></table>	Male	67%	24	Female	33%	12	Total	100%	36	North America	64%	31	Europe	22%	10	UK	11%	5	Other	3%	1	Total	100%	36
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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																								
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER IN 2023: BY GENDER: <table><tr><td>Male</td><td>70%</td><td>14</td></tr><tr><td>Female</td><td>30%</td><td>6</td></tr><tr><td>Total</td><td>100%</td><td>20</td></tr></table> BY REGION: <table><tr><td>North America</td><td>35%</td><td>7</td></tr><tr><td>Europe</td><td>65%</td><td>13</td></tr><tr><td>UK</td><td>0%</td><td>0</td></tr><tr><td>Other</td><td>0%</td><td>0</td></tr><tr><td>Total</td><td>100%</td><td>20</td></tr></table>	Male	70%	14	Female	30%	6	Total	100%	20	North America	35%	7	Europe	65%	13	UK	0%	0	Other	0%	0	Total	100%	20
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Other	0%	0																									
Total	100%	20																									
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide a host of benefits to our full- and part-time employees. These benefit programs vary by location and country, but generally include medical, dental, and vision insurance (where not provided pursuant to national health programs), life insurance, accidental death & dismemberment insurance, disability insurance, employee assistance programs, and other health and wellness programs. Details about the benefits offered to employees in specific countries are available at the following links: United States ; Canada ; United Kingdom ; France ; Belgium ; Finland ; China .																								
GRI 401: Employment 2016	401-3	Parental leave	All employees are entitled to at least 12 weeks of paid parental leave and many are eligible for additional unpaid leave. In 2023, seven male and three female employees exercised their rights to take paid parental leave. Nine employees returned to work during 2023, and one employee’s leave extended into 2024. All ten employees remain employed by the Company.																								
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Our employees received an average of 18 hours of training per employee across the enterprise in 2023.																								

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	We provide a number of programs for upgrading employee skills, as we recognize that recruiting, retaining, and developing great talent is key to our long-term success. Skills training and professional development are critical components of how we support our employees to ensure their continued success and growth. The types and scopes of programs that we offer include, but are not necessarily limited to, the following: educational assistance and tuition reimbursement; individual coaching; individual development training; skills building; global training on legal and operational topics; intern career development; Women in Leadership Forum; and Leadership Essentials. We also provide employees with support as needed through the many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence, or transitioning due to an organizational restructuring). This support includes financial planning, career guidance, work-life balance resources and flexible work arrangements. We also provide additional training to our employees who have been subjected to a restructuring, including but not limited to adaptation training for a new skill and career change training. In 2022, our French employee population received higher than usual occupational training (an average of 39.5 hours per employee) due to organizational changes and staffing adjustments that required knowledge to learn new technologies, standardization practices, and communicating these trainings effectively within and throughout the organization. In 2023, our French work force returned to customary training levels, with nearly 66% of our work force receiving an average of 13 hours of occupational training, covering health, safety, and environment issues; career and professional development; IT and software; language skills; patent skills; R&I skills; accounting; and Works Council training.

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

Sustainability Accounting Standards Board Index

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Activity Metrics	TC-SI-000.A	(1) Number of licenses or subscriptions (2) percentage cloud based	The provision of software services to third parties is an immaterial part of our business, does not create any material risks or opportunities related to our cash flows, access to finance, or cost of capital, and we do not intend to initiate tracking this metric.
Activity Metrics	TC-SI-000.B	1) Data processing capacity (2) percentage outsourced	The provision of software services to third parties is an immaterial part of our business, does not create any material risks or opportunities related to our cash flows, access to finance, or cost of capital, and we do not intend to initiate tracking this metric.
Activity Metrics	TC-SI-000.C	(1) Amount of data storage (2) percentage outsourced	(1) 1.1 Petabytes (PB) (2) 3%, and an additional 97% in physical storage equipment that the Company owns but that is located in off-site facilities operated by other parties.
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	(1) 6,475.34 Gj (849.1 MWh) (2) 100% (3) 31.14% Our use of our IT hardware infrastructure is limited almost entirely to internal research, development, and operational purposes only.
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.2	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Our use of our IT hardware infrastructure is limited almost entirely to internal research, development, and operational purposes only. We believe that the water usage tied to our IT hardware infrastructure is negligible, and we do not intend to initiate tracking this metric.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	We require that all new information technology and security solutions, including data center needs, be reviewed for environmental impact as part of our Enterprise Architecture Standards and Procedures. We prioritize use of lower power solutions and renewable energy providers in selecting providers and solutions to meet our data center needs.
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	We do not use personal information for the purpose of offering targeted advertising. InterDigital does not rent, sell, or provide personal data to third parties for any purposes other than completing transactions or providing services. Our policies and practices relating to the privacy of information from customers or users of our website are set out in our Privacy Policy .
Data Privacy & Freedom of Expression	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Zero (0). We did not provide information of any users to any party for secondary purposes during the reporting period. InterDigital does not rent, sell, or provide personal data to third parties for any purposes other than completing transactions or providing services. The use of any user information provided to any third party is expressly limited to those purposes set out in our Privacy Policy .
Data Privacy & Freedom of Expression	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Zero U.S. Dollars (USD \$0). We did not incur any monetary losses as a result of legal proceedings associated with user privacy during the reporting period.
Data Privacy & Freedom of Expression	TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	(1) Zero. (2) Zero. (3) Not applicable.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Data Privacy & Freedom of Expression	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Because of the nature of our business, none of our core products and services are subject to government-required monitoring, blocking content, filtering, or censoring in any jurisdiction.
Data Security	TC-SI-230a.1	(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) number of users affected	(1) Zero. (2) Not applicable. (3) Zero.
Data Security	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	InterDigital's Cybersecurity Program is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework and is customized to meet our specific needs. We implement a comprehensive set of security policies and technical controls that seek to protect and defend InterDigital from cyber-attacks. Our Cybersecurity Program is periodically reviewed by independent third-party firms and is subject to internal and external audits on a regular basis, no less than biannually. Our most recent Critical Security Controls Assessment audit was conducted in September 2022, and the next is planned for Q3 2024. We also regularly conduct penetration tests to simulate attacks against our network to validate the efficacy of our security controls. We evaluate our cyber-risk profile through continuous assessment of the cyber-threat landscape and the operation of our cyber vulnerability management program. We use our evaluation of our cyber-risk profile to determine our Cybersecurity Program priorities. We track and measure the Program priorities using an associated cyber risk register, which is updated frequently as new risk information becomes available.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	As of December 31, 2023, 8% of our employees are on a work visa at their location of employment. We see the potential risks of recruiting employees who require a work visa to include issues relating to the duration and renewability of any such visa; the paths (if any) to naturalization in the country of employment; issues relating to the nature of a prospective employee's proposed job and the impact of export control regulations on their ability to perform the tasks required of such job; and legal compliance issues generally as they relate to the recruitment and hiring of such workers. We mitigate these potential risks by working with outside immigration attorneys to navigate laws and regulations surrounding visas and work authorization requirements, monitoring visa expiration dates, implementing security policies and protocols for all new hires, and reviewing potential export control issues and their impact on the ability of a prospective employee to perform their job during the recruitment process.
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Employee engagement as a percentage	InterDigital defined engagement as the strength of the mental and emotional connection employees feel toward the work they do, their teams, and their organization. Our engagement score is captured through 9 questions asking about employee connection to the work they do, their teams, and their organization. Respondents answer using a 6-point agreement scale (strongly agree, agree, somewhat agree, somewhat disagree, disagree, strongly disagree). Those who respond favorably, (strongly agree or agree) make up our engagement score of 69%. This is our first engagement survey that was voluntary and launched to all regular employees globally. InterDigital's engagement levels are: • Highly engaged: 48% • Moderately engaged: 40% • Barely engaged: 10% • Disengaged: 2%

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																				
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Employee engagement as a percentage	InterDigital utilizes Quantum Workplace as its employee engagement platform. Quantum Workplace helps companies that value their talent and who believe talent is their competitive advantage and the key to achieving business success. The questions we asked in our engagement survey spanned across various topics including but not limited to engagement, employees’ pride in their work/where they work, inspiration by their work/co-workers and alignment with corporate strategy and goals. The questions asked around these topics are as follows: • I am proud to work here (56% favorability) • I am inspired by the work we do (61% favorability) • My immediate coworkers are committed to this organization’s overall goals. (80% favorability) • I understand how my job helps the organization achieve success. (84% favorability)																				
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management (c) technical employees, and (d) all other employees	(a) Executive management gender globally: 21% Female, 79% Male. Executive management diversity group representation (U.S. only): <table> <tr> <td>Asian (Not Hispanic or Latino)</td> <td>27%</td> </tr> <tr> <td>Black or African American (Not Hispanic or Latino)</td> <td>4%</td> </tr> <tr> <td>White (Not Hispanic or Latino)</td> <td>65%</td> </tr> <tr> <td>Two or more Races</td> <td>1%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </table> (b) Non-executive management gender globally: 33% Female, 67% Male Non-executive management diversity group representation (U.S. only): <table> <tr> <td>Asian (Not Hispanic or Latino)</td> <td>28%</td> </tr> <tr> <td>Black or African American (Not Hispanic or Latino)</td> <td>8%</td> </tr> <tr> <td>White (Not Hispanic or Latino)</td> <td>55%</td> </tr> <tr> <td>Two or more Races</td> <td>4%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </table>	Asian (Not Hispanic or Latino)	27%	Black or African American (Not Hispanic or Latino)	4%	White (Not Hispanic or Latino)	65%	Two or more Races	1%	Total	100%	Asian (Not Hispanic or Latino)	28%	Black or African American (Not Hispanic or Latino)	8%	White (Not Hispanic or Latino)	55%	Two or more Races	4%	Total	100%
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Two or more Races	4%																						
Total	100%																						

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management (c) technical employees, and (d) all other employees	(c) Technical employees gender globally: 12% Female, 88% Male Technical employees diversity group representation (U.S. only):
			Asian (Not Hispanic or Latino) 53%
			Black or African American (Not Hispanic or Latino) 3%
			White (Not Hispanic or Latino) 43%
			Hispanic or Latino 1%
			Total 100%
			(d) All other employees gender globally: 47% Female, 53% Male All Other Employees ethnicity (U.S. only):
			Asian (Not Hispanic or Latino) 15%
			Black or African American (Not Hispanic or Latino) 8%
			White (Not Hispanic or Latino) 68%
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	We did not experience any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations during the reporting period.
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions (3) total customer downtime	(1) Zero. (2) Zero. (3) Zero. Software services to third parties are an immaterial part of our business.

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

Institutional Shareholder Services U.S. Proxy Voting Guidelines For Meetings On Or After February 1, 2023

TOPIC	RESPONSE
Racial and/or Ethnic Diversity	We currently have nine (9) directors, seven (7) of whom self-identify as Caucasian, and two (2) of whom self identify as two or more races or ethnicities. We have previously committed to having at least one director who self-identifies as a member of a historically underrepresented group.
Gender Diversity	We currently have nine (9) directors, two (2) of whom self-identify as female (22.2%). We have previously committed to having at least at least one director who self-identifies as female.

Task Force On Climate-Related Financial Disclosures Index, Recommended Disclosures (2017)

TCFD RECOMMENDATION	INTERDIGITAL DISCLOSURE
Governance	
Disclose the board's oversight of climate-related risks and opportunities.	The Nominating and Corporate Governance Committee of our Board of Directors ("Board") provides oversight on environmental, social and governance ("ESG") matters, including climate-related issues through the ESG Steering Committee. This committee is composed of members of our Executive team, and is assisted by the ESG Program Team, composed of representatives from across the Company, including Human Resources, Legal, Government Affairs, Research and Innovation, Facilities and Finance. This Committee reports at least annually on the Company's ESG policies, programs, initiatives and reporting to both the Nominating and Corporate Governance Committee and the full Board.
Describe management's role in assessing and managing climate-related risks and opportunities.	Our Chief Financial Officer (CFO) reports directly to our Chief Executive Officer (CEO). Our CFO provides overarching guidance on ESG matters, including climate-related issues, and has these responsibilities due to holding the highest management-level position on the ESG Leadership Committee, and by being part of our Executive team.
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks.	We do not believe that climate-related risks are materially different from any other risks facing the Company, and do not intend to separately identify or assess these risks at the present time.
Describe the organization's processes for managing climate-related risks.	We do not believe that climate-related risks are materially different from any other risks facing the Company, and do not intend to separately manage these risks at the present time.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	We do not believe that climate-related risks are materially different from any other risks facing the Company, and do not intend to separately identify, assess, or manage these risks at the present time.

TCFD RECOMMENDATION	INTERDIGITAL DISCLOSURE
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	We define short, medium, and long-term time horizons as being 0-5 years, 5-10 years, and 10-15 years, respectively. To date, we have not identified any material climate-related risks with the potential to have a substantial financial or strategic impact on our business. We believe that there are significant opportunities for us via research, development, and innovation in improving energy efficiency in mobile devices, wireless communications, video, and other applications. Such efficiencies include improved battery life, reduction in the power required for operation and/or transmission, and better management of energy infrastructure. As 5G technology becomes more incorporated into consumer and industrial devices, including automobiles, these efficiencies may extend to, for example, reduction of power consumed by appliances or by automobiles in traffic. Because our technologies are incorporated into various standards for wireless communication and videos, these innovations are widely accepted and incorporated throughout the global mobile and video industries. The primary potential impact to InterDigital from these opportunities will be realized through increased and continued revenue from new licensees for the use of our technologies, as well as expansion of the scope of licenses with existing licensees to permit use of newly developed technology.
Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning.	We believe that our business, strategy, and financial planning are independent of any climate-related scenario, and thus will not be materially impacted by climate-related risks or opportunities.
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We believe that our strategy is not materially impacted by different climate-related scenarios, and that our strategy remains resilient regardless of any specific warming scenarios.

TCFD RECOMMENDATION	INTERDIGITAL DISCLOSURE
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We believe that our strategy and risk management process will not be materially affected by any climate-related risks or opportunities, and do not intend to initiate tracking any such metrics.
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	We believe that GHG emissions are not material in any way to our business, and we do not intend to initiate tracking any such metrics.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We believe that climate-related risks or opportunities are not materially different than other risks or opportunities in our business, and we do not intend to initiate tracking any such metrics.

U.S. EEO-1 DATA¹

(as of December 31, 2022)

Job Categories	Male (Not Hispanic or Latino)								Female (Not Hispanic or Latino)						Overall Totals
	Male Hispanic or Latino	Female Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/ Senior Level Officials and Managers	0	0	5	0	2	0	0	0	0	0	0	0	0	0	7
First/Mid-Level Officials and Managers	1	2	22	1	10	0	0	0	16	3	2	0	0	0	57
Professionals	1	0	50	2	35	0	0	1	20	1	12	0	0	0	122
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	0	3	4	0	0	0	0	0	16	3	0	0	0	0	26
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	5	81	3	47	0	0	1	52	7	14	0	0	0	212

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



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