



2022

CORPORATE
SUSTAINABILITY
REPORT



interdigital



InterDigital 2022 Sustainability Report & CEO Letter

At InterDigital, we take immense pride in our inventions that enable new and more immersive modes of connection and make life boundless. Our technologies are foundational to all mobile devices sold worldwide. For fifty years, InterDigital has shaped the evolution of wireless and video technologies, and we are witnessing today how important technology can be as a tool to bridge vast networks of connection and help us build a more sustainable world.

We have entered this new year with more knowledge, resilience, and clearer perspectives on the issues most important to us. As we remain committed to ethical practices that drive our long-term business success, we also have an opportunity to boldly lead efforts to establish a more inclusive, vibrant, and sustainable world.

By strategically reviewing and analyzing our efforts and accomplishments in human capital, environmental impact, governance, and social impact, this year's report affirms InterDigital's commitment to sustainability for our employees, customers, partners, and shareholder community while providing a summary of our 2021 performance and goals for the future.

In this year's report, we are proud to highlight our progress in fostering a more inclusive workforce, greater transparency in our governance, and a more energy-aware workplace while updating

on the status of specific ESG commitments. We remain committed to increasing diversity throughout all levels of our company and reimagining our hybrid and future work environments to be inclusive of employees' needs and transparent around our policies. Our culture is grounded in our shared drive towards innovation and respect for diversity – of backgrounds, experiences, and perspectives – and our commitment to responsible corporate stewardship.

We value dialogue as a critical element of a successful ESG report as we strive to improve and expand our efforts towards sustainability. We continue to engage with a broad range of investors and stakeholders throughout this ecosystem and invite you to join the conversation and share your feedback.

Sincerely,
Liren Chen
President and CEO



Human Capital

The history of our company is built upon the highly specialized skill sets, superior technical expertise, and diversity in background our employees bring to our organization. Our investment in Human Capital across InterDigital is multi-faceted with investments in our employees personally and professionally. We are focused on ensuring that InterDigital is a rewarding and engaging place to work – for all of our employees. To do this, we are committed to attracting the industry’s best talent and challenging them to offer original and innovative ideas and perspectives in a diverse, inclusive, and rewarding workplace that encourages employee development. We are committed to creating a work environment where every employee can be their best and do their best work.



Evolving and Embracing Diversity, Equity, and Inclusion

86% OF EMPLOYEES
participated in training on Creating
a Harassment Free Workplace

Our Compensation Committee is responsible for assisting the Board in its oversight of the policies and strategies related to culture and human capital, including diversity, equity, and inclusion. Maintaining a diverse, equitable, and inclusive workforce is critical to our ability to succeed in the global marketplace. We know that trust begins with transparency, vulnerability, and promoting a workplace where every InterDigital employee can bring their full selves to work. To that end, having an effective Diversity Equity & Inclusion (DEI) philosophy, strategy, and investment is of paramount importance to us. We believe our differences, diverse thoughts and backgrounds, and respective uniqueness will enable greater results for our company, our shareholders, and the world.

Listening, learning, and understanding are critical elements in how we think and go about enacting culture change. In 2021, we undertook a rigorous process to identify and partner with an external DEI thought leader that aligned to our cultural values and vision. We also began preparing an all-employee engagement, culture and values survey that will position us well in 2022 to further refine our DEI strategy, action plans, and continued investment in our employees.

Evolving and Embracing Diversity, Equity, and Inclusion

We have continually provided leaders from historically underrepresented groups the opportunity to attend world-class external development programs that speak to the unique experiences these employees can face in the workplace while investing in their continued growth both personally and professionally. In addition, core principles of our culture of inclusion are reflected in the all-employee training programs we offer as part of our policies against harassment and discrimination. We recently provided a forum for connection and sharing through a fireside chat for all employees, hosted by a world-renowned speaker and author, focusing on the collective experience women navigate working in the technology field.

Our ongoing commitment to building a culture of diversity and inclusion is also reflected in our talent acquisition strategies. In addition to traditional approaches, we partner with organizations and schools that host and promote equity and inclusion recruiting events. Most recently, we participated in the WomenHack career fair which promotes gender equality in tech and aims at getting more women in front of companies committed to diversity in the workplace.

In addition, we participated in the Equity and Inclusion multi-school hiring event focused on bringing together students and employers who are creating work environments that value and promote workforce diversity through support for gender identity and expression, sexual orientation, race, ethnicity, religion, immigration status, nationality, socioeconomic status, and disability. We will endeavor to continue to expand our talent outreach and seek additional opportunities to engage with historically underrepresented populations in fields of critical importance to InterDigital.

We recognize that we are on a journey, and we are eager to continue to put actions into place as we further our DEI strategy as part of our broader investment in culture and engagement. Through partnerships with DEI thought leaders, we intend to continue our journey by hosting additional inclusion training events for all employees, providing forums for feedback and engagement on inclusion, and continuing to build on our talent processes that enable change and further inspire connectedness at InterDigital.

Investing in Talent Growth, Development, and Culture

70 students from universities in Europe, Canada and the United States were provided intern opportunities in 2021

92% of target audience participated in a Change Management training session

83% of Fundamentals of Leadership participants would recommend the program to a colleague

88% of senior leadership roles have an identified internal successor





Investing in Talent Growth, Development, and Culture

When we think about our greatest differentiator, we think of our global workforce. Their niche skills, talent, and expertise drive our ability to foster connectedness and innovation around the world. Research, learning, and growth are fundamental to executing our promise to the world to invent the technologies that make life boundless. In addition, consistently evaluating our talent promotes opportunities to provide actionable learning experiences for our employees to further their career development.

All employees are empowered to lead at InterDigital – whether they are leading themselves, teams, departments, or the company. To further this belief, we provide the necessary tools for employees to ‘grab hold of their career’ through forums for engagement like career aspiration discussions, stay interviews, and skip-level conversations. In 2021, we leveraged our Leadership Essentials behavioral-based competency model to formally launch development planning for all employees. Our investment in personal and professional development planning occurs at all levels within the organization through a curated library of tools and resources for growth in the areas of thought leadership, results leadership, people leadership and self-leadership. Through ongoing dialogue with leaders, employees are encouraged to plan for their development and leverage the tools available to create meaningful and actionable development plans that drive personal and company growth.

In addition, all-employee training opportunities are provided in a variety of ways. First, employees are encouraged to attend all-employee, internal training programs. Second, employees are invited to continually seek out and attend external development opportunities, funded by InterDigital, that can provide new knowledge and skills while also bringing fresh perspectives to the company.

InterDigital has a long-standing tradition of providing future talent with meaningful experiences through our intern program. Our interns join us from schools in Europe and North America Canada and the United States and are active participants in helping us to build the technologies of the future while also fulfilling necessary degree requirements. In this way, InterDigital is continually participating in the technology ecosystem that drives global innovation. In the coming years, we will continue to refine this program to ensure it is yet another mechanism by which we can welcome and foster the development of tomorrow’s diverse talent.

Leadership capability is critical in supporting our culture of innovation, inclusion, accountability, and collaboration. As such, we invest in our leaders through structured development and learning experiences. These include our comprehensive Learning for Leaders curriculum which provides an interactive learning experience on topics germane to the realities of being a leader.



Investing in Talent Growth, Development, and Culture

Throughout 2021, we recognized that our employees were navigating many changes. In support, we sought to build capabilities through topics on Leading Through Change and Building Resilient Teams. In addition to topic-based learning, we designed and launched a comprehensive, InterDigital leadership development program. Leaders globally are invited to attend our Fundamentals of Leadership program that seeks to create a foundation of managerial skills such as coaching and providing feedback, empowering employees to succeed, and promoting collaboration amongst teams. A key element of this program is its focus on Leadership Essentials, our behavioral based competency model, and helping leaders further develop strengths in these areas.

In 2021, we also made significant investments in our talent infrastructure to drive our human capital efforts forward. These investments included improvements in our systems to create repeatable and reportable processes that interconnect with all areas of our business, policies, procedures, and culture. Our global performance management process provides for consistency in how we evaluate employee performance and behaviors, allows for forums for providing feedback, and is supported by goals that align with company, department, and individual priorities. In 2021, we further refined our global performance management process to ensure enhanced alignment between performance and rewards.

We proactively monitor our people, processes, and programs to ensure equitable outcomes in hiring, promotions, and compensation. We are continually committed to finding ways to prevent bias, monitor pay practices, and diligently address any disparities that may not be explained by objective factors.

As part of our strategy to develop and prepare our leaders of tomorrow, we continually measure the talent landscape across InterDigital. By understanding our critical positions and high-potential talent, we actively invest in building a strong leadership pipeline both at the executive level and throughout the company. Employee experience is critical, and it starts before our employees join the company. In 2021 we designed a 90-day onboarding program inclusive of tools for leaders and employees to ensure that we are thoughtfully planning for the development and growth of our employees from hire to retire.

With a continued focus on improving our processes, we have utilized technology to further enable our broad talent practices. This has allowed us to expand our capabilities with data analytics and our reporting to measure critical data elements such as attrition, time to hire, diversity hiring, and to assess our progress against such metrics.

Equitable Compensation

InterDigital is committed to fairness in pay and providing an equal opportunity for all our employees regardless of gender, race, or ethnicity and our recruiting, training and compensation programs are designed to prevent gender pay differences. We recruit diverse candidates at all stages of their careers through a variety of programs and venues, and do not inquire about previous compensation on job applications. We also utilize market and benchmarking data in setting our compensation structure and total rewards programs and proactively monitor our compensation programs for potential disparities.

The Well-Being, Health, and Safety of Employees

The health and safety of our global workforce is fundamental to the success of our business. In order to protect the health and safety of our employees and their families during the COVID-19 pandemic in 2020 and 2021, our entire worldwide workforce was provided with the ability to work remotely. We partnered across the Human Resources organization to support employees virtually as the pandemic impacted their ability to juggle work, provide family support, oversee remote learning for children, and manage anxiety about the virus. Health and well-being resources that were provided to employees during the COVID-19 pandemic included:

- Training/guidance on how to leverage time-off benefits to better balance work and personal demands;
- Learning sessions on navigating quarantine fatigue and how to cope with burnout;
- Reinforcing mental health support through our Employee Assistance Programs (EAP); and
- Training/guidance on learning how to replace stress with resilience, become more physically active, and how to find the right balance between work and life.

The Well-Being, Health, and Safety of Employees

In 2021, we also expanded our EAP to all locations globally to provide support for those seeking behavioral health care. We focused on advancing our employees' health and wellness needs through personalized programs and service offerings. As part of our multiyear global well-being strategy, in 2021, we broadened our incentives program, through Virgin Pulse, to reward employees enrolled in an InterDigital benefits plan for taking positive actions across the physical, behavioral, social, environmental, and financial dimensions of their health.

In addition to the above-mentioned resources, our employees received flexible working allowances to help cover some of the initial and ongoing costs incurred as a result of working remotely. In Q1 2022, we offered this allowance on an ongoing monthly basis.

For those employees who voluntarily chose to work from an office, we continued to evolve a global pandemic playbook inclusive of robust health and safety protocols, such as COVID-19 symptom monitoring tools, vaccine attestation, and real-time reporting (where legally allowed), all with the end goal of providing a safe working environment that our employees could effectively navigate.

Throughout the pandemic, we routinely sought feedback through focus groups in building a new cultural philosophy on how we work, resulting in our robust flexible work approach. As we enter a new phase of the pandemic, thanks to our extensive training and resources for employees and managers on topics such as Leading a Distributed Team and Communication Skills in a Hybrid World, we believe our workforce is well positioned to navigate working flexibly together.

Our Look Ahead

In 2022, we began a phased and gradual approach to formally welcome our employees safely back into our offices. Throughout this process, employees and managers were provided training, tools and communications with frameworks and best practices for working in a hybrid culture. Simultaneously we began living our new flexible work model globally which is inclusive of a blend between in-office and remote work. Our continued focus in 2022 is helping our employees navigate working in a hybrid model, capitalizing on opportunities for collaboration, building connectedness, and paying particular attention to well-being. Engagement within our workforce will remain a priority and we look forward to continuing to invest in our leaders with development forums and ongoing training as we move forward together.

Environment

Our research is at the forefront of industry efforts to ensure that the networks and connected devices of tomorrow consume energy and resources as sustainably as possible.

We endeavor to keep our environmental footprint as light as possible. As we do not manufacture any products, our environmental impact is limited to the day-to-day running of our business and research operations. However, by advancing innovation in cellular, Wi-Fi and video technologies, and through our own ESG thought leadership, we can take a lead in shaping a more sustainable future for our planet. Our innovations often contribute to greater operating efficiencies and systemic reductions in energy consumption within our core technology focus areas, and we are using cutting-edge Artificial Intelligence-based technology in areas like media compression to help reduce the energy footprint of underlying systems while improving the quality of user experiences.

In 2021, our researchers spearheaded an effort at the International Telecommunication Union (ITU) to integrate considerations around energy consumption in video and program productions within the standards research purview, with an InterDigital engineer appointed co-rapporteur of the inaugural program.



Environment

We also dedicate a portion of our research to zero-energy technologies that can help improve the long-term sustainability of wireless consumer electronics. Devices that can harvest energy or hibernate in zero-energy states will reduce the need for and environmental impact of large capacity batteries.

We continue to build upon our sustainability thought leadership initiative launched in 2020, and have produced several white papers and reports to quantify tech's growing energy footprint in wireless, video, and future innovative technologies, and explore new solutions for the future.

Last year we published white papers exploring how 5G and the emerging IoT ecosystem might shape sustainability efforts for the ICT industry. While the proliferation of connected devices can drive increases in energy consumption, innovative solutions can mitigate these outcomes to help lower our carbon footprint and engage more sustainably. In fact, one of our reports found that by 2030, IoT deployment and its subsequent disruption of various industries is projected to save more than eight times the energy it consumes – helping to save 230 billion cubic meters of water and eliminate one gigaton of CO2 emissions.

Apart from our research and thought leadership, we also endeavor to run our business in a manner that increasingly considers environmental sustainability. Last year we increased our efforts in this area, and established a corporate sustainability strategy to address the following:

Investing in best practices to track and reduce our carbon footprint, including environmental considerations, tracking, and reporting related to data center needs of energy and emissions efficiencies. To this end, in 2021, the first year of tracking energy use, we consumed 752.1 MWh of electricity in our global data centers. We also upgraded our contract for data center hosting in France to include certified renewable energy through EDF, impacting 11% of our global data center energy consumption. Throughout the year, 209 MWh of electricity was offset with Green-e Energy certified Renewal Energy Credits.

Investing in best practices to track and reduce our carbon footprint, including environmental considerations, tracking, and reporting related to data center needs of energy and emissions efficiencies.

We have established a goal of achieving carbon neutrality in the next three to five years. We are committed to achieving neutrality and will consider a variety of options to achieve this, such as purchasing additional carbon credits and investing in energy efficient measures.

Building environmental stewardship into our operations by selecting vendors that encourage and match or exceed our commitment to the environment. In 2022, we have committed to add Environmental Impact assessments as part of the vendor selection process.

Social Impact

SCIENCE TECHNOLOGY ENGINEERING MATH

The InterDigital Charitable Foundation prioritizes charities and initiatives that foster opportunities in technology and engineering fields for diverse and historically disadvantaged groups in our local communities.

InterDigital values the importance of science, technology, engineering, and math (STEM) to equip tomorrow's innovators, and appreciates the need to diversify the community of those who have access to pursue further education and careers in STEM.

Impact measurement is critical to impactful philanthropy and we have upheld our commitment to donate 0.5 to 1 percent of our yearly operating income to charitable contributions through the InterDigital Charitable Foundation. We believe these efforts are the best way to ensure our philanthropy and foundation work coincide with our mission to foster the engineering and tech workforce of the future.

CHARITABLE DONATIONS

Temple University Scholarship

Last year, the InterDigital Charitable Foundation established a fellowship at the Temple University Institute on Law, Innovation & Technology (iLIT) in honor of William J. Merritt, InterDigital's former CEO of more than 16 years. The Foundation is proud to offer fellowships to Edmund Nyarko and Ella Ogundare, with each recipient receiving \$20,000 in financial support for tuition and a research stipend to explore the fundamental question: "How does technology impact society for good or bad?" Members of the iLIT faculty and staff will offer mentorship and networking opportunities and help guide research for each recipient.

The fellowship is a core part of our efforts to address inequities and disparities in the design and regulation of tech and encourage more diversity and inclusion in tech innovation. We consider the diversity of candidates and encourage applications from student organizations like the Asian Pacific American Law Student Association (APALSA), Black Law Students Association (BLSA), and Latin American Law Students Association (LALSA), among others.



CHARITABLE DONATIONS

March on Washington

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

Learn more at: [March on Washington Film Festival](#)



CHARITABLE DONATIONS

All In Together

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

American women continue to be underrepresented at all levels of influence and decision-making and the 2019 World Economic Forum Global Gender Gap Report ranked the United States at a meager 98 out of 144 countries for gender equality in political empowerment. Recognizing these challenges, InterDigital's charitable contributions to AIT are a critical element to encourage greater diversity and equity in our technology and political arenas.

Learn more at: [All In Together](https://www.allin.together.org/)



CHARITABLE DONATIONS

Zip Code Wilmington

Zip Code Wilmington, Delaware's premier non-profit coding school, prepares local students with critical skills to secure competitive jobs in tech. InterDigital's partnership with Zip Code Wilmington helped launch B1ue N0te™, a youth training initiative designed to provide industry-standard computer programming and web development training to high school juniors and seniors throughout Delaware. The first-of-its-kind program, taught by industry expert instructors alongside award-winning Delaware computer science professors, is centered around front-end computer programming, and gives students the unique opportunity to work on practical coding projects, prepare code demos, and access tutoring, mentorship, and certification assistance.

This year, InterDigital donated more than 70 laptops to Zip Code Wilmington's B1ue N0te program. The laptops will also be used to support training programs that give middle income families an opportunity to learn coding for the first time.

To learn more about Zip Code Wilmington and the B1ue N0te program, please visit: <https://www.zipcodewilmington.com/>



BIKE MS

Bike to the Bay Delaware

As part of the program, last October we sponsored Team InterDigital for the 2021 Bike MS Bike to the Bay Delaware ride. Bike MS is the largest fundraising cycling series in the world and the day-long, 75-mile ride across Delaware helped raise more than \$450,000 for multiple sclerosis (MS) research.

InterDigital agreed to match all contributions raised by Team InterDigital riders, and together the team raised more than \$22,720 to contribute critical research to combat MS. This effort earned InterDigital significant recognition, including Outstanding First Year Team and individual awards for our top fundraisers.



InterDigital Charitable Foundation also supports the following charities:



Employee Giving Program

To foster employee giving, InterDigital will be rolling out a structured employee matching program later this year to encourage and enable employees to donate to causes most important to them. The program will support online giving, donation matching, volunteering, community investment and purpose-driven actions.



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. InterDigital continually adapts our policies and practices to ensure compliance with global laws and regulations governing our business operations, and we work to increase the quality of employee training programs and strengthen avenues of communication between the board, shareholders, management, and employees.

We believe everyone, including the Board of Directors, has an important role to play in ESG and have established a governance structure to reflect that. The InterDigital Board oversees all ESG matters while delegating specific areas to its committees. The Board's Compensation Committee maintains oversight of human capital issues, including diversity, equity, and inclusion. The Board receives quarterly updates on the ESG program from the ESG Steering Committee, comprised of all company executives, 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.

At InterDigital, we expect everyone to treat each other with respect and exercise good judgement and transparency to help drive our overall ethics practices. Our corporate governance structure and policies demonstrate accountability and a high level of integrity in management practices across the organization.

InterDigital utilizes 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 conduct or 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.

Building upon our efforts, last year we adopted a Supplier Code of Conduct to ensure all of our vendors are aligned with our core values and operate in a safe, responsible, and sustainable manner. We have also implemented a comprehensive cybersecurity screening process for vendors to help protect our data and mitigate the risk that bad actors gain unauthorized access to our, or our stakeholders,' data.



Data security and privacy

Privacy and cybersecurity are important topics, and we recognize that it is critical to safeguard and be completely transparent about how we use the data entrusted to us. Over the last year we updated our Privacy Policy to strengthen our commitment in this area.

We believe our employees' ability to understand and avoid threats is paramount, therefore all InterDigital employees are required to take data privacy and cybersecurity training at hire. In addition, all employees must complete quarterly cybersecurity refresher courses covering a broad range of security topics such as phishing, social engineering, mobile security hygiene, and password protection.

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

We maintain protocols to ensure our threat defenses are thorough and effective, including regular penetration testing from external experts, a robust security incident response framework, and multiple levels of system and vulnerability monitoring and perform an external security audit at least once every two years. Additionally, we use sophisticated technologies and tools to protect our InterDigital environment, including multifactor authentication, firewalls, intrusion detection and prevention systems, vulnerability and penetration testing, privilege and password management, and digital risk protection. Our Security Operations Center is continuously improving their detection capabilities alongside proactive threat hunting teams and InterDigital has designed an aggressive patch management process to reduce software-based vulnerabilities quickly and effectively.





Human Capital

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
ISS 2021	Board Diversity, Race & Ethnicity	We commit to having at least two diverse directors, including at least one who self-identifies as female and at least one who self-identifies as either an underrepresented minority or LGBTQ.
SASB TC-SI-330a.1	Percentage of Employees that are Foreign Nationals and Located Offshore	As of 12/31/21, 54% of our employees were based outside the US.
SASB-TC-SI-330a.1	Location % Employees in US % Employees Outside US	46% 54%
SASB TC-SI-330a.2	Employee Engagement	Please refer to the 'Evolving and Embracing Diversity, Equity and Inclusion' and the 'Well-Being, Health and Safety of our Employees' sections of the Sustainability Report
SASB TC-SI-330a.3, GRI 102-8	Gender % Female Employees % Male Employees % Female Managers % Male Managers % Female Leaders (Directors+) % Male Leaders (Directors+) % Females in Tech Roles % Males in Tech Roles Ethnicity (US ONLY) % White % Asian % Hispanic % Black % Two or More Races	29% 71% 30% 70% 20% 80% 14% 86% 66% 26% 1.7% 5% 1.3%
GRI 102-8	Total Number of Employees	510 employees as of December 31, 2021.



Human Capital cont.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
GRI 102-17	InterDigital Help Line (Confidential Means of Reporting Internal External Concerns, Escalation, Whistleblowing Mechanisms and Hotline)	Ethics Hotline
GRI 102-41	Percentage of Total Employees Covered by Collective Bargaining Agreements	None of our employees based in the United States 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. None of our employees in other geographic locations are subject to collective bargaining agreements.
GRI 205-1	Anti-Discrimination Policy	Working at InterDigital
GRI 401-2	Benefits Programs	US Benefits Belgium Benefits Canada Benefits Finland Benefits United Kingdom Benefits
GRI 401-3	Education Reimbursement Program	US Benefits Belgium Benefits Canada Benefits Finland Benefits United Kingdom Benefits
GRI 401-3	Total Number of Employees that were Entitled to Parental Leave, by Gender	All of our employees are entitled to paid parental leave.
GRI 403-2	Number of Employee Fatalities Resulting from Operational Accidents per 100,000	0
GRI 403-2	Number of Contractor Fatalities Resulting from Operational Accidents per 100,000	0
GRI 403-2	Number of Injuries and Illnesses per 200,000 Hours Worked	0
GRI 403-10 A&B, GRI 2018	Percentage of Employees Participating in “Best Practice” Health and Well-being Programs	All employees are eligible to participate in our global health and well-being programs.



Human Capital cont.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
GRI 404-1	Amount of the Paid Educational Leave Provided for Employees	We do not have a formal paid educational leave policy at this time.
GRI 404-1	Report the Total Number and Rate of Employee Turnover During the Reporting Period	41 employees voluntarily left the company during 2021. This represents 8.5% of the workforce that was employed by InterDigital as of 12/31/21.
	Gender	
	% Male	73.2%
	% Female	26.8%
	Age Group	
	% 21-30	9.8%
	% 31-40	39%
	% 41-50	19.5%
	% 51-60	19.5%
	% 61-64	9.8%
	% 65+	2.4%
	Location	
	% US Employees	65.9%
	% Non-US Employees	34.1%
GRI 404-2	A Description of the Type and Scope of Programs Implemented and Assisted Provided to Upgrade Employee Skills	We are continually making investments to provide the tools, resources and opportunities for impactful training and tailored development for all employees. This includes conducting on-going tailored internal training programs and sponsoring employees to attend best-in-class external development programs that align to their career aspirations.
GRI 404-2	A Description of the Transition Assistance Programs Provided to Facilitate Continued Employability and the Management of Career Endings Resulting from Retirement or Termination of Employment	InterDigital provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.
GRI 404-3	A Description of the Percentage of Total Employees by Gender and by Employee Category who Received a Regular Performance and Career Development Review During the Reporting Period	In 2021, all employees received a regular performance and career development review.



Human Capital cont.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
GRI 407-1	A Description of the Right of Employees to Form, to Join and to Run their own Organizations without Prior Authorization or Interference by The State or Any Other Entity	We respect freedom of association and our employees' right to join, or not to join, third party organizations such as labor unions or other lawful organization of their own selection, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation, or harassment. We are committed to fostering open communication between all of our employees and managers, regardless of whether they are in unions, and providing our employees with appropriate access to grievance mechanisms and remedial action.
GRI 412-1	Total Number and Percentage of Operations that Have Been Subject to Human Rights Reviews or Human Rights Impact Assessments	0
N/A	Percentage of Open Positions Filled by Internal Candidates	3.1%
N/A	Training	92% of target audience participated in a Change Management training session 86% of employees participated in training on Creating a Harassment Free Workplace



Environment

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
SASB TC-SI-000.A	Licenses & Subscriptions Number of Licenses or Subscriptions Percentage Cloud-Based	Software services are an immaterial part of our business. We do not intend to initiate tracking this metric.
SASB TC-SI-000.B	Data Storage Amount of Data Storage Percentage Outsourced	Software services are an immaterial part of our business. We do not intend to initiate tracking this metric.
SASB TC-SI-000.C	Data Processing Data Processing Capacity Percentage Outsourced	Software services are an immaterial part of our business. We do not intend to initiate tracking this metric.
SASB TC-SI-130a.1	Energy Consumption (Colocation Data Center Facilities) Total Energy Consumed Percentage Grid Electricity Percentage Renewable	752.1 MWh 89% 11%
SASB TC-SI-130a.2	Water Withdrawn (Colocation Data Center Facilities) Total Water Withdrawn Total Water Consumed, Percentage of Each in Regions with High or Extremely High Baseline Water Stress	We believe the water usage tied to our hardware infrastructure is negligible. We do not intend to initiate reporting.
SASB TC-SI-130a.3	Discussion of the Integration of Environmental Considerations into Strategic Planning for Data Center Needs	InterDigital requires all new information technology and security solutions, including data center needs, to be reviewed for environmental impact as part of our Enterprise Architecture Standards and Procedures. We prioritize the use of lower power solutions and renewable energy providers.
GRI 307-1	Identify Any Non-Compliance with Environmental Laws and/or Regulations	We have not identified instances of non-compliance as they relate to environmental laws and/or regulations.



Governance

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
ISS Voting Policy	Align the Company's Strategy (including Capital Expenditure, Executive Compensation, and Other Components of its Strategic Plan to Paris Agreement Goals)	We will not align the company's strategy to Paris Agreement goals at this time. We may reevaluate this decision in the future.
ISS Voting Policy	Establish a Policy in the U.S. Benchmark Guidelines Regarding the Format of the Annual Meeting. The Policy will be to Generally Support Management Proposals Allowing for the Convening of Hybrid Shareholder Meetings as Long as the Intention – in the Absence of Health or Safety Concerns – is Not to Hold Virtual-Only Meetings to the Preclusion of In-Person Meetings	We will be holding the 2022 annual meeting virtually. We will regularly reassess the format of the annual meeting going forward.
SASB TC-SI-220a.1	Description of Policies and Practices Relating to Behavioral Advertising and User Privacy	Privacy Policy
SASB TC-SI-220a.2	Number of Users Whose Information is Used for Secondary Purposes	InterDigital implements data privacy and security policies and procedures to protect our customers, partners and employees. InterDigital's Privacy Policy describes the information we collect from our customers and how we use it.
SASB TC-SI-220a.4	User Information Number of Law Enforcement Requests for User Information Number of Users Whose Information was Requested Percentage Resulting in Disclosure	0 0 N/A
SASB TC-SI-220a.5	List of Countries Where Core Products or Services are Subject to Government-Required Monitoring, Blocking Content, Filtering, or Censoring	Due to the nature of our business, our core products/services are not subject to government required monitoring, blocking content filtering, or censoring.



Governance cont.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
SASB TC-SI-230a.2	Description of Approach to Identifying and Addressing Data Security Risks, Including Use of Third-Party Cybersecurity Standards	Cybersecurity Policy
SASB TC-SI-520a.1	Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Anti-Competitive Behavior Regulations	We have not had any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
SASB TC-SI-550a.1	Number of Performance Issues, Service Disruptions and Total Customer Downtime	Software services are an immaterial part of our business. We do not intend to initiate tracking this metric.
SASB TC-SI-550a.2	Description of Business Continuity Risks Related to Disruptions of Operations	We have a Continuity of Services policy in place.



Governance cont.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
GRI 102-9	A Description of the Organization's Supply Chain, Including its Main Elements as They Relate to the Organization's Activities, Primary Brands, Products, and Services	We have a supplier code of conduct that is applicable to our entire supply chain.
GRI 102-16	Political Involvement Policy	US Political Engagement Policy
GRI 102-17	A Description of Internal and External Mechanisms to Foresee Seeking Advice About Ethical and Lawful Behavior, and Organizational Integrity	We do ethics trainings both in person and virtually on a regular basis. Our employee handbook and code of ethics provide both new hires and tenured employees our latest policy on ethical and lawful behavior.
GRI 102-17	A Description of Internal and External Mechanisms to Foresee Reporting Concerns About Unethical or Unlawful Behavior, and Organizational Integrity	We do ethics trainings both in person and virtually on a regular basis. We have an ethics hotline through which employees can report concerns about unethical or unlawful behavior. Our employee handbook and code of ethics provide both new hires and tenured employees our latest policy on ethical and lawful behavior.
GRI 102-20	Report Whether the Organization has Appointed an Executive-Level Position or Positions with Responsibility for Economic, Environmental, and Social Topics	Our CFO oversees a committee of senior executives that has responsibility for economic, environmental, and social topics.
GRI 102-22	Number of Executive & Non-Executive Members of the Board of Directors	1 executive and 6 non-executive members of Board of Directors as of December 31, 2021.
GRI 102-22	Percentage of Independent Board Members	86%
GRI 102-23	Separate CEO and Chair Roles	Yes
GRI 102-26	Report the Highest Governance Body's and Senior Executives' Roles in the Development, Approval, and Updating of the Organization's Purpose, Value or Mission Statements, Strategies, Policies, and Goals related to economic, environmental, and social topic	Our Board of Directors and senior executives have led the process of setting the purpose, strategies, policies, and goals related to economic, environmental, and social topics.



Governance cont.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
GRI 205-2	Anti-Corruption Policy	Global Anti-Corruption Policy
GRI 205-2	Whistleblower Programs	Code of Ethics
GRI 205-2	Antitrust Policy	Code of Ethics
GRI 205-2	Measures Taken to Ensure Antitrust Compliance	Code of Ethics
GRI 414-1	Supply Chain	
	Percentage of New Suppliers that Were Screened Using Social Criteria	InterDigital requires all of its suppliers to agree to its Supplier Code of Conduct.
	Number of Suppliers Assessed for Social Impacts	InterDigital requires all of its suppliers to agree to its Supplier Code of Conduct.
	Number of Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts	0
	Significant Actual and Potential Negative Social Impacts Identified in the Supply Chain	0
	Percentage of Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts with which Improvements were Agreed Upon as a Result of Assessment	0
IAS 7 / US GAAP ASC 230	Percentage of Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts with which Relationships were terminated as a result of assessment, and why	0
	Share Buybacks Plus Dividend Payments, Supported by Narrative to Describe the Company's Strategy for Returns of Capital to Shareholders	We address the policy and data regarding share buybacks and dividend payments in our 10-K filing.



Social Impact

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2021
GRI 102-16	Company Philanthropic Guidelines	Philanthropic guidelines are established.
GRI 201-1	Total Community Investment (Cash and In-Kind)	The company donated approximately \$781K to charitable causes in 2021

