FY24

SUSTAINABILITY REPORT

FY24

SUSTAINABILITY REPORT

We are excited to present Irdeto's latest annual sustainability report, showcasing our ongoing efforts toward a more sustainable future. The past financial year (April 2023 to March 2024) has focused on continuing to build on our achievements of FY23 by further integrating sustainability across our company.

In this report, you will find a comprehensive overview of our key accomplishments and initiatives in areas of environment, labor and human rights, business ethics and sustainable procurement. We hope to promote transparency and accountability by offering insights into our sustainability program. We invite you to explore our initiatives, provide feedback and join us on our journey.

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A LETTER FROM OUR CEO

I am pleased to share Irdeto's second sustainability report, a testament to our continued commitment to developing sustainable and responsible business practices.

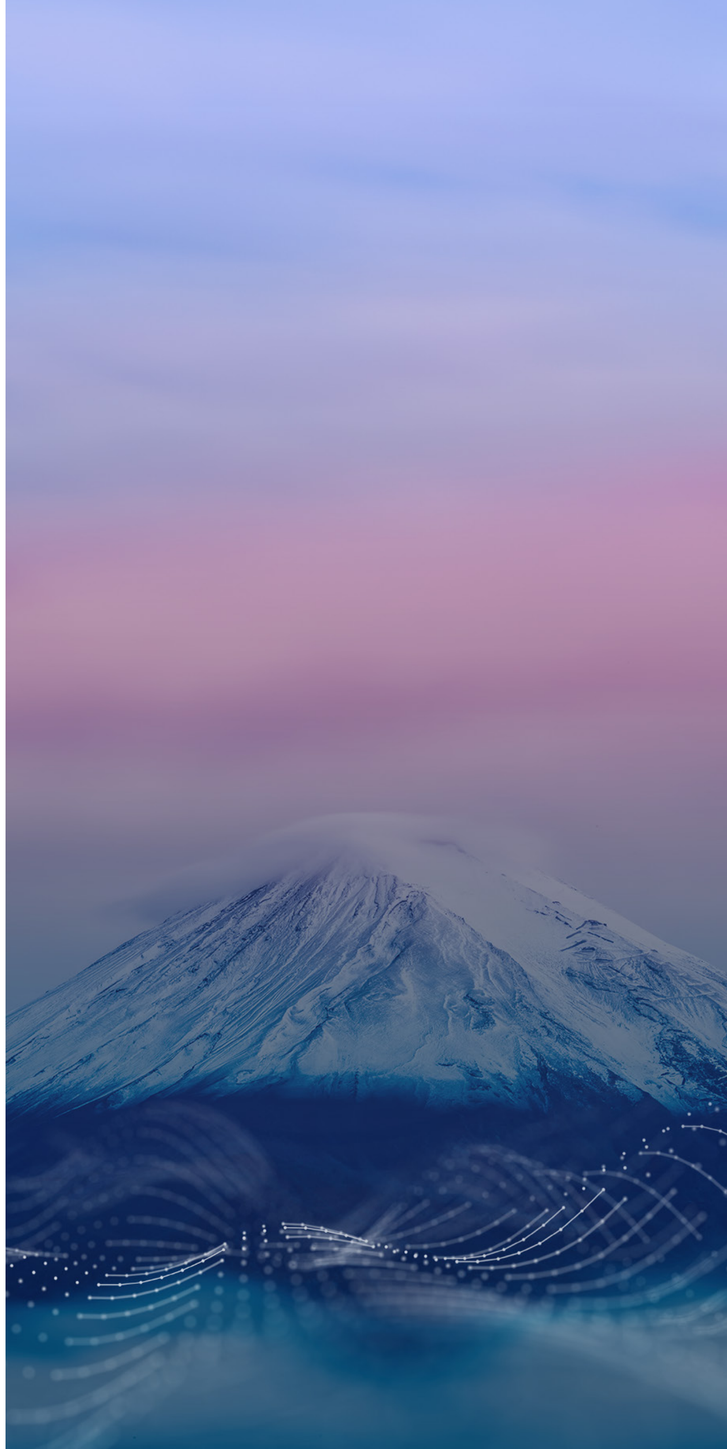
The importance of sustainability has never been greater. As we continue to navigate various economic, social and environmental challenges, it is imperative that we continue developing an approach to sustainability that extends beyond compliance, becoming part of our business strategy.

Throughout the past year, we have made significant progress in advancing our sustainability program. From developing our Science Based Initiative (SBTi) targets, to evolving our Diversity and Inclusion (D&I) program and adding two Sustainable Development Goals (SDGs) to our key commitments, we are building a holistic approach to sustainability.

As we look to the future, I am confident that our collective efforts will enable us to seize opportunities and create value for all stakeholders. I extend my gratitude to our employees, customers, suppliers and partners for their ongoing support and for making our sustainability journey possible.

Together, let's continue to innovate, collaborate and lead the way towards a more sustainable future.

Doug Lowther
Chief Executive Officer



THIS IS IRDETO

Irdeto is the world leader in digital platform cybersecurity, empowering businesses to innovate toward a secure and connected future. Building on over 50 years of expertise in security, Irdeto's services and solutions protect revenue, enable growth and fight cybercrime in video entertainment, video games and connected industries including transport and infrastructure.

Over
50 years
of security expertise across multiple leading industries

Over
6 billion
devices and applications protected globally

Serving
400 customers
in over 75 countries

388 patents
128 patents pending

ISO certified
ISO 9001
ISO 27001:2013*

1000 employees
70% engineering workforce

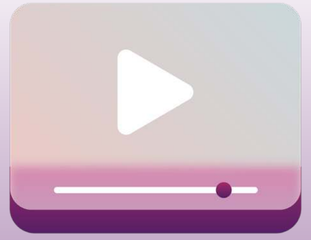
10+ locations
globally – HQ near Amsterdam, the Netherlands

**Key generation*

OUR VALUES

We are committed to supporting our customers, partners and employees, delivering on our promise to empower a secure future. Within each of these commitments are four core values that help shape our brand, products and culture.

OUR SOLUTIONS AND SERVICES



VIDEO ENTERTAINMENT

Irdeto is the leading provider of solutions and services to the media entertainment, broadband and mobile industries. Our unique pay-TV operator heritage, commitment to service, quality of our solutions and flexibility to address our customers' needs makes us the trusted partner for the world's most admired, respected and successful media entertainment brands.

VIDEO GAMES

Denuvo by Irdeto is the global leader in security solutions for video games on desktop, console and mobile platforms. Our security solutions are designed by gamers with the player in mind, giving us the best possible approach to providing for the industry.
We have over a decade of experience in protecting AAA titles and collaborate with game developers of all sizes.

CONNECTED TRANSPORT

We believe that connectivity should be embraced and, as such, provide solutions to prevent cyberattacks and help protect valuable assets. Our products and solutions implement mission-critical cybersecurity requirements and meet industry standards in automotive, fleet, construction equipment, Electric Vehicle (EV) charging and beyond.

MULTICHOICE

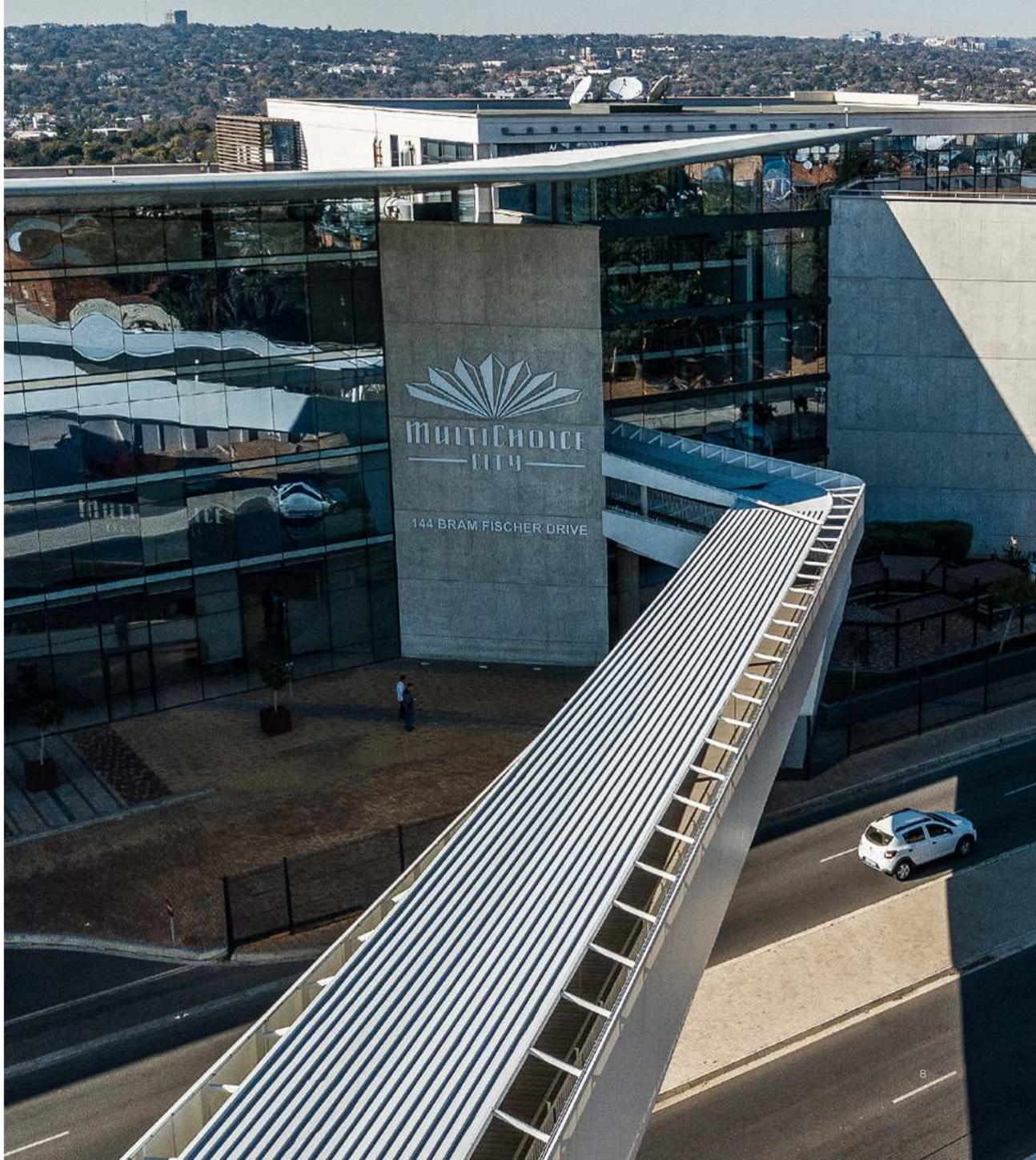
Irdeto is proudly part of the MultiChoice Group (MCG), Africa's leading entertainment company. MCG actively addresses sustainable development by focusing on key topics such as governance, social investment and environmental responsibility.

MSCI
ESG RATINGS

AA

SUSTAINALYTICS
LOW RISK

15.5



FY24 SUSTAINABILITY HIGHLIGHTS

€11,902

raised for our Movember cancer awareness campaign

DPP Committed to Sustainability 4 out of 5 score

Two new priority SDGs

NAB Sustainability Leadership Award

SBTi targets submitted for validation

Corporate Star Award - Best Initiative to Strengthen Global Partnerships

Women's health month

Scope 3 inventory

First UNGC CoP

Sustainability Ambassadors Program

THE SUSTAINABILITY @IRDETO PROGRAM

Building upon the establishment of our Sustainability@Irdeto Program in FY23, we have continued our efforts to minimize our environmental impact and enhance our social contributions throughout FY24. We remain committed to the foundation laid in FY23 and our four sustainability pillars, which has guided several of our initiatives and actions.

ETHICS

We always maintain ethical and fair business practices

ENVIRONMENT

We limit our environmental footprint wherever we operate

SUSTAINABLE PROCUREMENT

We promote sustainability across our supply chain

LABOR & HUMAN RIGHTS

We operate with a 'people-first' approach

THE SUSTAINABILITY @IRDETO PROGRAM

This past year has seen a heightened focus on promoting Sustainability@Irdeto internally, leveraging insights from our double materiality assessment, climate change risk assessment and Environmetal, Social and Governance (ESG) framework to help set strategic developments.

2019

D&I Program

2020

CSR Program

2021

2022

Sustainability @Irdeto

ESG Framework & Committee

UNGC & SBTi Commitment

2023

Sustainability Reporting

SBTi Targets Development

Employee Engagement

2024

Full GHG Emissions Inventory

SBTi Targets Submitted for Validation

DPP Committed to Sustainability

Global Sustainability Ambassadors

ESG FRAMEWORK AND GOVERNANCE

Irdeto's ESG framework remained integral in driving the progress of our sustainability initiatives in FY24, highlighting our commitments and priorities, as well as key stakeholders and material topics.

Comprising the ESG Committee and Governance team, the ESG framework organizes our efforts into the four operational subject areas: environment, labor and human rights, ethics and sustainable procurement. The guiding principles of the framework and its management and governance are established in our Corporate Sustainability Policy.

In FY24, we continued to refine our understanding of the subject areas' requirements by working together with the stakeholders of the ESG Committee who bring diverse expertise and perspectives, essential for driving our sustainability commitments.

Meanwhile, within the ESG Governance team are employees with varied interdisciplinary backgrounds, working closely with Irdeto's leadership team to steer the sustainability program's development and manage the sustainability-related impacts.

On a quarterly basis, sustainability matters are highlighted for our leadership team to advance their collective understanding of the sustainability program. Key initiatives, developments and concerns are additionally presented for review when needed.

The supervisory board is presented with updates annually on the program's progress. The collaborative approach between the ESG Committee, Governance team, and the Irdeto leadership team is what ensures the ongoing success and longevity of our sustainability efforts.

SUSTAINABILITY@IRDETO FRAMEWORK

COMMITMENTS

- United Nations Global Compact
- Sustainable Development Goals
- Science Based Targets initiative

REGULATORY

- Corporate Sustainable Reporting Directive
- EU Taxonomy Regulation

REPORTING

- Science Based Targets initiative
- United Nations Global Compact
- Performance targets and key performance indicators
- MultiChoice Group
- Regulatory requirements

GOVERNANCE

- MultiChoice Group Sustainable Development Policy
- Irdeto Corporate Sustainability Policy

PARTNERSHIPS

- HackYourFuture
- Codam
- Fruitful Office

ENGAGEMENT

- Employee Ambassadors
- CSR programs
- Leadership and Board
- External stakeholders

ESG SUBJECT AREAS AND MATERIAL TOPICS

Environment

- Opportunities in sustainable tech
- Climate change
- Energy management

Labor & Human Rights

- Diversity & Inclusion
- Social dialogue
- Training and career development
- Employment conditions and wellbeing

Ethics

- Whistleblowing procedures
- Anti-corruption and anti-bribery
- Competition compliance
- Information security

Sustainable Procurement

- Supplier environmental and social practices
- Supplier business ethics

SUSTAINABILITY PERFORMANCE AND COMMITMENTS

ECOVADIS

Our sustainability performance has been assessed and annually benchmarked by EcoVadis since 2016. In 2023, Irdeto's score increased by 6% from 2022, resulting in our highest score yet, placing us in the top 10% of all assessed companies.

UNITED NATIONS GLOBAL COMPACT

Irdeto has been a proud participant of the United Nations Global Compact (UNGC), using it as the cornerstone of our sustainability policy commitments since 2022. Throughout FY24, we actively developed responsible business strategies in line with their ten principles on human rights, labor, environment and anti-corruption as well as submitting our first communication on progress.

SCIENCE BASED TARGETS INITIATIVE

Irdeto committed to the SBTi in 2022, showing our dedication to reducing our Greenhouse Gas (GHG) emissions in line with the Paris Agreement and science-based methodologies. In FY24, we took proactive steps, developing and submitting our targets for validation.

DPP COMMITTED TO SUSTAINABILITY

The DPP Committed to Sustainability program aims at promoting achievements in environmental sustainability across the media industry. In FY24, Irdeto received a 4 out of 5 score, highlighting our commitment to improving our environmental footprint wherever we operate.

As an active participant of the UNGC, Irdeto is committed to helping achieve the SDGs. Our efforts are focused on the following goals:

PARTNERSHIPS

We acknowledge that our impact is not solely defined by our internal actions but also by our contributions to the communities around us. We've therefore initiated partnerships that allow us to make meaningful impact.

HACKYOURFUTURE

Our collaboration with HackYourFuture aims to enhance access to quality education for underprivileged groups. Through their free seven-month program, participants are prepared for careers in the tech industry. Irdeto regularly assesses the possibility of hiring their graduates for open positions.

CODAM

Codam is committed to developing growth and diversity of the tech industry. The program is tuition-free, and spots are reserved for students from underrepresented groups. Similar to our HackYourFuture partnership, Irdeto considers their graduates for open positions.

FRUITFUL OFFICE

Irdeto has partnered with Fruitful Office since 2013. They deliver fruit to our Headquarters in the Netherlands every week and plant a tree for every basket we purchase. In exchange for fresh fruit, Irdeto helps mitigate the effects of climate change and deforestation.

DOUBLE MATERIALITY ASSESSMENT

In FY23, Irdeto completed its first double materiality assessment, helping us identify the most pressing sustainability issues to Irdeto and our stakeholders. In FY24, the results of the double materiality assessment have been essential in shaping the direction of our sustainability program, helping us understand what to prioritize. We continuously monitor our impacts to ensure we remain focused on the right topics and expect to complete a new assessment in FY25.

Our FY23 double materiality assessment was based on the approach outlined in the European Sustainability Reporting Standards (ESRS) and assessed each sustainability issues' financial and impact materiality. The issue was material when it will or can trigger financial effects on Irdeto and/or Irdeto has a potential or actual impact on people or the environment. The assessment took the following approach:

STEP 1: IDENTIFY

Sustainability issues

We compiled an overview of the sustainability issues that could be material for Irdeto, by analyzing a variety of sources, including the Sustainability Accounting Standards Board (SASB), MSCI and EcoVadis as well as company policies and the ESRS.

Stakeholders

To ensure a holistic perspective, we identified a wide representation of both internal and external stakeholders who were consequently assigned an appropriate method for analysis.

STEP 2: REVIEW

Financial materiality

The financial materiality perspective was analyzed based on viewpoints from our internal stakeholders. The issues were scored based on the likelihood of occurrence and size of potential material financial effects, leveraging our Enterprise Risk Management (ERM) methodology. Potential financial risks and opportunities both now and in the future were considered.

Impact materiality

To assess the impact materiality perspective, priorities assigned by external stakeholders to the sustainability issues were analyzed. We collected viewpoints from key stakeholders through surveys and desk studies, each asking stakeholders to score the importance of the issues from low to high based on:

1. How much Irdeto impacts the issue
2. How important the issue is to them

The desk study qualitatively analyzed external sources that could give insight into Irdeto's and our industries' impact on the world, which was later used to support the results found from the survey.

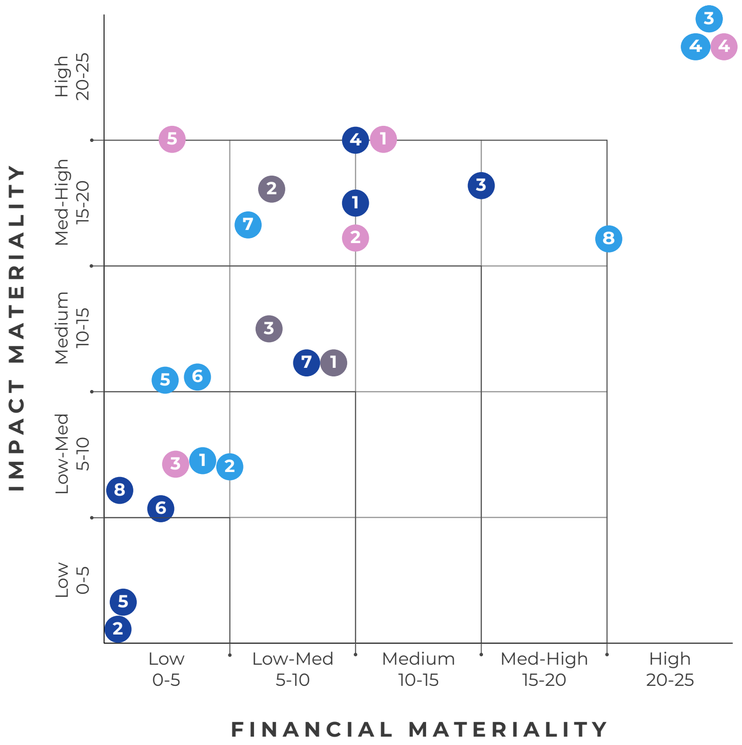
STEP 3: MATERIALITY MATRIX

After reviewing the issues from both materiality perspectives, the two scores were combined to understand each issue's overall materiality. They were then ranked using a materiality matrix to show their importance and how they should be prioritized.

STEP 4: VALIDATION

Considering the double materiality assessment's influence on the direction of the sustainability program, the ESG Committee's validation of the matrix was prioritized to ensure consensus on the final results.

The assessment resulted in the following materiality matrix where our highest priority issues fall into the medium-high to high categories.



Environment

1. Climate change
2. Ecosystem and biodiversity
3. Energy management
4. Opportunities in sustainable tech
5. Pollution
6. Product circularity
7. (E-)waste management
8. Water use

Labor and Human rights

1. Community development
2. Customer and end-user responsibility
3. Diversity and inclusion
4. Employment conditions
5. Forced labour
6. Health and Safety
7. Social dialogue
8. Training and career development

Business Ethics

1. Anti-bribery and anti-corruption
2. Competition compliance
3. Corporate culture
4. Information security
5. Whistleblowing procedures

Sustainable Procurement

1. Supplier business ethics
2. Supplier environmental practices
3. Supplier social practices

ENVIRONMENT

AN UPDATE ON OUR NET-ZERO JOURNEY

In FY23, we met significant milestones on our path to achieving net-zero emissions and contributing to SDG 13 (Climate Action). We created our Global Environmental Policy, committed to developing both near- and long-term emissions reductions targets in line with the SBTi and reported our first environmental data through the Carbon Disclosure Project.

In FY24 we have remained committed to reducing our environmental footprint across our operations by calculating our full GHG inventory, developing our emissions reduction targets and submitting them to the SBTi for validation

To meet the requirements of the SBTi and GHG Protocol, we additionally enhanced our Scope 2 methodology to include both location-based and market-based emissions and calculated our complete Scope 3 inventory across all 15 categories.

This process has provided us with a comprehensive understanding of Irdeto's emissions profile, highlighting where our reductions can be the most impactful. We plan to actively develop effective strategies to mitigate our environmental footprint in the upcoming financial year.

CO^2 EMISSIONS

TOTAL: 5,691 tCO^2e

SCOPE 1

149 tCO^2e

SCOPE 2 (MARKET-BASED)

468 tCO^2e

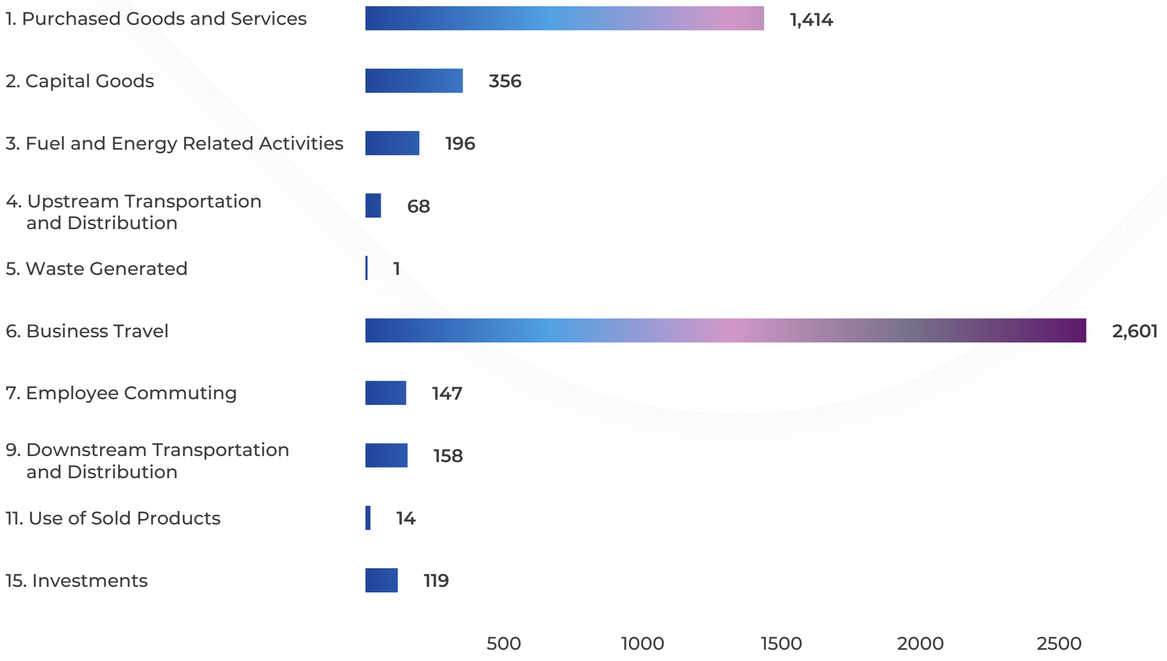
SCOPE 3

5,073 tCO^2e

OUR FIRST SCOPE 3 INVENTORY

We focused on calculating a full Scope 3 inventory in FY24. Across the 15 categories, the emissions from category 1 (Purchased Goods and Services) and category 6 (Business Travel) were the highest contributors. As a result, these categories are at the center of our emissions reduction strategies and form the basis of our near-term SBTi targets.

SCOPE 3 EMISSIONS
TOTAL: 5,073 tCO^2e



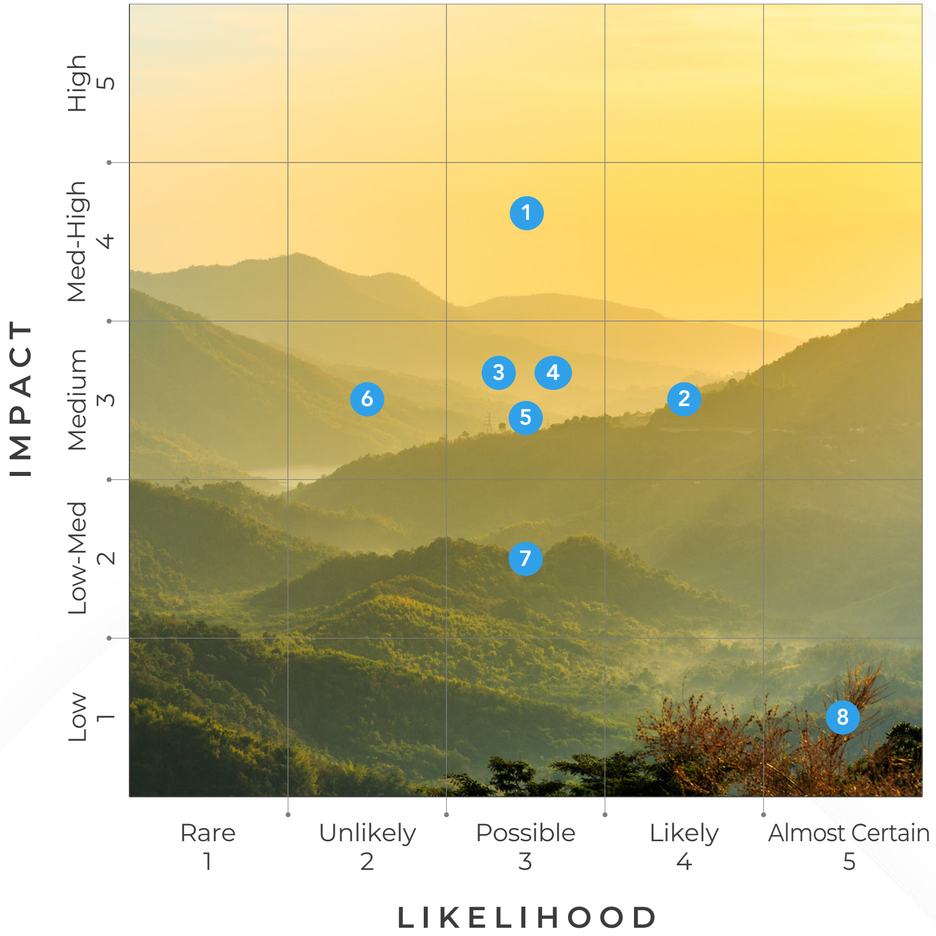
REDUCING OUR SCOPE 2 EMISSIONS WITH RENEWABLE ENERGY

Our Scope 2 emissions primarily stem from the energy consumption at our office facilities. Thus, a critical aspect of reducing our environmental footprint revolves around transitioning to renewable energy sources for our global locations. To achieve this we, utilize contractual instruments aligned with the GHG protocol standards, assess ways to improve our energy efficiency and aim to facilitate dialogue with our offices' landlords.

ASSESSING THE RISKS OF CLIMATE CHANGE

In FY23, we completed Irdeto's first climate change risk assessment to understand the impact on our company and its operations. Using our robust ERM methodology, we incorporated the results into our existing risk register as well as on a heat map.

The key risks identified in this assessment have been monitored over the past financial year, shaping our sustainability program's focus and guiding our environmental mitigation initiatives. Looking ahead to FY25, we expect to continue along this trajectory.



Potential Risk Topic

1. Failure to mitigate climate change
2. Energy price fluctuations
3. Extreme weather events
4. Impact of third party business partners on climate change
5. Public perception
6. Non-compliance to legislation
7. Increased regulations on products and services
8. Frequent travel

IMPLEMENTING EFFICIENT (E-)WASTE MANAGEMENT

Throughout FY24, we have maintained our commitment to promoting comprehensive waste management across our global offices, including partnerships with local municipalities and waste management companies, as well as our waste separation systems.

Given the environmental risks associated with e-waste and the sensitivity of the data stored on such equipment, we have implemented specific routines for its management:

1. Implementing stringent protocols for the responsible handling of e-waste throughout its lifecycle

2. Maximizing the lifespan of our technology to minimize unnecessary waste

IN FY24 IRDETO PRODUCED 26 TONS OF WASTE

15 tons

OF WASTE DIVERTED FROM DISPOSAL

1 tonne

OF E-WASTE

OPPORTUNITIES IN SUSTAINABLE TECH

The need for sustainable development has introduced several opportunities within the technology sector. From innovations to transformative advancements, technology has the potential to drive positive change. We embrace this potential and actively work toward the future landscape as exemplified by the products outlined below.

CONNECTED TRANSPORT

IRDETO CROSSCHARGE

With global recognition to reduce carbon emissions, the EV industry has received attention for its potential to revolutionize transportation and mitigate the related effects of climate change. EVs offer a cleaner and more sustainable alternative to benzine vehicles, significantly reducing GHG emissions and air pollution.

The widespread adoption of EVs could help achieve global climate targets and facilitate a transition towards a low-carbon future. The development of reliable and accessible charging infrastructure is crucial to incentivize consumers to make the switch to EVs.

With the increasing popularity of EVs, however, the growth of the EV charging infrastructure has become a challenge. Public charging opportunities continue to expand and become more interoperable, but a lot still needs to be done in order to make charging networks widely accessible.

Irdeto CrossCharge has become the easiest way to participate in charging ecosystems by giving the end user a smooth and reliable charging experience. As a complete set of managed services for all EV ecosystem participants, Irdeto CrossCharge allows drivers to use different charging point operators while also using their preferred payment method.

Whether you're a charge point operator, mobility service provider, or an original equipment manufacturer, Irdeto CrossCharge delivers cryptographic keys and certificates that ensure secure and simplified EV charging experiences, accelerating the transition towards e-mobility.

IMPERTO BY IRDETO

In addition to the EV market, the construction industry is facing complex sustainability issues. As one of the top emitting industries globally, the construction industry has an urgent need to improve its environmental impact. One of their greatest challenges relates to the transportation of equipment to and from the construction site as it generates high emissions and impacts both efficiency and safety.

To help combat these issues, Imperto by Irdeto aims at streamlining the rental process through their SiteShare platform for equipment sharing and availability at construction sites. Similarly, click and collect is another use case that is empowered by the platform focusing on enabling self-pickup and 24/7 availability for larger construction equipment.

By optimizing the rental processes, Imperto by Irdeto effectively reduces the need for transporting construction equipment to and from construction sites, consequently lowering the associated emissions.

VIDEO ENTERTAINMENT

CLOAKED CONDITIONAL ACCESS

Launched in 2011, Irdeto's Cloaked Conditional Access (CA) reflects our dedication to minimizing our environmental impact. CA is a cardless alternative to smart cards and mitigates the adverse environmental effect from a card's production, distribution and disposal. With 121 million units sold, our CA solution has made a considerable contribution to addressing the environmental concerns linked with smart card usage.

LABOR AND HUMAN RIGHTS

EMPLOYMENT CONDITIONS

Irdeto's employees are our greatest asset and the driving force behind our success. In FY24, their growth and wellbeing have remained key priorities, and we continue to strengthen employment conditions that support their satisfaction, fulfilment and work-life balance. This is underscored by our long-term commitment to SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), and SDG 5 (Gender Equality) and the recent inclusion of SDG 8 (Decent Work and Economic Growth) in our core sustainability priorities.

WELLBEING AND WORK-LIFE BALANCE

The health and wellness of our employees is essential for both the employees' and company's long-term success. We have a comprehensive and fully confidential Employee Assistance Program which supports the physical, mental and emotional well-being of our employees globally. We also provide healthcare benefits and insurances.

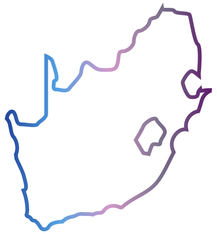
Our wellbeing team organizes the Irdeto Moves Program, Movember, women's health and mental health campaigns as well as monthly wellbeing columns that keep our employees active, connected and informed

Another key aspect of ensuring employees' wellbeing and motivation is the importance of work-life balance. To support this, we have implemented a 20-day annual Work Hard Anywhere policy that provides flexibility in where and how our employees conduct their work.

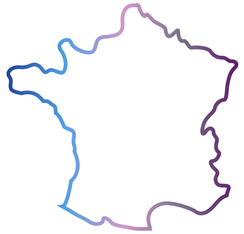
SOCIAL DIALOGUE

We strive towards providing a work culture where our employees feel heard and supported. To achieve open communication and address their concerns effectively, we have several employee representative bodies:

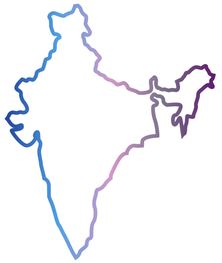
The Works Council (Netherlands) plays an important role in influencing initiatives that impact both Irdeto and its workforce. Its members are elected every three years and are tasked with discussing organizational and people related issues with the leadership team.



The Employment Equity Committee (South Africa) champions equal opportunities in the workplace. The committee includes representation from across multiple occupational levels and is tasked with preparing the Employment Equity Plan and attainment of its objectives.



Social and Economic Committee (France) aims at ensuring the consideration of employees' interests in Irdeto's management and decisions. It addresses issues related to wages, labor code compliance and employment conditions.



The Internal Committee (India) addresses incidents of sexual harassment in the workplace. Comprised of a presiding officer, internal members and an NGO representative, it aims to provide a safe and respectful workplace environment for all employees.

We also facilitate employee engagement through close collaboration among our HR, internal communication and leadership teams with initiatives that include our internal magazine the Irdeto Insider, quarterly all-hands meetings where employees can ask the leadership team questions and Workleap Officevibe surveys where employees have the opportunity to anonymously rate their work environment and suggest points of improvement.

DIVERSITY AND INCLUSION

We are committed to building an accessible and inclusive workplace where everyone feels welcome and respected. To accomplish this, we ensure that diversity, equity and inclusion is weaved into the fabric of our workforce and culture, committing to SDG 5 (Gender Equality) since 2019. Although D&I is complex and consists of several dimensions, we focus on the following three pillars that have a direct impact on our business:

AGE
When people from different generations (age) and work experience come together, we build innovative solutions that solve the challenges of today and tomorrow.

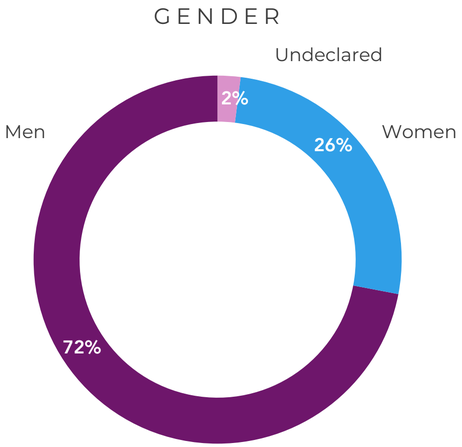
NATIONALITY
Different nationalities and cultures explore ways of approaching things from a unique way to help our customers the world over.

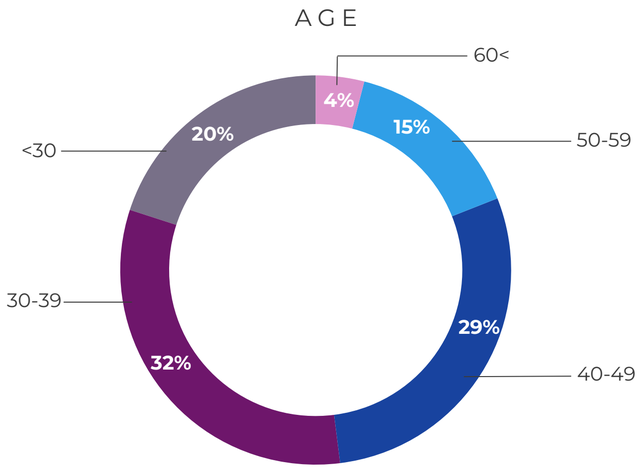
GENDER
Different genders bring diverse ways of problem-solving and leadership styles to the teams, which ensures innovative and inclusive ways of approaching and tackling projects.

Throughout FY24, we continued to integrate D&I into our policies, talent programs and people process to deliver on our commitment to transformation.

Nationality has remained a strong element for diversity with more than **70 nationalities** across the global offices

Additionally, we focused on furthering gender diversity in our organization and hiring early career talent for a more balanced workforce. We hosted initiatives about allyship, cultural diversity and LGBTQ+ pride month, attended the European Women in Tech conference and introduced inclusion workshops in light of International Women's Day. We also introduced the DEIB index in Officevibe to monitor the feelings of diversity, equity, inclusion and belonging in the organization.





ACCESSIBILITY

In addition to our three diversity and inclusion focus areas, we strive to provide equal access for individuals with disabilities, ensuring their dignity, independence and support. We actively work to remove barriers to accessibility in compliance with global accessibility laws and engage in ongoing dialogue to meet the needs of our employees.

EMPLOYEE TRAINING AND CAREER DEVELOPMENT

With learning and development remaining central to the performance and success of both our people and company, committing to a culture of continuous learning and knowledge-sharing continued in FY24.

We provide upskilling across our workforce through a wide range of learning opportunities including career planning workshops through our Navigate program, leadership development programs, mentoring, coaching, top talent development through our Accelerate program, 360 feedback, qualifications and accredited trainings. We also run an annual 'Learn-a-thon' where employees can teach their peers on a subject of their choosing.

We **invested $460,500** in employee development and **161 employees** attended formal training

LEAD AT IRDETO

Another key element of our talent development portfolio is our 'Lead at Irdeto' program, designed to equip our new leaders with tools and competencies to better address the needs of their teams. Throughout the program participants gain an understanding of themselves, their strengths, filters, biases and triggers as well as how they can apply various leadership styles, give constructive feedback, support their team's development and manage difficult or stressful situations.

MULTICHOICE ACADEMY

In addition to internal initiatives, we encourage employees to invest in their development through the MultiChoice Academy digital-learning platform. Here, they can access a library of curated courses offered in partnership with renowned institutions such as Harvard, Udemy and other internationally recognized content libraries.

1,212
course registrations

5,800
hours spent learning

GRADUATE PROGRAMS

To recognize the value of young talent, we offer internships and graduate programs, serving as valuable opportunities for both students and graduates to kickstart their careers as well as for Irdeto to acquire skills essential for future business needs.

This year, we had a successful and diverse intake for our FY24 Graduate Program with **11 new graduates** spread across our Netherlands and India offices

EMPLOYEE ENGAGEMENT AND SUSTAINABILITY

We believe that sustainability is a collective effort and in support of that, our program is designed to actively engage all our team members. Some of this year's activities included the launch of our 'Veganuary' campaign, Secret Santa for women's shelters in the Netherlands and support for a children's orphanage near our South Africa office. To better cater to the needs of our communities in need, we also developed donation guidelines tailored for equitable impact.

A highlight in FY24 was our SDG-month where we reassessed Irdeto's priority SDGs and gathered employee input on areas where we can have the most significant impact. Through surveys, workshops and awareness building activities, employees participated in shaping our sustainability program, leading to the addition of two new SDGs to Irdeto's sustainability priorities, SDG 7 (Affordable and Clean Energy) and SDG 8 (Decent Work and Economic Growth).

Initiatives like these empower employees to contribute and encourage **engagement, collaboration and shared responsibility** towards our sustainability initiatives

Our newly appointed sustainability ambassadors have been essential in organizing events and empowering engagement across our global offices. These ambassadors continually contribute with new ideas, the coordination of our local and global initiatives and champion sustainability initiatives across the business.

BUSINESS ETHICS

ANTI-BRIBERY AND ANTI-CORRUPTION

We continue to maintain a zero-tolerance against bribery and corruption, recognizing its negative impact on fair competition and trust.

To effectively mitigate these risks, we remain committed to educating our employees through regular training and awareness building. These initiatives equip our workforce with the knowledge and tools necessary to keep our business operations aligned with strict ethical standards, free from any form of bribery, solicitation or other unethical practices. Our employees are also required to follow the MultiChoice Code of Conduct and the Irdeto Anti-Bribery and Corruption policy.

Alongside our internal training protocols, we have a thorough third-party risk screening process to assess potential business partnerships and includes a comprehensive assessment of political affiliations, allegations of corruption, risks associated with specific countries and sanctions. These assessments ensure that we maintain our ethical standards and minimize potential risks associated with external engagements.

INFORMATION SECURITY

The protection of data and information security is always a top priority. We have established a robust global information security management framework that guides the implementation of security measures and controls throughout Irdeto. Our key material production center at our headquarters in the Netherlands also holds ISO 27001 certification.

We maintain a vigilant stance on managing information security incidents, implementing safeguards to prevent unauthorized access and interference with our information processing facilities. Furthermore, we embed information security into our product development process and lifecycle, conduct regular vulnerability assessments and penetration tests as well as provide ongoing information security awareness training for all our employees.

With regard to personal data, we comply with the General Data Protection Regulation and other relevant data protection laws. Over the past financial year, we continued to implement policies and procedures that ensure the lawful collection, processing and storage of personal data as well as fair information principle practices. Moreover, when looking at personal privacy and data protection throughout a product's lifecycle, we follow privacy-by-design and default principles. The impact and risk factors of products and services with potentially high risks to personal data are assessed on an ongoing basis prior to market release.

Records of processing activities

87	7
completed	in progress

WHISTLEBLOWING PROCEDURES

To maintain an ethical business environment, whistleblowers are essential in identifying and reporting potential misconduct, unethical behavior and legal violations. As such, we have implemented comprehensive procedures for whistleblowing, to protect the individuals who come forward. These measures safeguard the reporting and investigation of incidents as well as maintain the confidentiality of the whistleblower's identity.

GLOBAL COMPETITION LAW COMPLIANCE

We continue to adhere to competition laws across the jurisdictions in which we operate, educating our employees through comprehensive training and monitoring our operations to actively identify and mitigate compliance compromising risks. These measures keep us in line with competitive business practices, protecting our customers' interests and providing a level playing field in the marketplace.

SUSTAINABLE PROCUREMENT

ADVANCING SUSTAINABILITY ACROSS OUR SUPPLY CHAIN

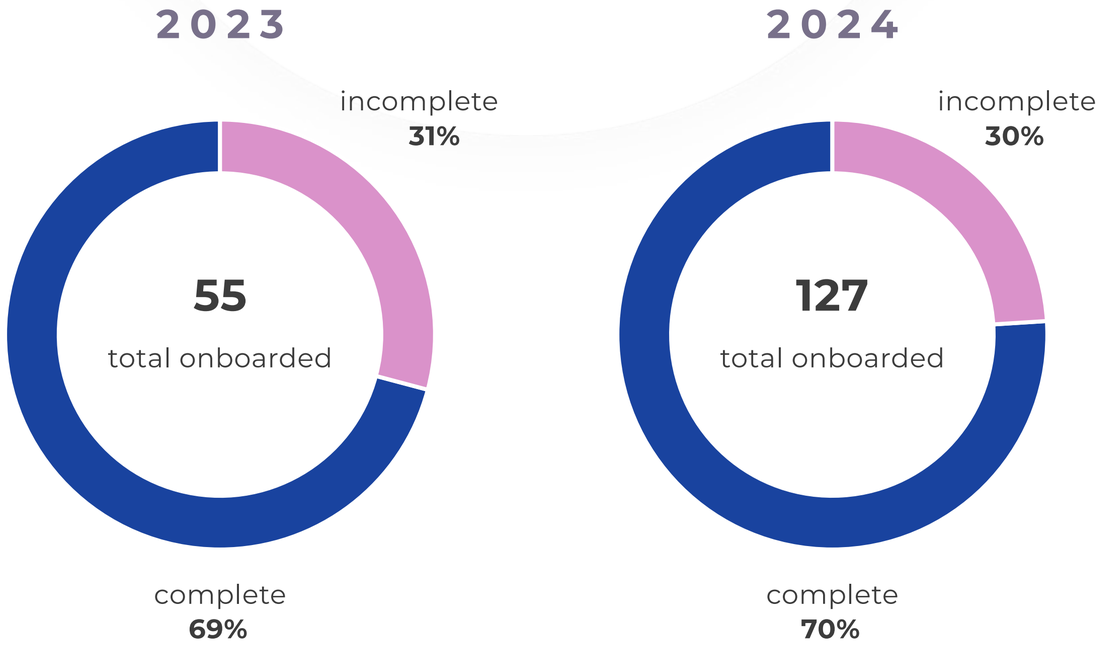
We believe in a future where goods and services are procured as sustainably and securely as possible. Our inclusion of sustainable procurement into our supply chain aims to guarantee that Irdeto's values are upheld throughout the life cycle of the products and services we provide.

In FY23 we took several proactive steps toward reaching our objectives, including adding sustainable procurement and supplier ethics clauses to our Procurement Policy, sustainability clauses in our Tender Process, the Irdeto Supplier Code of Conduct to our supplier onboarding and the establishment of our first sustainable procurement metrics.

Building upon the foundations of FY23, our aim for FY24 has been to further assess how we can minimize negative impacts in our supply chain, while simultaneously meeting the requirements of our stakeholders

In FY25, we will focus on incorporating sustainability clauses into our standard procurement agreements, building an enhanced view of our supplier landscape. Through this, we will establish new deals with suppliers that share the same sustainability principles and values as Irdeto.

Percentage of targeted suppliers who have signed the supplier code of conduct



PERFORMANCE DATA

GHG EMISSIONS

Metric		FY23	FY24	Target	UNGC Principle	Sustainable Development Goal
Gross direct (scope 1) GHG emissions (tCO2e)	Refrigerants	70	118	SBTi targets up for validation	Principle 7 Principle 8	SDG 7 SDG 13
	Stationary Consumption	15	31			
	TOTAL	85	149			
Gross energy indirect (scope 2) GHG emissions (tCO2e)	Location-Based	1353	1018			
	Market-Based	426	468			
Gross indirect (scope 3) GHG emissions (tCO2e)	Purchased Goods and Services	988	1414			
	Capital Goods	167	356			
	Fuel and Energy Related Activities	208	196			
	Upstream Transportation and Distribution	6	68			
	Waste Generated in Operations	2	1			
	Business Travel	1.018	2.601			
	Employee Commuting	198	147			
	Downstream Transportation and Distribution	139	158			
	Use of Sold Products	268	14			
	Investments	219	119			
	TOTAL	3213	5073			
Gross total GHG emissions (tCO2e)	-	3724	5691			

ENERGY CONSUMPTION AND MIX

Metrics	FY23	FY24	Target	UNGC Principle	Sustainable Development Goal
Total energy consumption (KWh)	3.234.807	2.907.894	SBTi targets up for validation	Principle 8 Principle 9	SDG 7 SDG 13
Total energy consumption from fossil sources (KWh)	802.423	599.905			
Total energy consumption from nuclear sources (KWh)	119.571	100.077			
Total energy consumption from renewable sources (KWh)	2.442.057	2.307.989			

WASTE MANAGEMENT

Metrics	FY23		FY24		UNGC Principle	Sustainable Development Goal
	E-waste	All waste	E-waste	All waste		
Total weight of waste generated (tons)	2	23	1	26	Principle 8	SDG 12 SDG 13
Total weight of waste diverted from disposal (tons)	-	12 (53%)	-	15 (57%)		
Total weight of waste directed to disposal (tons)		11 (47%)		11 (43%)		

EMPLOYEES

Metric		FY23	FY24	UNGC Principle	Sustainable Development Goal
Total number of employees (head count)		915	977	Principle 6	SDG 8
Total number of permanent, fixed term, contractor, intern/co-op, by age group, gender and region	Male	Permanent: 639 Fixed term: 1 Contractor: 31 Intern/co-op: 11	Permanent: 665 Fixed term: 3 Contractor: 20 Intern/co-op: 10		
	Female	Permanent: 216 Fixed term: 4 Contractor: 10 Intern/co-op: 3	Permanent: 239 Fixed term: 5 Contractor: 4 Intern/co-op: 8		
	AMER	Permanent: 112 Fixed term: 0 Contractor: 9 Intern/co-op: 5	Permanent: 97 Fixed term: 1 Contractor: 1 Intern/co-op: 5		
	APAC	Permanent: 235 Fixed term: 1 Contractor: 12 Intern/co-op: 2	Permanent: 299 Fixed term: 3 Contractor: 3 Intern/co-op: 13		
	EMEA	Permanent: 508 Fixed term: 4 Contractor: 20 Intern/co-op: 7	Permanent: 527 Fixed term: 4 Contractor: 20 Intern/co-op: 4		
	Age group	-	20-30: 193 30-40: 304 40-50: 280 50-60: 132 60-70: 30		
Total number and rate of new employee hires during the reporting period, by age group, gender and region	Male	-	139		
	Female	-	71		
	AMER	41	16		
	APAC	142	91		
	EMEA	215	126		
	Age group	-	20-30: 87 30-40: 89 40-50: 37 50-60: 16 60-70: 3		

Metric		FY23	FY24	UNGC Principle	Sustainable Development Goal
Total number of permanent, fixed term, contractor, intern/co-op, by age group, gender and region	Male	82	89	Principle 6	SDG 8
	Female	30	36		
	AMER	19	23		
	APAC	20	21		
	EMEA	73	82		
	Age group	20-30: 31 30-40: 51 40-50: 15 50-60: 10 60-70: 5	18-20:1 20-30: 22 30-40: 46 40-50: 34		

EMPLOYMENT CONDITIONS

Metric		FY23	FY24	UNGC Principle	Sustainable Development Goal
Total number of permanent, fixed term, contractor, intern/co-op, by age group, gender and region	AMER	-	98%, Co-op students and employees with weekly hours less than 30 in the US and 22.5 in Canada are not eligible for healthcare coverage	-	SDG 3 SDG 8
	APAC	-	100%		
	EMEA	NL 100%, SA 100%, UK 100%, Austria & France 50%, Poland up to the employee	NL 100%, SA 100%, UK 100%, Austria & France 50%, Poland up to the employee		
Employees covered by social protection, through public programs or through benefits, against loss of income due to sickness, unemployment starting from when the own worker is working for the undertaking, employment injury and an acquired disability, parental leave, retirement	AMER	-	98%, Co-op students and employees with weekly hours less than 30 in the US and 22.5 in Canada are not eligible for healthcare coverage		SDG 8
	APAC	-	100%		
	EMEA	100%	100%		

EMPLOYMENT CONDITIONS - PARENTAL LEAVE

Metric		FY23	FY24	UNGC Principle	Sustainable Development Goal
Percentage of employees entitled to take family-related leave, by region	AMER	100%	100%	Principle 6	SDG 5 SDG 8
	APAC	100%	100%		
	EMEA	100%	100%		
Percentage of entitled employees that took family-related leave, broken down by region and gender	Male - AMER	-	2,86%		
	Male - APAC	-	-		
	Male - EMEA	-	-		
	Female - AMER	-	6,67%		
	Female - APAC	-	-		
	Female - EMEA	-	-		

HEALTH AND SAFETY

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
Work related fatalities, injuries and illnesses or health conditions arising from exposure to work-related hazards	None	None	-	SDG 3 SDG 8

SOCIAL DIALOGUE

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
The global number of employees covered by workers' representatives	429	435	Principle 3	SDG 8

LEARNING AND DEVELOPMENT

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
Average number of training hours per employee	5,11	16,75	-	SDG 4 SDG 8
Percentage of employees receiving regular performance and career development reviews	100%	100%		

DIVERSITY AND INCLUSION

Metric		FY23	FY24	Target	UNGC Principle	Sustainable Development Goal
Employees in each diversity category	Gender	Male: 75% Female: 25%	Male: 72% Female: 26% Undeclared: 2%	Reach industry benchmark for female representation (32%)	Principle 6	SDG 5 SDG 8
	Age	30>: 19% 30-39: 32% 40-49: 32% 50-59: 14% 60<: 3%	30>: 20% 30-39: 32% 40-49: 29% 50-59: 15% 60<: 4%	-		
	Nationalities	62	75			
Indviduals within Irdeto's Supervisory Board, by gender	Gender	Male: 2 Female: 1 (Chair)	Male: 2 Female: 1 (Chair)			
Individuals within Irdeto's Executive Board, by gender	Gender	Male: 3	Male: 2 Female: 1			
Indviduals within Irdeto's Leadership Team (ILT), by gender and age	Gender	Male: 7 Female: 2	Male: 5 Female: 2			
	Age	30-50: 6 50<: 3	30-50: 3 50<: 4			

ANTI-BRIBERY AND CORRUPTION

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
Total percentage of relevant employees that have received training on or communication about anti-corruption	95%	100%	Principle 10	SDG 16

CUSTOMER PRIVACY

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
Total number of substantiated complaints received concerning breaches of customer privacy	0	0	-	SDG 16
Total number of identified leaks, thefts, or losses of customer data	0	0		

ANTI-COMPETITIVE BEHAVIOUR

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	0	0	-	SDG 16

BUYER TRAINING

Metric	FY23	FY24	UNGC Principle	Sustainable Development Goal
Percentage or number of all buyers who received training on sustainable procurement	3 of 3	3 of 3	Principle 2 Principle 8 Principle 10	SDG 12 SDG 13 SDG 16

CODE OF CONDUCT

Metric		FY23	FY24	UNGC Principle	Sustainable Development Goal
Percentage or number of all buyers who received training on sustainable procurement	Total onboarded	55	127	Principle 2 Principle 8 Principle 10	SDG 12 SDG 13 SDG 16
	Acknowledged	38 (69%)	90 (70%)		
	Not achnowledged	17 (31%)	37 (30%)		

SUPPLIER BUSINESS ETHICS ASSESSMENT

Metric		FY23	FY24	UNGC Principle	Sustainable Development Goal
Number of entities screened as part of the third party risk screening	Total screened	104	184	Principle 10	SDG 16
	Low risk	47	41		
	Medium risk	29	61		
	High risk	28	81		

GRI CONTENT INDEX

Statement of use	Irdeto has reported in accordance with the GRI Standards for the period April 2023 to March 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not yet available

GRI STANDARD	DISCLOSURE	NOTES/DETAIL	SECTION	OMISSION	
				REQUIREMENT(S) OMITTED	REASON
GRI 2: General Disclosures 2021	2-1 Organizational details	Irdeto Holdings B.V. Headquarters in Hoofddorp, the Netherlands. Countries of operations: Netherlands, France, Austria, United Kingdom, Poland, Canada, the United States, South Africa, India, United Arab Emirates, Australia, Brazil, China, Singapore.	Introduction		
	2-2 Entities included in the organization's sustainability reporting	Irdeto Holdings B.V.	Introduction		
	2-3 Reporting period, frequency and contact point	April 2023 - March 2024 (FY24).	Introduction, End page		
	2-4 Restatements of information	None.			
	2-5 External assurance	Our sustainability reporting has not been externally verified.			
	2-6 Activities, value chain and other business relationships		This is Irdeto, Our solutions and services		
	2-7 Employees		Performance data		
	2-8 Workers who are not employees			Yes	Not applicable
	2-9 Governance structure and composition	Irdeto's governance structure consists of the Irdeto Leadership Team, Executive Board, and Supervisory Board. Details of its composition can be found in the performance data.	ESG framework and governance, Performance data		

GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body			Yes	Confidentiality constraints
	2-11 Chair of the highest governance body			Yes	Confidentiality constraints
	2-12 Role of the highest governance body in overseeing the management of impacts		ESG framework and governance		
	2-13 Delegation of responsibility for managing impacts		ESG framework and governance		
	2-14 Role of the highest governance body in sustainability reporting	The ESG committee and governance team, which includes representatives from the highest management team, reviews and approves the sustainability report along with the CEO.	ESG framework and governance, Double materiality assessment		
	2-15 Conflicts of interest	None.			
	2-16 Communication of critical concerns	No critical concerns identified in FY24.	ESG framework and governance		
	2-17 Collective knowledge of the highest governance body		ESG framework and governance		
	2-18 Evaluation of the performance of the highest governance body			Yes	Confidentiality constraints
	2-19 Remuneration policies			Yes	Confidentiality constraints
	2-20 Process to determine remuneration			Yes	Confidentiality constraints
	2-21 Annual total compensation ratio			Yes	Confidentiality constraints
	2-22 Statement on sustainable development strategy		Letter from our CEO		
	2-23 Policy commitments		ESG framework and governance, UNGC commitment		
	2-24 Embedding policy commitments		ESG framework and governance		
	2-25 Processes to remediate negative impacts		Double materiality assessment		
	2-26 Mechanisms for seeking advice and raising concerns		Whistleblowing procedures		
	2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations in FY24.			
	2-28 Membership associations		Partnerships and commitments		
	2-29 Approach to stakeholder engagement		Double materiality assessment		
	2-30 Collective bargaining agreements		Social dialogue		

MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics		Double materiality assessment		
	3-2 List of material topics		Double materiality assessment		
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics		Business ethics		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Finance operations assessed on a regular basis. 1 risk identified and managed in FY24.			
	205-2 Communication and training about anti-corruption policies and procedures		Performance data		
	205-3 Confirmed incidents of corruption and actions taken		Performance data		
ANTI-COMPETITIVE BEHAVIOR					
GRI 3: Material Topics 2021	3-3 Management of material topics		Business ethics		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Performance data		
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics		Environment		
GRI 302: Energy 2016	302-1 Energy consumption within the organization		Performance data		
	302-2 Energy consumption outside of the organization		Performance data		
	302-3 Energy intensity			Yes	Information unavailable/ incomplete
	302-4 Reduction of energy consumption			Yes	Information unavailable/ incomplete
	302-5 Reductions in energy requirements of products and services			Yes	Not applicable

EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics		Environment		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		Performance data		
	305-2 Energy indirect (Scope 2) GHG emissions		Performance data		
	305-3 Other indirect (Scope 3) GHG emissions		Performance data		
	305-4 GHG emissions intensity			Yes	Confidentiality constraints
	305-5 Reduction of GHG emissions			Yes	Information unavailable/ incomplete
	305-6 Emissions of ozone-depleting substances (ODS)			Yes	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Yes	Not applicable
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics		Labor and human rights		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		Performance data		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Yes	Not applicable
	401-3 Parental leave		Performance data		
TRAINING AND EDUCATION					
GRI 3: Material Topics 2021	3-3 Management of material topics		Labor and human right		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Performance data		
	404-2 Programs for upgrading employee skills and transition assistance programs		Labor and human rights		
	404-3 Percentage of employees receiving regular performance and career development reviews		Performance data		
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics		Labor and human rights		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Performance data		
	405-2 Ratio of basic salary and remuneration of women to men			Yes	Confidentiality constraints
CUSTOMER PRIVACT					
GRI 3: Material Topics 2021	3-3 Management of material topics		Business ethics		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Performance data		

CERTIFICATES

Standard		Scope	Sites	Expiration date of certificate
ISO 27001:2013	Information technology — Security techniques — Information security management systems — Requirements	The production, provisioning and management of cryptographic assets for Irdeto and its customers. Activities associated with these assets are conducted in Hoofddorp	Hoofddorp (The Netherlands)	10/31/2025
ISO 9001:2015	Quality management systems — Requirements	The protection of digital platforms and appliactions through design, development, delivery and support activities	Hoofddorp (The Netherlands) Beijing (China) Delhi (India) Detroit (USA) Sao Paulo (Brazil) Sydney (Australia) Singapore Dubai (UAE) Salzburg (Austria) Wroclaw (Poland)	9/1/2024
ISO 13485:2016	Medical devices — Quality management systems — Requirements for regulatory purposes	The design, development and placing on the market of cybersecurity software for medical devices and providing of services for medical devices	Hoofddorp (The Netherlands)	7/2/2026

Protect. Renew. Empower.

Irdeto is the world leader in digital platform cybersecurity, empowering businesses to innovate for a secure, connected future. Building on over 50 years of expertise in security, Irdeto's services and solutions protect revenue, enable growth and fight cybercrime in video entertainment, video games and connected industries including transport and infrastructure. With teams and offices around the world, Irdeto's greatest asset is its people and diversity is celebrated through an inclusive workplace, where everyone has an equal opportunity to drive innovation and support Irdeto's success. Irdeto is dedicated to being the security partner to empower a secure world where people can connect with confidence.

Question about the report?

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