FY25

SUSTAINABILITY REPORT

FY25 SUSTAINABILITY REPORT

We are proud to present Irdeto's third annual Sustainability Report, marking another year of progress in our commitment to a more sustainable future. FY25 (April 2024 to March 2025) has been a vital time for continuing our momentum, strengthening our commitment to responsible business practices and further integrating sustainability into our operations.

This report highlights our progress and key initiatives across our key pillars: environmental impact, labor and human rights, business ethics and sustainable procurement. By continuing to encourage transparency and accountability, we aim to drive meaningful change and encourage collaboration. As always, we invite you to engage with our initiatives, share your feedback and join us on our journey.

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A MESSAGE FROM OUR CEO AND HEAD OF SUSTAINABILITY

As we present Irdeto's third annual sustainability report, we are optimistic about the progress we've made on our sustainability journey. This year has seen us not only continue but also expand our initiatives, reaffirming our commitment to sustainability.

A significant milestone this year was the approval of our Science-Based Targets initiative (SBTi) targets. This achievement aligns our net-zero efforts with global climate science, providing us with a clear path to reduce our carbon footprint.

Additionally, we've made strides in strengthening our Diversity and Inclusion (D&I) programs and further aligning with the United Nations Sustainable Development Goals (SDGs). These initiatives reflect our broad approach to sustainability, encompassing environmental, social, and governance (ESG) considerations.

Nevertheless, we recognize that the global landscape for sustainability is becoming more challenging, with shifting priorities, economic pressures and regulatory complexities threatening to slow progress. Despite these developments, we remain committed, continuously evolving our strategies to drive meaningful change. Our progress would not be possible without the support of our employees, customers, suppliers and partners. Your continued collaboration is vital as we continue looking ahead.

Doug Lowther
Chief Executive Officer

Amelia McPherson
Head of Sustainability

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

15 billion
DRM transactions/month

Serving over
200 million
streaming users

Serving over
400 million
streaming devices

388 patents
128 patents pending

ISO certified
ISO 9001
ISO 27001:2013*

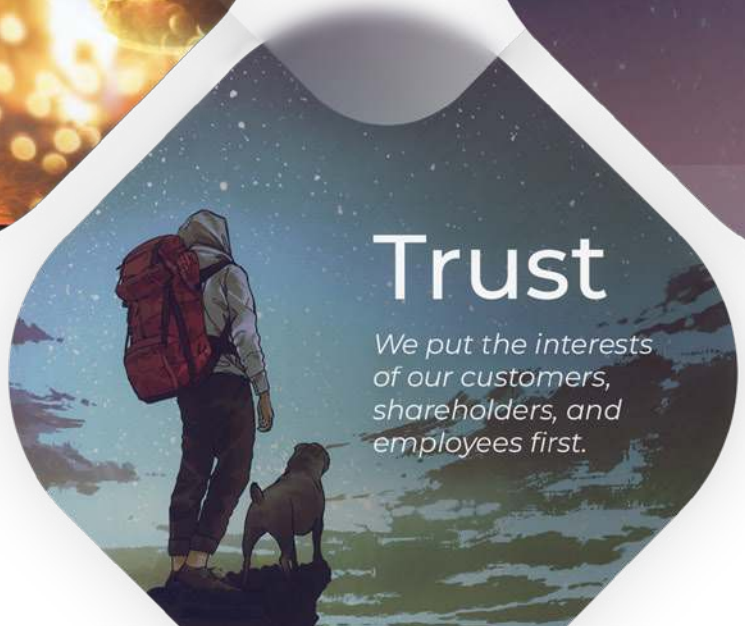
1000 employees
70% engineering workforce

10+ locations
globally – HQ near Amsterdam, the Netherlands

*Key generation

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.



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.

SMART MOBILITY

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 GROUP

Irdeto is proud to be part of the MultiChoice Group (MCG), Africa's leading entertainment company. MCG is dedicated to driving sustainable development by prioritizing key areas such as strong governance, meaningful social investment, environmental responsibility and fostering transparency through annual sustainability reports.

MSCI
ESG RATINGS

AAA

SUSTAINALYTICS

14.8

LOW RISK

FY25 SUSTAINABILITY HIGHLIGHTS

€5,699
donated to the Movember foundation

Approved SBTi targets

Ecovadis silver medal

Global parental leave

Corporate Star Award - Best Employee Engagement Programme

Media Tech Sustainability Series Awards – ESG Company Honors

Employee resource groups

Women's Empowerment Principles Signatory

CDP score C

THE SUSTAINABILITY @ IRDETO PROGRAM AND STRATEGY

Building on the foundation established through our Sustainability@Irdeto Program in FY23 & FY24, we have continued to advance our efforts to reduce environmental impact and strengthen our social programs throughout FY25. We have remained committed to our four sustainability pillars that continue to guide our strategy andinitiatives.

These pillars provide us with a focused pathway to achieving our goals, ensuring that our actions are impactful. By aligning our strategy with these pillars, we are able to develop an approach to sustainability that is comprehensive and encompasses our whole value chain. This perspective also allows us to recognize that sustainability is not limited to our internal processes – it extends across all stages of our operations from the sourcing of materials and products to the way we engage with customers, suppliers and communities.

As we enter FY26, we continue to build on the progress made in FY25. Our goal is to continue making positive changes, while remaining adaptable to new challenges and opportunities and focusing our efforts on industry initiatives.

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 AND HUMAN RIGHTS

We operate with a 'people-first' approach

FRAMEWORK AND GOVERNANCE

To drive Irdeto's sustainability strategy forward, in FY23 we established a robust implementation framework that ensures accountability, oversight and continuous improvement. This framework has continued to serve as the foundation for driving our sustainability strategy forward in FY25, outlining our commitments, priorities, policies and material topics.

The framework organizes our key sustainability pillars into four operational subject areas: environment, labor and human rights, business ethics and sustainable procurement. Each financial year our understanding of the requirements of each subject area is deepened, ensuring that our commitments remain ambitious, actionable and aligned with best practices. The framework is governed by our Corporate Sustainability Policy, which outlines key oversight components: the ESG Committee, the Sustainability Management Team, the Irdeto Leadership Team and the Supervisory Board.

Comprised of cross-functional stakeholders, the ESG Committee brings together subject matter experts from across the company. Meeting regularly, this group helps shape the sustainability strategy, provides guidance on key initiatives and ensures that sustainability efforts are practical and achievable across the business.

The sustainability management team oversees the development and execution of the sustainability program and framework. They guide the ESG committee, manage reporting requirements and ensure that sustainability initiatives are integrated effectively across the company.

Key sustainability initiatives, developments and concerns are reviewed by Irdeto's Leadership Team on a quarterly basis, ensuring that sustainability remains a priority at the highest levels of decision-making. The leadership team also plays a crucial role in approving major sustainability deliverables, including the annual sustainability report.

Providing strategic oversight, the supervisory board receives an annual update on the program's progress, key achievements and future priorities. This ensures that sustainability is considered in Irdeto's long-term vision.

This collaborative approach guarantees that Irdeto's sustainability framework is supported, effectively managed, and positioned for long-term success.

SUSTAINABILITY@IRDETO FRAMEWORK

COMMITMENTS

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

REGULATORY

- Corporate Sustainable Reporting Directive
- EU Taxonomy Regulation

REPORTING

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

GOVERNANCE

- Irdeto Corporate Sustainability Policy
- MultiChoice Group Sustainable Development Policy

PARTNERSHIPS

- HackYourFuture
- Codam
- Fruitful Office

ENGAGEMENT

- CSR programs
- Employee Ambassadors
- 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 FY25 we continued to improve our score, increasing it from 68 to 73.

DPP COMMITTED TO SUSTAINABILITY

The DPP Committed to Sustainability program aims at promoting achievements in environmental sustainability across the media industry. In FY25 we maintained our four out of five score first achieved in FY23.

UNITED NATIONS GLOBAL COMPACT

Irdeto has been a proud participant of the United Nations Global Compact (UNGC) since 2022, using their ten principles on sustainable development as a key driver for our sustainability strategy. In FY25 we submitted our second Communication on Progress, upholding our commitment to sustainable development.

CARBON DISCLOSURE PROJECT

In FY25 we disclosed our environmental performance to the Carbon Disclosure Project (CDP) for the second year in a row, using their standards as a tool to improve our environmental initiatives. We achieved a score of C, increasing it from D- in FY24.

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 FY25, our targets were officially approved, marking a significant milestone on our net-zero journey.

SUSTAINABLE DEVELOPMENT GOALS

As an active participant of the UNGC, Irdeto is committed to helping achieve the SDGs. To focus our efforts on where we believe we can have the biggest impact, our initiatives are centered around the following goals.

PARTNERSHIPS

Our impact as a global company extends beyond our internal operations and is also reflected in the contributions we make to the communities around us. That's why we actively seek partnerships that help us drive meaningful change.

HACKYOURFUTURE

HackYourFuture aims to enhance access to quality education for underprivileged groups. Through their seven-month program, participants are equipped with the skills needed for careers in the tech industry. As part of our partnership, Irdeto regularly evaluates hiring opportunities for its graduates.

CODAM

Codam is dedicated to fostering diversity and growth within the tech sector by providing a tuition-free education program with reserved spots for students from underrepresented backgrounds. Similar to our partnership with HackYourFuture, we consider Codam graduates for relevant job opportunities.

FRUITFUL OFFICE

Irdeto has partnered with Fruitful Office since 2013 which helps us promote both employee well-being and environmental responsibility. Every week, fresh fruit is delivered to our Netherlands headquarters, and for every basket purchased, a tree is planted.

DOUBLE MATERIALITY ASSESSMENT

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.

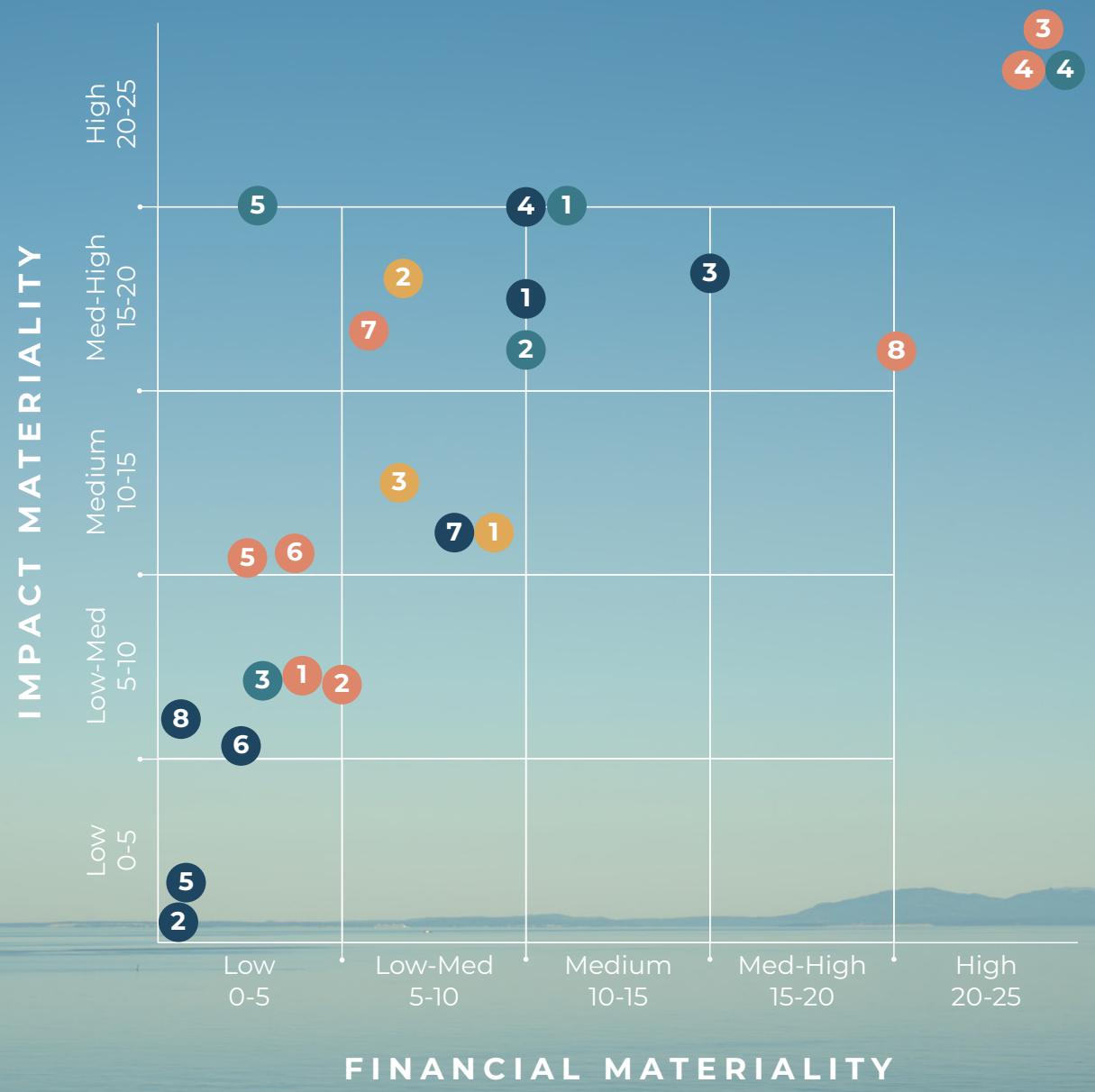
STEP 3: MATERIALITY MATRIX

After reviewing the issues from both materiality perspectives, the two scores were combined to understand each issue's overall materiality. The issues 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. These issues are at the core of our sustainability program and are therefore highlighted throughout the rest of the report.



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

At Irdeto, we recognize the urgent need to take meaningful action to reduce our environmental footprint. Our commitments to environmental sustainability are guided by our Global Environmental Policy, which focuses on GHG emissions reductions in line with global climate goals, energy management and efficiency, supplier collaboration to drive sustainable practices across our value chain and leveraging innovation and technology to drive positive environmental impact.

This section outlines our commitments and achievements in these key areas, details the progress made throughout FY25 and outlines our goals for FY26 as we continue to integrate sustainability into our operations and business strategy.

OUR NET-ZERO TARGETS

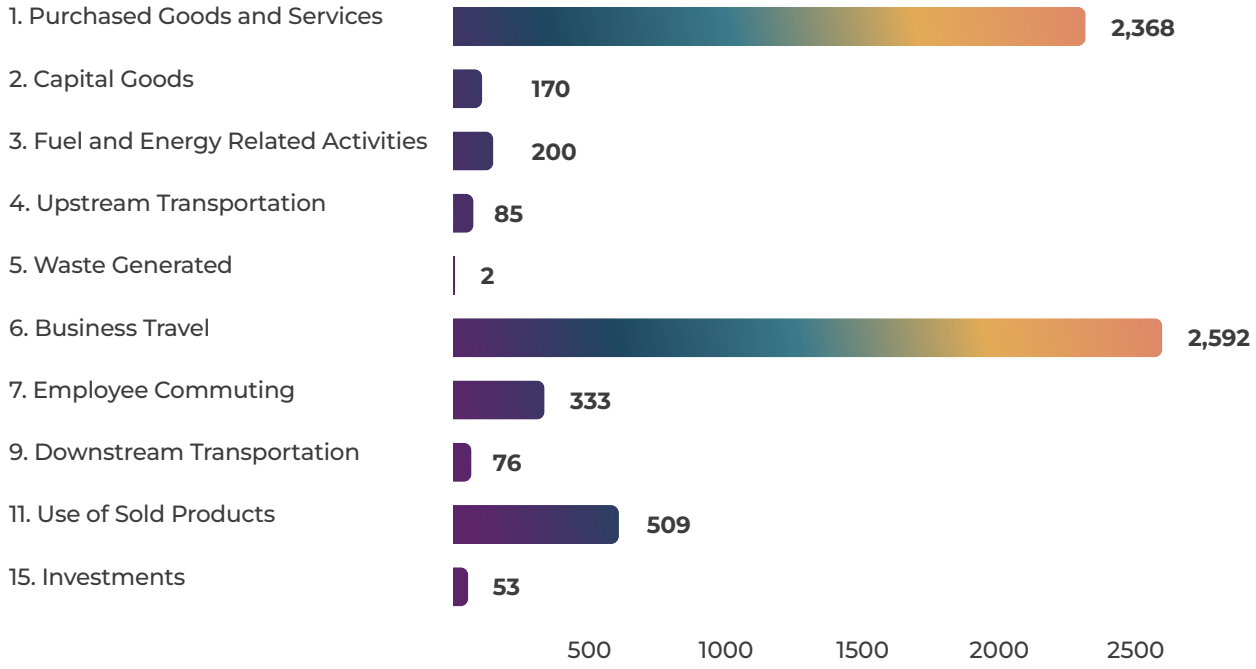
FY25 marked a significant milestone on our net-zero journey with the approval of our SBTi targets. This validation reinforces the environmental commitments we first established in FY23 and ensures that our emission reduction efforts align with the latest climate science and global goals of limiting warming to 1.5°C.

FY23 is our baseline year, hence this emissions inventory is the foundation for our targets. Based on this inventory, we identified key scope three hotspots: Category 1 (purchased goods and services), Category 3 (fuel and energy related activities) and Category 6 (business travel). These categories, along with our Scope 2 emissions, represent the most significant areas where we can drive meaningful reductions. As such, they are the primary focus of our near-term targets and reduction initiatives.

TOTAL FY25 CO^2 EMISSIONS

6855 tCO^2e

SCOPE 3 EMISSIONS ($tC0^2e$)



DEVELOPING OUR CLIMATE TRANSITION ACTION PLAN

To meet our targets, in FY25 we made significant progress in developing the framework for our climate transition action plan – a roadmap that defines the key strategies and actions required to reduce emissions in line with our SBTi commitments. Central to this plan are four core reduction pillars selected based on our main emission categories:

Supplier engagement

A significant portion of our emissions stem from our supply chain. We are therefore prioritizing collaboration with suppliers to enhance the availability of data and encourage sustainable practices. By doing this we hope to improve Scope 3 data accuracy, provide more flexibility when developing reduction activities and support suppliers in improving their own sustainability practices.

Responsible travel

Business travel is one of our largest Scope 3 emission sources, yet it is also essential for fostering strong relationships, driving collaboration and supporting business growth. To address this, we strive to balance business priorities with our commitment to reducing emissions by empowering our colleagues to make conscious decisions while traveling, updating our travel policies, prioritizing virtual collaboration and lower-emission travel options and utilizing our booking tools.

Energy management

Reducing energy-related emissions is critical to our net-zero strategy. To reduce our energy-related emissions we aim to explore options for energy optimization across our operations, expand our use of renewable energy and continue monitoring our energy consumption. In FY25, we already took a significant step by investing in a new and more energy efficient cooling system for our Hoofddorp headquarters.

Employee collaboration

We recognize that achieving net-zero is a shared responsibility, which is why we are actively engaging employees in our sustainability initiatives. Through awareness campaigns, sustainability ambassadors and various climate-focused events, we aim to foster a culture of sustainability-conscious decision-making and help employees feel part of our net-zero journey.

By implementing targeted reduction activities within each of these pillars and continuing to embed sustainability into our business operations, we are building a strong foundation to achieve net-zero by 2045. In FY26 our goal is to further expand and solidify our climate transition plan while simultaneously continuing to improve our GHG emissions calculations.

IRDETO'S EMISSIONS REDUCTION TARGETS

NEAR-TERM TARGET

BY 2030

Irdeto commits to reduce Scope 1 and 2 emissions **42%** and Scope 3 emissions **25%*** from a 2022 (FY23) base year

NET-ZERO TARGET

BY 2045

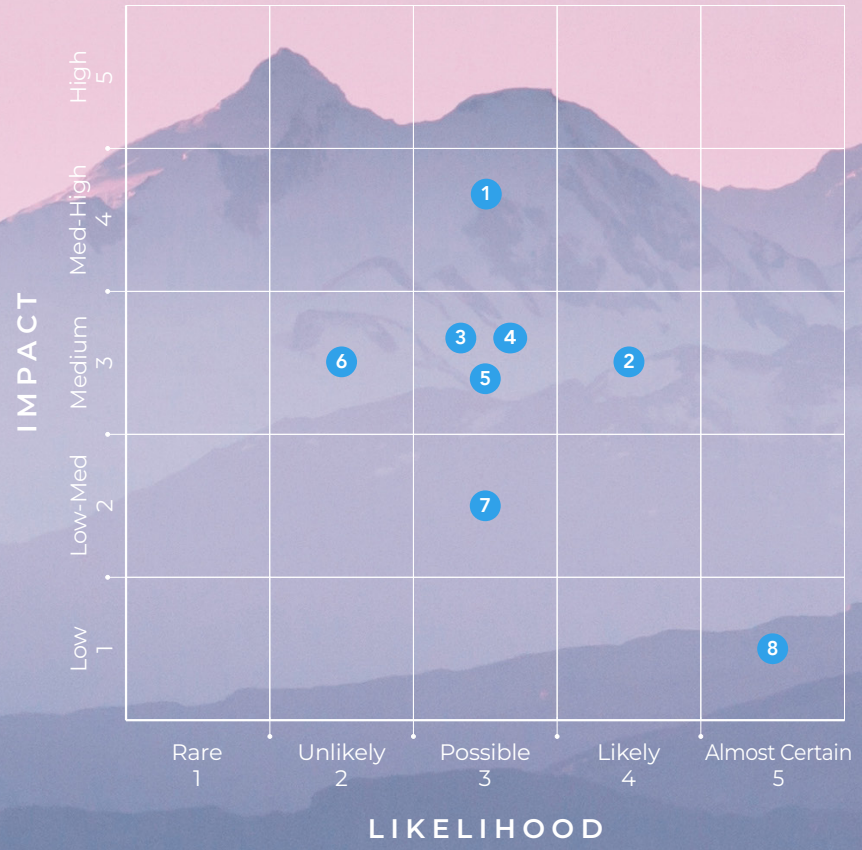
Irdeto commits to reduce Scope 1, 2 & 3 emissions **90%** from a 2022 (FY23) base year

** Scope 3 categories 1, 3 and 6*

ASSESSING THE RISKS OF CLIMATE CHANGE

Understanding and addressing climate-related risks is essential to ensuring long-term resilience and sustainability. In FY23, we conducted our first climate change risk assessment to evaluate the potential impacts on our company and operations. Using our ERM methodology, we incorporated the findings into our existing risk register and visualized them on a heat map to assess their significance and urgency.

Throughout FY25 we have continued to monitor and evaluate these risks, ensuring they remain central to our sustainability strategy and climate transition action plan. Looking ahead, we remain committed to developing our climate risk approach ensuring it evolves alongside emerging sustainability challenges and opportunities.



ENVIRONMENT

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 (E-)WASTE MANAGEMENT

As outlined in our Global Environmental Policy, we're committed to responsible waste management across our operations. In FY25 we maintained this commitment by upholding partnerships with local municipalities and waste management companies and enhancing our waste separation systems.

An example of our waste management approach was our collaboration with EMC Expo to achieve a 90% reusable booth at the 2024 International Broadcasting Convention (IBC). This was achieved through rented structure, equipment and furniture, which could be re-used by other shows and clients. Components that could not be reused, such as paper and fabric prints, made up less than 10% of the booth and were recycled after use.

IN FY25 IRDETO PRODUCED

42 tons
of waste

3 tons
of e-waste

Given the nature of our business, the environmental risks associated with electronic waste (e-waste), and the sensitive data stored on such equipment, we have taken a proactive approach to its management. Key initiatives include protocols for responsible handling throughout the lifecycle, maximizing the lifespan of our technology to minimize unnecessary waste and partnering with e-waste companies to ensure proper disposal.

OPPORTUNITIES IN SUSTAINABLE TECH

Technology has a unique potential to drive positive change and foster sustainability. At Irdeto, innovation is at the core of our values, recognizing its ability to shape a more sustainable future. The products below are prime examples of how we're aiming to leverage our technology to create a lasting impact.

VIDEO ENTERTAINMENT

Irdeto Cloaked Conditional Access

Video entertainment is one of Irdeto's key business segments, but like the transportation and construction industries it contributes to significant negative environmental impacts – especially the production, distribution and disposal of smartcards. To help reduce these effects, Irdeto's Cloaked Conditional Access (CA) serves as a cardless alternative. By eliminating the need for physical cards, our CA solution reduces the environmental impact associated with their lifecycle. With 132 million units sold, our CA solution has made a considerable contribution to addressing the environmental concerns linked with smart card usage.

TRANSPORTATION

Irdeto CrossCharge

The EV industry has strong potential to revolutionize transportation and mitigate the related effects of climate change. EVs offer a cleaner and more sustainable alternative to traditional vehicles, significantly reducing GHG emissions and air pollution.

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 much needs to be done 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 any EV and their preferred payment method.

Whether you're a charge point operator, mobility service provider, original equipment manufacturer (OEM) for vehicles, charging station manufacturer 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 the greatest challenges relates to the transportation of equipment to and from the construction site as this generates high emissions and impacts both efficiency and safety.

To help combat these issues, Imperto by Irdeto aims at optimizing the rental process at construction sites through the SiteShare platform. This platform enables equipment sharing, self-pickup and 24/7 availability for construction equipment. This streamlining effectively reduces the need for transporting equipment to and from construction sites, consequently lowering the associated emissions.

TRANSPORTATION SAVINGS*

83%

Reduction in transportation of lifts to and from worksite

CO^2 EMISSION SAVINGS

7870 kg

Saved $C0^2$ due to reduced need for machines and transportation

** for Imperto by Irdeto*

LABOR AND HUMAN RIGHTS

At Irdeto, our people-first approach is the foundation of our success and growth. In FY25, we remained committed to fostering a work environment that promotes both personal and professional development. This commitment is reflected in our strong employment conditions, well-being and work-life balance initiatives, diversity and inclusion programs and training opportunities. By creating a supportive and inclusive workplace, we empower our teams to stay motivated and reach their full potential, ensuring they remain the driving force behind our achievements.

EMPLOYMENT CONDITIONS

To allow our employees to thrive, we maintain fair, inclusive and supportive employment conditions across our global offices. In FY25, we continued to ensure competitive compensation and benefits, clear career progression opportunities and a safe and respectful workplace. Employees have access to health insurance, pension contributions, paid time off including parental leave and employee assistance programs.

Our policies and practices align with international labor standards, ensuring that all employees are treated equitably, with dignity and respect.

ENHANCING PARENTAL SUPPORT

At Irdeto, we are committed to supporting our employees at every stage of life - including their parenthood journey. To reinforce this commitment, in FY25 we introduced a global standard for paid parental leave as part of our employment conditions. This initiative ensures that all employees, regardless of location, will receive at least 16 weeks of fully paid maternity leave and 2 weeks of fully paid paternity leave.

Becoming a parent is a transformative life experience, and we want to ensure our employees have the time and support to embrace this important milestone. By implementing a global standard, we aim to promote an equitable, consistent and inclusive work culture across all our locations, support employees at key life moments, encouraging long-term careers with us and offer competitive benefits to retain and attract top talent.

WELLBEING AND WORK-LIFE BALANCE

At the core of our employment conditions is the well-being and work-life balance of our employees. Their health and wellness are essential for both the employees' and Irdeto's long-term success. We offer a fully confidential Employee Assistance Program that supports the physical, mental and emotional well-being of our global workforce, complemented by healthcare benefits and insurance.

To further promote a healthy and engaged workforce, our dedicated well-being team organizes various initiatives, including the Irdeto Moves Program, Movember and campaigns focused on women's health and mental health awareness.

Recognizing the importance of work-life balance, we've implemented a 20-day annual Work Hard Anywhere policy, allowing employees to work remotely from different locations. Additionally, as most of our employees work hybrid, we provide a home office allowance to support a comfortable and productive remote work environment while simultaneously focusing on emissions related to work office transportation.

Through continuous evaluation and improvement of our employment policies, we strive to create an environment where our people feel valued, supported and motivated to contribute to Irdeto's long-term success.

EMPLOYEE TRAINING AND CAREER MANAGEMENT

In FY25, we strengthened our commitment to fostering a culture of growth, knowledge-sharing and professional development, ensuring that employees have the tools and opportunities to advance in their careers.

To support our workforce's development, we provide a diverse range of upskilling initiatives tailored to different career stages and aspirations. These include career planning workshops through our Navigate Program, leadership development initiatives, mentoring and coaching and specialized training for top talent through our Accelerate Program.

Employees also benefit from 360-degree feedback, professional qualifications and accredited training programs to enhance their expertise and future career prospects and our annual 'Learn-a-thon' allows our employees to teach their peers on a subject of their choosing.

LEAD AND MANAGE AT IRDETO

Strong leadership is fundamental to fostering a high-performing and engaged workforce. That's why 'Lead at Irdeto' is a key component of our talent development strategy, designed to equip new leaders with the skills, tools and competencies needed to support their teams.

Throughout the program, participants gain insights into their leadership style, strengths and personal biases, enabling them to lead with self-awareness and authenticity. They develop critical skills in adaptable leadership, constructive feedback, team development and navigating challenging situations with confidence and resilience.

We are also committed to empowering and supporting our managers, introducing the "Manage at Irdeto" training program in FY25. This program is designed to equip managers with the knowledge and skills needed to navigate the employee lifecycle.

GRADUATE PROGRAMS

Recognizing the value and potential of young talent, we offer internships and graduate programs, which are important opportunities for students and recent graduates to launch their careers. These programs not only provide aspiring professionals with an opportunity to kick-start their careers but also allow Irdeto to acquire and develop the skills needed to meet the evolving needs of our business and industry.

This year we successfully hired a new, 50% gender diverse cohort of graduates across engineering, services and cyber in India and the Netherlands.

MULTICHOICE ACADEMY

Beyond our internal initiatives, our employees have access to the MultiChoice Academy digital learning platform. This platform provides access to a curated library of high-quality courses from globally recognized institutions, including Harvard, Udemy and other leading providers. In FY25, our employees also gained access to LinkedIn Learning. Through these offerings we ensure that our people can explore new topics and develop new skills - ensuring continuous learning remains an important part of their careers.

DIVERSITY AND INCLUSION

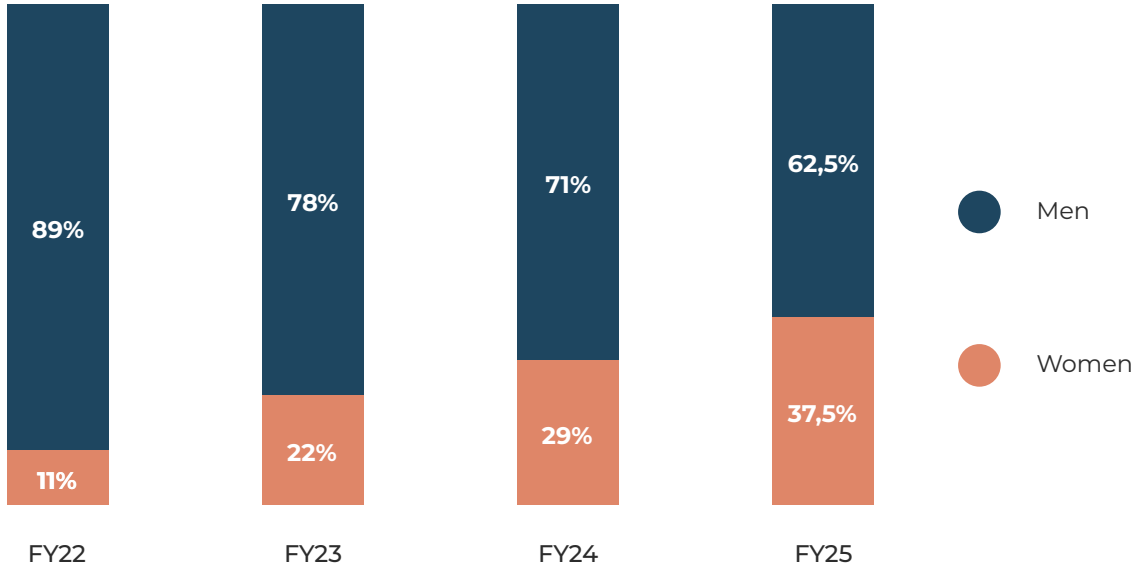
In the face of increased scrutiny around D&I programs globally, we remain dedicated to creating an environment where fairness and inclusion are embedded into our policies and practices. During FY25, we had four key focus areas, namely gender diversity, early career talent, belonging and cultural diversity.

Gender diversity

We are actively striving for more gender diversity in leadership positions and throughout all levels of our organization. Since FY22, we are proud to have seen a 26.5% increase of female representation in our Irdeto Leadership Team.

In FY25 we further advanced our commitment to SDG 5 (gender equality) by joining the UNGC's Target Gender Equality Accelerator program.

IRDETO LEADERSHIP TEAM GENDER DIVERSITY



We are proud to have adopted the United Nations Women's Empowerment Principles (WEPs) as part of our commitment to promoting gender equality and women's empowerment in the workplace, marketplace and community.

Following the WEPs, we developed a gender equality action plan that we will continue to implement in FY26.

PRINCIPLE 1

High-level corporate leadership

Publicly signal Irdeto's commitment to gender equality by signing the **CEO Statement of Support for the WEPs.**

PRINCIPLE 2

Treat all women and men fairly at work without discrimination

Implement **paid maternity and paternity leave** globally.

Introduce **D&I Charter** outlining our business case, vision, values, commitments and focus on gender diversity.

PRINCIPLE 3

Employee health, well-being and safety

Explore resources that are **specific to women's health.**

PRINCIPLE 4

Education and training for career advancement

Close the gap in succession nominee readiness levels through **mentorship** and **development plans**.

PRINCIPLE 7

Measurement and reporting

Expand D&I section to share information on our gender equality progress in the annual **Sustainability Report**.

Create **quarterly progress report** on gender equality actions and key indicators.

Early career talent

Whether just starting out, or transitioning into a new career, we believe in hiring and developing individuals with 0-5 years' experience. This year, we continued our Graduate and Navigate Programs, aimed at helping early career talent shape their career paths.

Cultural diversity

With employees from 65+ nationalities, we proudly celebrate diverse backgrounds and cultural diversity remains a key focus area. In FY25, our D&I Champions organized events including Lunar New Year and Diwali, and promoted cultural awareness through initiatives on communication, understanding differences and the importance of getting everyone's name right.

Belonging

To foster a feeling of belonging, in FY25 we initiated Irdeto employee networks. These are employee-led groups that build community and support among colleagues. We also hosted allyship workshops to inspire meaningful action and recognized significant events to shine a spotlight on inclusion, respect and positive change, including Pride and International Women's Day.

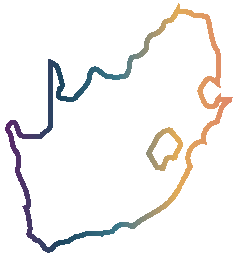
ACCESSIBILITY

Beyond our FY25 diversity and inclusion focus areas, we have remained committed to ensuring equal access and opportunities for individuals with disabilities. We actively work to remove barriers and provide solutions that support dignity, independence and inclusion. Our approach includes aligning with global accessibility standards and maintaining an open dialogue to continually improve accessibility for our employees and stakeholders.

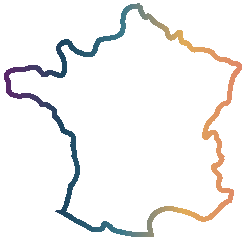
SOCIAL DIALOGUE

To provide a work culture where our employees feel heard and supported, we have several employee representative bodies:

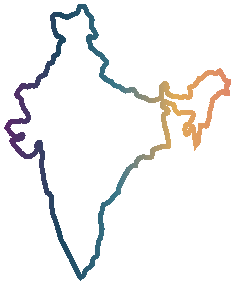
The Works Council (Netherlands): Influences initiatives that impact both Irdeto and its workforce. Its members are elected every three years and are tasked with discussing organizational and people related issues with the leadership team.



The Employment and Equity Committee (South Africa): Includes representatives from across occupational levels and is tasked with preparing the Employment Equity Plan and achieve its objective of equal opportunities in the workplace.



The Social and Economic Committee (France): Aims at ensuring that employees' interests are considered in management and decisions by addressing issues related to wages, labor code compliance and employment conditions.



The Internal Committee (India): Is comprised of a presiding officer, internal members and an NGO representative, and aims to provide a safe and respectful workplace environment for all employees.

We also facilitate open communication through collaboration between our human resources, internal communication and leadership teams with initiatives like our internal magazine the Irdeto insider, quarterly all-hands meetings where employees can ask questions to the leadership team, and Officevibe surveys where employees can anonymously rate their work environment and suggest improvements.

EMPLOYEE ENGAGEMENT AND SUSTAINABILITY

Sustainability is a collective effort, and the active participation of our employees is key to driving meaningful impact.

Our sustainability program is designed to empower and engage team members across the company to collectively work towards our goals.

A core part of our engagement strategy is the involvement of sustainability ambassadors and D&I champions, who take an active role in organizing initiatives that align with our sustainability commitments. In FY25 we organized a variety of events aimed at promoting environmental and social responsibility, including Veganuary, Lunar New Year celebrations, Movember, climate cafes and local cleanups.

These initiatives not only inspire employees to contribute to our sustainability program but also strengthen a shared sense of responsibility toward a more sustainable and inclusive workplace.

BUSINESS ETHICS

Integrity is at the core of everything we do as a company. We are committed to upholding the highest ethical standards in our business practices, ensuring compliance with laws and regulations and fostering a culture of transparency, accountability and trust. Our ethics initiatives are centered around anti-bribery and corruption, information security and data privacy, sanctions and whistleblowing procedures. By embedding ethical decision-making across these areas into our corporate culture, we empower employees to act with integrity and responsibility.

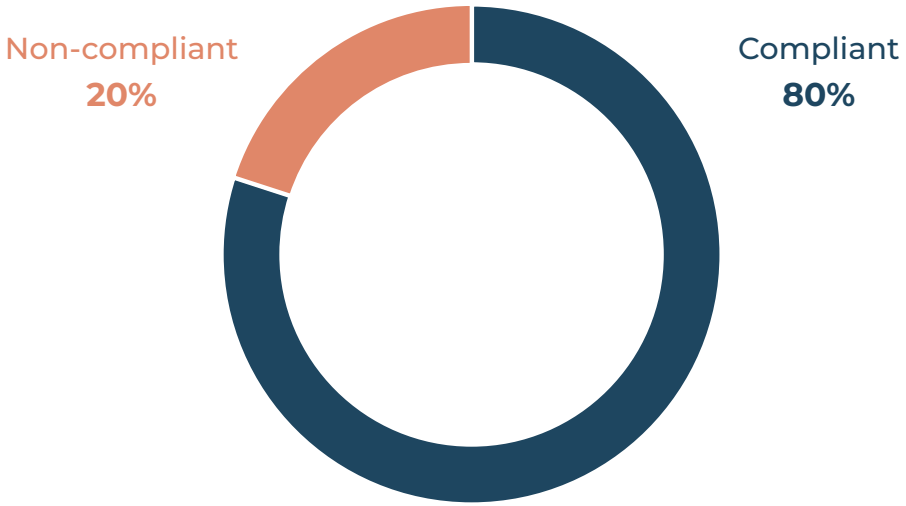
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ANTI-BRIBERY AND CORRUPTION

Bribery and corruption have a detrimental effect on fair competition, business integrity and trust, making maintaining the highest ethical standards fundamental to how we operate. We ensure that all business is conducted honestly and transparently, with a zero-tolerance policy toward bribery and corruption.

Through regular training programs and compliance initiatives, we equip our workforce with the knowledge and tools necessary to uphold our ethical commitments and prevent any form of bribery, solicitation or unethical conduct. All employees are required to adhere to the MultiChoice Code of Conduct and the Irdeto Anti-Bribery and Corruption Policy. We also have a thorough third-party risk screening process to assess potential business partners for political affiliations, allegations of corruption, country-specific risks and sanctions. By upholding such internal and external controls, we ensure that our ethical standards are upheld across our operations, safeguarding our business against potential risks.

MULTICHOICE GROUP CODE OF ETHICS TRAINING



WHISTLEBLOWING PROCEDURES

To maintain an ethical business environment, we recognize the importance of whistleblowers in identifying and reporting potential misconduct, unethical behavior and legal violations. We have therefore implemented comprehensive whistleblowing procedures and reporting channels that protect the individuals who come forward. These measures safeguard the reporting and investigation of incidents and maintain the confidentiality of the whistleblower's identity.

GLOBAL COMPETITION LAW COMPLIANCE

Upholding global competition laws is essential to maintaining fair business practices, fostering competitive business practices and safeguarding both our customers and the integrity of the marketplace. We continuously provide employees with training programs that equip them with the knowledge needed to comply with competition regulations, and we monitor our operations to identify and mitigate compliance compromising risks.

INFORMATION SECURITY

As a cyber security company, protection of data and information security is always a top priority for Irdeto. To safeguard sensitive information, we have established a comprehensive global information security management framework that guides the implementation of security measures and controls throughout the company.

Our key material production center at our headquarters in the Netherlands holds ISO 27001 certification.

We maintain a comprehensive approach to managing information security incidents, implementing safeguards designed to prevent unauthorized access and protect against interference with our information processing systems. Information security awareness training is provided to all employees to strengthen our collective commitment to safeguarding data. Additionally, information security is integrated into our product development lifecycle. Our products' security is ensured from the outset through regular vulnerability assessments and penetration tests that identify and address potential weaknesses.

SUSTAINABLE PROCUREMENT

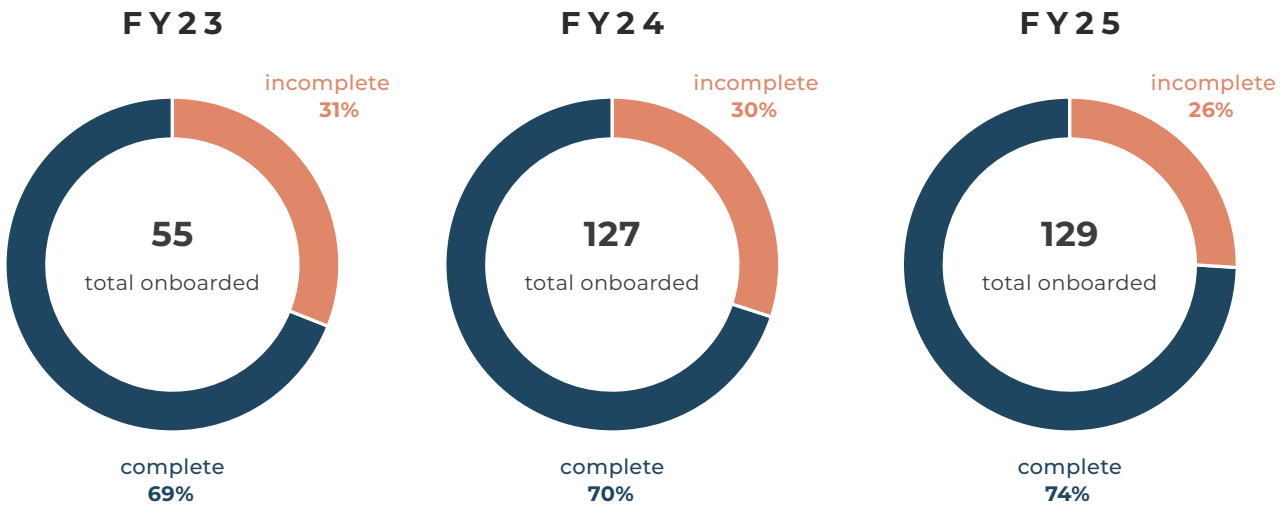
Sustainability is not only about what we do as a company but also about how we engage with the stakeholders in our supply chain, and we recognize that procurement can play a critical role in advancing environmental and social impact. By developing sustainable procurement practices, we aim to ensure that Irdeto's core sustainability values are upheld throughout the entire lifecycle of the products and services we provide.

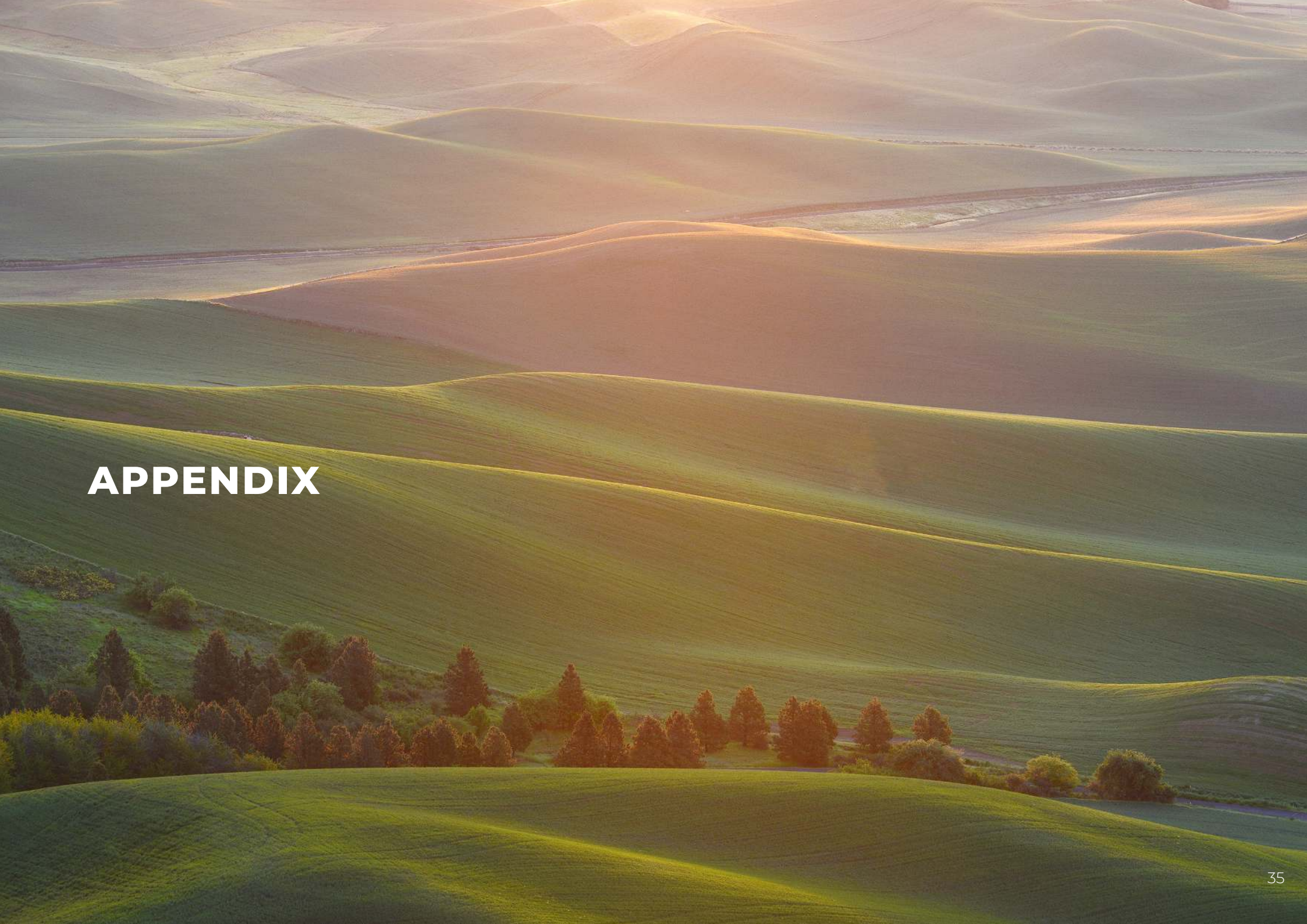
ADVANCING SUSTAINABILITY ACROSS OUR SUPPLY CHAIN

In FY25 we continued to develop our sustainable procurement approach through initiatives such as adding clauses in our Procurement Policy and Tender Processes, making the Irdeto Supplier Code of Conduct part of our supplier onboarding and reporting key sustainability metrics.

As part of our net-zero commitment, the focus in FY25 was also on further assessing how we can minimize negative environmental aspects of our supply chain while simultaneously meeting the requirements of our stakeholders. A key initiative has been the initial developments of our supplier engagement program, part of our climate transition action plan, which aims at collaborating with our suppliers to improve Scope 3 calculations and emission reductions initiatives. Looking ahead to FY26, we expect to continue advancing this program and further work with our suppliers to achieve greater responsibility across our supply chain.

PERCENTAGE OF TARGETED SUPPLIERS WHO HAVE SIGNED THE SUPPLIER CODE OF CONDUCT





APPENDIX

PERFORMANCE DATA

GHG EMISSIONS

Metric		FY23	FY24	FY25	Near-Term Target	Net-Zero Target	UNGC Principle	Sustainable Development Goal
Gross direct (scope 1) GHG emissions (tCO2e)	Refrigerants	70	118	0	Irdeto Holdings BV commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year. Irdeto Holdings BV also commits to reduce absolute scope 3 GHG emissions from purchased goods and sevices, fuel- and energy-related activities and business travel 25% within the same timeframe	Irdeto Holdings BV commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2045 from a FY2023 base year. Irdeto Holdings BV also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe.	Principle 7 Principle 8	SDG 7 SDG 13
	Stationary Consumption	15	31	0				
	TOTAL	85	149	0				
Gross energy indirect (scope 2) GHG emissions (tCO2e)	Location-Based	1,353	1018	1037				
	Market-Based	426	468	467				
Gross indirect (scope 3) GHG emissions (tCO2e)	1. Purchased Goods and Services	988	1414	2368				
	2. Capital Goods	167	356	170				
	3. Fuel and Energy Related Activities	208	196	200				
	4. Upstream Transportation and Distribution	6	68	85				
	5. Waste Generated in Operations	2	1	2				
	6. Business Travel	1,018	2601	2592				
	7. Employee Commuting	198	147	333				
	8. Upstream Leased Assets	n/a	n/a	n/a				
	9. Downstream Transportation and Distribution	139	158	76				
	10. Processing of Sold Products	n/a	n/a	n/a				
	11. Use of Sold Products	268	154	509				
	12. End-of-Life Treatment of Sold Products	n/a	n/a	n/a				
	13. Downstream Leased Assets	n/a	n/a	n/a				
	14. Franchises	n/a	n/a	n/a				
	15. Investments	219	119	53				
	TOTAL	3213	5213	6388				
Gross total GHG emissions (tCO2e)		3724	5830	6855				

ENERGY CONSUMPTION AND MIX

Metric	FY23	FY24	FY25	Near-Term Target	Net-Zero Target	UNGC Principle	Sustainable Development Goal
Total energy consumption (KWh)	3,234,807	2,907,894	2,884,886	Irdeto Holdings BV commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year. Irdeto Holdings BV also commits to reduce absolute scope 3 GHG emissions from purchased goods and sevices, fuel- and energy-related activities and business travel 25% within the same timeframe	Irdeto Holdings BV commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2045 from a FY2023 base year. Irdeto Holdings BV also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe.	Principle 8 Principle 9	SDG 7 SDG 13
Total energy consumption from fossil sources (KWh)	802,423	599,905	542,896				
Total energy consumption from nuclear sources (KWh)	119,571	100,077	151,309				
Total energy consumption from renewable sources (KWh)	2,442,057	2,307,989	2,190,681				

WASTE MANAGEMENT

Metric	FY23		FY24		FY25		UNGC Principle	Sustainable Development Goal
	E-waste	All waste	E-waste	All waste	E-waste	All waste		
Total weight of waste generated (tons)	2	23	1	26	3	42	Principle 8	SDG 12 SDG 13
Total weight of waste diverted from disposal (tons)	-	53%	-	57%	-	95%		
Total weight of waste directed to disposal (tons)		47%		43%		5%		

EMPLOYEES

Metric		FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Total number of employees (head count)		915	977	939	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	Permanent: 689 Fixed term: 3 Contractor/ Consultants: 17 Intern/co-op: 8		
	Female	Permanent: 216 Fixed term: 4 Contractor: 10 Intern/co-op: 3	Permanent: 239 Fixed term: 5 Contractor: 4 Intern/co-op: 8	Permanent:244 Fixed term: 3 Contractor: 0 Intern/co-op: 4		
	AMER	Permanent: 112 Fixed term: 0 Contractor: 9 Intern/co-op: 5	Permanent: 97 Fixed term: 1 Contractor: 1 Intern/co-op: 5	Permanent: 83 Intern/Co-op: 4 Contractor: 1		
	APAC	Permanent: 235 Fixed term: 1 Contractor: 12 Intern/co-op: 2	Permanent: 299 Fixed term: 3 Contractor: 3 Intern/co-op: 13	Permanent: 326 Fixed term: 6 (incl. graduates) Intern/co-op: 4		
	EMEA	Permanent: 508 Fixed term: 4 Contractor: 20 Intern/co-op: 7	Permanent: 527 Fixed term: 4 Contractor: 20 Intern/co-op: 4	Permanent: 523 Fixed term: 0 Contractor: 9 Intern/co-op: 7		
	Age group	-	20-30: 193 30-40: 304 40-50: 280 50-60: 132 60-70: 30	15-20: 1 20-30: 201 30-40: 311 40-50: 263 50-60: 139 60-70: 34 > 70 : 2 N/A: 21 (contractors & consultants and 4 AMER Interns)		
Total number and rate of new employee hires during the reporting period, by age group, gender and region	Male	-	139	82		
	Female	-	71	46		
	AMER	41	16	3		
	APAC	142	91	67		
	EMEA	215	126	56		
	Age group	-	20-30: 87 30-40: 89 40-50: 37 50-60: 16 60-70: 3	15-20: 1 20-30: 60 30-40: 41 40-50: 18 50-60: 6		

Metric		FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Total number and rate of employee turnover (of permanent employees) during the reporting period by age group, gender and region	Male	82	89	67	Principle 6	SDG 8
	Female	30	36	43		
	AMER	19	23	17		
	APAC	20	21	35		
	EMEA	73	82	62		
	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	20-30: 31 30-40: 37 40-50: 30 50-60: 10 60-70: 2		
Number of hours worked	NA	NA	1,683,000 hours	NA		

EMPLOYMENT CONDITIONS

Metric		FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
The global percent of employees covered by healthcare coverage, by 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	100%		SDG 3 SDG 8
	APAC	-	100%	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	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	100%		
	APAC	-	100%	100%		
	EMEA	100%	100%	100%		

EMPLOYMENT CONDITIONS - PARENTAL LEAVE

Metric		FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Percentage of employees entitled to take family-related leave, by region	AMER	100%	100%	100%	Principle 6	SDG 3 SDG 8
	APAC	100%	100%	100%		
	EMEA	100%	100%	100%		
Percentage of entitled employees that took family-related leave, broken down by region and gender	Male - AMER	-	2.86%	1.96%		
	Male - APAC	-	-	5.53%		
	Male - EMEA	-	-	100%		
	Female - AMER	-	6.67%	2.94%		
	Female - APAC	-	-	8.95%		
	Female - EMEA	-	-	2.79%		

HEALTH AND SAFETY

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Work related fatalities, injuries and illnesses or health conditions arising from exposure to work-related hazards	None	None	None	-	SDG 3 SDG 8

SOCIAL DIALOGUE

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
The global number of employees covered by workers' representatives	429	435	360	Principle 3	SDG 8

SOCIAL DIALOGUE

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
The global number of employees covered by workers' representatives	5.11	16.75	14.02	-	SDG 4 SDG 8
Percentage of employees receiving regular performance and career development reviews	100%	100%	100%		

DIVERSITY AND INCLUSION

Metric		FY23	FY24	FY25	Target	UNGC Principle	Sustainable Development Goal
Percentage of employees entitled to take family-related leave, by region	Gender	Male: 75% Female: 25%	Male: 72% Female: 26% Undeclared: 2%	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%	30>: 19% 30-39: 33% 40-49: 29% 50-59: 15% 60<: 4%			
	Nationalities	62	75	71			
Indviduals within Irdeto's Supervisory Board, by gender	Gender	Male: 2 Female: 1 (Chair)	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	Male: 3 Female: 0			
Indviduals within Irdeto's Leadership Team (ILT), by gender and age	Gender	Male: 7 Female: 2	Male: 7 Female: 2	Male: 5 Female: 3			
	Age	30-50: 6 50<: 3	30-50: 3 50<: 4	30-50: 4 50<: 4			
Women in managerial positions	-	25%	28%	30%			

ANTI-BRIBERY AND CORRUPTION

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Total number and nature of confirmed incidents of corruption"	0	0	0	Principle 10	SDG 16
Total percentage of relevant employees that have received training on or communication about anti-corruption	95%	100%	100%		
Number of confirmed corruption incidents	0	0%	0%		

CUSTOMER PRIVACY

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Total number of substantiated complaints received concerning breaches of customer privacy	0	0	0	-	SDG 16
Total number of identified leaks, thefts, or losses of customer data	0	0	0		

ANTI-COMPETITIVE BEHAVIOUR

Metric	FY23	FY24	FY25	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	0	-	SDG 16

WHISTLEBLOWING

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Number of whistleblower reports	1	2	2	Principle 10	SDG 16

INFORMATION SECURITY

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Number of confirmed information security incidents		3	2		

BUYER TRAINING

Metric	FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Percentage or number of all buyers who received training on sustainable procurement	3 of 3	3 of 3	3 of 3	Principle 2 Principle 8 Principle 10	SDG 12 SDG 13 SDG 16

CODE OF CONDUCT

Metric		FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Number and percentage of targeted suppliers who have signed the supplier code of conduct	Total onboarded	55	127	129	Principle 2 Principle 8 Principle 10	SDG 12 SDG 13 SDG 16
	Acknowledged	38 (69%)	90 (70%)	95(74%)		
	Not acknowledged	17 (31%)	37 (30%)	34(26%)		

SUPPLIER BUSINESS ETHICS ASSESSMENT

Metric		FY23	FY24	FY25	UNGC Principle	Sustainable Development Goal
Number of entities screened as part of the third party risk screening	Total screened	104	184	255	Principle 10	SDG 16
	Low risk	47	41	108		
	Medium risk	29	61	134		
	High risk	28	81	13		

GRI CONTENT INDEX

Statement of use	Irdeto has reported in accordance with the GRI Standards for the period April 2024 to March 2025 (FY25).
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not yet available

GRI standard/ Other source	Disclosure	Notes/Detail	Section	Omission	
				UNGC Principle	Sustainable Development Goal
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, Malaysia, Canada, the United States, South Africa, India, United Arab Emirates, Australia, Brazil, China, Singapore.	Introduction, This is Irdeto, Values, Solutions and Services		
	2-2 Entities included in the organization's sustainability reporting	Irdeto Holdings B.V.	Introduction		
	2-3 Reporting period, frequency and contact point	April 2024 - March 2025 (FY25).	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, Partnerships		
	2-7 Employees		Performance data (Labor and Human Rights)		
	2-8 Workers who are not employees		Performance data (Labor and Human Rights)	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.	Framework and governance, Performance data		
	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		Framework and governance		
	2-13 Delegation of responsibility for managing impacts		Framework and governance		

GRI standard/ Other source	Disclosure	Notes/Detail	Section	Omission	
				UNGC Principle	Sustainable Development Goal
GRI 2: General Disclosures 2021	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.	Framework and governance, Double materiality assessment		
	2-15 Conflicts of interest	None.			
	2-16 Communication of critical concerns	No critical concerns identified in FY25.	Framework and governance		
	2-17 Collective knowledge of the highest governance body		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 and Head of Sustainability, the Sustainability @ Irdeto Program and Strategy		
	2-23 Policy commitments		Framework and governance, UNGC commitment		
	2-24 Embedding policy commitments		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 FY25.			
	2-28 Membership associations		Partnerships		
	2-29 Approach to stakeholder engagement		Double materiality assessment		
	2-30 Collective bargaining agreements		Social dialogue		

GRI standard/ Other source	Disclosure	Notes/Detail	Section	Omission	
				UNGC Principle	Sustainable Development Goal
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, anti-bribery and corruption		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Finance operations assessed on a regular basis.	Business ethics		
	205-2 Communication and training about anti-corruption policies and procedures		Performance data (business ethics)		
	205-3 Confirmed incidents of corruption and actions taken		Performance data (business ethics)		
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics		Business ethics, Global Competition Law Compliance		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Performance data (business ethics)		
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 (Environment)		
	302-2 Energy consumption outside of the organization		Performance data (Environment)		
	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

GRI standard/ Other source	Disclosure	Notes/Detail	Section	Omission	
				UNGC Principle	Sustainable Development Goal
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 (Environment)		
	305-2 Energy indirect (Scope 2) GHG emissions		Performance data (Environment)		
	305-3 Other indirect (Scope 3) GHG emissions		Our Net-Zero Targets, Performance data (Environment)		
	305-4 GHG emissions intensity			Yes	Confidentiality constraints
	305-5 Reduction of GHG emissions		Our Net-Zero Targets, Developing our Climate Transition Action Plan	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
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics		Labor and Human Rights		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Employee Training and Career Management, Performance data (Labor and Human Rights)		
	404-2 Programs for upgrading employee skills and transition assistance programs		Labor and Human Rights, Training and Career Management		
	404-3 Percentage of employees receiving regular performance and career development reviews		Performance data (Labor and Human Rights)		
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics		Labor and Human Rights, Diversity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Performance data (Labor and Human Rights)		
	405-2 Ratio of basic salary and remuneration of women to men			Yes	Confidentiality constraints
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics		Business Ethics, Information Security		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Performance data (Business Ethics)		

CERTIFICATES

Standard	Scope	Scope	Sites	Expiration date of certificate
ISO 27001:2022	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)	23 August, 2023
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)	1 September, 2023

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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