



**ir.deta**

FY23

SUSTAINABILITY  
REPORT

FY23

# SUSTAINABILITY REPORT

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We are pleased to present the first sustainability report from Irdeto, detailing significant milestones along our sustainability journey.

It has been a pivotal year for Irdeto's sustainability efforts as we have made significant strides across our company. This report serves as a transparent and comprehensive overview of all our entities' achievements throughout the period of April 2022 to March 2023 (FY23), and will highlight key accomplishments, initial progress and commitments for the future.

We aim to foster transparency, accountability and collaboration while providing a deeper understanding of our sustainability program. At Irdeto, we believe that sustainability is a collective effort, requiring engagement and partnership from all stakeholders, including our employees, customers and broader communities.

We would like to invite you to review our developments and join us along our journey.

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# A LETTER FROM OUR LEADERSHIP

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We are pleased to share with you Irdeto's first Sustainability Report, highlighting our journey towards creating a more secure and sustainable world.

At Irdeto, our ethos is guided by the belief in a secure world where everyone can connect with confidence. As the world leader in digital platform cybersecurity, our role extends far beyond securing over six billion devices and applications globally. With over 50 years of security expertise, our mission is to empower businesses to innovate, fight cybercrime, protect revenue and enable growth in video entertainment, video games and connected industries including transport, health and infrastructure.

We proudly serve over 400 customers in more than 75 countries, demonstrating our extensive reach and diverse clientele. Our team, made up of more than 900 dedicated personnel, 70% of whom are engineers, work in 13+ locations globally, with our headquarters in the Netherlands. With 388 patents and another 128 pending, our commitment to innovation is undeniable.

As part of the MultiChoice Group (MCG), we are immersed in an environment that actively addresses and manages sustainable social and economic development. We focus on key areas such as governance, social investment, procurement and environmental responsibility, reflected in MCG's AA sustainability rating from Morgan Stanley Capital International (MSCI) and low Environmental, Social, Governance (ESG) risk rating of 15.9 from Sustainalytics.

Throughout FY23, we have made significant progress in promoting sustainability within our operations. We are proud of our United Nations Global Compact (UNGC) participation, commitment to the Science Based Targets initiative (SBTi), our comprehensive ESG framework, and the successful launch of our Sustainability@Irdeto Program. These commitments, alongside partnerships, such as CharIN, and our ongoing employee engagement activities, demonstrate our dedication to integrating sustainable practices throughout our business.

At Irdeto, we recognize the immense responsibility that comes with our global presence. Over the years, we have diligently pursued our ambitions for Corporate Social Responsibility (CSR) through impactful initiatives and sponsorships, engagement and volunteer programs, and the creation of a Diversity and Inclusion (D&I) Program. We have consistently held ourselves accountable, with EcoVadis providing a benchmark for our actions since 2016. This consistent, market-facing evaluation ensures that our actions and contributions positively impact the environments and societies we operate within.

Our commitment to ethical business practices is unwavering. From our stringent anti-bribery and corruption measures to our comprehensive whistleblowing procedures, we continue to uphold the highest standards of business ethics. Additionally, our adherence to information security and data privacy compliance manifests our dedication to data protection. Through these measures, we aim not only to conduct our business ethically but also to contribute to a more sustainable and just world.

To further enhance our ethical commitment, we have made substantial advancements in our procurement practices. We have updated our Procurement Policy, included sustainability questions in our RFX Process, revised our supplier onboarding process and established sustainability Key Performance Indicators (KPIs) for ongoing measurement. Our commitment to sustainable procurement ensures that Irdeto's values are upheld throughout the lifecycle of the products and services we procure.

The impact of our Sustainability@Irdeto Program is already apparent and continues to shape our business operations. Through this program, we aim to limit our environmental impact, stimulate sustainable innovation, manage risks related to climate change and ethical issues and foster positive stakeholder relations. In addition, our program acts as a catalyst for the development of sustainable products

and services, meeting the expectations of environmentally and socially conscious customers.

We acknowledge that our journey towards sustainability would not be possible without our stakeholders' ongoing support. Their insights, feedback and partnership have been instrumental in shaping our sustainability efforts. We have undertaken numerous engagement initiatives to ensure that our sustainability agenda is transparent, collaborative and responsive to their needs.

We extend our deepest gratitude to our dedicated employees, loyal customers and valued partners for their unwavering support. We invite each of you to continue to support us on this journey and provide your valuable feedback to make our sustainability efforts more robust and impactful.

With your support, we are confident in our ability to continue to drive sustainability, diversity and innovation in our operations, creating a better future for all.

Thank you for joining us on this journey.



A handwritten signature in black ink that reads "Doug Lowther".

**Doug Lowther**  
Chief Executive Officer



A handwritten signature in black ink that reads "Osama Hussain".

**Osama Hussain**  
General Counsel

# 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, health 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\*  
ISO 13485:2016\*\*

**900+**  
**employees**

70% engineer workforce

**13+**  
**locations**

globally – HQ in Hoofddorp, the Netherlands

\*Key generation

\*\*Medical device cybersecurity

# 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.



## 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 comply with cybersecurity regulations and meet industry standards in automotive, Electric Vehicle (EV) charging, rail and beyond.



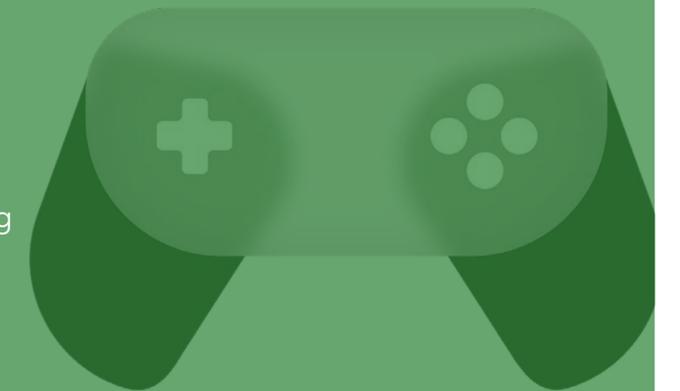
## CONNECTED HEALTH

Irdeto offers layered cybersecurity solutions and services to medical device manufacturers of all sizes and stages of the product lifecycle, from design and into the post-market. Our team of experts protect medical devices and applications in hostile environments, ensuring patient safety in Health Delivery Organizations (HDOs).



## 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.



## 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.

### Innovation

*We develop pioneering solutions that solve the challenges of today and tomorrow.*

### Accountability

*We keep our promises and take responsibility for results.*

### Trust

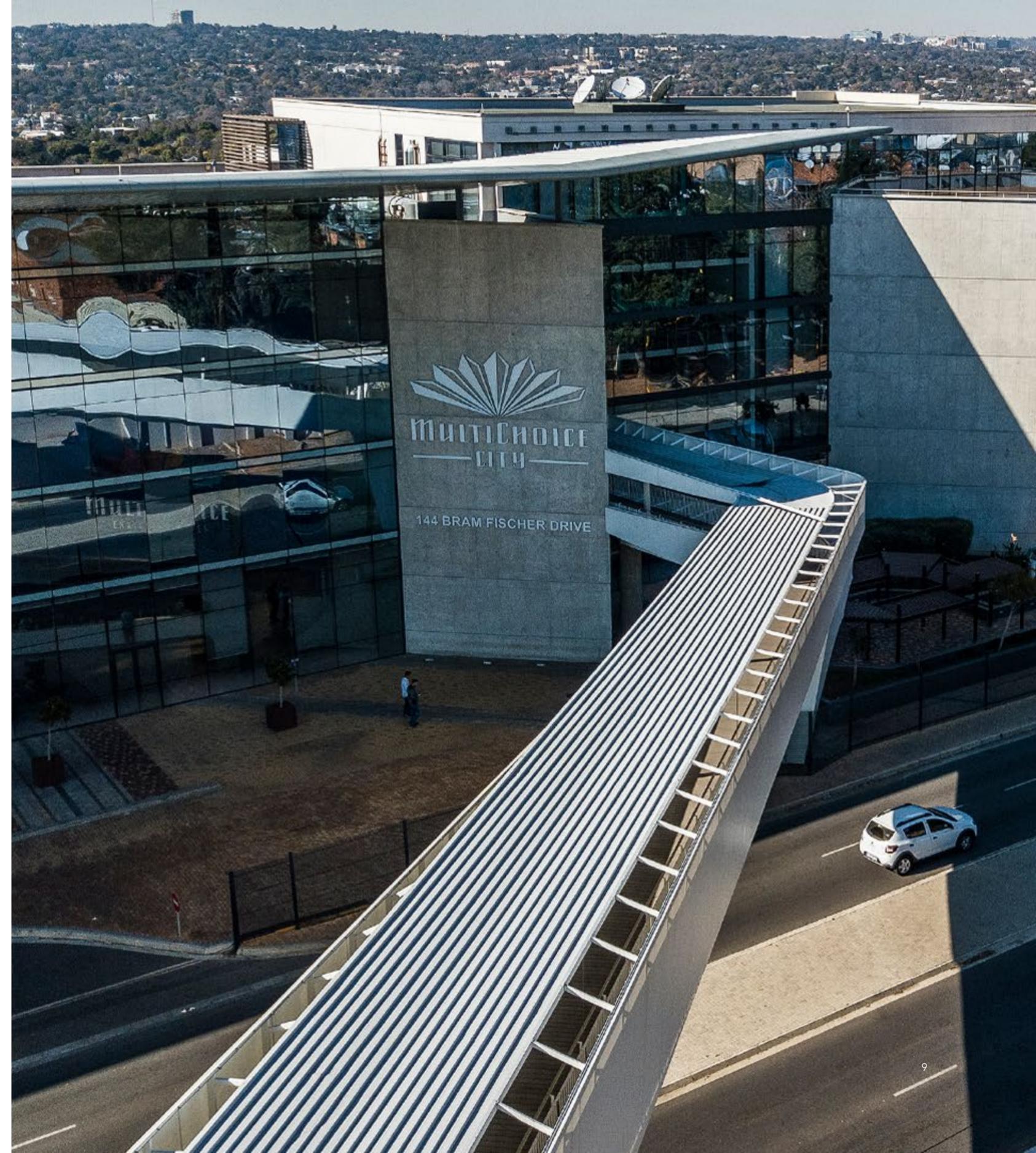
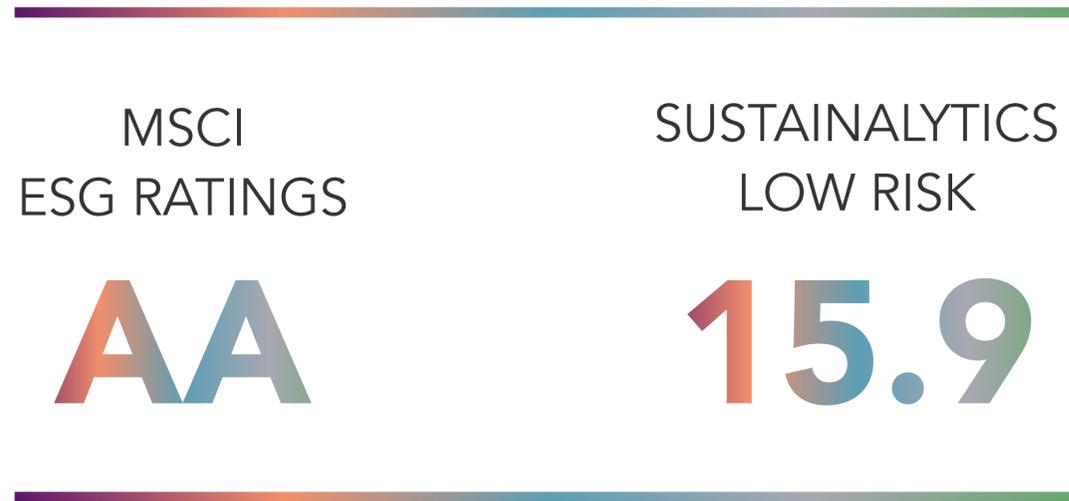
*We put the interests of our customers, shareholders, and employees first.*

### Agility

*We embrace change and seize new opportunities quickly.*

# MULTICHOICE

Irdeto is proudly part of MCG, Africa's leading entertainment company, which actively addresses and manages sustainable social and economic development. Within MCG's approach, emphasis is placed on key areas such as governance, social investment and environmental responsibility. MCG's resilience to ESG risks was measured by MSCI and Sustainalytics, receiving an [AA rating from MSCI](#) and an ESG rating of [15.9 from Sustainalytics](#), putting them in the low-risk exposure category.



# FY23 SUSTAINABILITY HIGHLIGHTS



Corporate Sustainability Policy

**€10,449**

raised for our Movember cancer awareness campaign



ESG Framework



SBTi commitment



Global Environmental Policy



CHARIN Partnership

**126**

Volunteering days

WE SUPPORT



UNGC Participation



Supplier Code of Conduct

# THE SUSTAINABILITY @IRDETO PROGRAM

As a global company, we recognize our responsibility to minimize our impact on the environment and societies we operate in. Over the years, we have diligently pursued our ambitions for social responsibility through impactful initiatives and sponsorships, engagement and volunteer programs as well as the creation of Diversity and Inclusion and CSR Programs. Throughout our journey, we have held ourselves accountable, regularly evaluating our actions through market-facing assessments, such as EcoVadis.

As sustainability practices have evolved, we have made significant strides to further integrate sustainability principles into our operations. In the past year, we have placed a significant focus on advancing this agenda, leading to the thoughtful creation of our Sustainability@Irdeto Program as solidified in our Corporate Sustainability Policy.

The Sustainability@Irdeto Program positions sustainability as a driving force within our organization, by:

## Limiting our environmental impact

We aim to minimize our environmental footprint by setting science-based targets to optimize our resource usage, including reducing energy consumption and waste generation. By doing so, we support cost-saving initiatives and mitigate risks associated with climate change.

## Creating opportunities in sustainable technology

We drive innovation across all departments, creating an environment to cater to the development of sustainable products and services. This differentiates us in the market, as we can meet the growing expectations of customers who are increasingly conscious of environmental and social impacts.

## Managing risk

We address risks related to climate change, social and ethical issues, supply chain disruptions and regulatory changes. By being proactive, we strengthen our business resilience and long-term performance.

## Engaging stakeholders

We encourage feedback from our investors, customers, employees and communities, to ensure that we can bolster a positive relationship between all our stakeholders. By aligning our corporate goals with wider societal needs, we can manage our stakeholder expectations and secure our social operation license.

## 4 PILLARS



### ETHICS

We always aim to maintain ethical and fair business practices



### ENVIRONMENT

We strive to limit our environmental footprint wherever we operate



### SUSTAINABLE PROCUREMENT

We work towards promoting sustainability across our supply chain



### LABOR & HUMAN RIGHTS

We operate with a 'people-first' approach

# TIMELINE



## Sustainability @Irdeto

Our program has already made significant progress in advancing sustainability across our company, and we are excited about its continued development toward the future of sustainability at Irdeto.

2019



D&I Program

2020



CSR Program

2021



2022



Sustainability @Irdeto  
|  
ESG Framework & Committee  
|  
UNGC & SBTi Commitment

2023

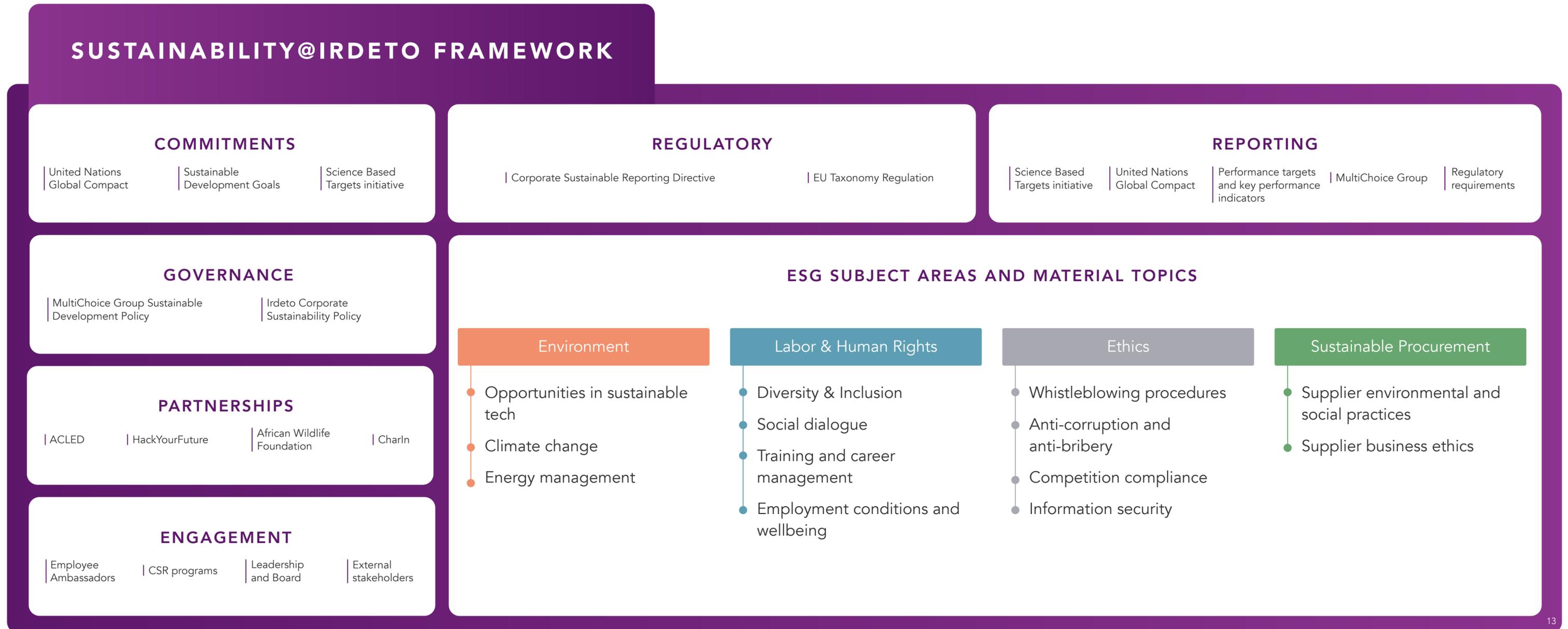


Sustainability Reporting  
|  
SBTi Targets Development  
|  
Employee Engagement

# ESG FRAMEWORK AND GOVERNANCE

The ESG framework was established with our Corporate Sustainability Policy, and is aimed at ensuring the reporting and measurement of our sustainability program's progress. By reporting our advancements across various sustainability dimensions, we strive to meet our targets and objectives while retaining a sense of accountability. Consisting of the ESG Committee and Governance teams, we divided the framework into four operational subject areas that capture the progress we aim to achieve, namely Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

To understand the requirements within each subject area, we assigned stakeholders to our ESG Committee who are equipped with the required expertise and perspectives to drive our sustainability commitments across the company. The ESG Governance team, on the other hand, consists of employees with diverse interdisciplinary backgrounds and includes representatives from leadership positions. They are entrusted with governing the ESG Committee and overseeing the development of the sustainability program. This guarantees the long-term continuation and success of the program.



# SUSTAINABILITY PERFORMANCE AND COMMITMENTS



## ECOVADIS

Our sustainability performance is assessed and annually benchmarked by Ecovadis. In 2022 Irdeto was awarded a silver medal – where our overall sustainability performance increased by 35% from 2016, our base year. Each subject area scored above industry average, ranking our performance among the top 25% of assessed companies within our industry. We are actively taking steps to enhance our sustainability practices and aim to improve our rating further in FY24.

## WE SUPPORT



## UNITED NATIONS GLOBAL COMPACT

In October 2022, Irdeto became a participant of the UNGC – the world’s largest corporate sustainability initiative – and have since been developing responsible business strategies aligned with their Ten Principles on human rights, labor, environment and anti-corruption. [Our commitment to these principles](#) will guide and support us in implementing sustainability initiatives throughout our operations.



## SCIENCE BASED TARGETS INITIATIVE

The SBTi framework commits companies to set science-based, long- and near-term targets to reduce their emissions. [We are proudly committed](#) to developing such targets, proving our ambitions of reducing our Green House Gas (GHG) emissions and limit global warming to 1.5°C.

As part of the UNGC participation, Irdeto is dedicated to contributing to the Sustainable Development Goals (SDGs). We have the most significant impact on the following goals:



# PARTNERSHIPS

## EDUCATION AND TRAINING

In line with our commitment to SDG 4 (Quality Education) we are collaborating with companies that can offer diverse talent to our organization. We have initiated two partnerships aimed at providing opportunities to underrepresented groups in the tech industry:

### 1. HackYourFuture

Our partnership with HackYourFuture is focused on increasing access to quality education for underprivileged groups. HackYourFuture trains refugees to become web developers and software testers through a free seven-month program. Graduates of the program then start their careers at one of their partner companies. This initiative prepares them to enter the world of tech, contributing to the industry's growth.

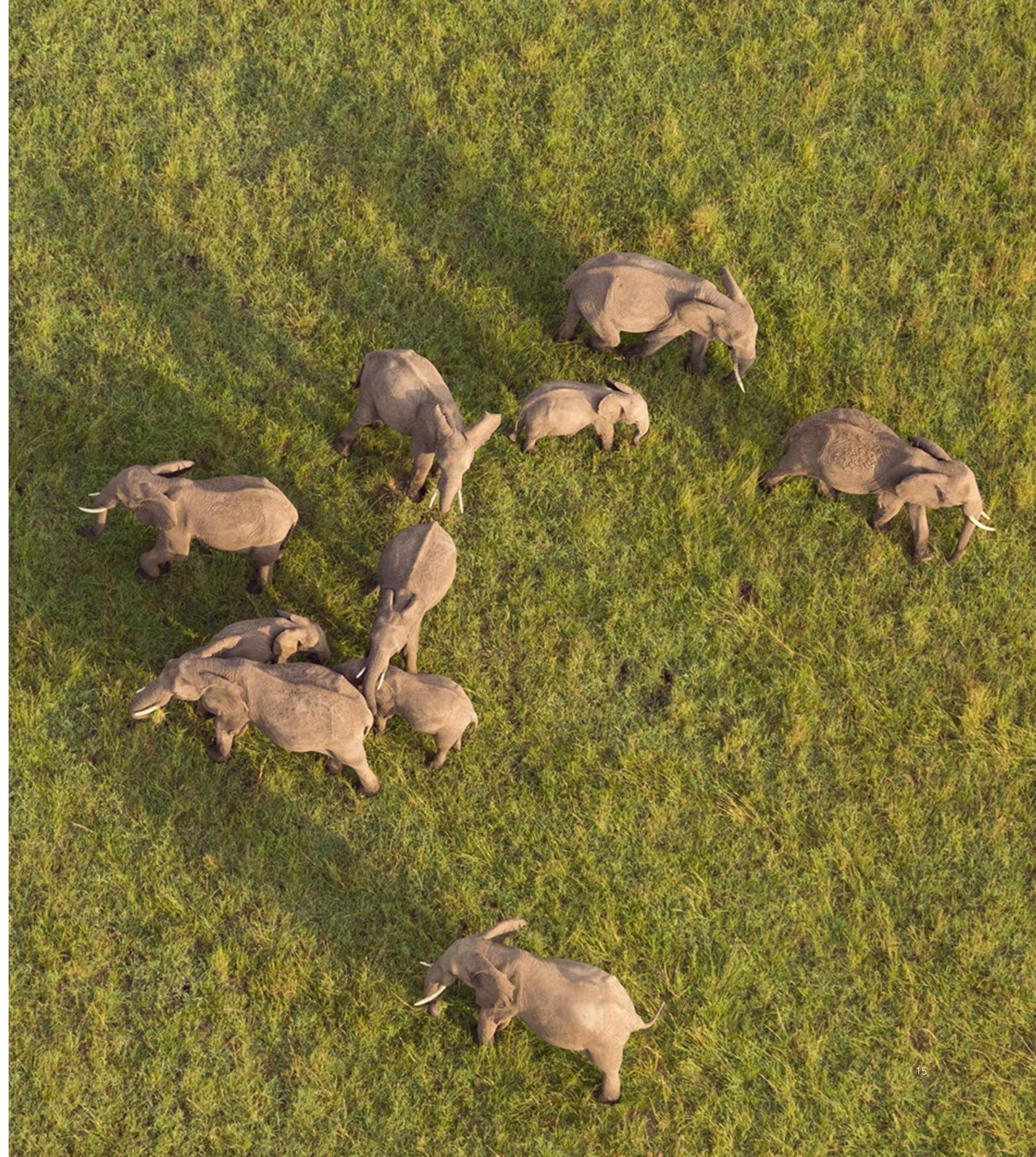
### 2. Codam

We also partnered with Codam, a tuition-free school that aims to train the next generation of programmers. Codam is open to students with diverse backgrounds and designates spots for underrepresented groups. Similar to the HackYourFuture initiative, Codam also contributes to the growth and diversity of the tech industry.

## AFRICAN WILDLIFE FOUNDATION

Aside from the tech industry, we also support the African Wildlife Foundation (AWF), as the illegal selling of animal parts is the fourth biggest illicit industry worldwide following drugs, counterfeit goods and human trafficking. These wildlife crimes devastate animal populations and have far-reaching consequences for entire ecosystems.

AWF and Irdeto have therefore joined forces to protect animals against these crimes. Drawing upon Irdeto's extensive expertise in cybersecurity services and technologies, we aim to combat the sale of animal parts on the internet, investigate illegal activities and collaborate with law enforcement agencies to identify and apprehend the participating individuals. Together, we strive to protect endangered species, preserve ecosystems and support communities reliant on sustainable tourism. Let's keep the life in wildlife.



# DOUBLE MATERIALITY ASSESSMENT

The double materiality assessment helps identify the sustainability issues most important to Irdeto and our stakeholders. It plays a significant role in shaping the direction and priorities of our sustainability program as it helps us understand where to focus and what to report on.

To adequately consider stakeholders and our impact on sustainability issues, we follow the concept of 'double materiality', defined by the European Financial Reporting Advisory Group (EFRAG) in the draft European Sustainability Reporting Standards (ESRS) as "... [meeting] the criterion of double materiality [is when] it is material from the impact perspective or the financial perspective or both." An issue is material from the financial or impact perspective when:

- The issue triggers or has the potential to trigger **material financial effects** on Irdeto
- Irdeto potentially or actually has a positive or negative **impact** on people or the environment

We will continuously monitor our stakeholder expectations to ensure that changes in the materiality of issues are considered on a regular basis.

Our FY23 double materiality assessment took the following approach:

## Step 1: Identify sustainability issues and stakeholders

*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 communications from EFRAG.

### 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 issues using double materiality

### 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. The survey asked each stakeholder to score the importance of the issues from low to high based on:

1. How much impact Irdeto has on the issue
2. How important the issue is to them

The desk study 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.

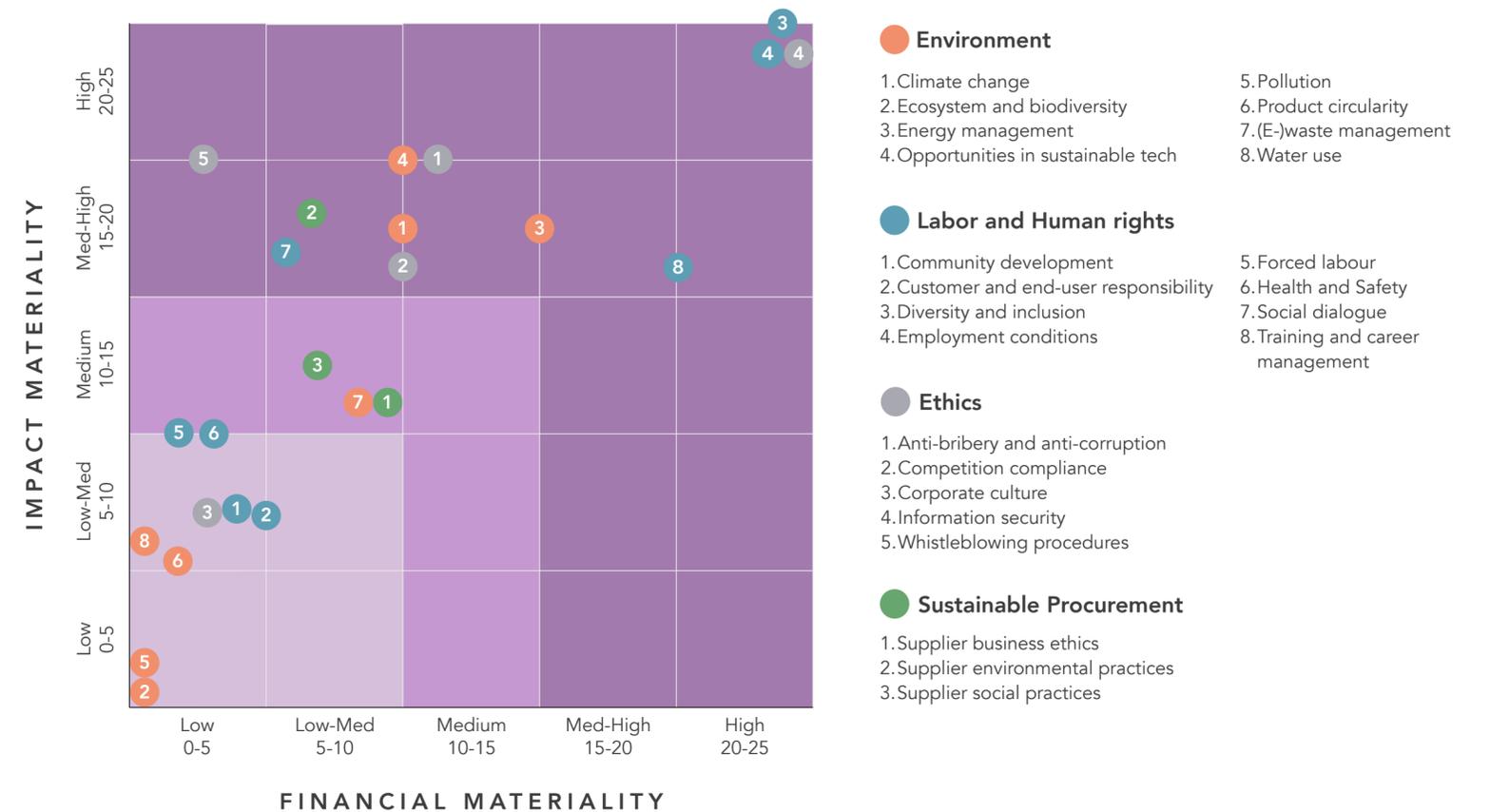
## Step 3: Create the materiality matrix

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

## Step 4: Validate the results

As the double materiality assessment shape the direction of the sustainability program, the ESG Committee's validation of the matrix was established to ensure consensus on the final results.

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



# ENVIRONMENT

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At Irdeto we recognize the gravity of climate change and acknowledge the crucial role that businesses play in both contributing to and addressing this global challenge. We are actively taking steps to understand and mitigate our environmental impact, with the goal of reaching net-zero, which was solidified along with the introduction of our first Global Environmental Policy in FY23. This policy guides the priorities and actions taken when implementing environmental sustainability practices within our operations. By creating a roadmap, Irdeto is better able to drive positive change and work toward a more sustainable future for the benefit of both the company and wider society.



## OUR JOURNEY TO NET-ZERO

In FY23, Irdeto made notable progress in our journey toward achieving the goal of reaching net-zero by committing to developing both near- and long-term emissions reduction targets in line with the SBTi. We also engaged with our customers on environmental sustainability by reporting our environmental data through the Carbon Disclosure Project (CDP).

Our commitment to net-zero demonstrates our dedication and contribution to the global climate objectives

To establish our targets, Irdeto is following the methodology provided by the SBTi and GHG Protocol, which involves calculating our full emissions inventory. Given that both Scope 1 (direct emissions from sources we own and control) and Scope 2 (indirect emissions generated from purchased energy) have already been measured and reported, the focus in FY24 is on gathering information for Scope 3 (indirect emissions from our upstream and downstream value chain).

Through analyzing our emissions inventory, we aim to gain a holistic understanding of our current emissions profile and identify key areas where reductions can be made. This approach will enable us to develop effective strategies mitigating our environmental impact and develop our emission reduction targets. We plan to set our targets and have them validated by the SBTi in early 2024.

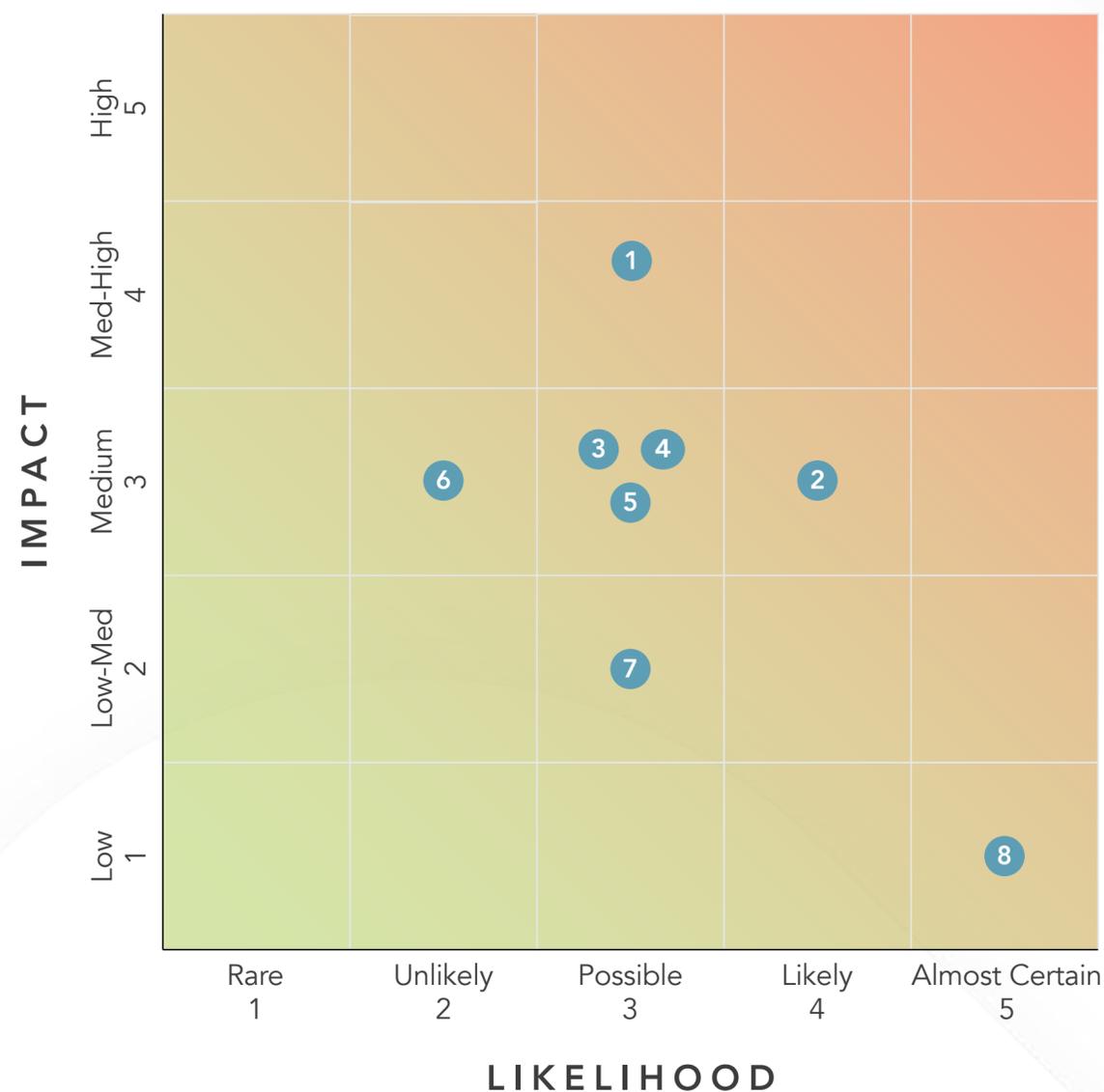
SCOPE 1  
**71 tCO<sub>2</sub>e**

SCOPE 2 (location-based)  
**430 tCO<sub>2</sub>e**

SCOPE 3  
**to be calculated  
in FY24**

# ASSESSING THE RISKS OF CLIMATE CHANGE

Climate change presents severe risks to everyone, including all companies regardless of their size and industry. To evaluate how such risks could impact Irdeto, we conducted a climate change risk assessment using our ERM methodology. The results of our assessment were compiled in a risk register as well as on a heat map, where they could be assessed based on their risk levels, allowing us to prioritize and focus our efforts.



### Potential Risk Topic

1. Failure to mitigate climate change by not reducing GHG emissions and achieve net zero emissions
2. Energy price fluctuations
3. Extreme weather events
4. Impact of third party business partners on climate change
5. Public perception
6. Noncompliance to legislation
7. Increased regulations on products and services to improve the carbon footprint of products
8. Frequent travel

## FRUITFUL OFFICE

To help mitigate our environmental impact, Irdeto has partnered with Fruitful Office – a non-profit, fruit delivery company in the Netherlands. They deliver fresh fruit to Irdeto each week and run a fruit tree-planting campaign; for every fruit basket we order they plant a fruit tree. By ordering these fruit baskets, Irdeto receives fresh fruit for its employees and also contributes to mitigating the effects of climate change and deforestation. Additionally, this initiative provides support to local communities in Malawi, Africa, where the trees are planted.

Since 2013, Irdeto has contributed to planting

**6,374**

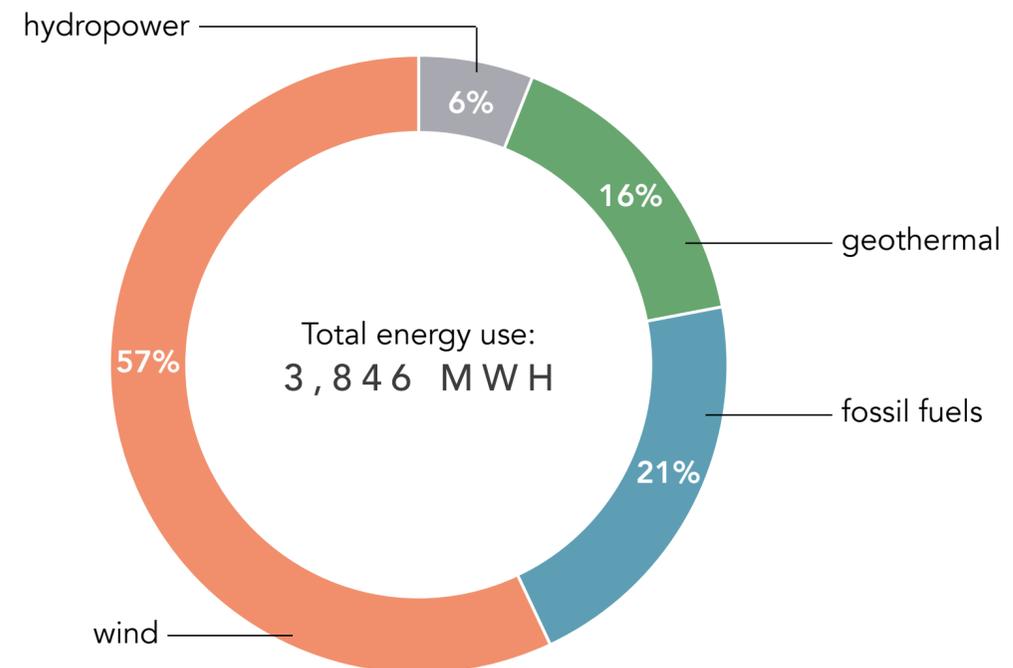
trees through Fruitful Office

## RENEWABLE ENERGY

Limiting the impact of our energy usage is an important step towards our goal of becoming net-zero. Part of this is our commitment to the procurement and utilization of 100% renewable energy for our global locations. To achieve this, we actively promote and facilitate the transition to renewable energy sources wherever possible. In FY24, our scope 3 emissions will give insight into how we can further optimize energy usage across our value chain.

Our Headquarters office runs on **100% renewable energy**

### ENERGY MIX KPI



## WASTE MANAGEMENT

Implementing efficient waste management practices is another critical aspect of reducing Irdeto's environmental impact. We recognize the importance of implementing comprehensive waste management and recycling programs across our facilities, supported by local municipalities or waste management companies.

Due to the potential harmful environmental effects of e-waste and the sensitive nature of the information stored on such equipment, we have established specific routines to ensure the responsible handling of e-waste throughout its lifecycle. All e-waste is treated by a dedicated waste management company in line with international guidelines, best practices and security policies.

Furthermore, in line with the principles of circularity, we strive to maximize the lifespan of our electronic devices before they reach the end of their usefulness. Through our refresh cycle, we optimize the usage of technology such as cell phones, computers and server hardware, keeping them in use for as long as possible to reduce any unnecessary waste.

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TOTAL WASTE  
**23 tons**

TOTAL WASTE RECYCLED *(53% recycled)*  
**12 tons**

TOTAL E-WASTE *(100% recycled)*  
**2 tons**

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# OPPORTUNITIES IN SUSTAINABLE TECH

In today's rapidly evolving world, the urgent need to address climate change and cultivate sustainable development has given rise to unprecedented opportunities in the technology sector. Encompassing a wide range of innovative solutions and advancements, technology holds the key to transforming industries, powering economies and creating a more sustainable future for generations to come. At Irdeto, we recognize this immense potential and drive positive change to help reshape the global landscape. Below are some of the exciting sustainability opportunities that Irdeto are involved with:

## EV CHARGING

With the growing awareness of sustainability, the EV industry has emerged as a key player in the reduction of carbon emissions and promoting environmental responsibility. EVs are gaining popularity as a greener and more sustainable transportation alternative, making a secure charging network essential to encourage their widespread adoption. Recognizing the importance of this transition, Irdeto is actively contributing to the growth of the EV market by promoting the development of a reliable and accessible charging infrastructure through our CrossCharge initiative and CharIN partnership.

### IRDETO AND CHARIN

Irdeto joined forces with the Charging Interface Initiative e.V. (CharIN e.V.), the global association for e-mobility and UL Solutions, a global leader in applied safety science. This partnership aims to bring enhanced security and convenience to the ecosystem of EVs by rolling out plug and charge to Europe.

At the forefront of this collaboration is Irdeto's market-leading key life cycle management service, Irdeto Keys & Credentials, deployed to set up, operate and oversee the Vehicle-to-Grid Public Key Infrastructure (V2G PKI). While CharIN provides the Root Certificate Authority (V2G Root) for the European plug and charge ecosystem, Irdeto runs it as a fully managed service. UL Solutions provides support to Irdeto by ensuring ISO 15118 compliance and acting as a registration authority for enrolling new participants into the ecosystem.

This tri-cooperation ensures the secure authentication and authorization of vehicles, charging stations and mobility subscriptions, while enabling the plug and charge ecosystem to align with the ISO 15118 standard. A unified ecosystem ensures trust between all participants, providing a seamless customer experience, free from fraudulent activity and cyberattacks.

### IRDETO CROSSCHARGE

Irdeto CrossCharge is a complete set of managed services to create, distribute, discover, validate and revoke vehicle identities and charging contracts that makes operational experience seamless for the end users. With this new solution, Irdeto is enabling a secure and connected EV Charging ecosystem for Charging Point Operators (CPOs), E-Mobility Service Providers (EMSPs) and Electrical Vehicle Original Equipment Manufacturers (OEMs).

Irdeto CrossCharge has become the easiest way to create, or participate in, charging ecosystems giving customers a smooth and reliable charging experience. It provides a complete set of managed services for all EV ecosystem participants, meaning companies only need one contract and interface to give their EV customers easy access to all charging stations. The goal of Irdeto CrossCharge is to allow drivers to easily roam between different CPOs, using their preferred payment method and directly from the car in the future. Irdeto CrossCharge:



**Increases access to EV charging** by promoting roaming and interoperability between different charging networks and service providers, helping to increase access to EV charging infrastructure. A wider infrastructure means greater accessibility to EVs and their transportation needs, reducing the need for fossil fuel powered vehicles.



**Streamlines charging infrastructure**, simplifying the payment and settlement process for EV charging operators and EMSPs, making monetization and management easier.



**Promotes EV adoption** by making it easier and more convenient for people to charge their EVs. This would lead to a reduction in carbon emissions and other environmental impacts associated with traditional fossil fuel powered vehicles.

## CLOAKED CA

Within the video entertainment industry, Irdeto's Cloaked CA (CCA) solution stands as a testament to our commitment to limiting our environmental footprint, without altering the quality of our products. Initially launched in 2011, our CCA solution has successfully contributed toward reducing our customers' use of smart cards, mitigating the environmental impact of the video entertainment industry.

Smart cards, commonly used in pay-TV and other security-critical industries, can present significant negative environmental effects as they are built from unsustainable or hazardous materials, including plastic, electronic components, copper and gold. The production and packaging processes also involve the use of toxic substances such as glues and solvents. Moreover, the transportation and distribution of these cards require substantial logistical efforts and resources, in addition to generating waste.

In contrast, our Cloaked CA solution mitigates the adverse environmental effects by offering a cardless alternative, eliminating the need for physical smart cards, mitigating the adverse environmental effects otherwise stemming from their production, distribution and disposal. Considering each smart card weighs around 6 g and that Irdeto's CCA roll-out volume since 2011 is around 111mil units, our solution has made a significant contribution to addressing the environmental issues associated with smart card usage.

## CONNECTED HEALTH

The healthcare industry is a critical sector relying heavily on technology to provide effective and efficient patient care. The increased adoption of connected medical devices has also meant an increase in cyber threats. Current deficiencies in cybersecurity incur financial costs and also compromise patient data, leading to interruptions in patient care and in extreme cases, loss of life.

Irdeto, as a platform security specialist, addresses this challenge by offering solutions and services that strengthen the cybersecurity posture of medical devices throughout their life cycle. Our quality management system covers the design, development and delivery of cybersecurity software and supporting cybersecurity services for medical devices. It is ISO 9001 and ISO 13485 certified, ensuring compliance and alignment with best practice.

Our commitment to sustainability and SDG 3 (Good health and Well-being) drives us to develop technology to enhance the safety of medical devices, minimizing the risk of hacking for HDOs. By doing so, we enable device makers to embrace connectivity for faster, better and more efficient care to patients around the world.

# LABOR AND HUMAN RIGHTS



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Our employees are the driving force behind our success, and we prioritize their growth and wellbeing. We create a diverse and inclusive environment where they can openly express their ideas and engage, innovate and learn to reach their full potential. Through comprehensive programs and initiatives, we invest in their professional development, offering training, mentorship and continuous learning opportunities.

We also promote work-life balance and provide comprehensive wellness support. Our employees are recognized as our greatest asset, and by empowering them we ensure ongoing innovation, customer satisfaction and market leadership in the industries we operate in.

## EMPLOYMENT CONDITIONS

Irdeto implements working conditions that promote satisfaction, fulfilment and work-life balance. In addition to attractive compensation and benefits, we invest in comprehensive well-being initiatives that contribute to the physical, mental and emotional health of our employees. Through our commitment to creating a positive and supportive work environment, we enhance employee engagement, productivity and retention, while contributing to their overall happiness and success.

### WORK HARD ANYWHERE

One of the key aspects of our working conditions is the importance of work-life balance for our employees. In support of this, we have implemented a Work Hard Anywhere Policy, offering flexibility in how, where and when our employees work. This policy allows them to prioritize personal commitments, leisure activities and further development alongside their work responsibilities.

Under this policy, our employees are granted 20 days annually to work anywhere in the world. This enables them to explore new environments and find inspiration outside traditional office settings. Additionally, we provide a \$500 allowance for creating a personalized home office, ensuring they have the necessary resources for a productive work environment.

Through this policy, we commit to our corporate values by trusting our employees and managers. Accountable for their teams and projects, they embed agility into their daily operations allowing

us to innovate and adapt to fast-changing circumstances effectively.

### EMPLOYEE REPRESENTATIVE BODIES

To ensure a fair and inclusive work culture where our employees are heard and supported, we strive to have mechanisms in place that allow them to voice their concerns:

- One crucial avenue for employee representation is our Works Council, where people and organizational issues are regularly discussed with the leadership team. With nine members elected every three years, the Works Council plays a pivotal role in influencing policies and decisions that impact our company and workforce.
- In France, our office has a dedicated Social and Economic Committee (SEC) responsible for handling individual and collective complaints related to matters including wages, labor code compliance and working conditions. The SEC enables collective expression and ensures the continuous consideration of employees' interests in Irdeto's management and development.
- In South Africa, the Employment Equity Committee promotes equity and equal opportunities in the workplace. With representation from 12 members across all occupational levels, the committee prepares the Employment Equity Plan, conducts regular workplace analyses and ensures that its objectives are effectively implemented.
- In our India office, we have established an Internal Committee (IC) to address acts of sexual harassment in the workplace. Irdeto is

committed to providing a workplace free of sexual harassment, meaning our policy applies uniformly in case of sexual harassment of any person, irrespective of their gender. Comprising of a presiding officer, six internal members and one external member from a Non-Government Organization (NGO), the Irdeto IC strives to ensure a safe and respectful workplace for all employees.

### EMPLOYEE WELLBEING

We know that the health and wellness of our employees is crucial both for their individual success and the long-term prosperity of our company. A high level of employee well-being can increase engagement, performance and resilience while cultivating a positive working environment. To support our employees, we provide a wide range of initiatives including healthcare benefits and insurance, family assistance, psychological counseling and wellness programs.

Key initiatives such as our Irdeto Moves Program, mental health campaigns and annual Movember campaign to promote men's health, along with our monthly well-being column, are designed to keep employees active, connected and informed.

Additionally, our employees have year-round access to our Employee Assistance Program (EAP) which offers emotional counselling, legal support and financial support to them and their dependents. This program is an external and confidential resource to help employees navigate personal challenges.

Our collective commitment led to **€10,449 raised** for the Movember foundation, contributing toward a positive impact on men's health

### ACCESSIBILITY

Accessibility means feeling like you belong and are included in all spaces. We are committed to providing equal access and opportunities for individuals with disabilities, ensuring their dignity, independence and timely support.

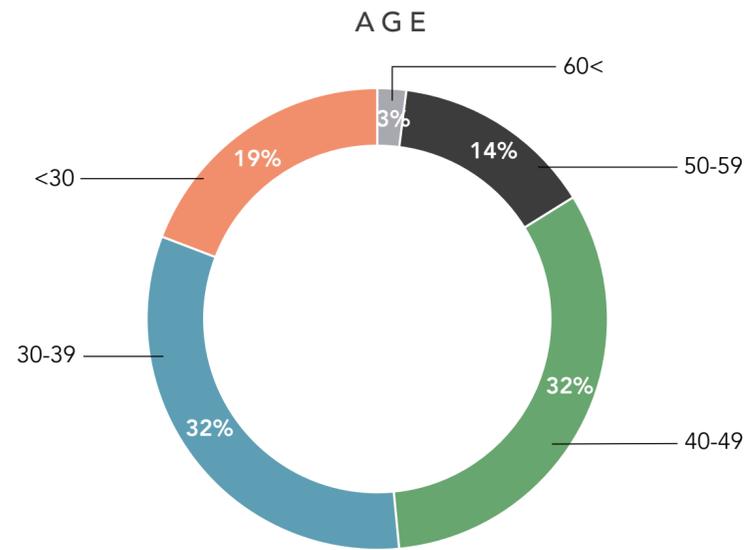
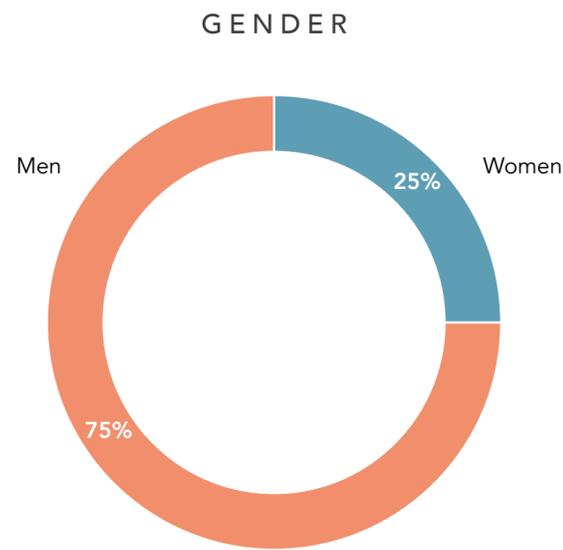
To achieve this, we actively work toward removing and preventing barriers to accessibility in accordance with global accessibility laws. We acknowledge individuals with disabilities and work with them to ensure their needs are addressed, enabling their full participation. By building an accessible and inclusive space, we contribute to the well-being, happiness and overall productivity of our diverse teams.

# DIVERSITY AND INCLUSION

At Irdeto, we are building a smart, healthy, diverse and inclusive work environment for our employees, providing them with equal opportunities and fair treatment throughout their career path. This approach promotes a fair and equitable workplace and is also a key business driver.

We believe that innovative and disruptive ideas arise when diverse minds collaborate

We proudly represent **62 nationalities** across all teams globally



We ensure that diversity is reflected in the content we create, the partners we collaborate with and the communities we serve, weaving diversity, equity and inclusion into the fabric of our workforce and culture. Through integrated policies, talent programs and unconscious bias training, we actively promote and deliver on our commitment to transformation. While D&I as a whole encompasses many dimensions, we have focused initially on three pillars – monitoring them since 2021 – 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.

Since the launch of our D&I program in 2019, we have made significant progress in implementing robust initiatives to ensure our colleagues feel included, strengthening our company culture and cultivating diverse talent. Some key successes from this year included:

- Adding clear KPI's to structure and measure our progress against industry benchmarks
- Introducing and monitoring our internal 'belonging' index
- Relaunching the Irdeto Employee Referral Program to help draw a more diverse pool of candidates
- Launching internal awareness programs such as Allyship at Work, as well as supporting our LGBTQ+ community
- Supporting local and international cultural celebrations
- Joining relevant external programs such as the UNGC and the Equal in Legal initiative

## EMPLOYEE TRAINING AND CAREER MANAGEMENT

With learning and development being key to empowering the performance and success of our people and company we are committed to a culture that promotes continuous learning and knowledge-sharing tailored to our organization's needs. To guarantee the skills of our workforce, we offer a wide range of learning opportunities, including coaching, mentoring, on-the-job training, formal qualifications and accredited courses as well as customized programs for leadership and technical positions.

Our Learning and Development team supports the teaching of both technical and non-technical skills of our employees across all our offices. Their in-house portfolio includes various programs such as employee onboarding, mentoring, career planning, manager onboarding and leadership development programs. These initiatives ensure that our employees have access to resources and opportunities to continually enhance their expertise.

Our employees are also encouraged to invest in their development through the MultiChoice Academy digital-learning platform, where they can find a library of curated courses offered in partnership with renowned institutions such as Harvard, Udemy and other international content libraries.

**2,297**

course registrations

**784**

course completions

**4,937**

hours spent learning

We **invested over \$400,000** in employee development and enabled **389 employees** to attend formal training

The influx of young and ambitious talent is also highly sought after and as such, we invest in the growth of our diverse and dynamic teams through offering internships and graduate programs. These serve as valuable pipelines for early career development of recent graduates and also allows for the intake of more specialized skills.

**20 interns** and **13 graduates** were welcomed globally

We established cross-company knowledge-sharing through our global mentoring program and our second annual 'Learn-a-thon' event. The Learn-a-thon is a full-day event dedicated to sharing knowledge and expertise, where employees can volunteer to teach their peers on a wide range of topics, both related and unrelated to business matters.

**>103**

employees engaged in mentoring activities

**>461**

employees participated in the learn-a-thon



## LEAD AT IRDETO

Strong leadership drives a dynamic business environment and is vital for continued success. Lead at Irdeto empowers our employees to navigate challenges, inspire their teams and achieve exceptional results. The program adapts the training modules to the needs of Irdeto, promoting innovation in a highly competitive landscape.

Some of the key leadership aspects covered in our training modules include systemic thinking, digital transformation, emotional intelligence and commercial acumen. In FY23, we also enhanced our Manage at Irdeto program to equip managers with essential skills, conducted through regular sessions, peer coaching and manager-guided communities.

## INNOVATION

At the core of our values lies innovation, the driver of our success and solution to tackling many of today's challenges. We recognize that an innovative mind can overcome complex challenges and as such, have developed a program to encourage employees to explore their potential within areas they find important. Our employees can take part in the following:

- Problem identification workshops and focus groups, assisting employees in identifying valuable problems to solve through collaboration. Sessions involve brainstorming and teamwork.
- Innovation sabbaticals, allowing employees to dedicate 10 full days each year to exploring innovation through our marketplace, sharing their ideas and results in a transparent environment.
- Hackathons, which take place annually and bring our employees together to innovate collaboratively. Problems, potential solutions and feedback can be submitted by employees and the selected ideas can be worked on during the hackathon day. Usually, the day

runs non-stop to encourage all time zones to participate together.

- Innovation tournaments, which are an iterative process used to generate, identify and select valuable ideas. Tournament participants refine their problem, solution and pitch statements to ultimately drive viable product development.

## Intellectual property protection

We strive to create an environment where our employees can share and improve their ideas with confidence and have implemented rigorous policies and procedures to protect their intellectual property. We actively monitor our portfolio for developments and ideation, encourage submissions for intellectual protection and support the development and refinement of such ideas for professional development.

## ENGAGING OUR EMPLOYEES

Employee engagement is critical to driving customer experience, meeting business objectives and facilitating employee ambassadorship in the market. At Irdeto, we prioritize continuous engagement efforts through close collaboration among our HR, internal communications and leadership teams. Some of our collaborative activities include our monthly internal magazine (the Irdeto Insider), quarterly all-hands meetings and local social events. To keep track of the engagement metrics, we use the Officevibe platform across all teams to give employees the opportunity to rate their current work environment and point out ways for it to be continuously improved. The leadership teams then use the insights to increase employee morale and work to achieve high employee engagement and satisfaction.

On Officevibe, we achieved a **score of 8.3** (out of 10) across Irdeto in the category of "Relationship with manager"

## ENGAGING OUR EMPLOYEES IN SUSTAINABILITY

The success of our sustainability program hinges off the commitment of our entire company, beyond just our ESG Committee and Governance team. We encourage employee involvement through informative sessions, resource sharing, volunteering opportunities, social events and global ambassadorship. This year, for instance, we organized clean-up activities in honor of Earth Day and a countdown campaign for International Women's Day. Our new global sustainability ambassadorship program allows employees to promote sustainability in their local offices by organizing events, information sessions and volunteering opportunities. These initiatives serve to create a sense of collective responsibility toward a better and sustainable future.

Our employees made use of **126 volunteer days** to help the victims of the war in Ukraine and other meaningful initiatives



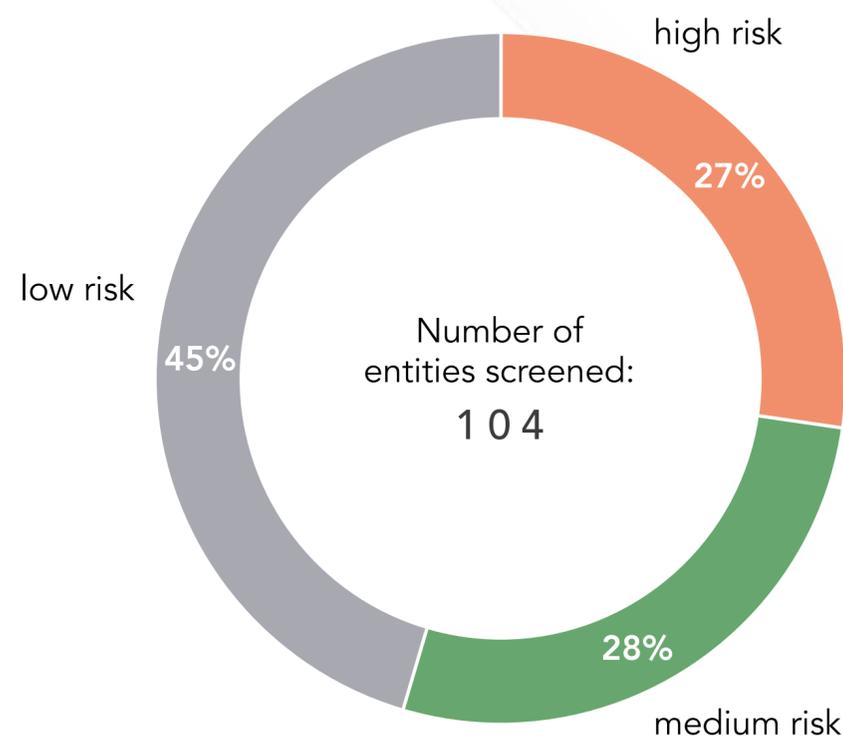
# BUSINESS ETHICS

Business should always be conducted ethically and with all parties maintaining their integrity. As part of our commitment to an ethical business environment, we have implemented anti-bribery and corruption measures, whistleblowing procedures and information security through privacy law compliance. Beyond benefiting our immediate business, these factors contribute toward a fair and sustainable future.

## ANTI-BRIBERY AND ANTI-CORRUPTION

Bribery and corruption are areas where we maintain a zero-tolerance policy, as both undermine fair competition and erode trust. To negate the effects of bribery and corruption, we educate our employees with regular training and awareness sessions to ensure that our business dealings are free from offerings, solicitation and any other bribery or kickback tactic; our employees are also required to accept the MCG Code of Conduct and Irdeto Anti-Bribery and Corruption Policy.

### RISK ASSESSMENT KPI



In addition to the internal training procedures, we also make use of a robust third-party risk screening process that maintains the standards for our business partnerships and informs our decision making. They inform us on political connections, allegations of corrupt practices, high risk countries and potential sanctions.

## WHISTLEBLOWING PROCEDURES

We recognize the importance of whistleblowers in identifying and reporting potential misconduct, unethical behavior and violations of the law. We comply with applicable whistleblower laws and have established procedures for reporting and investigating incidents of misconduct. Our whistleblowing procedure ensures that they are protected from retaliation and that their identity is kept confidential.

## GLOBAL COMPETITION LAW COMPLIANCE

We maintain strict compliance with competition laws in the territories we operate in to ensure fair and competitive business practices. We engage in training programs to educate our employees about competition laws and regularly monitor our operations to identify and mitigate potential risks. By upholding these standards, we demonstrate commitment to fostering healthy competition, protecting customer interests and contributing to a level playing field within the marketplace.

**95%** of our employees participated in Anti-Bribery and Corruption training in FY23

We aim to have 100% of our employees complete the training in FY24

# INFORMATION SECURITY

Data protection and information security is of paramount importance to us, particularly as a cybersecurity company. We have implemented a global information security management framework that drives the security measures and controls within the company; the framework structure is consistent with ISO 27001 and adopts best practices from ISO 27002. The production of key material from our production center in The Netherlands is ISO 27001 certified, and best-practices are applied across the organization to ensure:

- A consistent and effective approach to the management of information security incidents
- Prevention of unauthorized physical access, damage and interference to Irdeto's information processing facilities
- Authorized users can access data, systems, applications and services
- Information security is designed, implemented and tested in the product development process and lifecycle
- Regular vulnerability analysis and penetration testing
- All Irdeto employees receive regular information security awareness training

In addition to compliance with GDPR and other relevant data protection laws, we have implemented robust policies and procedures to ensure the lawful collection, processing and storage of personal data as well as implementation of fair information principles practices. In order to ensure that privacy and data protection are considered throughout the product lifecycle and only necessary data is processed, we follow privacy by design and default principles. Moreover, if a product or service may involve a high risk to personal data, impact on privacy and potential risk factors are assessed on an ongoing basis prior to their market release.

126

records of processing activities  
(94 active records and 32 archived records)

17

privacy-by-design  
assessments

7

data protection impact  
assessments

# SUSTAINABLE PROCUREMENT

—  
We believe in a world where goods and services can be procured with the best intentions, as safely and securely as possible. Our commitment to sustainable procurement ensures that Irdeto's values are upheld throughout the life cycle of the products and services we provide. By doing our part, we contribute toward building a secure and sustainable future.

# DRIVING POSITIVE CHANGE ACROSS OUR SUPPLY CHAIN

As we work toward creating a sustainable and secure world, we are dependent on suppliers and service providers worldwide. Global business needs have however changed dramatically, with the increased demand for international trade and cheap products resulting in adverse consequences for both people and the environment.

To address these challenges, we are committed to integrating our sustainability principles into our procurement practices. Our aim is to ensure that the requirements of our stakeholders are met, while minimizing negative impacts. With this in mind, we have taken a fresh look at our policies, processes and strategies and have focused on:

- Updating our Procurement Policy, adding Sustainable Procurement and Supplier Ethics clauses
- Including sustainability questions in our Tender Process and ensuring our suppliers meet the revised requirements
- Updating our supplier onboarding process to include the Irdeto Supplier Code of Conduct
- Establishing sustainability KPI's that we will track and measure going forward

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Between February and May 2023, **69%** of our target suppliers signed the Supplier Code of Conduct

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Some immediate next steps will be to:

- Include sustainability clauses in all our supplier agreements
- Host procurement webinars for our employees on our sustainable procurement initiatives and incorporate their feedback

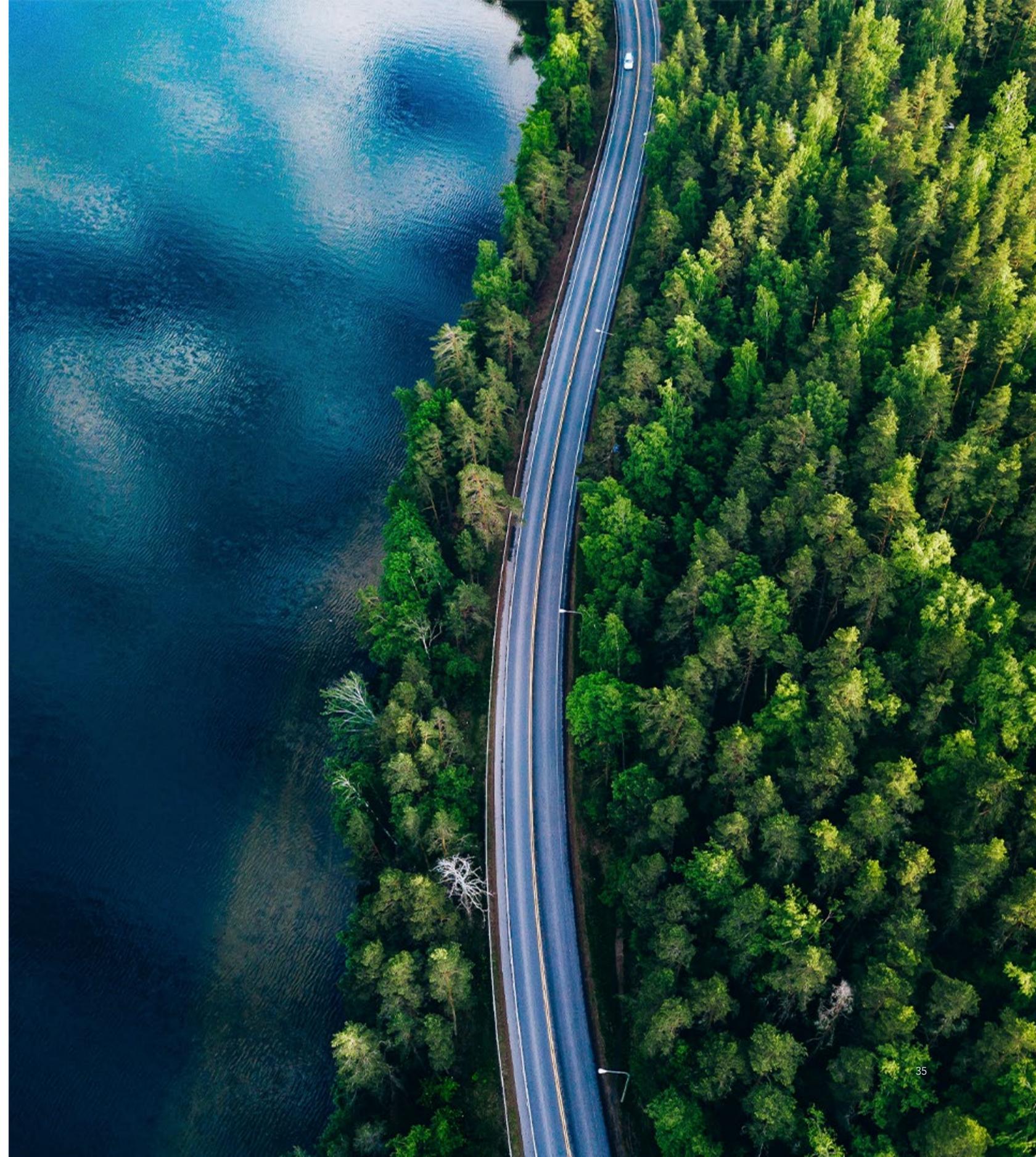
# LOOKING FORWARD

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As we enter FY24, we remain committed to continuing our ongoing efforts, further advancing our sustainability program and taking significant steps toward our impact as a company. Driving continuous improvement across our sustainability pillars will help us mark significant milestones along our sustainability journey.

Our main focus in FY24 will be on setting clear targets and objectives for all our operational subject areas, expanding the number of KPIs we track (See Appendices). This will further the integration of sustainability principles throughout our organization and will allow us to measure our progress to drive continuous improvement. We especially look forward to continuing to develop our emissions reductions targets and establishing a timeline for achieving net-zero emissions.

We are excited about the progress we have made thus far, and we look forward to the developments in FY24. We greatly value the support and partnership of our stakeholders and invite you to join us in taking steps together toward a more sustainable future, whether it's within your own organization, personal life or through collaboration with us.



# PERFORMANCE DATA

## ENVIRONMENT FY23 DATA

Topic	Referenced GRI standard	Metric	Unit	FY23 Data	UNGC Principle	Sustainable Development Goals
Energy mix	302-1	Total energy consumption	MWhs	3846 MWh	Principle 7 Principle 8 Principle 9	SDG 7 SDG 13
		Total fuel consumption within the organization from non-renewable sources, including fuel types used	%	21%		
		Total fuel consumption within the organization from renewable sources, including fuel types used	%	79%: Wind 57% Hydro 6% Geothermal 16%		
GHG emissions	305-1	Gross direct (scope 1) GHG emissions	Tons of carbon dioxide equivalent (tCO2e)	71 tCO2e	Principle 7 Principle 8	SDG 7 SDG 13
	305-2	Gross indirect (scope 2) GHG emissions		430 tCO2e Location-based approach		
(E)-Waste management	306-3	Total weight of waste generated	Tons	23 tons	Principle 8	SDG 12 SDG 13
	306-4	Total weight of waste diverted from disposal	Tons and %	12 tons (53%)		
	306-5	Total weight of waste directed to disposal	Tons and %	11 tons (47%)		
	306-3	Total weight of e-waste generated	Tons	2 tons		
	306-4	Total weight of e-waste diverted from disposal	Tons and %	2 tons (100%)		

## ENVIRONMENT EXPECTED ADDITIONAL FY24 KPIS

Topic	Referenced GRI standard	Metric	Unit	UNGC Principle	Sustainable De-velopment Goals	Comments
Energy intensity	302-3	Energy intensity ratio	To be decided in FY24	Principle 7 Principle 8	SDG 7 SDG 13	The methodology for this metric will be determined in FY24
GHG emissions	305-3	Gross other indirect (scope 3) GHG emissions	Tons of carbon dioxide equivalent (tCO2e)	Principle 7 Principle 8	SDG 7 SDG 13	Project underway aimed at calculating our full scope 3 emissions in line with the GHG Protocol
GHG emissions intensity	305-4	GHG emissions intensity for Scope 1, 2 and 3	To be decided in FY24	Principle 7 Principle 8	SDG 7 SDG 13	The methodology for this metric will be determined in FY24
Reduction of GHG emissions	305-5	GHG emissions reduced as a direct result of reduction initiatives	Tons of carbon dioxide equivalent (tCO2e)	Principle 7 Principle 8	SDG 7 SDG 13	Will be reported in line with our future SBTi targets
SBTi	n/a	Define and report progress against time-bound short-, medium-, and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact.	Description	Principle 7 Principle 8	SDG 12 SDG 13	Irdeto committed to the SBTi in October 2022. We aim to have our targets approved and validated by the SBTi in early 2024.

## LABOR AND HUMAN RIGHTS FY23 DATA

Topic	Referenced GRI Standard	Metric	Unit	FY23 Data		UNGC Principle	Sustainable Development Goals
Scale of the organization	102-7	Total number of employees	# (Head count)	915		n/a	n/a
Key characteristics of employees and workers in own workforce	102-8	Employees by employee contract (permanent and temporary) by gender	# (Head count)	Female	Permanent: 216 Fixed term: 4 Contractor: 10 Intern/co-op: 3	Principle 6	SDG 8
				Male	Permanent: 639 Fixed term: 1 Contractor: 31 Intern/Co-op: 11		
		Employees by employment contract (permanent and temporary) by region		AMER	Permanent: 112 Fixed term: 0 Contractor: 9 Intern/Co-op: 5		
				APAC	Permanent: 235 Fixed term: 1 Contractor: 12 Intern/Co-op: 2		
		Employees by employment type (full-time and part-time) by gender		EMEA	Permanent: 508 Fixed term: 4 Contractor: 20 Intern/Co-op: 7		
				Female	Full-time: 204 Part-time: 29		
		Male		Full-time: 649 Part-time: 33			

Employment and wealth creation	401-1	Total number and rate of new employee hires during the reporting period, by region.	# and rate (Head count)	AMER	41	Principle 6	SDG 8
				APAC	142		
				EMEA	215		
	401-1	Total number and rate of employee turnover (for permanent employees) during the reporting period, by age group, gender, other indicators of diversity, and region.	# and rate (Head count)	Gender	Women: 30 Men: 82		
				Age	20-30: 31 30-40: 51 40-50: 15 50-60: 10 60-70: 5		
				Region	AMER: 19 APAC: 20 EMEA: 73		
Workplace health and safety	403-6	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services. This includes the scope of access provided to employees and workers, descriptions of any voluntary health promotion services as well as programs offered to workers to address major non-work-related health risks and the specific health risks addressed.	Description	See section Working Conditions		SDG 3 SDG 8	
Training and career development	404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills	Description	See section Employee Training and Career Management		SDG 4 SDG 8	
Diversity and Inclusion	405-1	Individuals within the organization's governance bodies in each diversity category	# (Head count)	Gender	Women: 2 Men: 7	Principle 6	SDG 5 SDG 10
				Age	30-50: 6 >50: 3		
	Employees in each diversity category	%	Gender	Men: 75% Women: 25%			
			Age	30>: 19% 30-39: 32% 40-49: 32% 50-59: 14% 60<: 3%			
			#	Nationalities 62			

## LABOR AND HUMAN RIGHTS EXPECTED ADDITIONAL FY24 KPIS

Topic	Referenced GRI Standard	Metric	Unit	UNGC Principle	Sustainable Development Goals	Comments
Key characteristics of employees and workers in own workforce	401-1	Total number and rate of new employee hires during the reporting period, by age group, gender, other relevant indicators of diversity and region	# and rate (Head count)	Principle 6	SDG 8	Expanding reporting to include gender and age group
Workplace health and safety	403-9	Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organization	#/rate		SDG 3 SDG 8	
	403-9	Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period	#		SDG 3 SDG 8	
Training and career development	404-1	Average hours of training provided per employee by employment category and gender	Hours per employee		SDG 4 SDG 8	
Diversity and inclusion	405-1	Percentage of employees per employee category by gender	%	Principle 6	SDG 5 SDG 10	Expanding the gender metric to include more categories than male and female
	406-1	Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to employees during the reporting period, noting the status of the incidents and actions taken	# and description	Principle 2 Principle 6		

**BUSINESS ETHICS FY23 DATA**

Topic	Referenced GRI Standard	Metric	Unit	FY23 Data	UNGC Principle	Sustainable Development Goals
Role of the highest governance body in sustainability reporting	2-14	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics  Describe the process for reviewing and approving the information	Description	The General Counsel is the sponsor of the sustainability report. The CEO has reviewed and approved the report and material topics. The General Counsel and CEO make up two thirds of the highest governing board  The review and approval were done through regular reviewing sessions together with the sustainability team		SDG 16
Anti-corruption and anti-bribery	2-25	A description of: the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behavior and lack of organizational integrity; mechanisms for seeking advice about ethical and lawful behavior and organizational integrity; the extent to which these various mechanisms have been used and the outcomes of processes using these mechanisms	Description	See sections: Anti-bribery and anti-corruption and Whistleblowing procedures	Principle 6	SDG 16
	205-2	Total percentage employees who have received training or awareness-raising on the organization’s anti-corruption policies and procedures	%	95%		
	205-3	Total number and nature of incidents of corruption	# and description	0 incidents		
Information security	103-2	A description of the mechanisms and steps taken to ensure privacy of consumer data	Description	See section Information security		SDG 16

## BUSINESS ETHICS EXPECTED ADDITIONAL FY24 KPIs

Topic	Referenced GRI Standard	Metric	Unit	UNGC Principle	Sustainable Development Goals	Comments
Board characteristics	2-19	Composition of the board by, gender, age group (under 30, 30–50, over 50) and, where relevant, any under-represented social groups	# (Head count)	Principle 6	SDG 5 SDG 10	
		Description of the specific skills, competencies, and experience on the Board to address the organization’s significant sustainability-related impacts, risks, and opportunities	Description		SDG 16	
Tax	207-1	A description of the organization’s approach to tax, including: whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; how its approach to tax is linked to the business and sustainability strategies of the organization	Description		SDG 16 SDG 17	
High risk products and services	416-1	Description of products and services that present specific risks to individuals, communities, or the environment; an outline of the nature of these risks, and the measures taken to mitigate these	Description	Principle 7	SDG 12	
	n/a	Number and nature of any product recalls	# and description	Principle 7	SDG 12	
Product innovation	n/a	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services	US\$	Principle 7	SDG 9	
	n/a	Total research and development spend	US\$	Principle 7	SDG 9	
Customer privacy	418-1	Total number of verified complaints received concerning breaches of customer privacy, categorized by both the those received by outside parties, substantiated by the organization and those from the regulatory bodies	#		SDG 16	

**SUSTAINABLE PROCUREMENT FY23 DATA**

Topic	Referenced GRI Standard	Metric	Unit	FY23 Data		UNGC Principle	Sustainable Development Goals
Buyer training	n/a	Percentage or number of all buyers who received training on sustainable procurement	% or #	3 of 3 (100%)		Principle 1 Principle 2 Principle 8 Principle 10	SDG 12 SDG 13
Code of conduct	308-1 414-1	Percentage of targeted suppliers who have signed the supplier code of conduct	% suppliers	Total onboarded	55	Principle 1 Principle 2 Principle 8 Principle 10	SDG 12 SDG 13
				Acknowledged	38 (69%)		
				Not acknowledged	17 (31%)		
Supply chain (business ethics)	308-1 414-1	Reporting material across the supply chain: mechanisms (e.g., supplier screening and audits) to identify and address significant actual and potential negative impacts, including the nature and measures to address them	Description	104 entities screened as part of our business ethics third party risk screening	Low risk	47	Principle 10
				Medium risk	29		
				High risk	28		

**SUSTAINABLE PROCUREMENT EXPECTED ADDITIONAL FY24 KPIS**

Topic	Referenced GRI Standard	Metric	Unit	UNGC Principle	Sustainable Development Goals	Comments
Contracts	308-1 308-2 414-1 414-2	Percentage of targeted suppliers with contracts that include clauses on environmental, labor and human rights requirements	% suppliers	Principle 1 Principle 2 Principle 4 Principle 5 Principle 8	SDG 8 SDG 12 SDG 13	
Materials of concern	308-1 308-2	Process to identify and manage emerging materials and chemicals of concern in products	Description	Principle 7 Principle 8	SDG 12 SDG 13	

## GRI CONTENT INDEX

Statement of use	Irdeto has reported the information cited in this Global Reporting Initiative (GRI) content index for the period of April 2022 to March 2023, with reference to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction, this is Irdeto
	2-2 Entities included in the organization's sustainability reporting	Introduction
	2-3 Reporting period, frequency and contact point	Introduction, closing page
	2-6 Activities, value chain and other business relationships	This is Irdeto
	2-7 Employees	This is Irdeto, diversity and inclusion, appendix
	2-9 Governance structure and composition	2-9 b: ESG framework and governance
	2-14 Role of the highest governance body in sustainability reporting	Appendix
	2-22 Statement on sustainable development strateg	A letter from our leadership
	2-24 Embedding policy commitments	ESG framework and governance
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing procedures
	2-28 Membership associations	Irdeto and CharIN
	2-29 Approach to stakeholder engagement	Double materiality assessment

	3-1 Process to determine material topics	Double materiality assessment
	3-2 List of material topics	Double materiality assessment
	3-3 Management of material topics	Double materiality assessment
	201-2 Financial implications and other risks and opportunities due to climate change	Assessing the risks of climate change
	205-2 Communication and training about anti-corruption policies and procedures	Anti-bribery and anti-corruption
	205-3 Confirmed incidents of corruption and actions taken	Anti-bribery and anti-corruption
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Appendix
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy management
	302-3 Energy intensity	Appendix
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Our journey to net-zero
	305-2 Energy indirect (Scope 2) GHG emissions	Our journey to net-zero
	305-3 Other indirect (Scope 3) GHG emissions	Appendix
	305-4 GHG emissions intensity	Appendix
	305-5 Reduction of GHG emissions	Appendix
	306-3 Waste generated	Waste management, not including waste composition
	306-4 Waste diverted from disposal	Waste management, not including waste composition
	306-5 Waste directed to disposal	Appendix, not including waste composition
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Appendix

<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Appendix
	403-6 Promotion of worker health	Employee wellbeing
	403-9 Work-related injuries	Appendix
	403-10 Work-related ill health	Appendix
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Appendix
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Diversity and inclusion
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Appendix
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Appendix
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security

## 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 applications 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, health 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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