

Vizrt Sustainability Report 2025



Vizrt Sustainability Report

2025

An overview of our activities and initiatives pertaining to Vizrt's sustainability posture in 2025.

Contents

01	Introduction	
	Executive Summary	05
	About Vizrt	06
	Our Value Chain	07
	SDG Mapping	09
	Stakeholder Engagement	10
	Double Materiality Assessment	11
02	Our Sustainability Strategy	
	Our Sustainability Strategy	13
03	Environmental Impact	
	Environmental Impact	17
	Climate Action and Resilience	18
	Energy Consumption and Management	19
	Sustainable and Circular Product Offering	19
	Responsible Supply Chain	20
04	Social Responsibility	
	Social Responsibility	22
	Employee Wellbeing and Development	22
	Diversity, Equity & Inclusion	24
	Corporate Social Responsibility.....	25
05	Responsible Business Practises	
	Responsible Business Practises	27
	Sustainability Governance	27
	Our Policies	28
	Cybersecurity Posture	30

Introduction

01

Executive Summary

In 2025, Vizrt continued to strengthen its sustainability strategy, embedding responsible practices more deeply across operations and governance. Sustainability remained central to planning and decision-making, with increased engagement from employees through workshops, guidelines, and collaborative initiatives that supported the integration of sustainable practices into everyday work.

Governance structures were further reinforced, with the Board, Executive Leadership Team, Global Head of HR, and ESG Controller ensuring that sustainability considerations informed strategic and operational activities. This included advancing data management, risk oversight, and reporting across the organization.

Building on the emissions baseline established in 2024, Vizrt enhanced its greenhouse gas accounting and further improved data accuracy for 2025. Scope 3 remains the largest contributor to the company's footprint, accounting for 95% of total emissions, with Purchased Goods and Services, Business Travel, and Use of Sold Products as the key drivers. This work also supports Vizrt's progress toward developing Science Based Targets, including its long-term ambition to achieve net-zero emissions by 2050.

Across operations, supplier engagement increased significantly, with coverage rising to 97% of spend and extending to nearly 99% of procured products. Energy initiatives progressed through improved tracking, renewable energy integration, and efficiency upgrades in office locations.

On the social side, Vizrt continued to contribute to local communities through employee-led CSR activities. The Bangkok office played an active role, supporting environmental practices and vulnerable groups through waste-sorting efforts, donations to flood-affected communities, and contributions to organizations producing Braille learning materials.

Together, these actions illustrate Vizrt's commitment to integrating sustainability into its operations, advancing environmental performance, and supporting positive social impact as the company continues its journey toward long-term responsible growth.

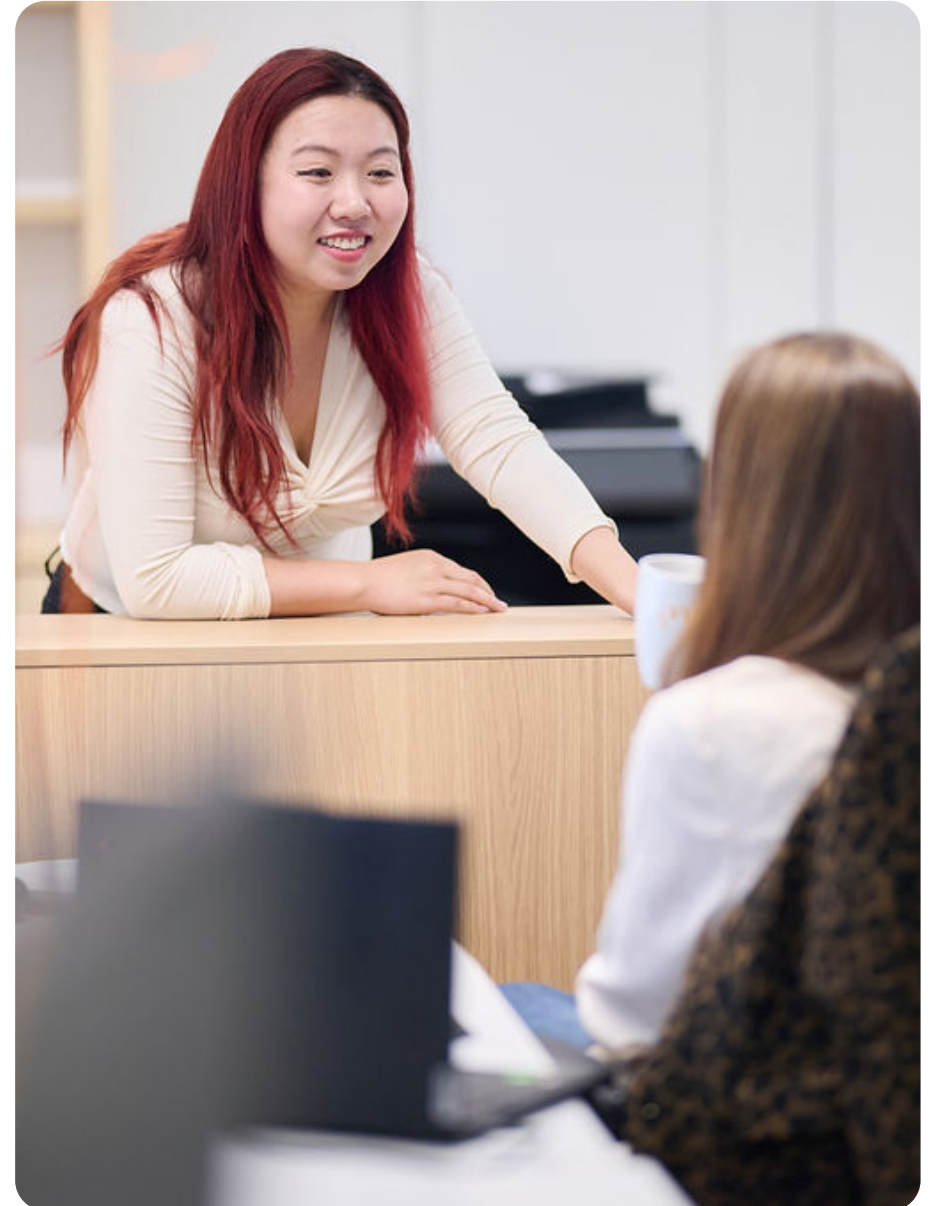


About Vizrt

Vizrt is a leading viewer engagement platform and a trusted expert in live production technologies for the Media & Entertainment, Sports, Enterprise, and Content Creator industries.

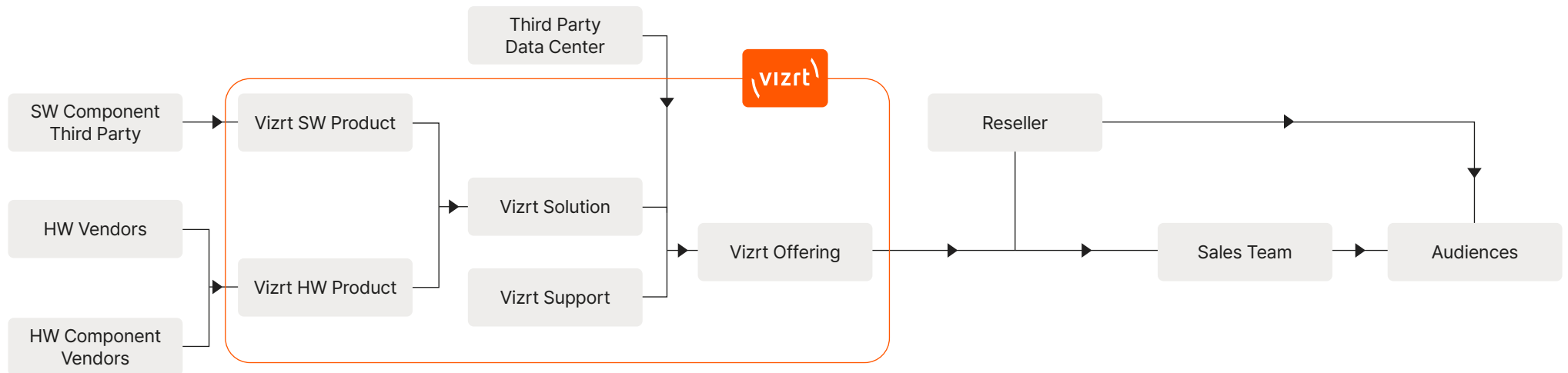
Vizrt's software-defined, cloud-ready and AI-integrated solutions are the foundation for a new era of storytelling, enabling creators to streamline workflows and enhance content delivery. It offers solutions for every component of live production, from real-time data-driven graphics and studio automation to intelligent media asset management and cloud-based productions.

Vizrt and its subsidiary, NDI, employs over 600 people globally, enabling thousands of organizations worldwide, from colleges and corporates to the largest names in news and sports, to deliver visually immersive experiences to billions of people daily. For more information, visit vizrt.com.



Our Value Chain

Our value chain is central to how we create impact. From sourcing components to delivering cutting-edge solutions, every stage offers opportunities to drive innovation and sustainability. We recognize that our responsibility extends beyond our own operations, into the suppliers we work with, the products we design, and the services we provide. By embedding ESG principles across the value chain, Vizrt ensures resilience, reduces environmental impact, and creates long-term value for customers, partners, and society.



Suppliers (SW Component Vendors, HW Vendors, Third-Party Data Centers)

Vizrt's success depends on strong relationships with suppliers across the value chain. We source software components (SW), hardware products (HW), and leverage third-party data centers to deliver reliable and scalable solutions. Our strategic procurement framework ensures that we assess risks related to criticality, dependency, and sustainability, including climate-related considerations. This approach helps us maintain resilience and align with Vizrt's ESG commitments.

Vizrt Products (SW & HW)

Innovation drives Vizrt's product development. A significant portion of our workforce is dedicated to Research & Development, enabling us to continuously adapt our software and hardware products to evolving technologies and market needs. This strong R&D foundation provides flexibility to collaborate with strategic external contractors, ensuring an integrated ecosystem of solutions.

Vizrt Solutions & Support

Beyond products, Vizrt delivers end-to-end solutions and support services that empower customers to create, manage, and distribute content seamlessly. Our support teams and solution architects ensure reliability, adaptability, and customer success across diverse media workflows.

Vizrt Offering

The Vizrt Offering combines advanced software, hardware, and services into a comprehensive suite designed for storytelling at scale. Our solutions enable:

- Live production and graphics for broadcasters and sports organizations
- Cloud-based workflows for flexibility and cost efficiency
- Automation and AI-driven tools to enhance speed and creativity This integrated offering positions Vizrt as a leader in enabling real-time, high-quality content creation and distribution.

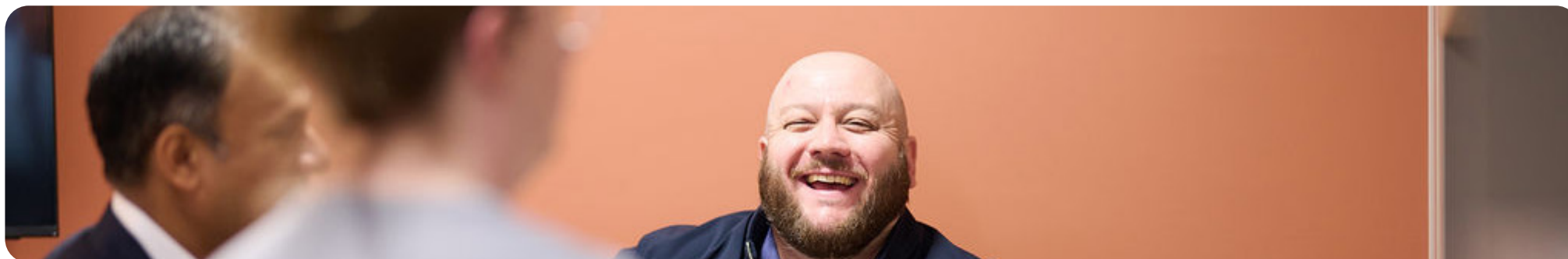
Resellers & Sales Channels

Vizrt extends its global reach through a Channel Partner Program, certifying resellers and sales partners in key regions. Certification ensures partners:

- Operate within a clear framework
- Possess technical expertise and product knowledge
- Represent Vizrt consistently and professionally in customer interactions

Audiences

Ultimately, Vizrt's solutions help customers deliver engaging stories to millions of viewers worldwide. From live sports broadcasts to enterprise communications and digital media, our technology ensures that audiences experience high-quality, immersive content across platforms. By enabling speed, creativity, and reliability, Vizrt plays a pivotal role in shaping how stories are told and consumed globally.



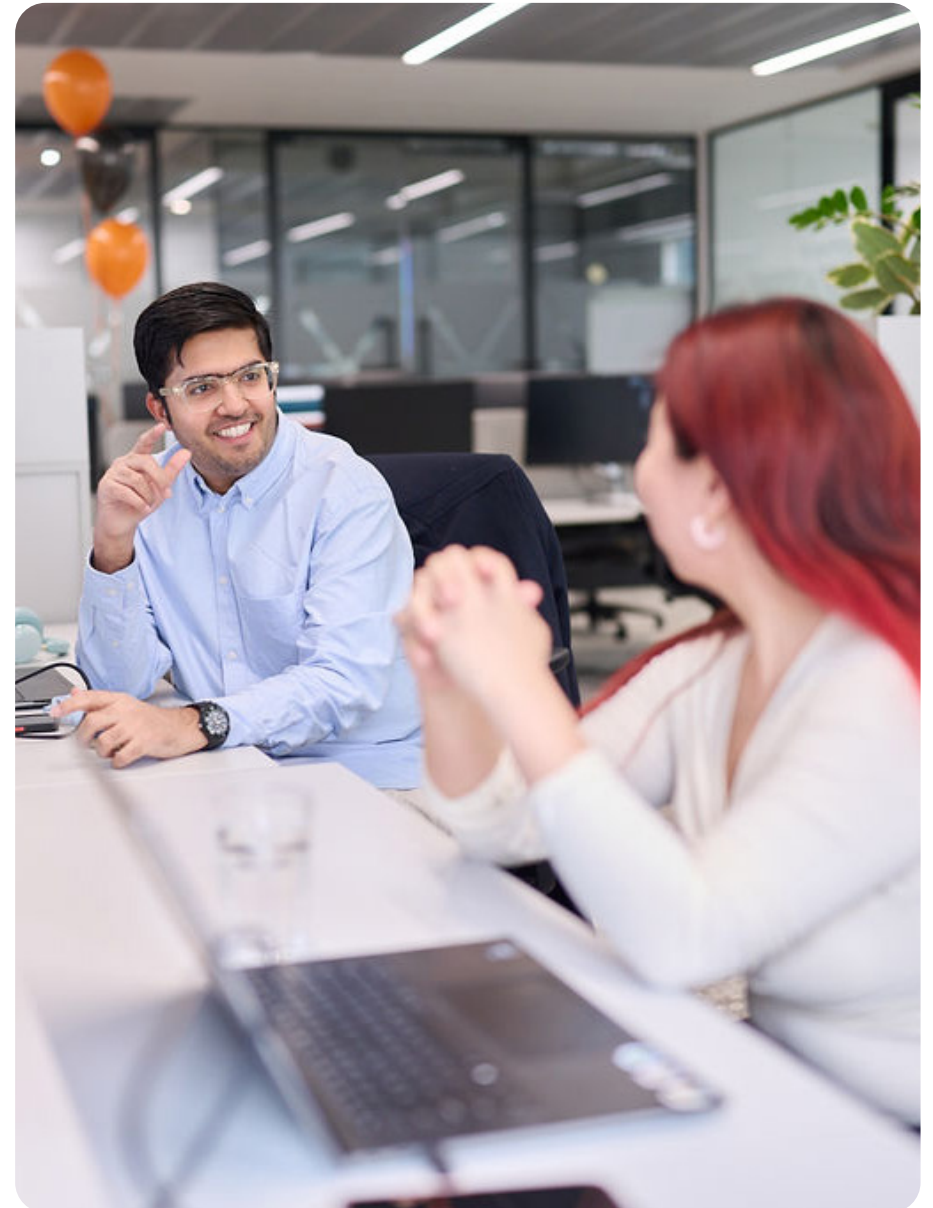
SDG Mapping

Our sustainability strategy is closely aligned with the United Nations Sustainable Development Goals (SDGs), ensuring that our actions contribute to global priorities for a better future. Each pillar of our approach has been mapped to relevant SDGs, reflecting our commitment to addressing climate change, fostering innovation, and promoting responsible practices. This alignment not only guides our internal policies and operations but also strengthens our ability to create long-term value for stakeholders while driving positive environmental and social impact.

Relevant SDGs	Rationale	Link to Vizrt Sustainability Strategy
SDG 5: Gender Equality	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	Sustainable Storytelling and Community
SDG 7: Affordable and Clean Energy	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.	Net Zero
SDG 8: Decent Work and Economic Growth	8.8.1: Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status	Sustainable Storytelling and Community
SDG 9: Industry, Innovation and Infrastructure	9.5: Enhance scientific research and upgrade technological capabilities	Net Zero and Circularity
SDG 12: Responsible Consumption and Production	12.6: Encourage companies to adopt sustainable practices and report sustainability	Net Zero and Circularity
SDG 13: Climate Action	13.2: Integrate climate measures into policies and planning	Net Zero
SDG 16: Peace, Justice and Strong Institutions	16.6: Develop effective, accountable and transparent institutions.	Sustainable Storytelling and Community

Stakeholder Engagement

Stakeholder engagement is a cornerstone of creating meaningful value and driving impact. It plays a vital role in supporting our customers in their sustainability journeys, enabling the development of innovative services, and nurturing a resilient, sustainable organizational culture. Engagement on key sustainability topics is led by the ESG Controller, Head of HR, VP of Order Processing, Procurement and Logistics teams, alongside executive management and employees across the organization. For a detailed list of stakeholders engaged, read our 2024 Sustainability Report.



Double Materiality Assessment

The double materiality assessment for 2025 builds on 2024 work done and more can be found in Sustainability Report 2024. For 2025, DMA determines that E1 Climate change, S1 Own workforce, S2 Workers in the value chain and G1 Business conduct are material topics for Vizrt. We are undergoing deeper supply chain evaluation to better understand the scoring of the topics S2 Workers in the value chain. At present, Vizrt is following the development of EU's Omnibus package. Parallel work is ongoing to migrate to VSME standard if Vizrt falls out of scope of CSRD.

Sustainability subtopics by materiality		Environmental	Social	Governance
<p>☒ Impact</p> <ul style="list-style-type: none"> Protection of Whistleblowers 	<p>☒ Double</p> <ul style="list-style-type: none"> Protection of whistleblowers Other workrelated rights (Workers in the value chain) Equal treatment and opportunities Working conditions (Workers in the value chain) Corporate culture Climate change mitigation Equal treatment and opportunities (Workers in the value chain) Working conditions (Own workforce) Corruption and bribery Management of relationships with suppliers payment practises 			
<p>☒ Not material</p> <ul style="list-style-type: none"> Communities' economic social, and cultural rights Particular rights of indigenous communities Impacts and dependencies on ecosystem services Impacts on the state of species Resource inflows, including resource use Waste Direct impact drivers of biodiversity loss Personal safety of consumers and or end users Pollution of living organisms and food resources Impacts on the extent and condition of ecosystems Other workrelated rights (Own workforce) Information related impacts for consumers and/or end users Resource outflows related to products and services Climate change adaption Communities' civil and political rights Microplastics Marine resources Animal welfare Political engagement and lobbying activities 	<p>☒ Financial</p> <ul style="list-style-type: none"> Substances of concern Water Pollution of soil Social inclusion of consumers and end users Substances of very high concern Pollution of water Energy Pollution of air 			

Our Sustainability Strategy

02

Our Sustainability Strategy

Following our first holistic calculation of Scope 1–3 emissions in 2024, we set out to update our Sustainability Strategy, building on key insights across four critical areas: Emissions, Product, Branding, and Legal. Emissions remain our most significant focus, with Scope 3 accounting for 94% of our total footprint and Scope 2 contributing 6%. Addressing these indirect emissions across the value chain is essential to reducing our overall carbon impact. Within this, products play a pivotal role, sold products and purchased goods and services represent 28% and 40% of Scope 3 emissions respectively, making product innovation and efficiency central to our approach.

Beyond emissions, we recognize that strong enablers are needed to drive lasting change. Branding allows us to communicate our environmental values, attract eco-conscious customers, and foster long-term commitment to sustainability, strengthen trust and market position. At the same time, legal compliance ensures we mitigate risks, safeguard stakeholder interests, and uphold ethical standards, laying the foundation for stability and growth. Together, these elements form the backbone of our updated strategy, ensuring that every action we take delivers meaningful impact across our operations and value chain.

Our three Sustainability Pillars are as follows:



- **Net Zero**
Focused on reducing emissions across our value chain through sustainable products, responsible sourcing, and renewable energy.



- **Circularity**
Centered on embedding circular principles in product design, supply chains, and end-of-life processes to minimize waste and maximize resource efficiency.



- **Sustainable Storytelling & Community**
Dedicated to using technology and partnerships to amplify sustainability narratives, foster collaboration, and create positive social impact.





Net Zero

The Net Zero pillar addresses the most significant sources of emissions across the value chain and is central to achieving climate goals. This pillar focuses on creating sustainable products and leveraging technology to minimize environmental impact throughout the product lifecycle, from production to end-of-life. Key priorities include designing products for scalability and energy efficiency, optimizing software performance, and reducing power consumption. By adopting NDI and cloud-based solutions, the strategy reduces reliance on physical hardware, cuts e-waste, and lowers overall energy use. Transparency is reinforced through Product Carbon Footprints (PCF) for all products and lifecycle data to support informed decisions.

In addition to product innovation, the Net Zero pillar strengthens supply chain and energy practices to drive systemic change. Actions include reducing supply chain emissions through supplier assessments, ensuring compliance with sustainability and ethical standards, and promoting Science Based Targets (SBTi). The strategy also advances the transition to renewable energy and implements efficiency measures across operations to optimize consumption and maximize the benefits of clean energy. Together, these initiatives position Vizrt to meet its Net Zero commitment while fostering innovation, resilience, and long-term value across the entire value chain.



Circularity

The Circularity pillar is essential for reducing waste, conserving resources, and extending product lifecycles, ensuring sustainability is embedded throughout the value chain. This pillar focuses on designing modular products that integrate circularity principles such as extended product lifecycles, material reuse, and recyclability. Circular principles are embedded from the design stage, supported by collaboration with suppliers to increase the use of recycled and biodegradable materials and by providing lifecycle data to enhance transparency and informed decision-making.

Circularity also drives systemic change through supply chain and end-of-life strategies. Key actions include implementing a circular economy model supported by Supplier Take-Back Programs, exploring second-life opportunities for products through partnerships, and promoting initiatives that encourage customers to return used products for recycling or repurpose. Collaboration with recycling partners ensures efficient material recovery and responsible disposal practices. Together, these efforts close the loop, minimize environmental impact, and position Vizrt as a leader in sustainable product lifecycle management.



Sustainable Storytelling and Community

The Sustainable Storytelling & Community pillar is designed to amplify impact and position sustainability as a shared journey. This pillar leverages Vizrt's technology and platforms to create and communicate compelling narratives that drive climate action, inclusion, and innovation. By showcasing sustainability during high-impact events, such as sports and election coverage, visual storytelling engages global audiences and inspires meaningful action. These efforts strengthen awareness and reinforce the role of technology in advancing social and environmental progress.

Beyond storytelling, the pillar focuses on building partnerships and fostering community engagement to create long-term impact. Strategic alliances with suppliers, customers, and research institutions enable collaboration on sustainability initiatives and innovation. Social impact is supported through tracking diversity and inclusion of metrics and developing clear KPIs to ensure accountability. Community engagement initiatives, such as tree planting, clean-up drives, and educational programs, further extend the reach of sustainability efforts. Together, these actions elevate diverse voices, strengthen collaboration, and create positive change beyond Vizrt's business operations.



Environmental Impact

03

Environmental Impact

At Vizrt, we continue to strengthen our approach to managing environmental impact by embedding sustainability deeper into our operations and governance. In 2025, we focused on setting up robust internal controls for sustainability reporting to ensure accuracy and compliance. We also prioritized onboarding our product and marketing teams into the sustainability agenda, creating alignment across functions and enabling sustainability to become part of product innovation and brand positioning. In addition, we enhanced our governance framework to improve accountability and oversight, reinforcing sustainability as a core business priority.

Building on these foundations, we advanced our environmental data capabilities and transparency. Automated data gathering from ERP systems now streamlines emissions reporting and improves reliability. Carbon footprint calculations have been completed for almost 99% of our products, providing greater visibility into product-level impact. Emission factors and data quality for Scope 3 categories have been improved, enabling more precise measurement of indirect emissions. Furthermore, we deepened our understanding of workers within our value chain, ensuring that social considerations remain integral to our environmental strategy. These efforts position Vizrt to deliver meaningful impact and progress toward long-term climate objectives.



Climate Action and Resilience

Our goal is to create a lasting positive impact on the environment by delivering solutions that reduce emissions throughout their lifecycle. This commitment drives our efforts to contribute to a net-zero economy. Addressing carbon emissions is central to our business model and strategy.

These efforts are overseen by our Global Head of HR and ESG Controller. We actively engage our stakeholders to accelerate the transition to low environmental impact economy, in line with the Paris Agreement.

For the year 2025, our Scope 1, 2 & 3 emissions are shown in the table to the right. While Scope 1 is insignificant, Scope 2 accounts for 5% of the total emissions. Scope 3 includes 95% of our total emissions, with the categories Purchased Goods and Services, Business Travel, and Use of Sold Products collectively accounting for 97% of total Scope 3 emissions. This is in line with our 2024 emissions data. The table provides a comparison of our emissions for 2024 and 2025, reflecting our progress in data collection, transparency, and understanding of the key drivers of our environmental impact.

Vizrt is also progressing toward the development of Science Based Targets in line with the SBTi Net-Zero Standard. As part of this pathway, the company is working toward committing to a long-term target to reach net-zero greenhouse gas emissions by 2050. This work includes assessing decarbonization levers across our value chain, improving data accuracy, and preparing the organizational foundations required for a validated SBTi commitment.

Greenhouse Gas (GHG) Emissions in tCO₂eq	2025	2024
Gross Scope 1 GHG emissions	0.15	0.17
Gross location-based Scope 2 GHG emissions	345	429
Gross market-based Scope 2 GHG emissions	411	541
Total Gross indirect Scope 3 GHG emissions	8449	8616
Category 1: Purchased goods and services	2133	3372
Category 3: Fuel and energy-related Activities (not included in Scope 1 or 2)	98	116
Category 4: Upstream transportation and distribution	88	63
Category 6: Business Travel	2616	2435
Category 8: Upstream Leased Assets	18	0.02
Category 9: Downstream Transportation and Distribution	29	334
Category 11: Use of Sold Products	3464	2296
Category 12: End-of-life treatment of sold products	3	-
Total GHG emissions (location-based)	8794	8990
Total GHG emissions (market-based)	8860	9157

Energy Consumption and Management

Energy use in offices remains a key driver of operational emissions and an important area for climate action. Effective energy management reduces greenhouse gas emissions, lowers operational costs, and supports alignment with international sustainability standards. For Vizrt, optimizing energy consumption and increasing the share of renewable energy is essential to meeting our environmental commitments and integrating sustainability into daily operations.

Since 2024, Vizrt has been tracking energy consumption across all office locations. The table below illustrates the total energy consumed and the proportion of renewable energy purchased over time. While Scope 2 emissions represent a relatively small share of our total footprint, they remain part of our directly controlled emissions, and reducing these is an ongoing priority.

	2025	2024
Total Energy Consumed (in MWh)	1826	2168
Of which % Renewable	32%	24%
Of which % Non-Renewable	68%	76%

In 2025, Vizrt initiated several actions to improve energy performance and increase renewable energy uptake, including:

- Negotiating rental contracts to ensure the use of renewable energy where possible
- Relocating offices to newer, more energy-efficient buildings
- Evaluating renewable energy certificates for sites where renewable electricity procurement or contract changes are not feasible
- These efforts contribute to long-term reductions in operational emissions and support our transition toward cleaner, more efficient workplaces.

Sustainable and Circular Product Offering

Sustainable and circular product design is essential for reducing environmental impact and creating long-term value. Products influence a significant share of emissions across the value chain, making innovation in design and materials critical. By embedding circular principles, such as extended lifecycles, material reuse, and recyclability, into product development, Vizrt ensures that sustainability is integrated from concept to end-of-life. This approach not only minimizes waste but also strengthens resilience and positions our products as enablers of a low-carbon future.

Many of Vizrt’s products are graphics-intensive, which means they require high-performance systems. To deliver the best output, these systems are often over-specified, a common industry practice that can significantly increase energy use during the product’s lifetime. High-end setups typically include Nvidia graphics cards, and over-specification can nearly double power consumption.

To tackle this, we introduced a hardware matrix that helps customers choose the right GPU, video board, and chassis for their needs, delivering the required performance without unnecessary energy use. This not only reduces emissions during the use phase but also supports our customers in making smarter, more sustainable choices. Across the media technology industry, optimizing hardware is becoming a key focus for reducing environmental impact, and Vizrt is proud to lead by example.

Responsible Supply Chain

In 2025, Vizrt strengthened its responsible supply chain practices by expanding supplier assessments, deepening engagement, and integrating sustainability and human rights due diligence into procurement processes. The focus is on evaluating suppliers for key risks, including human rights, working conditions, governance practices, and environmental impacts, to ensure alignment with upcoming CSRD requirements. Coverage has increased significantly, moving from 90% to 97% of spend-basis suppliers and now encompassing nearly 99% of all products procured. This broader scope provides greater visibility into supplier sustainability performance, including product carbon footprints, logistics emissions, and overall supply chain management maturity.

Many of Vizrt's larger suppliers already have established policies and data available, while others are still developing their capabilities. This has created opportunities for closer collaboration, including direct discussions, onboarding sessions, and targeted data-collection activities that extend, where relevant, to Tier 2 and Tier 3 suppliers. These efforts support improved transparency across the value chain and help suppliers build the competencies needed to meet emerging sustainability expectations.

Throughout 2026, Vizrt will continue to onboard additional suppliers and broaden the scope of compliance and due-diligence assessments. Key focus areas include geographical risk screening, supply chain risk mapping, audits, and certifications to build a more resilient and responsible value chain.

In 2026, Vizrt plans to develop a standardized methodology for evaluating suppliers on ESG related risks, further strengthening due diligence processes and providing structured support to the Procurement and Legal teams internally.



Social Responsibility

04

Social Responsibility

Vizrt continues to recognize that a truly sustainable and successful business is defined by how we treat people, our employees, customers, and communities.

We remain committed to providing fair and equal working conditions while promoting a strong internal culture of diversity, inclusion, and growth. Additionally, we are enhancing efforts to build employee awareness of our broader societal impact. Through corporate social responsibility (CSR) initiatives and pro-bono work that leverages our unique skill sets, we strive to make a meaningful difference in our communities and for our customers.

Employee Wellbeing and Development

In 2025, employee engagement and internal culture building remained a key focus at Vizrt. The most recent eSat scores showed employee satisfaction at 76 in January 2025, followed by 75 in September 2025. These scores reflect a high level of employee satisfaction but also highlight areas for continued improvement.

While these scores indicate positive progress, survey results continued to identify opportunities for further growth, reinforcing the need to keep employee engagement a top priority. Moving forward, Vizrt remains committed to building a supportive and engaging workplace culture by actively listening to employee feedback and implementing initiatives that drive satisfaction, collaboration, and professional growth.

At Vizrt, we are dedicated to the growth and development of our employees. Recognizing that everyone has their own unique talents and career aspirations, we strive to offer initiatives that empower employees to shape their professional journeys and create a fulfilling, long-term career with us.

Annual Employee Engagement Survey

The results from the Annual Employee Engagement Survey provided valuable insights into areas where we are excelling, as well as where there is room for improvement. Based on the feedback, we focused on enhancing communication and a more connected and transparent work environment.

Key initiatives implemented in 2025 following the survey include:

- Increase communications to senior leadership from the executive team:** To help senior leadership cascade messaging to their teams, we introduced a Senior Leadership Communications Channel, a two-way communications channel between senior leaders and the executive team. In this channel senior leadership can get advance communication on important topics and help translate the message to their team.
- The feedback on the initiative from the previous year on communications from the executive team to the organisation continued throughout 2025 and we have received very positive feedback on this from our employees.
- Leadership Boosters:** We continued with our leadership development initiatives, such as the Creating a Feedback Culture Program in Q2, and the Leading Remote and Hybrid Teams program in Q3. These programs aim to equip leaders with the skills needed to engage more effectively with their teams and address challenging conversations in a constructive manner.
- On-demand training for all employees:** We launched a number of on-demand trainings available for all employees on topics around time management, optimising customer communication, safety and other areas relevant to employees.
- We also implemented several departmental and site-specific initiatives to further boost employee engagement and experience, including regular employee recognition at town hall meetings, fun events organized by the VIBE Committee, and monthly roundtable discussions hosted by HR.



Ways of working & Office culture

We believe in the power of collaboration and the value of in-person meetings. While we embrace flexibility in how we work, we prioritize creating an office environment that supports both productive discussions and focused, undisturbed work. Our meeting spaces are designed to facilitate effective teamwork, equipped with the necessary tools and technology to ensure seamless communication and decision-making. At the same time, we provide quiet areas where employees can concentrate without interruptions.

Beyond work, we recognize the importance of experiencing a sense of community. To encourage social interactions and strengthen team connections, we create opportunities for colleagues to gather informally. Whether it's through shared breakfasts, readily available snacks, or other social activities, we aim to cultivate a welcoming and inclusive workplace where employees feel engaged and connected. By nurturing both collaboration and well-being, we strive to make our office a place where people enjoy working together and can do their best work.

Internal career paths

At Vizrt, we are committed to providing clear and structured pathways for employee growth and advancement. Each role comes with a detailed job description, clearly outlining the expectations and requirements for success. Employees work closely with their managers to set goals and develop personalized plans for professional growth.

Every year, we hold promotion rounds in key departments, where employees are reviewed to assess their readiness for greater responsibilities. Additionally, our R&D and Customer Success departments offer defined career paths with core skill frameworks that guide employees' development and support their continued progress within the company.

Internal application process & referral bonus

Our approach to internal recruitment is crucial in driving Vizrt's future success by nurturing and retaining our talented workforce.

In 2025, we continued our commitment to providing team members with career growth opportunities, ensuring they could develop and thrive within our dynamic environment. Through a streamlined internal application process and a referral bonus program, we actively promoted awareness of these opportunities, empowering employees to advance their careers within Vizrt. Our structured recruitment process, which includes a Recruiter Screening, Team Interview, Case Interview, and Final Interview, ensures a fair and transparent selection process, supporting internal mobility and career progression. Additionally, our referral bonus program incentivized employees to recommend talented candidates, strengthening our team with top-tier talent from within their networks.

Training opportunities

One of our core pillars is fostering growth and empowering employees through a culture of continuous learning. We believe that personal development is key to success, and we encourage all employees to set meaningful development goals. To support this, we allocate two hours each month for employees to focus on training and skill-building activities.

Additionally, employees enjoy free access to valuable learning resources such as Viz University and the Viva Learning app in Teams, providing a diverse range of educational opportunities. Vizrt team members can also benefit from IABM's complimentary e-learning courses, along with free training and certification from Microsoft through our enterprise agreement.

In 2025, Vizrt initiated an annual compliance training program to ensure that all employees and individual contractors, consultants and interns working with Vizrt are enrolled in quarterly training programs. These training programs (beginning in Q4 2024) began with confidentiality, IP and anti-slavery trainings being issued to all such trainees, with the mandate of completion by end of quarter, and as of the end of Q4 well over 95% of trainees had completed the training courses. In subsequent

calendar quarters extending into 2026, Vizrt has developed a compliance calendar offering additional trainings, including ethics, privacy and AI (Q1 2026), anti-harassment (Q2 2026), and IT and security courses (Q3 2026) that will equally be taking by all such personnel.

Diversity, Equity & Inclusion

At Vizrt, we are committed to drive a culture of diversity, equity, and inclusion within our company and across the broadcast technology industry. We recognize the importance of creating an environment where all individuals, regardless of their gender, background, or identity, have the opportunity to thrive. In 2025, we continued our efforts to enhance gender representation within Vizrt while actively supporting external initiatives that promote inclusivity and equal opportunity across the sector. Through our partnerships with organizations like RISE – Women in Broadcast and the Media Talent Manifesto, we are proud to contribute to efforts that amplify diverse voices and create pathways for underrepresented talent to succeed.

Working with RISE – Women in Broadcast

In 2025, we remained committed to both internal and external efforts to support women in the broadcast technology industry. While continuing to focus on increasing the representation of women within Vizrt, we also worked to amplify their voices across the industry through our partnership with RISE, a UK-based membership organization that champions women in broadcast.

Throughout the year, we actively supported RISE's initiatives, including its mentorship scheme, which provided guidance and career development opportunities for women in the industry. We also collaborated with the Rise Academy to inspire and educate the next generation of female talent through university programs. Additionally, we proudly sponsored the RISE Awards, celebrating the achievements of women making an impact in broadcast technology.

Sponsoring The Media Talent Manifesto

In 2025, our commitment to diversity and inclusion in the broadcast technology industry was reinforced by our continued partnering with the Media Talent Manifesto as one of its founding sponsors. This initiative aims to address the shortage of diverse technical and engineering talent in the media sector, to help build a more inclusive and equitable industry.



One of the key programs this year, was the On-Air event – a global, student-led, 24 hour, livestream, where we support student content produced both in London, at the University of Ravensbourne, and in Bergen, partnering with both Media City Bergen and the University of Bergen. This collaboration with educational institutions had the goal to inspire the next generation of media technology professionals, including introducing students to career pathways and advocating for inclusive hiring practices.

Corporate Social Responsibility

At Vizrt, we recognize that employee awareness and engagement play a crucial role in strengthening our sustainability efforts. Achieving sustainability is a collective responsibility that involves every individual within the company, not just logistics or management. By encouraging a culture where all employees actively contribute, we can make a meaningful and lasting impact on our sustainable business practices.

2025 CSR activities

In 2025, Vizrt continued to make a positive impact through its strong, local CSR initiatives, which remain an essential part of our company culture. Employees across various locations engaged in meaningful projects that benefited both local communities and the environment. Key initiatives included beach clean-ups to protect marine ecosystems, food drives to support families in need, and technology donations to bridge digital divides. Employees also volunteered in summer school programs, sharing knowledge and expertise with students to inspire future careers.

Particularly, the Bangkok office strengthened its commitment to corporate social responsibility through ongoing environmental practices and community support. Waste sorting was consistently applied across the office to promote responsible resource management and embed environmental awareness into daily operations. Employees also led several social initiatives, including providing essential goods to communities in southern Thailand affected by severe flooding and donating used office calendars to organizations producing Braille learning materials for visually impaired individuals, demonstrating strong engagement and a shared commitment to creating positive social impact.

CSR group framework

In 2025, we continued to see great success with our local CSR groups, with employees actively engaging in impactful initiatives within their communities. Our focus was on building a Global CSR Committee made up of these local representatives, inspiring collaboration, and sharing initiatives under the CSR theme "Inspiring the Next Generation."

As part of this effort, we worked with the Media Talent Manifesto to drive industry-wide change, expanded our commitment to skills development through workshops, and placed a stronger emphasis on internships to provide hands-on experience for emerging talent. Additionally, we launched our new careers website at vizrt.com, making it easier than ever for the next generation of talent to explore opportunities with us.



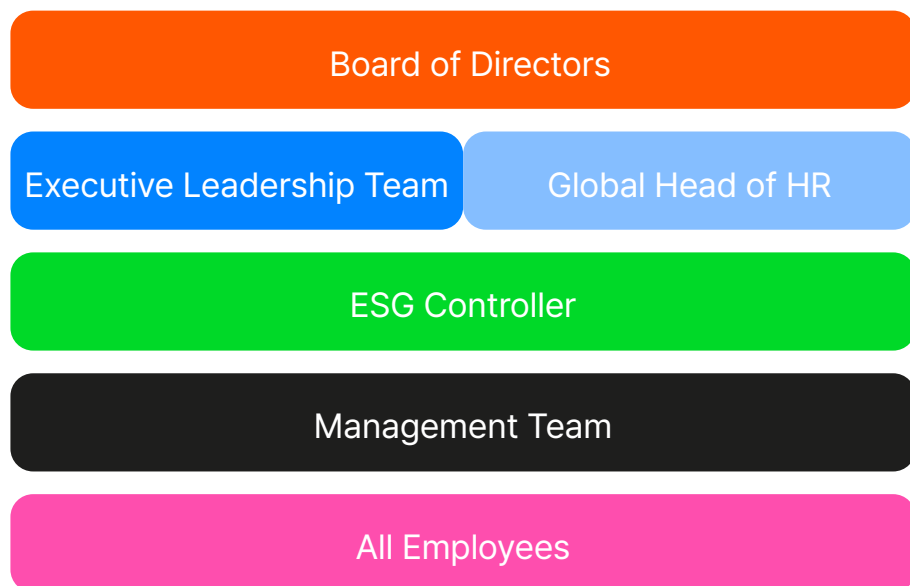
Responsible Business Practices

05

Responsible Business Practices

As a global leader, Vizrt remains steadfast in upholding the highest standards of integrity, ensuring our operations align with local laws and the ethical principles valued by our employees and customers worldwide.

We recognize that conducting business across diverse regions comes with unique challenges, including complex regulatory landscapes, evolving market conditions, and dynamic environments. To navigate these complexities, we continuously refine and reinforce our business policies, operational frameworks, and security measures. Our unwavering commitment is to safeguard our employees, customers, and products, ensuring they remain safe, secure, and sustainable in an ever-changing world.



Sustainability Governance

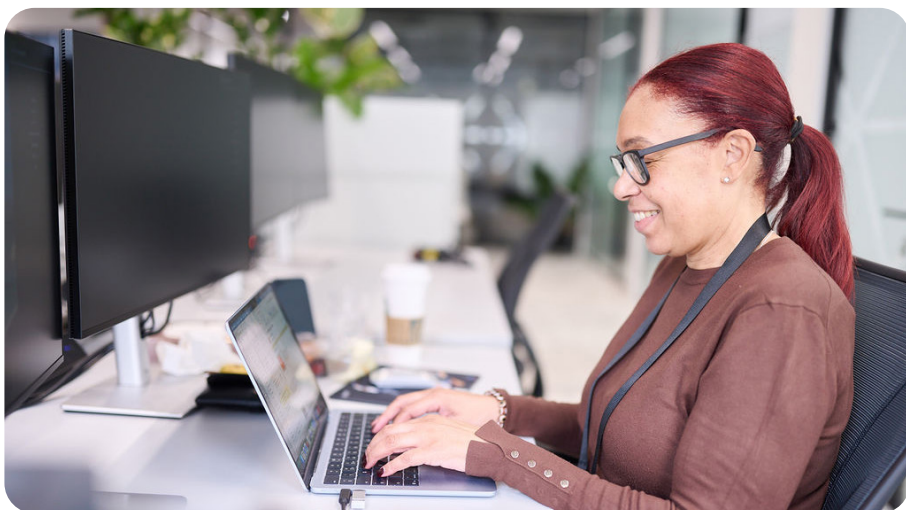
The **Board of Directors** maintains overall accountability for the company's sustainability strategy and performance. Sustainability is embedded into long-term strategic planning, and the Board reviews and approves all sustainability reports and stakeholder disclosures.

Sustainability governance is supported by the **Executive Leadership Team**, which provides expert insights during Board discussions and ensures that stakeholder expectations are represented in strategic decision-making. Within this team, the **Global Head of HR** is responsible for developing and executing the company's sustainability strategy in alignment with business objectives. They oversee the application of sustainability policies across the organization and monitor performance to drive continuous improvement.

The **ESG Controller** is operationally responsible for driving the company's sustainability agenda, including setting targets, advancing ESG initiatives, and overseeing the collection, analysis, and reporting of ESG data. The position ensures compliance with relevant regulations and standards while supporting risk mitigation by identifying and addressing ESG-related risks. Acting as the central coordinator of ESG efforts, the ESG Controller enables consistent execution and alignment across the organization.

The **Management Team** translates the sustainability strategy into operational actions by integrating targets and initiatives into daily decision-making. In close collaboration with the Global Head of HR and the ESG Controller, they implement sustainability priorities within their departments and ensure that team-level activities remain aligned with the Vizrt's overall sustainability objectives.

All employees contribute to the company's sustainability efforts by participating in initiatives, staying informed about sustainability goals, and applying sustainable practices in their day-to-day work. Through individual actions and suggestions, employees help strengthen the organization's overall sustainability performance.



Our Policies

In 2025, Vizrt continued to strengthen its policy environment. Vizrt introduced, updated and solidified many organizational-wide policies and manuals. In addition to policies such as the Code of Ethics and whistleblowing, trade compliance, and DE&I policies referred to in the previous Sustainability Reports, and a suite of security and IT policies that were enhanced and supported in previous years, these policies represent the framework of rules, guidelines and ethics standards across the organization.

As noted earlier in this Report (see Section [4.1.5] (Training opportunities), Vizrt offers coordinated training courses – many of which are mandatory – to its personnel in key areas (including, among others, ethics, privacy, confidentiality, intellectual property, and compliance (e.g., anti-harassment and anti-slavery)).

Travel & Expense Policies

In 2025, Vizrt updated its Global Travel & Expense (T&E) Policy and its local (country-specific) T&E policies throughout the organisation, with information available at a central location for all Vizrt personnel on the intranet. These policy updates corresponded with the introduction of Emburse as the Vizrt expense management service and Navan as the Vizrt travel booking service during the year as well.

Global HR Policy

The Human Resources team has established an overarching human resources policy to reinforce the importance of legal and ethical behaviour and to highlight commitments to best practices. The Human Resources team monitor KPIs related to these topics and report to the board on a bi-annual basis. The KPIs centre around concepts such as equity, inclusivity, and diversity; anti-discrimination; high-caliber talent acquisition and retention; leadership standards; employee onboarding and offboarding efficiencies; fairness in compensation and benefits; and a healthy and safe workplace environment. Many of these concepts were further defined in separate policy documentation distributed and available to all Vizrt personnel through our internal communication channels, such as:

- Global Sexual Harassment Manual
- Data Retention Manual
- Data Protection Manual
- Anti-Bribery Manual
- Competition Manual
- Trade Compliance Manual

As set out in the Vizrt Code of Conduct, these important documents represent the high standards, obligations, ethical and legal behaviors expected of Vizrt personnel.

Extension of Codes of Conduct

Whilst Vizrt already had in place a Supplier Code of Conduct prior to 2025, after a full policy and training review of Vizrt compliance programs during early 2025, Vizrt updated the existing Supplier Code of Conduct to align more directly with Vizrt's Code of Conduct and further introduced an omnibus Channel Partner Code of Conduct applicable to Vizrt's distributor and reseller networks. These updates focus on our business partners in maintaining human rights, ethics, legal obligations, and consistent best practices.

Anti-slavery and Anti-Human Trafficking Policies

Building on previous efforts, Vizrt introduced a formal anti-slavery and anti-human trafficking training program for our personnel in 2025. This included the registration with the UK government of Vizrt's Anti-slavery Statement for the previous fiscal year (a requirement under UK law), and establishment of an anti-slavery and anti-human trafficking manual and process for identifying and addressing potential incidents. This was bolstered through introduction of updated anti-slavery language in contracts and in newly published Supplier Channel and Supplier Codes of Conduct, and communication of these important issues through all-personnel training.

Informational Classification and Handling

Vizrt updated its Information Classification and Handling Manual and instituted all-company review through mandatory training. As part of this roll-out, Vizrt provided helpful information for personnel to better manage confidential and sensitive information and more easily obtain confidentiality agreements with suppliers, business partners, and customers.

Additional Compliance Policies and Processes

In 2025, Vizrt strengthened its compliance focus, particularly as to exports, systems access, and international travel. Vizrt re-evaluated its entire product portfolio for trade export compliance, solidified its geo-blocking efforts for embargoed regions, and introduced new documented processes for addressing highly-controlled items (such as microchips) used in its product chain. This also resulted in the communication to Vizrt personnel of international travel guidelines to embargoed and special-handling countries, the purposes being to ensure personal and information security and compliance in work-related activities.

IT Policies

Vizrt established and updated several IT Policies in early 2024. The overarching IT Policy was updated to reflect information technology project alignment, throughput and risk-mitigation while enabling Vizrt to achieve strategic goals. As the information technology and cybersecurity landscape is always changing, there is the need to closely watch and adopt to established standards and best practices. This ongoing evolution resulted in the adoption in 2024 of numerous manuals and instructions to further the commitment to a tightly governed IT environment, including documentation pertaining to:

- IT Security and Acceptable Use Guidelines
- IT Business Continuity & Disaster Recovery
- IT Change Management
- IT Cost Ownership and Management

During 2025, Vizrt onboarded a hardware supplier with global reach and a full lifecycle approach to ensure that our hardware management also meets our high ambitions on the reuse and sustainable scrapping of hardware and devices. To support this, we will soon release a new policy.

Vizrt has also begun the work to create a governance framework program for the use of AI for internal work, as well as the integration of AI in our customer facing products, to be implemented during 2026.





Cybersecurity Posture

Cybersecurity is a critical enabler of business continuity, trust, and responsible digital operations. The organization maintains a structured cybersecurity program designed to protect information assets, ensure availability of critical services, and reduce the risk of operational disruption. Security controls are applied across identities, endpoints, networks, cloud environments, and internally developed products.

Cyber risk is managed as an enterprise risk, with technical controls, governance processes, and employee engagement working together to support long-term resilience.

Continuous Vulnerability Scanning and Advanced Threat Protection

The organization operates continuous security assessment and vulnerability management processes to identify and reduce exposure to known and emerging threats.

Key practices include:

- Ongoing vulnerability scanning across infrastructure, cloud environments, and externally exposed assets.
- Regular penetration testing and security assessments to validate control effectiveness.
- Structured remediation tracking for identified risks.
- Monitoring of the external attack surface to detect unintended exposures.

These activities support early risk detection, reduce the likelihood of exploitation, and contribute to the stability and reliability of digital services.

Identity, Endpoint, and Workforce Security

Strong identity and endpoint security form the foundation of the organization's cybersecurity posture.

Key measures include:

- Centralized identity and access management with role-based controls.
- Reduction of standing privileges to limit unauthorized access.
- Endpoint protection for workstations and mobile devices.
- Network security controls to reduce lateral movement and contain incidents.

Cybersecurity awareness and targeted training programs support secure behavior among employees and privileged users. Together, these measures reduce the risk of credential misuse, malware infections, and unauthorized access to sensitive systems.

Strengthening Cloud, application and product security

Security is integrated into the design, development, and operation of cloud environments and internally developed products.

Key practices include:

- Cloud security policies and configuration standards aligned with industry best practices.
- Monitoring of cloud environments to detect misconfigurations and unauthorized activity.
- Secure software development lifecycle standards and code security controls.
- Developer enablement through secure coding guidance and training.
- This integrated approach supports responsible innovation while reducing technical debt and long-term security risk.

Governance, Third-Party Risk, and Responsible Use of AI

Cybersecurity governance is supported by clear accountability, risk management processes, and oversight mechanisms.

Key focus areas include:

- Assessment and management of third-party and supply chain security risks.
- Integration of security requirements into vendor onboarding and ongoing reviews.
- Governance of artificial intelligence usage, including data protection, access controls, and third-party AI services.
- This governance framework supports regulatory compliance, ethical use of technology, and long-term trust with customers and partners.

Detection, Incident Response, and Operational Resilience

The organization maintains a structured capability to detect, respond to, and recover from cybersecurity incidents.

Key elements include:

- Centralized logging and monitoring to support timely detection.
- Defined incident response roles, escalation paths, and playbooks.
- Use of threat intelligence to enhance situational awareness.
- Regular incident response exercises involving technical teams and leadership.

These measures support rapid containment of incidents and help minimize impact on operations, customers, and stakeholders.





VIZRT SUSTAINABILITY REPORT © 2025