Vizrt
Sustainability
Report
2024

Our Future Vizion

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Report
2024

An overview of our activities and initiatives pertaining to Vizrt's sustainability posture in 2024.

Contents

Overview

01

Overview

In 2024, Vizrt continued its journey toward strengthening its sustainability strategy, reinforcing its commitment to responsible business practices. Recognizing its role in driving positive environmental and social impact, Vizrt implemented key measures to integrate sustainability deeper into its operations and governance framework.

A significant focus this year was expanding employee engagement initiatives, equipping personnel with the knowledge and tools necessary to embed sustainable practices into their daily work. Through targeted training sessions, workshops, and comprehensive guidelines, employees were empowered to contribute to the company's sustainability goals within their respective roles. By encouraging a culture of sustainability, Vizrt aimed to instill a shared sense of ownership and responsibility across the organization.

Moreover, sustainability was further embedded into corporate governance, ensuring it remained central to strategic planning and decision-making. Dedicated committees and task forces played a pivotal role in overseeing initiatives, reviewing progress, and driving continuous improvement. Through the formulation and implementation of key policies and processes, Vizrt positioned sustainability at the core of its operational framework.

A key milestone in 2024 was assessing and calculating emissions across Scope 1, 2, and 3. This involved identifying sources, improving data collection, ensuring accuracy, and engaging stakeholders. To enhance precision, Vizrt invested in an advanced ESG tool for data analysis and reduction planning. Audits across operations standardized protocols and validated data reliability, while collaboration with suppliers, customers, and industry partners supported collective emission reduction efforts. By successfully calculating its emissions footprint, Vizrt gained critical insights, laying the groundwork for strategic reduction measures and reinforcing its commitment to transparency, accountability, and sustainability.

In summary, Vizrt's Sustainability posture for 2024 was characterized by advanced sustainability through governance, employee engagement, and emissions management. These efforts highlight its commitment to integrating sustainability while driving innovation and responsible growth. Looking ahead, Vizrt will further expand initiatives, focusing on energy efficiency, renewable energy, and zero waste, demonstrating that business success and environmental responsibility go hand in hand.
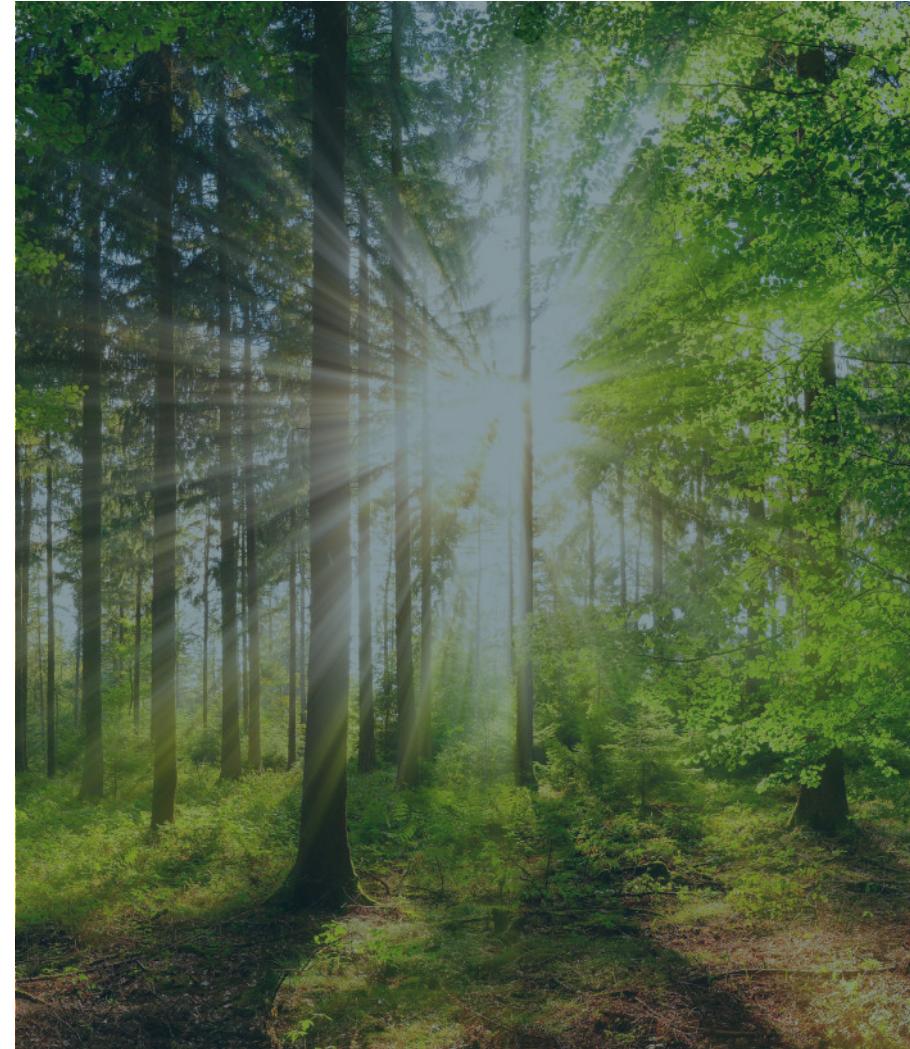
Environment

02

Environment

At Vizrt, we continue to refine our understanding of our impact areas to maximize our positive contributions and minimize any negative effects. As part of our ongoing Corporate Sustainability Reporting Directive (CSRD) journey, which began in 2023, we are building on the insights gained from our Double Materiality Analysis to strengthen our sustainability efforts. In 2024, we successfully completed the Gap Analysis and focused on developing our comprehensive Sustainability Strategy, ensuring all our initiatives are aligned under a unified framework.

Sustainability is integral to Vizrt's business model, and we are committed to delivering on this promise. In 2024, we embarked on a comprehensive project to calculate our entire organization's emissions, encompassing Scope 1, 2, and 3. This ambitious undertaking involved identifying our emission sources, establishing processes for data collection, ensuring data quality, and engaging with various stakeholders. To facilitate this process, we invested in an ESG tool designed to gather and compute emissions data. By working on these steps concurrently, we successfully achieved our goal of calculating Scope 1, 2, and 3 emissions.

Climate Change

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. We actively engage our stakeholders to accelerate the transition to low environmental impact economy, in line with the Paris Agreement.

For the year 2024, our Scope 1, 2 & 3 emissions are shown in the table to the right. While Scope 1 is insignificant, Scope 2 accounts for 6% of the total emissions. Scope 3 includes 94% of our total emissions, with the categories Purchased Goods and Services, Business Travel, and Use of Sold Products collectively accounting for 94% of total Scope 3 emissions.

GREENHOUSE GAS (GHG) EMISSIONS, IN tCO$_2$eq	2024
Gross Scope 1 GHG emission	0.17
Gross location-based Scope 2 GHG emission	429
Gross market-based Scope 2 GHG emissions	540.5
Total Gross indirect Scope 3 GHG emissions	8616
Category 1: Purchased goods and services	3372
Category 3: Fuel and energy-related Activities (not included in Scope 1 or 2)	116
Category 4: Upstream transportation and distribution	63
Category 6: Business Travel	2435
Category 8: Upstream Leased Assets	0.02
Category 9: Downstream Transportation and Distribution	334
Category 10: Use of Sold Products	2296
Total GHG emissions (location-based)	9045
Total GHG emissions (market-based)	9157

Reduction in Emissions

In 2024, Vizrt measured most of the relevant Scope 3 categories. For coming years is to continue refining the process and improving data quality. It is not surprising that Scope 3 represents 94% of our emissions, with significant contributions from Purchased Goods and Services, Business Travel, and Use of Sold Products.

We are currently developing a comprehensive Sustainability Strategy to help us navigate our momentum and focus efforts on relevant areas. This strategy will help kickstart initiatives and ensure we set impactful sustainability goals. Our commitment to sustainability involves not only reducing our emissions but also engaging with our stakeholders to promote sustainable practices across our value chain. We are dedicated to enhancing our environmental performance. By prioritizing transparency and accountability, we aim to lead by example and inspire others in our industry to take meaningful action against climate change.

We have been measuring business travel emissions. However, starting in 2024, we redefined our emissions since 2021 calculation methodology, resulting in significantly higher values. This adjustment is crucial as Vizrt has established 2024 Scope 1, 2, and 3 emissions as our baseline emissions. By refining our approach, we aim to ensure greater accuracy and comprehensiveness in our emissions reporting, which will better inform our sustainability strategy and targets moving forward.

Responsible Supply Chain

In recent years, we ensured our immediate suppliers signed our "Code of Conduct," focusing on large enterprises like HP, Dell, and Lenovo, along with contract manufacturers. During the CSRD-ready project, we recognized the importance of supplier relationship management and working conditions in our value chain for future reporting. In 2024, we concentrated on engaging with our key suppliers and evaluating their supply chain sustainability practices. We reached out to suppliers, covering up to 90% of our spend basis, addressing topics such as signed codes of conduct, product carbon footprints, logistics emissions, and social sustainability.

While many of our suppliers, particularly the larger enterprises, have most of the necessary data and policies in place, some were lacking. We leveraged this opportunity to collaborate with these suppliers, as well as their Tier 2 and 3 suppliers, to gather data for calculating product carbon footprints. This process involved dedicated calls and workshops to onboard them on these critical topics.

Looking ahead to 2025, our plan is to continue this engagement and onboard additional suppliers. We also intend to assess them on other compliance topics and invest in third party tools to facilitate this task. Key areas of focus will include geographical risks, supply chain risks, audits, and certifications.

Social

03

Social

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.

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.

CSR group framework

In 2024, 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 Global Entertainment & 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.

2024 CSR activities

In 2024, 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, technology donations to bridge digital divides, and pro-bono work leveraging employees' skills to assist non-profit organizations. Employees also volunteered in summer school programs, sharing knowledge and expertise with students to inspire future careers.

Sustainability remained a focus, with participation in a "Bike to Work" campaign to promote greener commuting and a commitment to reducing environmental impact at company events by ensuring at least 50% of catered food was vegetarian. Employees also contributed to biodiversity efforts by building and installing birdhouses in public spaces, using materials crafted by individuals with disabilities to further support social inclusion.

Further community-driven initiatives included organizing bake sales and second-hand markets, where proceeds were donated to multiple charities supporting both local and global causes. Employees also participated in a holiday toy drive, collecting and distributing gifts to children in need. Additionally, teams came together to support housing projects, helping to construct homes for underserved families, reinforcing Vizrt's dedication to making a lasting social impact.

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 2024, 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 Global Media & Entertainment 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 2024, 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 Global Media & Entertainment Talent Manifesto
In 2024, we reinforced our commitment to diversity and inclusion in the broadcast technology industry by partnering with the Global Media & Entertainment 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.

As a founding sponsor, we played an active role in supporting key programs, including mentorship schemes designed to uplift underrepresented groups and initiatives focused on neurodiverse talent. Additionally, the Talent Manifesto collaborated with educational institutions to inspire the next generation of media technology professionals, introducing students to career pathways and advocating for inclusive hiring practices.

Employee Engagement

In 2024, employee engagement and internal culture building remained a key focus at Vizrt. The most recent eSat scores showed employee satisfaction at 77 in January 2024, followed by 74 in September 2024. These scores reflect a high level of employee satisfaction but also highlight areas for continued improvement.

While we see a number of scores move in the right direction, 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.

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 2024 following the survey include:

- **Increase communications from the executive team:** To strengthen transparency and connection across the company, we increased communications from our executive team, ensuring that employees were more informed and engaged with leadership on important business updates. In 2024, we launched a "weekly wrap-up" video from our CEO, shared with all employees internally to spotlight key achievements and milestones. This initiative will continue each week moving forward as an ongoing effort to keep teams aligned and connected.

- **Leadership Boosters:** We introduced leadership development initiatives, such as the Effective Meetings program in Q3 and the Difficult Conversations workshop in Q4. 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.

- **Intranet Cleanup:** To improve the flow of communication, we undertook an intranet cleanup, removing outdated files and ensuring that employees receive the most relevant and up-to-date information they need to perform their jobs efficiently.

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.

Learning & Development Opportunities

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.

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 2024, 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 a minimum of 2 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.

Governance

04

Governance

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.

CSRD ready – Double Materiality Assessment

Continuing the work on CSRD, we have formed an internal workforce including resources from HR, Supply Chain, Legal and Sustainability. The workforce is led by ESG Controller and tasked to meet the 2026 deadline of CSRD Reporting.

We undertook our first Double Materiality Assessment to comply with ESRS. We engage with a variety of internal and external stakeholders, including employees, suppliers, customers, and investors, to identify our key sustainability issues. This engagement involves interviews and desktop research. Simultaneously, we assess the financial risks and opportunities related to sustainability.

Double Materiality Assessment Process:

1. Identification of Relevant Topics: We initiate our materiality assessment by identifying sustainability topics relevant to our operations and stakeholders. This involves engaging with key stakeholders, including employees, customers, and suppliers, to gather insights on their concerns and expectations.

2. Evaluation of Impacts, Risks, and Opportunities: Each identified topic is evaluated based on its potential impact on our finances and the environment, as well as the associated risks and opportunities. We utilize a combination of qualitative and quantitative methods to assess these factors, ensuring a comprehensive understanding of their significance. They are rated against likelihood, scale of impact, scope of impact, and remediability of negative impact. For financial materiality, it is weighed against likelihood and magnitude of financial impact.

3. Thresholds for Materiality: For the Double Materiality Assessment, we set the threshold for Impact Materiality at 3 or higher, and for Financial Materiality at greater than 2, on a scale of 0 to 5. To determine which topics are deemed material, we establish specific thresholds based on these criteria:
   a. *Financial Impact: Topics that significantly affect our financial performance.*
   b. *Reputational Risk: Issues that impact on our brand and stakeholder trust.*
   c. *Regulatory Compliance: Areas where non-compliance leads to legal repercussions.*

4. Environmental Impact: Assessing how our operations effect natural resources, ecosystems, and climate change, ensuring that we address significant environmental concerns.

5. Criteria to assess materiality:
   a. *Double Materiality: We consider both the impacts of our operations on sustainability matters and how these matters affect our business.*
   b. *Impact Materiality: Each topic is evaluated for its positive and negative impacts, ensuring a balanced view of our sustainability footprint.*
   c. *Financial Materiality: Each topic is evaluated for its positive and negative impacts, ensuring a balanced view of our financial footprint.*
   d. *Stakeholder Inclusiveness: We engage with stakeholders to incorporate their insights and concerns into our materiality assessment.*

e. *Level of Disaggregation: We determine the appropriate level of detail for reporting based on the materiality of each topic.*

f. *Sustainability Context: Our assessment considers the broader environmental and social systems impacted by our operations.*

Stakeholder Engagement

Engaging with stakeholders is crucial to generate value and impact. This is essential for supporting customers on their sustainability journeys, developing new services, and fostering a resilient and sustainable organizational culture. Stakeholder engagement on significant sustainability issues is carried out by ESG Controller, Head of HR, VP Order Processing, Procurement and Logistics, as well as executive management and employees in general.

The following table on the next page summarizes how we engage with our key stakeholders, the purpose of those engagements and their outcomes.
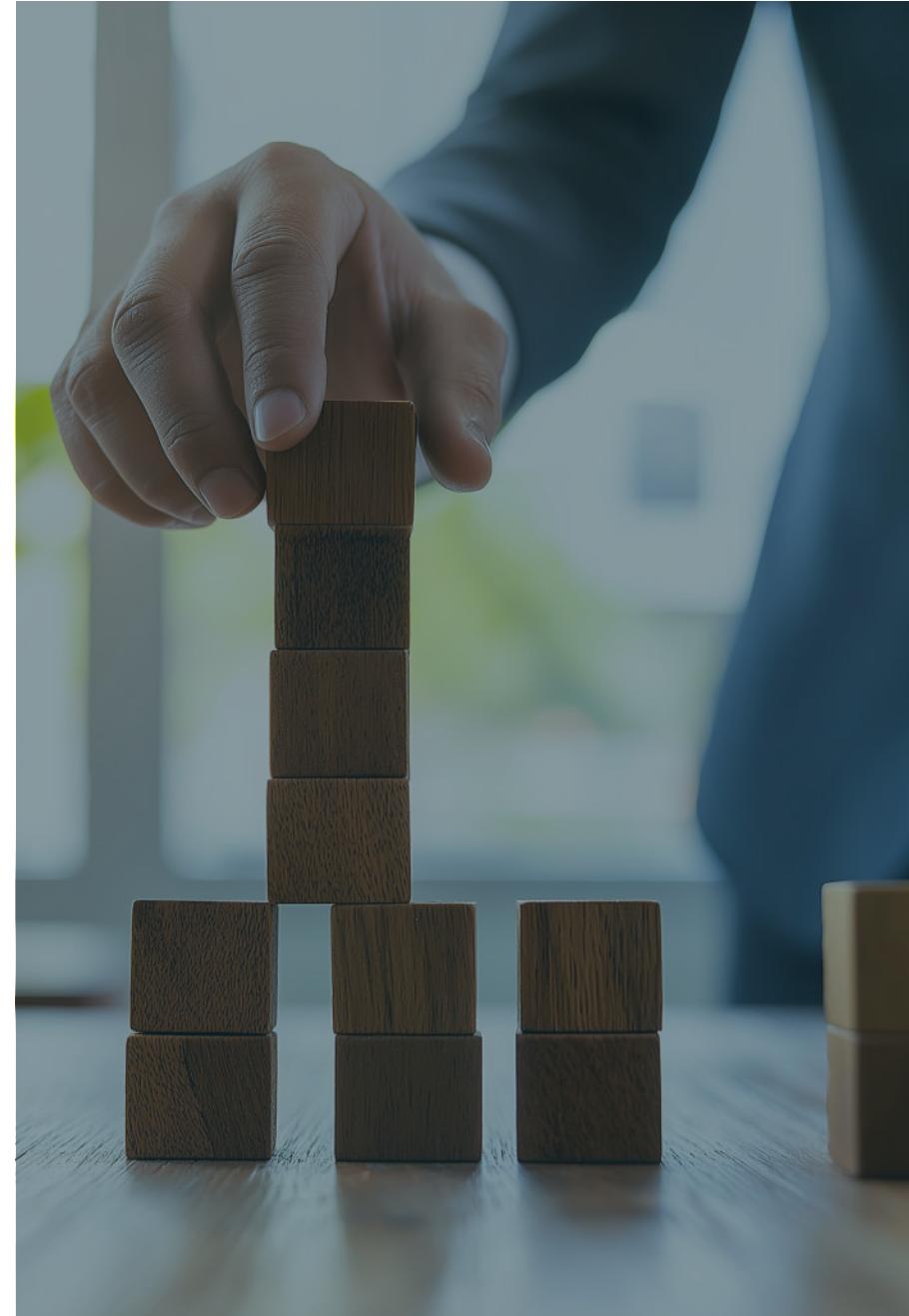
KEY STAKEHOLDERS	ENGAGEMENT AND PURPOSE	OUTCOME
Customers	The purpose of engaging with our customers is to ensure that our products and services meet their needs and expectations. By fostering open communication and actively seeking feedback from our customers, we address material impacts, risks, and opportunities related to customer satisfaction more effectively.	We successfully gather valuable insights into our products and services, allowing us to refine and improve them. This process leads to the development of innovative solutions that better meet our customers' needs. Additionally, we implement regular feedback mechanisms to ensure that we continuously listen to and act on customer input. These efforts foster a culture of customer-centricity, reinforcing our commitment to delivering exceptional value and creating a positive and respectful customer experience.
Suppliers	Engaging with our suppliers helps build strong, collaborative relationships to address material impacts, risks, and opportunities. By maintaining open communication and seeking feedback, we integrate suppliers' insights into our sustainability strategies, promoting innovation and reducing environmental impacts. This commitment supports ethical practices and creates a responsible, resilient supply chain.	Through supplier engagement, we obtain detailed product carbon footprints, conduct checks on social sustainability policies, and foster environmental reduction strategies. These efforts reinforce our commitment to sustainability and help us create a responsible supply chain.
Employees	We are committed to creating a collaborative and meaningful workplace. We engage our employees through effective leadership communication, comprehensive training programs, regular performance and development reviews, employee satisfaction surveys, and a robust whistle-blowing system.	We actively include the views and perspectives of our employees in the actions we take to address material impacts, risks, and opportunities. By fostering open communication and encouraging feedback, we ensure that our employees' insights are integral to our decision-making processes. Additionally, we are dedicated to building a culture that embodies our way of working, promoting collaboration, innovation, and a shared commitment to our sustainability goals.
Majority Owner	We regularly engage with our private equity majority owner, Nordic Capital, through briefings, board meetings, and the annual reporting process.	This ensures alignment on sustainability strategy, targets, and performance.
Product Offering	The purpose of engaging with our product team is to ensure that our products align with market demands and customer expectations. Additionally, it supports our commitment to delivering cutting-edge solutions and reinforces our dedication to creating a positive and collaborative work environment.	We gather valuable insights into our product development processes, allowing us to refine and improve our offerings. Additionally, we implement regular feedback mechanisms to ensure that we continuously listen to and act on the input from our product team.

Double Materiality Assessment

⊡ Impact

Protection of Whistleblowers

⊡ Double

Climate Change Mitigation Equal treatment and opportunities for all (Own workforce)

Working conditions (Own workforce) Equal treatment and opportunities (Workers in the value chain)

Other workrelated rights (Workers in the value chain) Working conditions (Workers in the value chain)

Corporate Culture Corruption and bribery

Management of relationships with suppliers payment practices

⊡ Not material

Climate Change Adaption Energy Microplastics Pollution of air

Pollution of living organisms and food resources Pollution of soil Pollution of water

Substances of concern Substances of very high concern Marine resources Water

Direct impact drives of biodiversity loss Impacts and dependencies on ecosystem services

Impacts on the extent and condition of ecosystems Impacts on the state of species

Resource inflows, including resource use Resource outflows related to products and services Water

Other workrelated rights (Own workforce) Communities' civil and political rights

Communities' economic social, and cultural rights Particular rights of indigenous communities

Information related impacts for consumers and/or end users

Personal safety of consumers and or end users Social inclusion of consumers and end users

Animal Welfare Political engagement and lobbying activities

⊡ Financial

Double Materiality Assessment

The double materiality assessment determines that E1 Climate change (page 9 - 10), S1 Own workforce (page 13 - 18), S2 Workers in the value chain (page 11) and G1 Business conduct (page 21 - 26) are material topics for Vizrt. At present, we have completed ESRS 2 reporting in our ESG tool. The workforce team meets frequently to discuss the progress of each module and are on track to have a first draft by the end of 2025. Parallel discussions with the auditors are ongoing to ensure compliance checks are completed in due time.

Our Policies

In 2024, Vizrt continued to strengthen its policy environment. Vizrt introduced or updated many organizational-wide policies and manuals. In addition to policies such as the Code of Ethics and whistleblowing, trade and export sanctions, and DE&I policies referred to in the 2023 Sustainability Report, and a suite of security and IT policies, many of which were also reviewed and updated in 2024, these policies represent the framework of rules, guidelines and ethics standards across the organization. A few key additions are noted below.

Group Delegation of Authorities Policy

In 2024, Vizrt collected and organized in one cohesive policy its framework for approval rights across key sectors of Vizrt, including sales to customers, procurement, investments, human resources, payroll and acquisitions. The aim of this policy is to create efficiencies and clarity for these various sectors of the business as to the roles that are responsible for taking or approving certain actions, when that authority may be delegated, and how approvals should be enforced.

Vizrt Risk Management Policy

In 2024, Vizrt adopted a policy to provide guidance regarding the management of risks to support the achievement of Vizrt corporate objects, protect personnel and business assets and enable financial sustainability. This policy sets out the process for determining, identifying and assessing risks facing Vizrt currently and as new ones arise.

Vizrt Tax Policy

In 2024, Vizrt established a policy to confirm Vizrt's commitment to identify and pay all applicable taxes owed by applicable Vizrt entities. The aim of this policy is also to set out expectations and responsibility for relevant stakeholders and to, where legal and appropriate, minimize tax risks to Vizrt.

Global HR Policy

In 2024, the Human Resources team established an overarching human resources policy to reinforce the importance of legal and ethical behavior and to highlight commitments to best practices. These include thoughtful consideration of 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 introduced, updated and widely published during 2024, 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.

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 Information Classification and Handling
- IT Business Continuity & Disaster Recovery
- IT Cost Ownership and Management
- IT Change Management.

Cybersecurity Posture

Over the past year, our organization has continued to elevate its cybersecurity resilience, expanding on the foundational security initiatives established in previous years. With cyber threats growing in sophistication, we have reinforced our security strategy by integrating advanced technologies, enhancing employee security awareness, and strengthening our defensive capabilities across all digital assets.

Continuous Vulnerability Scanning and Advanced Threat Protection

A critical advancement for 2024 was the implementation of a continuous vulnerability scanning program to proactively identify, assess, and remediate security weaknesses across our infrastructure. By leveraging automated vulnerability management tools and attack surface monitoring, we can detect and mitigate risks in real time, reducing the potential for exploitation.

Complementing this, we have enhanced our Advanced Threat Protection (ATP) capabilities with:

- Extended Detection and Response (XDR) for unified visibility across endpoints, network, and cloud environments.
- Threat intelligence integration, allowing us to proactively block indicators of compromise (IoCs) before threats materialize.
- Automated patch management to swiftly remediate vulnerabilities across critical systems.
- Penetration testing as a service (PTaaS) to simulate real-world attack scenarios and improve incident response readiness.

These initiatives have significantly strengthened our security posture, reducing risk exposure while improving our ability to detect and neutralize advanced cyber threats.

Strengthening Cloud and Email Security

As cloud adoption continues to grow, we have prioritized robust cloud security posture management (CSPM) to enforce security best practices, detect misconfigurations, and ensure compliance across all cloud environments. The adoption of cloud workload protection platforms (CWPP) has further enhanced security by safeguarding workloads from unauthorized access and malicious activities.

Email remains a primary attack vector, and we have taken proactive measures to defend against advanced threats, including:

- Deployment of AI-driven email security to prevent business email compromise (BEC), phishing, and spoofing attacks.
- Implementation of Domain-based Message Authentication, Reporting & Conformance (DMARC), Sender Policy Framework (SPF), and DomainKeys Identified Mail (DKIM) to mitigate email spoofing risks.
- Advanced sandboxing and real-time link analysis to block zero-day phishing attempts.

Future Focus: AI-Driven Security and Threat Intelligence

Looking ahead, we aim to enhance our security strategy with:

- AI and machine learning-powered threat hunting to proactively identify and neutralize emerging threats.
- Security orchestration, automation, and response (SOAR) to streamline incident response and reduce remediation times.

Deep integration of threat intelligence platforms (TIP) to leverage real-time global threat intelligence.

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