

Sustainability Report 2025



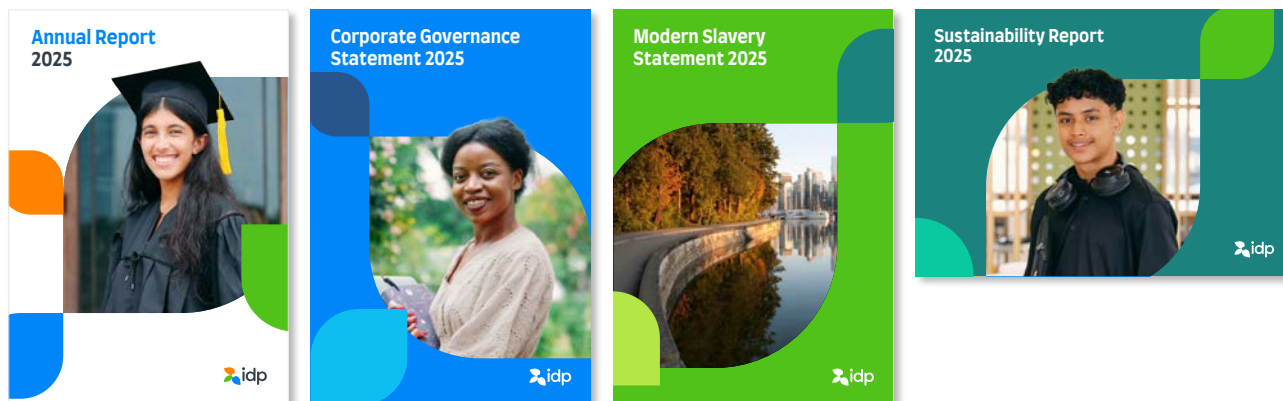
Reporting scope and boundary

This report covers the period 1 July 2024 to 30 June 2025, covering IDP Education Limited ("IDP") and its wholly owned subsidiaries. For the purposes of this statement, "IDP", "we", and "our" refers to IDP Education Limited and its wholly owned subsidiaries. This report excludes any business activities or investments by IDP that are not under our operational control, including activities operated by third parties.

The report addresses the material sustainability risks and opportunities that could impact IDP's ability to sustain future performance and deliver on our long-term strategy. The climate change reporting draws on key content areas provided within the requirements of AASB SR2 Australian Sustainability Reporting Standards (ASRS) – Climate-related Disclosures. We acknowledge mandatory reporting under this Standard commences for IDP in the next reporting period and we are proactively building our capabilities and aligning our disclosures.

Sustainability reporting accountability is shared across senior management working in key areas of environment, social and governance risk, as well as employees with specialist sustainability skills. The accountable Global Leadership Team member reviews the report to confirm the accuracy and completeness of the information provided. The information in this report is validated by subject matter experts and senior management and is supported by verifiable evidence.

Corporate Reporting Suite



This Sustainability Report forms part of our corporate reporting suite. This suite contains detailed information on IDP's strategic priorities, sustainability performance, risk management, corporate governance frameworks, and financial and non-financial performance.

We are committed to providing transparent reporting for our shareholders and other key stakeholders.

To view our full reporting suite online, visit investors.idp.com

Acknowledgment of Country

IDP acknowledges the traditional owners of Country throughout Australia and recognises their continuing connections to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander communities and to Elders past and present.

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Introduction

01



Sustainability at IDP

IDP Education is a trusted leader in international education, championing innovation and insight to shape the future of the international education sector.

Sustainability at IDP is woven into our purpose: **transforming lives through international education**. Our global network and trusted team enable us to have this impact for more people in more places around the world.

We believe our business strategy contributes positively to sustainable development, however, we also recognise the continuous opportunity to do more for our customers, clients and teams as we strive for a more sustainable, inclusive and equitable future.

Sustainability strategy



Opportunity for all

We will help more people and communities access life-changing opportunities.

Our customers and clients

Delivering services that support success in a way that is accessible, fair and equitable.

Our global team

Being known for our inclusive, fair and equitable culture that champions diversity and opportunity.

Social impact

Using our global influence and the power of education to help address social challenges.



Trusted partner

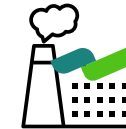
We will be the trusted partner, operating with integrity everywhere in the world.

Responsible business

Acting ethically and with integrity to ensure we meet all stakeholder expectations.

Our partners and suppliers

Championing respect as the foundation of all our relationships and managing our key supply chain risks.



Environmental action

We will address our environmental impacts and contribute to collective action in our sector.

Emissions reduction

Mitigating our climate impacts and collaborating with others in our sector to do the same.

Resource management

Promoting environmentally responsible operations across our global footprint.

Our sustainability strategy addresses our material sustainability impacts and sets the strategic priorities that will support our business, customers and communities to thrive.

IDP last conducted a comprehensive materiality assessment in 2023, identifying 17 material topics grouped into four categories - Environment, Our People, Community and Governance. Since then, global standards for best practice in assessing materiality have continued to evolve in line with broader changes in sustainability disclosure standards. We plan to refresh our materiality assessment in the year ahead to reassess actual and potential sustainability impacts, risks and opportunities, and further align future reporting to AASB SR1 Australian Sustainability Reporting Standards (ASRS) – *General Requirements for Disclosure of Sustainability-related Financial Information*.

Sustainability governance

The IDP Education Board has overall responsibility for sustainability and business strategy, and sustainability governance has been embedded into our corporate governance framework. The Board Audit and Risk Committee plays a key role in sustainability risk management. It is supported by the Group Sustainability Management Committee and coordinated by the Group Sustainability Team.



IDP Education Board

- Oversees IDP's approach to sustainability including climate change, and the annual program of work.
- Reviews progress towards achieving measurable objectives.



Audit and Risk Committee

- Responsible for oversight and management of risks, including climate risk.
- Reviews significant developments in the areas of corporate governance and sustainability, relevant to the Audit and Risk Committee responsibilities.
- Considers significant issues relating to sustainability, including reviewing reports from management on climate-related risks and the risk management plans that management has put in place to deal with those risks.



Global Leadership Team

- Responsible for management decisions and oversight in relation to the sustainability strategy and program of work, including environment and climate change.



Group Sustainability Management Committee*

- Sets the priorities for embedding sustainability, including climate actions across IDP.
- Monitors the global sustainability landscape for upcoming trends, regulatory impacts and emerging material topics that could impact IDP's long-term strategy and business performance.
- Monitors and tracks progress against measurable objectives, executing management decisions on sustainability matters, including climate-related matter, and provides recommendations to the GLT.



Working Groups

- Daily responsibility for delivering on commitments within the sustainability strategy and program of work.
- Assesses and monitors sustainability risks and opportunities which may impact our business, including climate-related.
- Provides updates to the Group Sustainability Management Committee and Global Leadership Team on the status and management of key priorities relating to sustainability, including climate change and the environment.

*The Group Sustainability Management Committee includes three members of our Global Leadership Team; the Chief Financial Officer, Chief Operating Officer, Chief People Officer, along with the Company Secretary/General Counsel and the Group Manager Sustainability.

Supporting our customers
when they need it most

02



Our impact this year

The international education landscape is evolving rapidly, shaped by shifting global policies that are reducing the market size. Through these changes our purpose remains clear.

We are a company built on trust, with a proud history of guiding students and test takers to take life-changing steps toward their future and supporting our clients. We remain committed to creating value by staying focused on quality, and managing with discipline in today's environment, while positioning the business to grow in the future.

Together with our customers and partners, we are committed to supporting a more sustainable, quality industry.



Enhancing the customer experience

Our global customer experience program supports our focus on delivering exceptional service quality. We regularly survey our students, clients, and teams to track Net Promoter Scores (NPS). This vital feedback allows us to better understand our performance and continually identify areas for improvement, ensuring we always enhance the IDP experience.



Our global Student NPS Program, runs across **26 countries**.



We have **five key touchpoints**, where we listen to our students' assessment of our performance. This includes double feedback loops, has a range of controls and is internally tested and assured.



In FY25, our Student NPS improved by **3 points from FY24**.



From student counselling to testing and partner engagement, quality remains central to how we operated.

Amid a year of industry change, we strengthened internal systems through enhanced training, clearer ethical guidelines, and updated processes.

This year, we launched a new global quality framework that supports consistent delivery across markets, with a strong focus on compliance, accountability, and student-first service.



For more information on how we have continued to strengthen our focus on quality, please see our Annual Report 2025.



A quality partner,
trusted in the industry

03



Our commitment to quality, ethics and accountability

Our global reputation and the trust we have earned from our customers and clients are built upon IDP's values, culture and conduct.

Our commitment to being a quality, trusted partner extends to how we operate, doing business ethically and responsibly, keeping customers' data safe and fostering an inclusive workplace for our diverse and talented team around the world.

Preventing bribery, fraud and corruption

We acknowledge that our global business model operates in diverse environments, some of which present a heightened risk of fraud and corruption. To mitigate these risks, we maintain an ethical framework that includes a Fraud Prevention Policy aligned with international standards, a comprehensive Anti-bribery and Corruption Policy and a clear Code of Conduct. Each of these outlines our zero-tolerance approach to fraud, bribery, and corruption.

To ensure ongoing adherence, we conduct regular internal audits to assess key controls related to fraud prevention and management, as well as anti-bribery and corruption measures. Furthermore, we hold our suppliers and business partners to the same standards, expecting compliance with the principles detailed in our Supplier Code of Conduct.

In FY25, data analytics were introduced into country internal audits, designed to identify and flag action on transactions that may indicate fraud, bribery and corruption occurrences. In addition, fraud, bribery and corruption risk assessments were completed for three regions to help strengthen our risk management processes in this area.

We also reviewed and updated IDP's Whistleblower Protection Policy during the reporting period to ensure it remains aligned with best practice. In FY25, the volume of whistleblower reports made throughout the year increased compared with the previous year. This increase may have been related to the additional training and communications employees received last year on the importance of speaking up and the greater awareness globally of the Whistleblower Protection Policy, with more than 90% of reports being made by IDP countries outside Australia.

Twenty-one whistleblower reports were received which were assessed in accordance with our Whistleblower Protection Board Policy. Whistleblower reports determined to be reportable conduct were thoroughly investigated by our Whistleblower Investigations Team with each matter subsequently resolved and reported to the Audit and Risk Committee on a confidential basis.



Governance, risk management and compliance

IDP implements a "Three Lines" approach to govern our risk, compliance and internal controls. This framework fosters communication and collaboration across all three lines, ensuring transparent, reliable information for confident, risk-based decision-making.

Our approach is anchored by robust Frameworks, Statements and Standards. The global Risk Management Framework provides a structured, consistent method for identifying, assessing and managing risks that could impact IDP. This framework aligns with ISO 31000:2018 Risk Management – Guidelines and the Australian Securities Exchange (ASX) Corporate Governance Principles, further detailed in our Corporate Governance Statement.



Our global Compliance Management Framework is an integrated, strategic approach to managing IDP's key compliance obligations with group-level oversight.



IELTS Business Assurance: As a core part of our commitment to quality, the IELTS Business Assurance team manages a program of audits across all IDP-operated and third-party IELTS test centres. They test compliance against our IELTS Test Standards, covering security, admissions, invigilation, results and record-keeping to ensure the integrity of our testing operations. This team also conducts investigations into IELTS test results where malpractice or cheating may have occurred.



Student Placement Quality: Our Student Placement Ways of Working (SPWoW) framework provides a consistent, high-quality approach to student counselling globally. It outlines the steps, participants, tools, and templates for successful Student Placement activities, so our customers receive consistent and connected experiences at every stage of their journey. The framework also includes integrated quality assurance activities to monitor adherence to procedures, with each IDP country performing rolling assessments against SPWoW requirements.



Group Internal Audit: Beyond risk management, our Group Internal Audit function independently tests the design and operating effectiveness of governance, risk management, and internal controls across our entire network, covering both country management and global operations. The team conducts regular country audits to assess compliance with IDP's global policies, procedures, and processes, including local laws and regulations.

This year, we invested in uplifting the technology to support our risk, compliance and internal audit processes through the implementation of a global governance, risk and compliance management system. This system is specifically designed for the needs of our global business and will support improvements in centralised reporting and the automation of actions as incidents arise.

Building a culture of quality and trust

Each year, all IDP team members undertake mandatory compliance training designed to build awareness and reinforce the expected behaviours aligned with our Code of Conduct. This training covers critical topics such as anti-bribery, fraud and corruption, privacy, cybersecurity and whistleblowing. We monitor, manage, and report compliance training completion rates as part of our Compliance Management Framework. This past year, 98% of our global team completed the mandatory refresher training and policy acknowledgements.

We commit to supporting genuine students, and have strong processes to verify that students possess the necessary academic background, English language proficiency and financial capacity for success abroad. IDP is structured to maximise impartiality in the counselling process, combining our digital platform and data insights with the expertise of our counsellors on the ground. Our counsellors undergo ongoing training and development from their start at IDP. This includes a range of internal accreditations for destinations, institutions and courses, as well as new products and offers as they arise.

Addressing modern slavery

As a global organisation working with suppliers and partners worldwide, we are committed to upholding human rights and ethical business practices, and preventing modern slavery in all our operations and supply chains.

In FY25, we improved our supply chain risk management approach by partnering with Fair Supply, an ESG risk intelligence and compliance solution to support our modern slavery risk assessment and due diligence process. Modelling through Fair Supply indicates that the majority of IDP's suppliers have a moderate to high risk of modern slavery, and the majority of modern slavery risk is within tier 1 of our supply chains. The insights gained from this approach supported targeted supplier engagement with identified higher risk suppliers across our global supply chain, through supplier self-assessment questionnaires.

For more details on our approach and activities in FY25, please refer to our Modern Slavery Statement 2025.

Keeping our customers' data safe and secure

Cybersecurity continues to be a critical enterprise risk for IDP, driven by the increasing frequency, scale, and sophistication of global cyber threats. As digital operations expand and regulatory environments tighten, the complexity of managing cybersecurity has increased. IDP remains committed to safeguarding customer data and ensuring the resilience of our systems through targeted investment, strategic alignment and vigilant oversight.

We rely on cybersecurity as a key enabler of our strategy and long-term sustainability of our global operations. We invest in protective measures to help secure customer data, internal networks, and applications from unauthorised access.

Our cybersecurity strategy is guided by the global frameworks ISO/IEC 27001 and National Institute of Standards and Technology Cyber Security Framework 2.0 (NIST CSF 2.0) maturity model, which is independently assessed annually. These frameworks allow us to measure and enhance the maturity of our cyber practices across all key areas of control, ensuring a consistent standard of security.

We have achieved a notable uplift in our maturity since the first assessment in 2022, reflecting improvements across governance, detection, response, and recovery capabilities. This progress is directly linked to strategic initiatives that have addressed core objectives of our cybersecurity strategy, focusing on seven key areas, including cyber resilience, governance, data security, cyber skills, appropriate access, secure development and system health.

We have implemented a defence-in-depth strategy, which includes multiple layers of controls governed by a cybersecurity policy suite. Oversight is provided by the Privacy and Security Committee, to help ensure alignment with our global risk posture.

We foster a culture of cybersecurity awareness, understanding the critical role of our people in strengthening our cyber defence. All employees undergo mandatory cybersecurity training, with additional awareness activities based on roles and risks. Team members are trained to embed consistent secure behaviours in our ways of working, including reporting suspected incidents, and our global team is trained to respond swiftly and effectively. In FY25, all cyber incidents identified and reported internally, fell below the threshold for regulator notification.

This year, the IDP Cybersecurity Team developed a partnership with Australian Federal Police (AFP) to support international students to stay safe online. Through a social media campaign and Facebook live event, we reached over 25,000 people globally to help raise awareness and protect themselves against common cyberattacks and scams.

We are committed to being open and transparent with customers about how we collect, use and manage their personal information, and to comply with the varied local privacy requirements across the countries and regions in which we operate.

We manage privacy through our Privacy Framework, which incorporates our Code of Conduct, Privacy Policy, Privacy Notices and other relevant policies and procedures. Privacy training is provided to all team members as a part of induction, along with annual privacy refresher training. Employee engagement on privacy is further supported with awareness activities throughout the year run by the Privacy team, as well as related training and awareness activities run by our Cybersecurity team.

This year, we had one privacy incident requiring notification to the National Privacy Commission, Philippines. We directly contacted the two impacted customers to discuss any concerns and offered solutions to support their situation. We took action to remediate the incident and prevent future occurrences, which included reviewing procedures, and providing additional training and guidance to employees to ensure processes are correctly followed.

The Audit and Risk Committee has oversight of the governance of privacy and cybersecurity, supported by our Global Leadership Team, our dedicated team of privacy and cybersecurity specialists, committees and working groups.



The Privacy and Security Committee

manages IDP's global privacy, information and system security strategy, policies, and risk posture. The committee is made up of members from GLT, senior management as well as privacy and security teams.



Privacy Partnership Working Group

is a forum for privacy representatives from each of the IELTS partners to discuss privacy issues that pertain directly to the delivery of IELTS.

Creating an inclusive workplace

We aspire to a workplace that is inherently fair and inclusive, where every difference is valued and celebrated. Our commitment to inclusion, diversity and equity strengthens our business, bringing different experiences and perspectives that reflect the diverse communities and customers we serve.

Striving for gender equality

Gender equality has long been part of our inclusion, diversity and equity efforts, recognising that women represent the majority of our global workforce. The IDP Board and our Global Leadership Team remain committed to improving gender equality across our organisation so that all people have the opportunity to grow in their role and maximise their earning potential, regardless of gender. In recent years, we have cemented this commitment by becoming a signatory to the HESTA 40:40 Vision and by receiving the WGEA Employer of Choice for Gender Equality citation in 2023.

Lasting structural change takes time, and we are committed to continually taking positive action and measuring our progress as we strive for gender equality within our workforce.

The table on the right summarises our progress against our measurable targets.

Fostering employee wellbeing and resilience

The evolving landscape of international education has presented significant challenges, directly impacting both our students and the dedicated teams supporting them.

In FY25, we intensified our focus on the wellbeing of our people. Through targeted initiatives, developed with the support of our Employee Resource Groups across the network, we aimed to bolster our teams' capacity to thrive amidst ongoing sector challenges.

Our approach to employee wellbeing is anchored in the PERMAH Wellbeing Framework. This model, encompassing Positive Emotions, Engagement, Relationships, Meaning, Accomplishment, and Health, provides the structure for how we discuss and describe wellbeing at IDP.

To further embed wellbeing, we launched the *Wellbeing at IDP* podcast, supported by our Chief People Officer. This initiative aims to normalise discussions around mental and physical health, creating a safe and open space for our people to explore wellbeing in both their personal and professional lives.

Target	Status as at 30 June 2025	Description
Gender balance in our Board of Directors by December 2023	Achieved 50% We have four women on our eight-person Board.	With the retirement of Peter Polson in June 2025, the number of directors on the Board of IDP Education has reduced.
Gender balance in our Global Leadership Team by 2027	In progress 36% We have four women within our 11-person Global Leadership Team.	The appointment of Kate Koch as Chief Financial Officer and Jennifer Fleming as Chief Strategy Officer has improved the gender balance within our Global Leadership Team.
Gender balance in our senior leaders by 2030	In progress 35% From a total of 101 senior leadership roles globally, 36 are held by women.	We continue to invest in our senior leaders to improve the gender balance, and senior women are on relevant succession plans for operational and functional leadership roles.

Additionally, we introduced the PERMAH Wellbeing Tool in select pilot countries. This innovative, short survey measures individual wellbeing and, critically, provides each participant with a personalised action plan. This data-driven approach makes wellbeing support more meaningful and effective. The tool's launch coincided with the expansion of our popular Wellbeing@Work series from Australia to the UK and China, bringing teams together to share insights and best practices for personal and collective wellbeing.

Following the positive reception of and success with the PERMAH Wellbeing Tool and the expanded series, we plan to roll out these programs to additional countries over the next 12 months, reinforcing our global commitment to supporting our people so they can thrive.

Our global employee profile

Total permanent employees by gender and IDP regions

Region	Women	Women (%)	Men	Men (%)	Grand Total
Australasia - Australia, Japan, New Zealand	76	64%	42	36%	118
Canada and LATAM - Canada	29	55%	24	45%	53
Digital Campus - India	256	39%	402	61%	658
IDP Australia Head Office - Australia	123	53%	111	47%	234
IDP Partnerships - Australia, Canada, India, New Zealand, United Kingdom, United States	92	62%	57	38%	149
MEA, EU & CIS - Egypt, Ghana, Kenya, Nigeria, Oman, Pakistan, Saudi Arabia, Türkiye, United Arab Emirates	323	55%	269	45%	592
North Asia - China, Hong Kong, Republic of Korea, Taiwan	376	83%	78	17%	454
South Asia - Bangladesh, India, Mauritius, Nepal, Sri Lanka	1396	59%	956	41%	2352
South East Asia - Cambodia, Indonesia, Malaysia, Philippines, Singapore, Thailand, Vietnam	959	61%	626	39%	1585
Grand Total	3626	59%	2561	41%	6195

Aligning our teams for the future

Last year, IDP's leadership team took action to position for the declining market volumes linked to changing policy settings. A core component of this was restructuring our global team, undertaking a resizing of our cost base, and reallocating resources to invest in our revised strategic priorities for a leaner, more agile business.

This year, the international education sector continued to face challenges, which saw our market size reduce further. To align our operations with these new conditions, we adjusted our global teams again in FY25. This resulted in a reduction of approximately five per cent of our global workforce.

As IDP navigates a significant transformation amid a changing market, we expect our team roles and sizes to continue to shift in the coming years. This may mean more streamlined teams as we build efficiency into global processes and focus on reskilling our teams to lead in the roles IDP requires for the future.

Investing in our communities

Our social and community impact framework is built on the principle of delivering high-quality, meaningful interventions that champion education. This strategic alignment ensures our efforts deliver tangible and lasting benefits for our people, the communities we serve, and the broader environment.

In FY25, we supported two major programs in South Asia and Sub-Saharan Africa.

In India, we continued our multi-year partnership with Udayan Care and the Foundation for Excellence to provide scholarships to 165 young women who might not otherwise have continued their education in secondary or higher education. Most of these young women will be the first in their families to graduate from this level of education, opening doors and providing opportunities to realise their full potential.



In Nigeria, IDP has partnered with the Wonder Foundation to deliver a Digital Futures Project equipping young women with critical digital skills, mentorship and career guidance. This program, launched in November 2024, aims to expand digital inclusion and improve employability among at-risk youth in Nigeria, particularly in the hospitality sector. Key highlights of the project so far include:

- 223 young women enrolled at five partner schools, receiving structured digital training as part of the hospitality curriculum.
- 35 teachers completed educator training to support the growth of the schools.
- Expansion of the career pathways services by providing opportunities for career exposure activities, such as attending an International Women's Day event focused on women's leadership in hospitality, offering valuable insights.

We are proud to champion education for young women and remain committed to making a positive contribution to the communities in which we operate.

Responding to climate change

04



Navigating climate impact in our global operations

We are committed to understanding and mitigating our environmental impacts, and to contributing meaningfully to collective climate action within our sector. This commitment drives our efforts to address climate change and promote environmentally responsible operations across our global footprint.

As a Group 1 entity, IDP will be required to disclose information in accordance with the AASB Australian Sustainability Reporting Standards (ASRS) S2 Climate-related Disclosures (the Standard) for the reporting period from 1 July 2025 to 30 June 2026. This year, we have been working through the requirements and initiating actions to ensure we comply with these new obligations for our first reporting year. This section provides disclosures that follow the content elements of the Standard, but does not yet meet all the requirements.

Climate governance

The Board oversees IDP's sustainability strategy and risks, including environmental, social and governance issues such as climate change. IDP has defined management responsibilities for assessing and managing sustainability issues through the sustainability governance framework described on page 3 of this Sustainability Report.

Climate-related risks and opportunities

Our organisational risk management process provides the essential framework for identifying, analysing, and responding to diverse risks, including the evolving landscape of climate change and sustainability. It defines clear risk tolerances and establishes comprehensive processes to mitigate, monitor, and manage risks within these thresholds. Our Board, Audit and Risk Committee and senior management collaboratively guide our ESG risk appetite, which incorporates climate risk.

IDP operates a global network of over 200 offices across more than 60 countries. We are committed to deepening our understanding of how climate change will impact our operating model, business strategy and long-term resilience. This includes preparing for the transition to a low-carbon economy.

This year, we continued to evolve how we strategically evaluate the effects of climate change on our global operations. In this reporting period, we focused on integrating

climate risks into strategic decision-making processes. The first iteration of this work was a climate workshop held with our Global Leadership Team in March. This workshop focused on gaining management consensus on material climate-related risks and opportunities, the likelihood and magnitude of impacts on the business model and introducing long-term climate scenarios into discussions.







In preparation for the specific requirements of ASRS S2, next year we will focus on assessing actual and potential impacts of climate-related risks and opportunities on IDP's strategy and business model, and their impacts on financial performance. This will involve both discussion and consideration by the Global Leadership Team, as well as detailed analysis to model and quantify the financial impacts of climate-related risks and opportunities.

Climate-related risks and opportunities identified












In FY24, we conducted an initial climate risk assessment to evaluate the strategic impacts of climate change on our global business, using our global risk management framework, risk assessment process, and guidance provided by the Taskforce for Climate-related Financial Disclosures. This initial risk assessment did not use climate-related scenario analysis to inform the identification of climate-related risks. A second, more detailed iteration, identifying and assessing climate-related risks and opportunities against the Company's strategy, including the use of climate-related scenario analysis is planned for the first half of FY26.

Our initial climate risk assessment identified 12 climate risks and opportunities that could have a financial impact on our business in the short, medium and long term. Four of these have been recognised as both a risk, and an opportunity, indicating potential for positive financial impact alongside potential challenges. A detailed breakdown of these identified risks and opportunities can be found on the following page.

Physical risks and opportunities

Risk/opportunity and associated impacts	 Risk  Opportunity	Timeframe^
Increase in frequency and severity of extreme weather events such as flooding, cyclones, fires or extreme heat, resulting in interruptions to service delivery and/or increasing difficulty in accessing reliable service of electricity* and causing disruption to IT and communications systems.		Medium to long term
Increase in frequency and severity of extreme weather events such as flooding, cyclones, fires, air pollution or extreme heat, resulting in worsening working conditions and wellbeing of employees.		Short to long term
Rising mean temperatures, rising sea levels and changes in precipitation or weather patterns, resulting in mass migration or displacement of populations that impact international education or migration aspirations, economic feasibility or policy settings at both source and destination countries.	 	Long term

Transition risks

Increasing energy prices and market volatility across our global network.		Short to medium term
Costs of transitioning to lower-emission technologies including capital investment, costs to adopt/deploy new practices and processes to reduce overall emissions.		Short to medium term
Increasing emissions or climate reporting obligations that results in higher operating costs.		Short to long term
Adoption of energy intensive technology, such as AI, to drive innovation and competitive advantage in response to changing market conditions and customer preferences.	 	Short to medium term
Changes to customer behaviours due to climate that impacts international education, or migration aspirations, and economic feasibility.	 	Long term
Reduced demand for international education due to consumer preferences for lower-emission options, such as transnational education through international partnerships, branch campuses or online learning.	 	Long term
Transition to more efficient and climate-resilient buildings, lowering operating costs and providing benefits to employee satisfaction and health and wellbeing.		Short to medium term
Procurement of lower-emission sources of energy, to reduce operating costs and reduce exposure to fossil fuel pricing, and any associated cost of carbon.		Short term
Increasing cost to collaborate and engage with major suppliers on their climate transition and emissions reduction pathways.		Medium to long term

^ Timeframes defined by IDP as: Short 0 - 3 years, Medium 3 - 5 years, Long term 5 - 10 years and beyond

*Electricity reliability is both physical and transition risk due to current uncertainty regarding transition from fossil fuel to renewable energy generation across our global network.

Our emissions

FY25 Greenhouse gas emissions

In FY25, IDP's total absolute gross GHG emissions were 52,742 tonnes of carbon dioxide equivalent (t CO₂-e).

GHG emissions are measured according to the Greenhouse Gas (GHG) Protocol: Corporate Standard. We apply an operational control approach to define our organisational boundary for the purposes of calculating our emissions.

Scope 1 emissions refer to the direct GHG emissions that come from sources owned or controlled by IDP Education Ltd. *Scope 1* direct emissions primarily relate to combustion fuels used to power back-up generators at a small number of facilities in our network.

Scope 2 emissions are those associated with the generation of electricity purchased and consumed within our operations. *Scope 2* calculations utilise emissions factors consistent with those required under the National Greenhouse and Energy Reporting Scheme, to the extent possible, using the location-based method, reflecting the average emission intensity of the electricity grid where consumption occurs.

IDP's *Scope 3* emissions consider the 15 categories established by the GHG Protocol. Work to date indicates 10 of the 15 categories are relevant to IDP, and will continue to be reviewed ahead of the next reporting period.

Preparing for mandatory climate-related disclosures

IDP has been steadily expanding its climate change program in preparation for meeting our obligations under ASRS S2 Climate-related Disclosures.

Further work planned for next year includes:

- A more detailed iteration of assessing climate-related risks and opportunities against our strategy, undertaking scenario analysis and modelling financial impacts.
- Ongoing improvements to our emissions reporting process and data quality for priority *Scope 3* categories and preparing for external audit of emissions metrics.
- Continue to embed climate skills, responsibilities and decision-making into IDP's governance framework.

Greenhouse gas emissions (tonnes CO ₂ e)	FY25	FY24	FY23	FY22
Scope 1	11	4	26	27
Scope 2	8014	5,589	6,724	4,585
Scope 3	44,717	49,153	51,419	40,324
Total	52,742	54,746	58,169	44,936



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IDP Education Limited
ACN 117 676 463