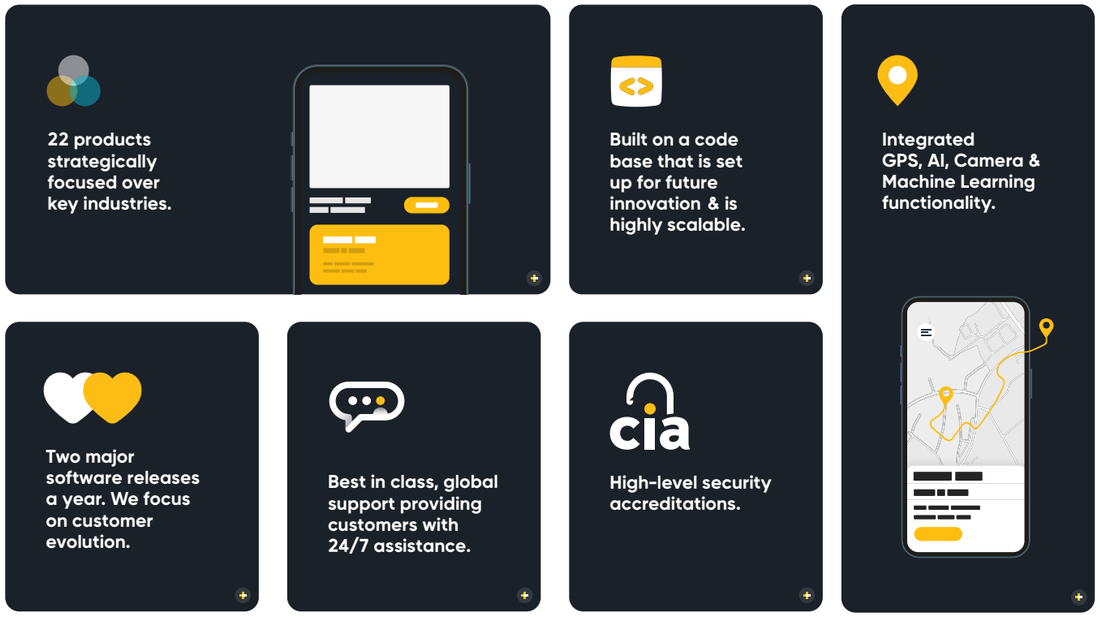
Sustainability Report 2026



Making life simple for our community

technology1



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Our 2026 Sustainability Report

This report provides an overview of TechnologyOne's sustainability performance and achievements from 1 October 2025 to 30 September 2026.

Complementing our 2026 Annual Report, 2026 Corporate Governance Statement, and other environmental, social, and governance (ESG) reports, this Report provides more detail on our sustainability initiatives. This Report should be read in conjunction with TechnologyOne's 2026 Climate Related Financial Disclosure Report as contained in our 2026 Annual Report.

In this report a reference to 'TechnologyOne', 'Company', 'we', and 'our' is to Technology One Limited (ABN 84 010 487 180) and our controlled entities as outlined in our 2026 Annual Report, unless otherwise stated.

We welcome your thoughts and feedback. Email us at investor@technology1.com

Our ESG Related Disclosures

Key Information	Annual Report	Corporate Governance Statement	Modern Slavery Statement	Financial Results	Sustainability Report
Operational Performance	●			●	
Strategy	●			●	●
Risk	●	●	●		●
Governance	●	●	●	●	●
Sustainability	●				●
Climate Related Disclosure	●				
Financial Performance	●			●	

Sustainability at TechnologyOne

TechnologyOne has identified ESG-related opportunities and risks and maintains a policy where every team member is responsible for embedding sustainable practices into everyday operations.

Our commitment to sustainability is driven by sound governance practices that enhance transparency, accountability, and collaboration among our teams. These practices are grounded in our core beliefs, values, and what we term the TechnologyOne Way.

Our sustainability agenda, performance, and effectiveness are embedded into our corporate governance. This is done with our Board and Committees being involved in our sustainability agenda and reporting, and our leaders throughout the business ensuring our ESG impacts are aligned to our sustainability focus areas.

At the heart of our sustainability strategy lies our ESG framework. It guides our business management, shapes our sustainability priorities, and serves as a materiality assessment, identifying the issues of greatest significance to our stakeholders.



Social

Investing in our people

01. Talent attraction and retention
02. Team member engagement and development
03. Workplace diversity and inclusion
04. Team member health and wellbeing

Supporting our customers and communities

05. Responsible sourcing
06. TechnologyOne Foundation: Community investment
07. Customer satisfaction and retention
08. Data privacy and security

Governance

Responsible business

09. Ethics, values, and transparency
10. Effective governance and risk management
11. Innovation, research and development
12. Shareholder value

Environmental

Protecting our environment

13. Climate related disclosure under AASB S2
14. Targeted environmental impact reductions
15. Biodiversity impact reductions

Welcome to our 2026 Sustainability Report



TechnologyOne achieved remarkable success in 2026. We surpassed $650 million in ARR, and achieved record financial results across all our key metrics for the 17th consecutive year. We launched our industry leading AI products in the year and continue to change how software is delivered through our world first Solution as a Service offering (SaaS+).

We have reported our climate disclosures under the new AASB S2 standard for the first time disclosing information about our climate-related risks and opportunities to stakeholders. While our operations do not have a material impact on the environment, we're committed to continually lifting the bar to reduce our carbon emissions to the lowest amount possible and offsetting remaining amounts to maintain carbon neutrality.

The TechnologyOne Foundation continues to deliver significant benefits to our community through our 1% Pledge initiative whereby we provide 1% of annual profits, 1% of product and 1% of team members time to charitable organisations.

We are proud of our mission to better our community, from its residents to students, by leveraging our team's innovation, drive, and determination to deliver truly great products and services that transform business and make life simple for our customers.

Responsible business

We understand that we have a responsibility to harness the transformative power of technology to drive positive social change and minimise our environmental footprint.

Our dedication to sustainability is not just a moral obligation but a strategic initiative. Our goals are not static, they evolve as the world evolves, and we innovate and adapt to address emerging challenges.

The journey towards a sustainable future is not without challenges, but these challenges present us with our greatest opportunities for growth and innovation.

Corporate sustainability and accountability are areas we know all our stakeholders are invested in. This Report outlines how we embed the fundamental principles of sustainability in the way we operate and the targets and outcomes we have set ourselves to becoming a more sustainable business into the future.

Protecting our environment

We're proud to be a Climate Active carbon-neutral certified organisation for our global operations and are focused on continuing to reduce our impact on the environment.

TechnologyOne had a target to reduce our Scope 1 and 2 global emissions by 80% by 2025 from the FY22 base year, which we proudly achieved by the target date. We have a further target to reduce Scope 1 and 2 global emissions by 100% by 2030. With this focus, as of FY26 we have moved to use renewable energy in eight of our ten offices globally. By doing this, we have already reduced our Scope 1 and 2 global emissions by 88% over the FY22 base year.

Climate change presents both risks and opportunities for society and the global economy where greenhouse gas reductions require universal transformation from business, government, and individuals collectively.

As indicated, we have reported our climate disclosures under the new AASB S2 standard for the first time disclosing information about our climate-related risks and opportunities to stakeholders. We also continue to align our sustainability program with the United Nations Sustainable Development Goals to contribute towards meaningful change.

Supporting our customers and communities

We create mission critical products and solutions that power local governments, universities and TAFE's, governments, banks, hospitals and large infrastructure providers. Our SaaS+ and ERP in 30 days solution has changed the industry in the way that ERP is sold and implemented, eliminating the risk of cost and implementation blow-outs to customers, protecting ratepayers and students from having to pick up the cost of traditional legacy ERP implementation risks.

Our products not only assist our customers to provide critical solutions, but they also generate significant savings with customers reporting independently verified cost savings of 40%+ by moving to our ERP SaaS solution.

In March 2026, we released our new visionary AI product called Plus which is already delivering significant value for our customers through saving time, generating insights and allowing our customers to better service their customers. In September 2026 we released our new industry leading AI product called Guide, which puts enterprise-grade agentic AI directly into the hands of students. Guide allows them to request help, find information, resolve issues and complete tasks simply by requesting services on their own device, removing the friction of navigating council and university systems.

We contribute significantly to the community in which we operate, and I'm immensely proud of the recognition of these contributions we received in 2026. We were inducted into the Queensland Business Leaders Hall of Fame, one of the state's highest business honours, recognising nearly four decades of Australian innovation, digital sovereignty and community impact. We were also named as the 2026 Queensland Corporate Philanthropist of the Year as well as being awarded the Community Contribution Award by the Australian Business Awards.

The TechnologyOne Foundation continues to deliver significant benefits to our community through our 1% Pledge initiative whereby we provide 1% of annual profits, 1% of product and 1% of team members time to charitable organisations and we remain committed to making a difference to disadvantaged youths by empowering them to transform their lives and create their pathways to success.

As of this year, we've positively impacted the lives of over 238,000 children and their families to break the cycle of poverty through education, learning, health, and wellbeing support. Thanks also go to our team members who passionately volunteered for charities around the globe, contributing to over 9,100 volunteer hours this year.

I'm also proud to share the progress we have made toward reconciliation. We launched our Reflect Reconciliation Action Plan (RAP) in 2024 and have been actively engaging with Australia's First Nations peoples on the path to reconciliation and honouring the rich cultural heritage of Australia's First Nations peoples. In 2026, we continued to build on the foundations established through our inaugural Reflect RAP, progressing our reconciliation journey through deeper engagement, governance and capability-building initiatives across the business.

Investing in our people

Our people are our greatest competitive advantage. Every day they see opportunities to innovate, create, and find simple solutions to complex problems. We continue to value our team through investment in engagement, career paths, wellbeing programs and capabilities.

Our investment in our people has culminated in the receipt of an award in 2026 as we were announced as an Employer of Choice at the Australian Business Awards, marking our 10th consecutive year receiving this recognition.

We have also made great progress in our people sustainability achievements in FY26 reaching the targets we have set for ourselves. I thank our team members for their contribution to our sustainability agenda, and I'm pleased to present this report to shareholders, customers, our team and wider stakeholders for the financial year 1 October 2025 to 30 September 2026.

Edward Chung
CHIEF EXECUTIVE OFFICER
AND MANAGING DIRECTOR



Responsible business

For TechnologyOne, being a responsible business is about behaving ethically and demonstrating a consistent approach to corporate governance in line with our values across all stakeholder relationships. We recognise that our long-term success depends on maintaining the trust of our investors, customers, people, suppliers and community. We do this by ensuring we have robust measures for ethical, responsible, and transparent operations, and continually investing in product innovation and development to deliver new features, functionality, and concepts. Our AI philosophy is grounded in a value-first approach: AI complements human intelligence. We keep humans in the loop, combining AI capabilities with human intelligence, ethics and empathy.

SUSTAINABLE DEVELOPMENT GOALS

17 PARTNERSHIPS FOR THE GOALS

Performance at a glance

$180M
R&D investment up 17% (26% of revenue)

55%
Rule of 40

Up 25%
(constant currency) UK ARR $61M

17 years
of continued record ARR, revenue, profit

32%
Profit before Tax Margin

Up 12%
Total Revenue $681M

$1B+ ARR
on track to surpass by FY30

40.5cps
Record total dividend

$87M
invested acquiring shares on market



Our internal system for compliance, assurance, and risk management not only fosters business growth but also ensures that we conduct our operations in a responsible and sustainable manner.

Effective governance and risk management

We have a comprehensive Corporate Governance Framework, based on leading standards and industry best practice, to safeguard our operations and long-term value.

As a global organisation, we seek to apply our operating countries' most stringent legal and regulatory obligations across all operations where practical. We achieve this by integrating these obligations into organisation-wide corporate governance practices and cultures.

Our internal system for compliance, assurance, and risk management not only fosters business growth but also ensures that we conduct our operations in a responsible and sustainable manner.

Our sustainability related risks and opportunities are integrated into our risk management framework and managed as part of our overall business strategy. Risk reviews and assessments are routinely undertaken, and the Board maintains oversight of our material enterprise risks. Our risk categories include strategy & market position, security & privacy, technology, people, product & service delivery, economic performance, and laws, contracts and compliance. Robust controls are in place to mitigate risk impact and occurrence.

There was no material legal or regulatory non-compliance during the reporting period. For more information, refer to our 2026 Corporate Governance Statement at https://www.technology1.com/company/investors/corporate-governance

Our history of Research and Development

Part of the TechnologyOne ethos is to design for the future. We foster this through our internal Hack Day events which provide our team members with the freedom to innovate by working on projects outside of their normal scope of work.

Our culture of innovation and designing for the future is why we're able to deliver truly great products and services. In 2010, we announced our intention to become a SaaS company and got to work making this a reality. In 2011, we began building our fourth generation, ERP – CiA. An enterprise resource planning platform offering the ultimate in simplicity and consistency.

In 2024, we focused on helping our community digitally transform with SaaS+. Leveraging our unique domain experience and unwavering commitment to our industries with an all-inclusive offering specifically tailored for the industries we serve.

Harnessing TechnologyOne's unique 'Power of One', SaaS+ offers end to end software implementation quickly, securely, and efficiently. This is fueling our growth and generating significant savings for our customers with customers reporting independently verified cost savings of 40%+ by moving to our ERP SaaS solution.

The success of our business over the past 39 years has not been built by standing still. We built it by seeing what others couldn't and moving before they did. Whether that is our products and solutions, our unique business model or the way we leverage new technologies for our customers. At each generation our goal has been to get our solutions available to our customers faster and with less friction and products such as DxP and App Builder.

Right now, that same moment is in front of us – our fifth generation, the AI generation and we are embracing it. We saw this many years ago and we are building products faster than ever, for example student management took us 7 years to localise for the UK, we developed Plus in 9 months. With AI in our products and with Plus and Guide we are delivering significant value for our customers.

They can move faster, deliver more, to a higher standard with huge efficiencies.

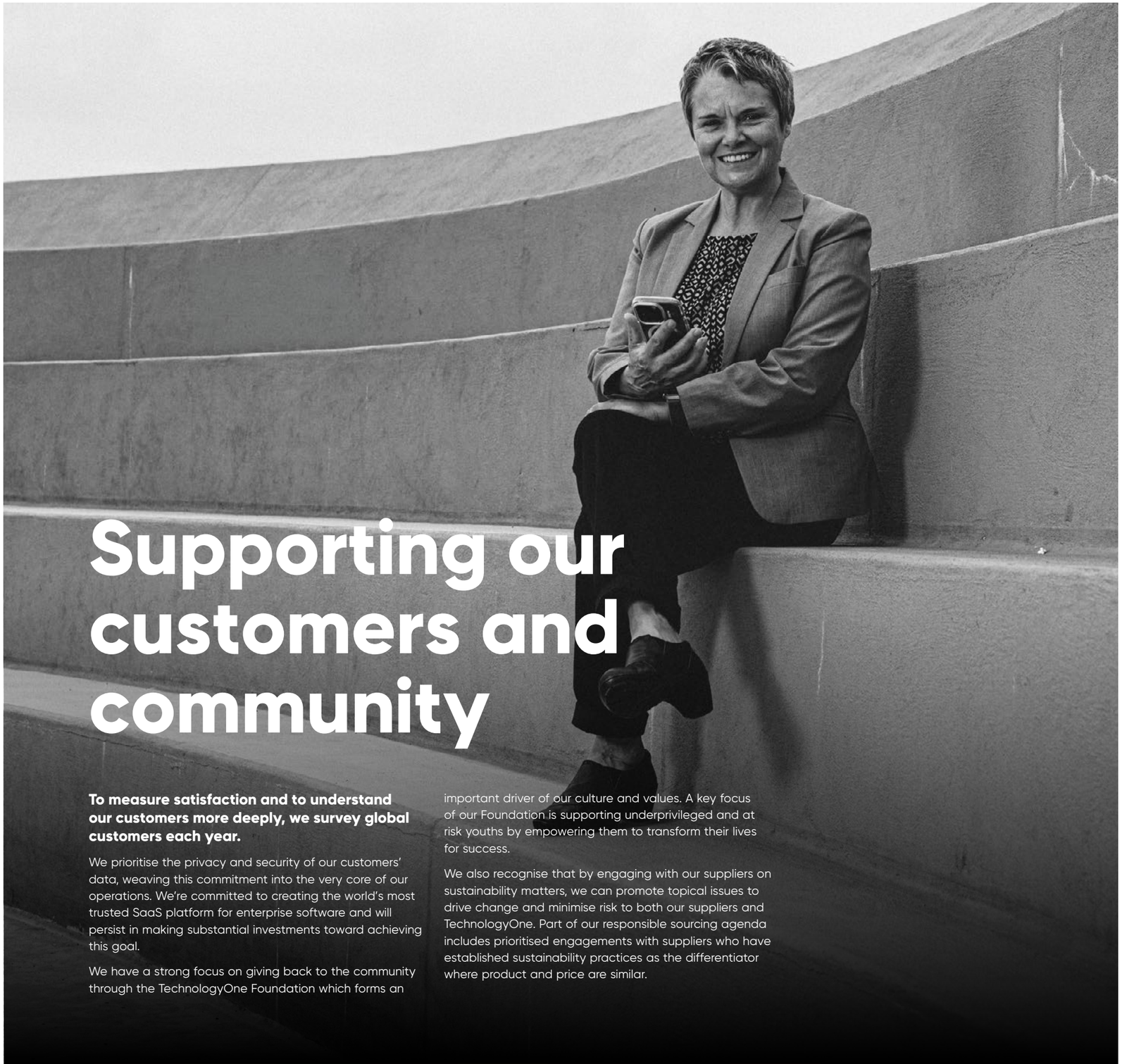
The difference won't come down to technology alone. It never has. It will come down to us – our culture, our people, and our relentless belief that we can out-think, out-build, and out-deliver anyone in our market. The opportunity is enormous and we have already started writing the next chapter of success for TechnologyOne.

Our exceptional results would not be possible without our substantial and strategic investment in R&D. These investments are long-term commitments, powering our path to a successful and responsible business

While AI offers significant opportunities to TechnologyOne and our customers, it also introduces new risks, both internal and external. We are working with industry leaders in AI to actively manage these risks. Furthermore, AI risks have now been incorporated into our overall risk management framework.

We have achieved ISO 42001:2023 certification, the world's first global standard for Artificial Intelligent Management Systems. TechnologyOne's vision to build human-centred, AI-powered solutions is now underpinned by a robust, internationally recognised framework that ensures the highest standards of responsible AI and AI governance across research and development (R&D).

Certification to the new international standard reinforces TechnologyOne's commitment to responsible and ethical use of AI, ensuring all software is responsibly developed, designed and deployed. This achievement will help foster trust and comfort in AI against a rapidly evolving technology backdrop.



Supporting our customers and community

To measure satisfaction and to understand our customers more deeply, we survey global customers each year.

We prioritise the privacy and security of our customers' data, weaving this commitment into the very core of our operations. We're committed to creating the world's most trusted SaaS platform for enterprise software and will persist in making substantial investments toward achieving this goal.

We have a strong focus on giving back to the community through the TechnologyOne Foundation which forms an important driver of our culture and values. A key focus of our Foundation is supporting underprivileged and at risk youths by empowering them to transform their lives for success.

We also recognise that by engaging with our suppliers on sustainability matters, we can promote topical issues to drive change and minimise risk to both our suppliers and TechnologyOne. Part of our responsible sourcing agenda includes prioritised engagements with suppliers who have established sustainability practices as the differentiator where product and price are similar.



Performance at a glance

Customer

99%

Maintained 99% customer retention and 99.9% SaaS uptime

Released two software upgrades - 26A & 26B - to deliver our 5th generation of software and AI enhancements designed to simplify the way our customers work

Maintained security related certifications and accreditations to provide strong and effective data protection

We were the first global SaaS ERP solution to complete the IRAP assessment, up to PROTECTED level, and one of the first Australian software companies to achieve ISO 42001:2023 certification, the world's first global standard for Artificial Intelligent Management Systems.

Community

$1,416,720

Profit contributed to the TechnologyOne Foundation to give back to our communities

9,104

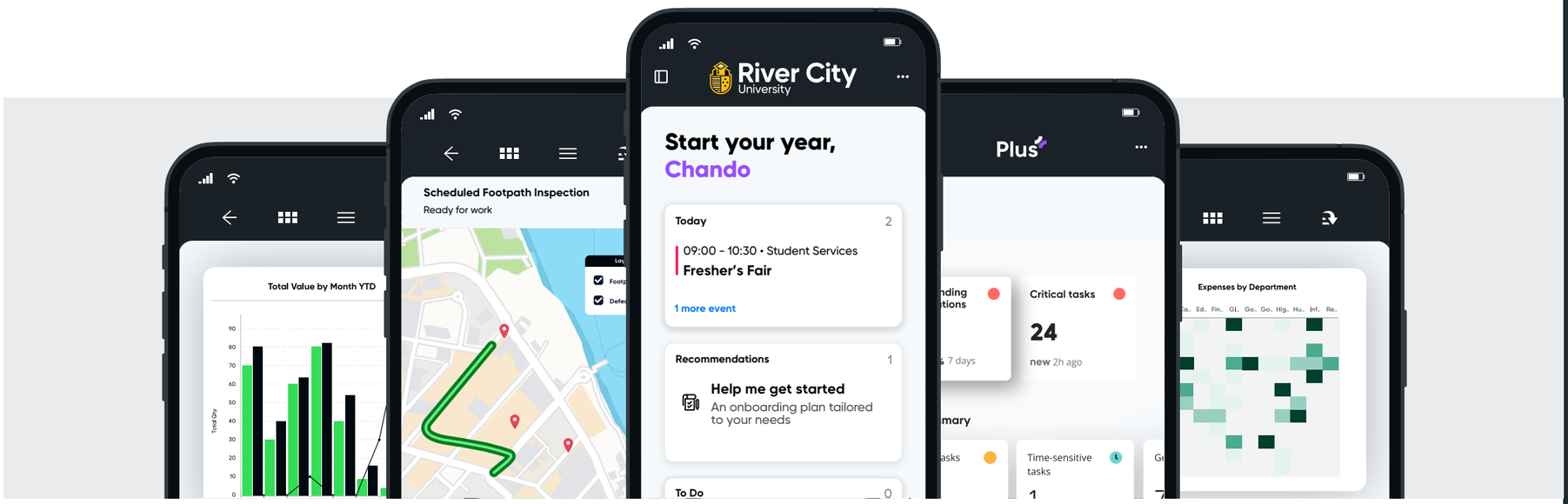
Hours volunteered to charity and community organisations

890

SolarBuddy lights assembled for disadvantaged children in Fiji, Papua New Guinea, Sri Lanka and Cambodia

238,243

Children and their Families out of Poverty through our participation in Opportunity International and SolarBuddy



Customer satisfaction and retention

Customer satisfaction and success is our focus and that's why we continually invest in additional functionality for our customers. We have deep functionality in the specific markets we serve and provide mission critical products that power Local Government, Higher Education, Government, Health and Community Services, Financial Services and Asset and Project Intensive Industries. TechnologyOne's single, integrated ERP solution built on a modern platform with a consistent look, feel, and user-friendly experience is designed to deliver the best possible experience for our users.

Engaging with our customers and soliciting their feedback is critical to our success. To measure satisfaction and to understand our customers more deeply, we survey global customers each year and engage with them through our online Customer Community.

The Net Promoter Score (NPS) is also used to understand customer satisfaction, which measures an individual's tendency to recommend TechnologyOne to others. The NPS serves as a valuable tool for comprehending our customers' sentiments, helping us identify our strengths and areas that require improvement. Our commitment lies in utilising these customer ratings and feedback to shape our future enhancements and guide strategic decisions, ensuring we're delivering maximum lovable products and services.

We are dedicated to continuously enhancing our NPS scores through a range of significant initiatives, including embedding NPS into the TechnologyOne culture, engaging in meaningful conversations with customers to delve deeper into the context and underlying reasons behind their scores, and leveraging feedback to create improvement roadmaps that align with industry benchmarks.

Power of One

The TechnologyOne difference is being one vendor with a single vision, code line, and experience. We don't use implementation partners or value-added resellers. We take ownership for building, marketing, selling, implementing and supporting our enterprise solution for each customer to help ensure their success – this is the Power of One.

This philosophy gives our customers the opportunity to establish a strategic partnership with a single vendor and avoid the complexity, risk, and inefficiency of having multiple platforms and vendor relationships.

The 'Power of One' enables us to deeply understand and optimise the customer experience at every stage of the journey.

TechnologyOne University

TechnologyOne University, which was launched in 2026 is the dedicated online training platform and learning eco-system for all users of TechnologyOne's enterprise software ERP solution. It provides hundreds of self-paced courses, instructional resources, and certifications to help staff and students maximise their use of the platform's systems.

Customer support

We're committed to helping our customers get the most out of their software solutions, allowing them to concentrate on core business operations.

TechnologyOne offers a variety of global support options, ensuring an unparalleled customer experience.

As part of our support and maintenance services, we offer 24/7 customer support where queries or concerns are addressed promptly and thoroughly. Our customer service teams operate swiftly, with friendly and knowledgeable team members, and are quick to resolve any issues.

We also offer our customers access to our Support and Application Managed Services (AMS) teams who use their deep product and support knowledge, strong problem solving capabilities and great communication skills to take a proactive approach to supporting customers.

Further information on how we support our customers is available in our 2026 Annual Report.

Customer Community

Through our online Customer Community, customers can connect, communicate, and work together with us and each other to get the most out of our solutions while also assisting in developing and delivering product ideas.

Over 80% of product enhancements are based on direct feedback from our customers.

Software releases

Our customers have access to two software releases per year that aim to deliver enhancements designed to simplify the way our customers work and elevate their enterprise experience.

These releases are thoughtfully crafted to align with our customers' evolving needs and are seamlessly integrated into our SaaS platform, ensuring the long-term sustainability of our offerings.

We also regularly provide patches, bug fixes and minor upgrade releases outside of the two feature releases. This ensures the SaaS Platform is fully up to date with all required security patches and fixes.

Each year, we issue Service Organisation Control (SOC) reports, to provide our customers with assurance that our services are reliable, secure, private, and compliant. Our SOC reports are independently audited and contain design and effectiveness verifications.

In addition to our full annual audits, we also complete regular internal reviews.

Data privacy and cyber security

TechnologyOne operates on a shared responsibility model where all parties have a significant role to play in protecting the security and privacy of the system and data. The TechnologyOne SaaS platform integrates the latest in innovative security and privacy technologies. All SaaS customers are protected by our multi-tiered security measures and accredited procedures.

We continue to heavily invest in a stringent cyber program to provide the highest levels of security – proactively predicting, preventing, and responding to cyber risks that threaten business continuity – which meets the highest levels of certifications and accreditations.

Cybersecurity risk assessments are undertaken regularly in response to control changes, evolving threats, and technological advancements. The systems implemented to achieve our certifications enable us to maintain a strong cybersecurity posture and greater certainty in response to increased threat landscapes.

We seek to apply the highest levels of data protection to all activities which involve the collection, processing, and management of personal data. Our related entities are in Australia, New Zealand, United Kingdom and Malaysia, where we take commercially reasonable steps to maintain sound governance parameters and controls.

All team members are provided annual privacy and security training, which includes assessment modules to test an individual's understanding of our key privacy and security obligations in line with Australia's Privacy Amendment (Notifiable Data Breaches) Act 2017, UK Data Protection Act 2018 and the EU General Data Protection Regulation. Our Privacy Officers undertake additional training for deepened understanding of our privacy obligations. Our SaaS solution conforms to the following :

- ISO/IEC 9001:2015
- ISO/IEC 27001:2022
- ISO/IEC 27017
- ISO/IEC 27018
- ISO/IEC 42001:2023
- ISAE 3402 SOC 1
- SSAE 18 SOC 1
- AT-C 205 SOC 2 + HIPAA
- AT-C 205 SOC 3
- IRAP Assessment (up to PROTECTED level)
- ACSC Essential 8 Assessment
- Cyber Essentials & Cyber Essentials Plus (UK).

There have been no notifiable data breaches during the year.

Our goal is to lift 500,000 children and their families out of poverty

So far we've supported 238,243 children and their families

1% of time

Team members are provided 2.5 days of leave per year to make a difference to their community by volunteering.

1% of product

We provide significant discounts and implementation support to eligible not-for-profit organisations.
This represents 1% of our net new annual recurring revenue.

1% of profit

We ensure that 1% of profit is used for Foundation Programs in our communities and direct donations to charities helping disadvantaged youth find pathways to success.

Community investment

Our Foundation is at the heart of our community investment strategy and provides team members with a means to support nominated charities through fundraising initiatives. The Foundation was established to ensure that charitable giving would become a long-term initiative for the business and encourage philanthropy to become part of the company culture. Our goal is to help people achieve great things and we are committed to long term contributions to our key partners.

Each year our TechnologyOne Foundation pledges 1% of time, 1% of product, and 1% of profit to charitable causes. This initiative is part of the 1% Pledge corporate philanthropy movement, dedicated to making the community a key stakeholder in every business. Our long-standing commitment to philanthropy stems from our founder, Adrian Di Marco, with the Foundation established in 2016.

In recognition of the amazing work our Foundation does, we were recognised as the 2026 Queensland Corporate Philanthropist of the Year as well as being awarded the Community Contribution Award by the Australian Business Awards.

Our charity partners and programs include the Smith Family's Learning for Life program, an initiative to improve access and participation in education for Aboriginal and Torres Strait Islander students experiencing disadvantage. We also support other partners – Opportunity International, School of St Jude, Fred Hollows Foundation, The Salvation Army, SolarBuddy, Dignity Children's Foundation, St James Bursary Fund, KidsCan, and The King's Trust – that deliver educational, health and sustainability programs for disadvantaged children and their families.

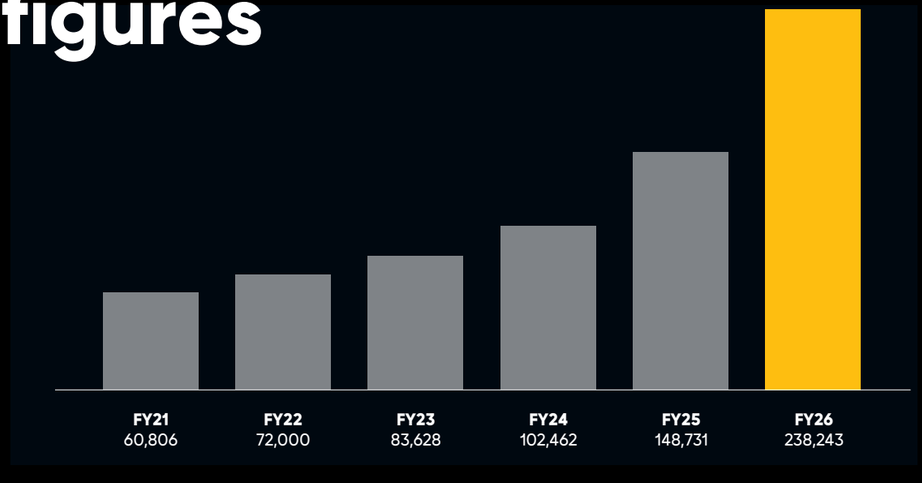
During FY26, we supported over 35 charities through 9,104 volunteer hours and we contributed $7.9 million into our communities through Foundation programs and direct charitable donations. Our goal is to assist 500,000 children and their families to break the cycle of poverty.

We continue to fund SolarBuddy's new device, StudentBuddy. The StudentBuddy device, provides advanced solar powered lighting and USB device charging to improve educational access, promote safety, reduce reliance on harmful fuels and enhance digital inclusion.

These devices have been distributed to disadvantaged children in The Philippines, Fiji, Papua New Guinea, Timor Leste and Vanuatu. The lights have contributed to over 10.5 million extra study hours at night over 15 years (the life span of the device) and provided vital digital access to disadvantaged children.

We also continue to support Opportunity International's Education Finance program. We recognise that education is one of the most powerful pathways out of poverty. By helping families afford school fees and supporting schools to improve quality and capacity, Education Finance enables us to create greater, longer lasting impact for children, families and communities.

Impact figures



Number of children and their families assisted out of poverty

Our key charity partners

The School of St Jude

King's Trust

The Salvation Army

The Fred Hollows Foundation

OPPORTUNITY International AUSTRALIA

The Smith Family
Learn today, change tomorrow.

KidsCan

SOLAR BUDDY

dignity

Impact story



When Faith lost her father as a child, the future looked uncertain. A scholarship to The School of St Jude changed everything. From Year 1 through to Year 12, Faith received the education and support she needed to thrive, opening doors that once seemed out of reach.

After graduating, Faith spent a year teaching mathematics, chemistry and physics at a local secondary school before earning a university scholarship to study civil engineering. She graduated in 2025 and now hopes to help build the roads, bridges and infrastructure that will shape Tanzania's future.

But for Faith, success is not measured by her own achievements alone. Determined to support her family, she started a small business producing hair oils, conditioners and shampoos, eventually growing it into two shops. The income allowed her to help pay for her younger sister's education, creating opportunities that extend far beyond herself. Today, her sister has also completed her studies and is pursuing further education.

"St Jude changed my whole life," Faith reflects. "I was able to make a difference for my family first."

Her story is a powerful reminder that when one young person is given the opportunity to succeed, the impact can be felt for generations.

Impact story



Every morning, Sangeeta, Archana and Savita open the doors to possibility.

As leaders of affordable schools in India, they are helping children from low-income families access an education that might otherwise be out of reach. Like many school leaders, they faced challenges growing and improving their schools while keeping education affordable for the communities they serve.

Through Opportunity International's EduFinance program, they were able to access the funding and support needed to invest in their schools and expand opportunities for their students. Today, their classrooms are shaping the futures of hundreds of young people, proving that when educators are empowered, entire communities benefit.

For the TechnologyOne Foundation, it is a powerful example of how long-term investment in education can create lasting impact, one student, one classroom and one community at a time.

Impact story



Seven-year-old Bich Tram is tall for her age. When she started second grade, she was assigned to sit at the back of the classroom. But it wasn't long before her teacher Chien noticed something was wrong.

"We noticed she was struggling to read and copy the lessons on the blackboard, and her performance in school was getting worse. We informed her parents about her eye problem."

Bich Tram is from the Cham ethnic minority community. Her parents are factory workers with limited and unstable income. The Cham are one of Vietnam's ethnic minority groups, with communities particularly concentrated in the south-central and southern parts of Vietnam.

Thankfully, The Fred Hollows Foundation, with support from TechnologyOne, partnered with Binh Thuan Eye Hospital to conduct a series of school eye screening activities for children from Lam Dong Province, including the school where Bich Tram studies.

During the screening, Bich Tram was diagnosed with myopia, or near sightedness. Poor vision can be a significant barrier to learning for children, but it can often be corrected with something as simple as a pair of prescription glasses. Through the school screening campaign, 7,353 students received eye examinations, and 752 pairs of eyeglasses were provided to children in need.

Bich Tram received prescription glasses from the hospital and is excited to wear them regularly. Her new pair of glasses has made a difference in her studies. She can now see the lessons on the blackboard clearly and is more confident playing with her friends.

Chien expressed her appreciation to the project for supporting children in difficult circumstances like her student Bich Tram.

With support from TechnologyOne, The Foundation implemented the School Eye Health Expansion Project in the Binh Thuan area of Lam Dong Province, Vietnam.

The project aims to reduce avoidable visual impairment among schoolchildren by strengthening school eye health systems and increasing access to quality eye care services, helping more children see clearly and succeed in school.



Embarking on Our Reconciliation Journey

At TechnologyOne, our mission has always been driven by a simple but powerful goal: to better our community.

Whether through delivering innovative technology or empowering young people through education, we're committed to making a meaningful difference. That commitment is what guides us as we take our first steps on the path toward reconciliation.

During FY26, we continued to build on the foundations established through our inaugural Reflect Reconciliation Action Plan (RAP), progressing our reconciliation journey through deeper engagement, governance and capability-building initiatives across the business. We sought input from employees and stakeholders to help shape the next phase of our RAP, while our RAP Working Group continued to guide the development, implementation and endorsement of future reconciliation commitments. Throughout the year, we advanced initiatives focused on cultural awareness, strengthening relationships with Aboriginal and Torres Strait Islander peoples, and embedding reconciliation considerations into our operations and decision-making.

These activities reflect our ongoing commitment to creating meaningful and lasting outcomes through reconciliation and ensuring it remains an integral part of TechnologyOne's culture and long-term sustainability strategy.

In March 2026, we launched our second RAP Plan, covering March 2026 to March 2027, which was formally endorsed by Reconciliation Australia. The plan was developed in partnership with YarnnUp, a First Nations-led consultancy that has provided cultural guidance since TechnologyOne's inaugural Reflect RAP was endorsed in June 2024.

Progress made under our first Reflect RAP

Over the past 12 months, TechnologyOne built the foundations for our reconciliation journey. Key achievements included:

- Establishing a cross-functional RAP Working Group under executive sponsorship.
- Completing cultural capability training with YarnnUp, including a Cultural Capability Workshop for our Sales team and a full-day face-to-face session for our RWG.
- Participating in the National Reconciliation Week and NAIDOC Week events.
- Mapping the Traditional Custodians of each location where TechnologyOne operates.
- Providing resources to our teams to understand First Nations protocols such as Welcome to Country and Acknowledgement of Country
- Commencing engagement with First Nations suppliers, including those accredited through Supply Nation; and submitting the RAP Impact Measurement Questionnaire to Reconciliation Australia.

TechnologyOne also began foundational work on initiatives for First Nations recruitment and procurement, having identified that we currently have no team members who self-identify as Aboriginal or Torres Strait Islander.

Focus for this RAP phase (March 2026 – March 2027)

Our second Reflect RAP sets out actions across four pillars:

Relationships – strengthening partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations, deepening engagement through National Reconciliation Week, and beginning development of a First Nations Engagement strategy.

Respect – expanding cultural learning through a formal Cultural Learning Strategy, developing a Cultural Protocols guide covering Acknowledgement of Country and Welcome to Country, and continuing NAIDOC Week participation.

Opportunities – developing a business case for Aboriginal and Torres Strait Islander employment and progressing a procurement plan to increase First Nations supplier diversity, including investigating Supply Nation membership.

Governance – maintaining the RAP Working Group and its First Nations cultural representation, embedding senior leadership accountability, and submitting the annual RAP Impact Survey to Reconciliation Australia.

TechnologyOne intends to align the RAP with our broader Diversity, Equity, Inclusion and Belonging strategy and our Foundation's focus on youth and education, and we plan to explore First Nations approaches to sustainability as an input to future ESG and sustainability policy reviews.

Responsible sourcing

Our supply chain encompasses over 1,000 direct suppliers across more than 10 countries. The goods and services we procure are predominantly provided from Australia, New Zealand, Malaysia, the United Kingdom, the United States and Canada. IT and technology represents our largest procurement category and accounts for over 35% of total supplier spend.

Our Supplier Code of Conduct sets our minimum supplier expectations on human rights, labour standards, ethical standards, and environmental management. We aim to cascade sustainable practices through our supply chain by prioritising engagements with suppliers who have established sustainability goals. Through our onboarding and tender processes, we ask our suppliers a range of pre-qualification questions to assess their corporate governance and ethical practices.

Additionally, we have joined a procurement network that consists of procurement representatives from other technology sector companies. Within this network, we discuss our experience in sustainable related procurement, and suppliers used that support and promote sustainability initiatives to actively reduce GHG emissions and proactively provide reporting on GHG emissions.

Business integrity

Our suppliers are expected to comply with all applicable local, national, and international laws and regulations, including bribery and corruption, modern slavery, and ethical conduct. In FY26, we issued sustainability assessment questionnaires to our strategic and high-risk suppliers to confirm they have policies and or processes in place to:

- Comply with all applicable local and national laws
- Commit employees to ethical conduct, standards, and behaviours.

Human rights and labour conditions

Our suppliers are expected to provide a fair, ethical, and safe workplace, which upholds high standards of human rights and integrates appropriate labour and human rights policies and practices into their business.

During the year, we asked our strategic and high-risk suppliers to confirm they have policies and/or processes in place to:

- Comply with all applicable employment and industrial relations laws and standards relevant to workers' rights
- Have whistleblowing mechanisms in place to enable people to report matters of concern.

Identifying, assessing, and addressing modern slavery risks

We consider any form of modern slavery to be unacceptable and acknowledge our responsibility to help eradicate it. During the year, we assessed 324 new suppliers or those with altered supply agreements over $1,000 for modern slavery risk.

All our suppliers are expected to identify, prevent, and address modern slavery risks and to hold their supply chains to the same standard.

Our standard supply contract terms include enforceable undertakings against modern slavery and human rights contraventions.

If we identify adverse human rights impacts (such as modern slavery) that we may have caused, or contributed to, we will address these in line with the guidance provided under the United Nations Guiding Principles on Business and Human Rights, including by providing or cooperating in remediation activities.

For more information, see our 2026 Modern Slavery Statement.



Our next steps include plans to:

- Further enhance our cybersecurity risk management practices to keep pace with the evolving threat landscape and to continue to support our customers.
- Strengthen our local and skill-based volunteering community investment by increasing the uptake of our team member volunteer days to connect them with their personal purpose and the community.
- Explore alternate engagement opportunities with our Foundation partners to deepen our understanding of how we can best support the needs of our beneficiaries and other underprivileged groups.
- Further embed our Supplier Code of Conduct and strengthening our supplier due diligence and screening processes.
- Developing initiatives for Aboriginal and Torres Strait Islander employment.
- Explore the opportunity to partner with Aboriginal and Torres Strait Islander businesses for preferred procurement initiatives.



Investing in our people

Our people are our competitive advantage.

We achieve sustainable success through utilising their unique talents to solve complex business problems.

We attract the best and brightest, where our culture promotes innovation, creativity, and realisation of full potential – the TechnologyOne Way.

Our people have a deep connection with our mission because their family and friends work, live and play in the communities we serve.

Our global team is made up of more than 1,600 passionate individuals. We believe in investing in our people, and we do this with a wide range of initiatives such as O-Week, One Talks, MARVEL awards, leadership courses, LinkedIn Learning and wellbeing (physical, mental and financial) initiatives.

SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

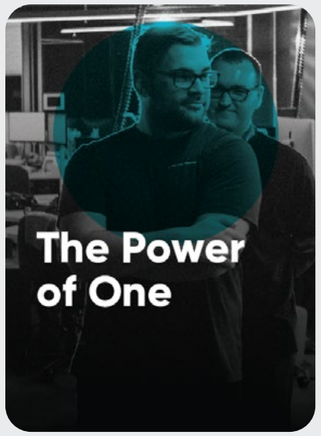
Performance at a glance

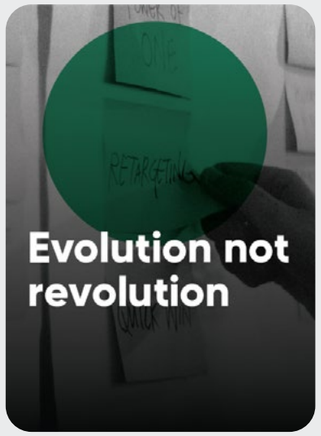
35
Employee Net Promotor Score

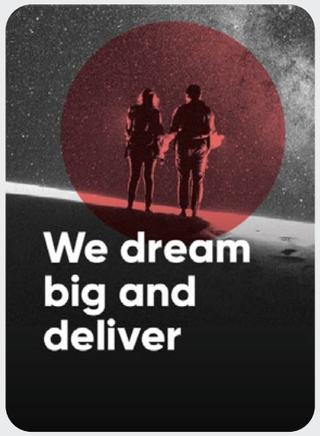
93%
of women in candidate shortlists for recruitment in FY26

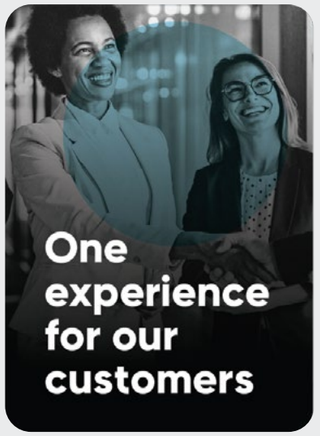
37%
Women in senior roles

0
Fatalities or material workplace injuries reported during the year













Workplace diversity and inclusion

Our people are the heartbeat of our company and having an inclusive and diverse team is integral to our culture and commercial success. We work hard to foster an environment of trust and respect, where every person feels empowered to realise their full potential and has a sense of belonging.

We stand for equal opportunity, regardless of gender, age, sexual preference, religion, ethnicity, and cultural background. Underpinning this are our policies for anti-discrimination, workplace gender equality, diversity and inclusion, sexual harassment, flexible working arrangements and paid parental leave. Recruitment and promotions are based on relevant skills, experience, qualifications, aspirations, potential and aptitude of the applicants.

Our remuneration policy is firmly committed to achieving pay equity between men and women. Each year, we conduct a thorough analysis of the gender pay gap and if any potential gender bias in performance related pay is identified, we take immediate corrective measures to rectify such disparities on a like-for-like basis.

TechnologyOne has achieved 37% female leadership as well as 37% female representation overall, well above the technology industry average. We prioritise inclusive career growth, flexible work, mental health support, and leadership training to foster safe, supportive workplaces globally and for each recruitment shortlist, we aim to include at least one female candidate (where we have a goal to achieve this for 80 per cent of vacancies).

We target that promotions of female team members are higher, as a percentage, than female representation in TechnologyOne. In FY26 this was achieved with 42% of promotions being women, compared to 37% representation of women at TechnologyOne.

We proudly sponsor Vogue Codes, supporting women in STEM and showcasing five of our female leaders in a national Vogue feature positively promoting female participation in technology careers.

Team member health and wellbeing

In FY26, our focus remained on holistic wellbeing initiatives which prioritise our team members' mental, physical and workplace wellbeing.

Numerous wellbeing initiatives have also been driven by our People & Culture team to support our team's mental, physical, and workplace wellbeing including Men's Health Week, International Women's Day, Inclusion Month, regular Mental Health Seminars, and more.

We firmly believe that wellbeing plays a pivotal role in realising our goal of achieving an Employee Net Promoter Score of +50. As part of this commitment, we have made enhancements to our physical workspaces, dedicating areas for wellbeing activities and creating a space that aligns with the requirements of hybrid work. It also includes initiatives to encourage our team to engage in physical wellbeing including an onsite gym at our Brisbane office, gym memberships for team members at remaining offices, and programs and sponsored community sports activities. Our teams have high levels of participation in the Corporate Games and other team-based triathlon events throughout the year.

For financial wellbeing, our team members can sign up to our Employee Share Plan – providing one matched share right for every two shares purchased – and can benefit from a range of deals and discounts as well as financial counselling for themselves and their families through Converge International.

During the year, over 320 team members received an influenza vaccination through our onsite vaccine program with a further 118 vouchers provided for externally sourced vaccinations. We have an annual utilisation rate of 9.3% with our Employee Assistance Program which is 2.7 percentage points higher than the industry average.

We have a commitment to learning from internal and external incidents and trends and maintaining focus through sound governance arrangements. Our Work Health and Safety Committee oversees our employee health and wellbeing program of work, inclusive of measures to address incidents and risks, where relevant matters are reported to the TechnologyOne Board.

No fatalities or material workplace injuries were reported during the year.

Employee Enablement

TechnologyOne introduced an Employee Enterprise Enablement program in FY26. This is one of our key operational focus areas going forward as we move from building the foundations of enablement to delivering role-based capability development designed to:

- Improve productivity
- Accelerate time-to-proficiency
- Create a scalable capability model as the company grows
- Assist employees to progress their careers with TechnologyOne

Our Enablement program also includes the roll-out of our internal AI tools and learnings to assist employees to:

- Build employee confidence using AI
- Increase AI capability across the organisation
- Unlock additional productivity and capacity through AI adoption

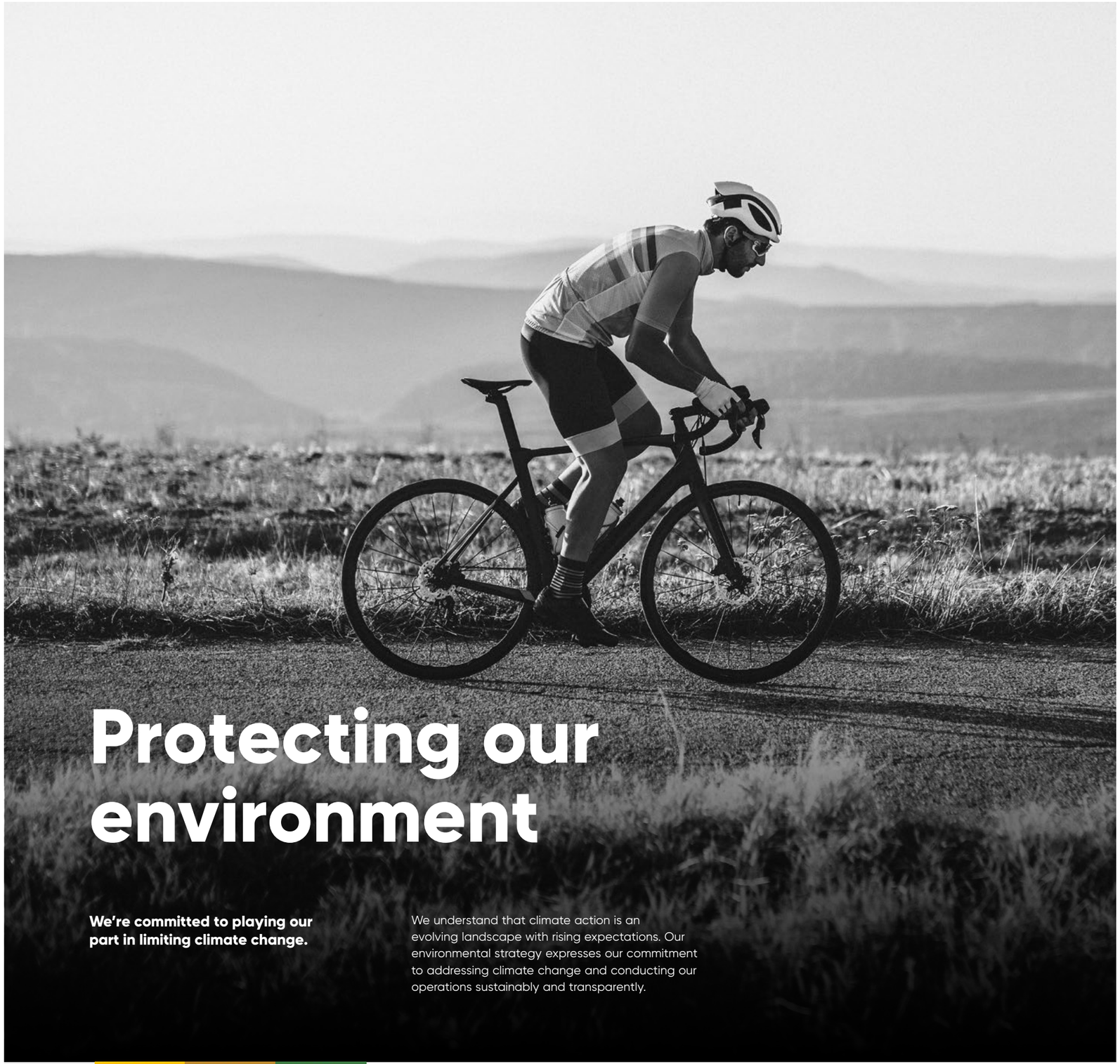
Our team member benefits

- Enhanced flexible work arrangements
- Paid parental leave for primary and secondary caregivers
- Career and professional development programs
- Free access to LinkedIn Learning
- Employee share ownership plan
- Employee assistance programs for confidential counselling services
- Onsite gym at our Brisbane office, gym memberships for remaining offices and private health membership discounts
- Salary packaging options
- Refer-a-friend and other incentive payments
- Additional leave purchase options
- Volunteering opportunities
- Social events, activities and company sponsored sporting events
- Various offers, deals and discounts through partner affiliations
- Employee wellbeing, which includes financial, physical and mental wellbeing including access to an employee reward program to provide employees with benefits from exclusive discounts at major retailers, to earning cashbacks that can be used to donate to our Foundation.

Our next steps include plans to:

In FY27, we will continue to build on our strong foundations, with a focus on:

- Careers and development: Empowering our people to grow through meaningful career opportunities, continuous learning and capability development.
- Culture and connection: Strengthening our collaborative culture, fostering a sense of belonging and creating opportunities for our people to connect and thrive.
- Ways of working: Enhancing consistency, simplifying processes and improving access to tools and resources to enable our people to work effectively and deliver their best.



Protecting our environment

We're committed to playing our part in limiting climate change.

We understand that climate action is an evolving landscape with rising expectations. Our environmental strategy expresses our commitment to addressing climate change and conducting our operations sustainably and transparently.



Performance at a glance

Maintained Climate Active carbon neutral certification for our global operations

▼ 9%

Decreased our global Scope 1 and 2 emissions by 9% against FY25

AASB S2

Recorded against AASB S2 for the first timein FY26

Carbon reductions

We accept the science of climate change and the Paris Agreement which aims to limit global temperatures well below 2°C above pre-industrial temperatures.

Climate change mitigation will require deep and permanent greenhouse gas (GHG) reductions as part of a universal transformation from business, government, and individuals collectively. Within this challenge we will seek to identify and manage both the risks and opportunities that present themselves.

While our operations do not have a material impact on the environment, we're committed to continually lifting the bar to reduce our carbon emissions to the lowest amount possible and offsetting remaining amounts to maintain carbon neutrality.

In FY23, we strengthened this commitment by setting targets to reduce our Scope 1 and 2 emissions by 80% by 2025 which was achieved by the target date and 100% by 2030 from a FY22 baseline.

We continue to drive the implementation of using renewable energy in all our 10 offices globally, with 8 offices utilising 100% renewable power and two offices utilising limited amounts of renewable energy. Strategies remain in place to increase the renewable energy at the 2 offices that currently only have limited renewable energy. By doing this, we have reduced our carbon footprint by 94% over our FY22 baseline.

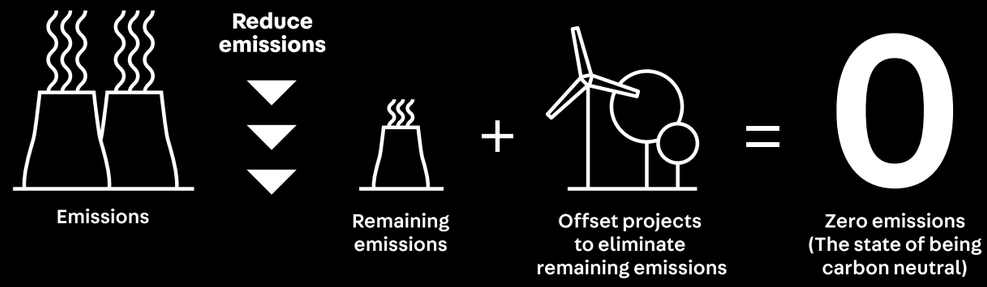
Our goal is to reduce our carbon emissions to the lowest amount possible and maintain a carbon neutral status

This is how we're doing it

Categories	Climate reduction initiatives
Employee engagement	Increase team member awareness and engagement on driving carbon reductions.
Operational reductions	Become more energy efficient, increase renewable energy, reduce our consumption and waste, and recycle and reuse e-waste.
Supplier engagement	Cultivate demand for lower-carbon solutions and prioritise suppliers who are carbon neutral or have a proven commitment to acting on climate change.

There's a powerful business case in implementing energy-efficient practices and technologies – where a 15% increase in Australian organisations transitioning from on-premises solutions to SaaS by 2025 could see energy use reduce by 80%, aiding Australia to avoid 4Mt of CO^2-e emissions by 2030.
(Source: Australian and New Zealand Governments)

What does it mean to be carbon neutral.



Carbon neutral certification

TechnologyOne's global operations are carbon neutral. In FY20 and FY21 we achieved Climate Active certification for our Australian operations and in FY22 we expanded our certification to include our global operations. We apply for Climate Active certification annually in arrears in October. In FY26 our certification for FY25 was maintained, where we'll report on the outcome of our FY26 certification in our FY27 Sustainability Report.

While TechnologyOne has committed to reducing its carbon emissions, we use carbon offsets to compensate for the residual emissions generated as part of our operations. We recognise that offsetting emissions is an interim strategy to minimise the impact of our emissions as we work towards decarbonisation.

These carbon offsets are sourced in compliance with the Department of Climate Change, Energy, the Environment, and Water's Climate Active standard. The Climate Active standard requires eligible offsets to meet Integrity Principles (based on the Carbon Credits (CFI) Act 2011).

These offsets may be issued under schemes governed by the Clean Energy Regulator in Australia and the international Verra and Gold Standard schemes. These schemes rely on robust science-based methodologies, measurement, and independent ongoing verification requirements.

The projects and offset units are verified by independent auditors through internationally recognised standards. These standards ensure the projects are implemented, run and managed properly and the credits they generate represent real and actual emissions sequestered or avoided.

For every tonne of carbon attributable to TechnologyOne, a tonne of carbon credits is purchased by TechnologyOne and retired.

When choosing which carbon credits to retire, TechnologyOne prioritises carbon credits that result in funds returning to under-developed communities that do not have basic infrastructure (clean water, health services and sanitisation).

In FY26, TechnologyOne offset 16,180 tonnes of greenhouse gas emissions with the purchase and retirement of certified carbon credits. Our carbon footprint measurement is completed internally with external advisory support from Pangolin Associates as subject matter experts.



Climate reporting under AASB S2

Consistent with Australia's mandatory climate reporting requirements, TechnologyOne has this year prepared a separate Climate-Related Financial Disclosures Report in accordance with AASB S2 Climate-Related Disclosures – our first mandatory disclosure of this kind, covering the year ended 30 September 2026 which has been included in our 2026 Annual Report.

Our Climate Related Disclosures Report sets out the Board's oversight of climate-related matters through the Audit & Risk Committee, our approach to identifying and managing climate-related risks and opportunities informed by scenario analysis across a lower-warming and a higher-warming pathway, and our performance against emissions targets, including the 88% reduction in Scope 1 and 2 emissions achieved against our FY22 baseline and our ongoing commitment to a 100% reduction by FY30.

Following this year's assessment, TechnologyOne's identified climate-related risks are considered low and within the Group's risk appetite. For the full governance, strategy, risk management and metrics and targets disclosures, refer to TechnologyOne's Climate-Related Financial Disclosures Report, published alongside the 2026 Annual Report.

Waste

Our commitment to waste management extends across all business operations. The primary sources of our waste generation lie within our facility waste and electronic waste.

When it comes to electronic waste, our approach involves repairing equipment that is less than halfway through its intended lifecycle to maximise its utility. Any obsolete equipment is responsibly disposed of through vendor recycling programs or social enterprise initiatives.

In FY26, we donated over 796kg of eWaste and 490 working devices (including laptops, tablets and phones) to SubStation33 for dismantling of components for recycling, reuse or repurpose, and diverted from landfill. We also donated 10 pre-owned laptops to the Australian Athlete Foundation to support grassroots athletes prepare for The Brisbane 2032 Olympic and Paralympic Games.

Our next steps include plans to:

- Continue driving our carbon reduction initiatives,
- Continuously reviewing the impacts of climate-related risks and opportunities, and the metrics and targets for measuring, monitoring and managing climate-related risks and opportunities, amongst other key areas, in transitioning to the new disclosure standards ahead of legislated timeframes for climate-related financial disclosures



Our reporting

Our 2026 Sustainability Report outlines our priority areas and performance to ensure long-term sustainability, focusing on the topics that matter most to our stakeholders and business.

Stakeholder engagement

Our stakeholders' opinions matter. We seek to maintain open dialogue with our broad range of stakeholders to inform our current and future ESG focus areas, and to understand the issues most material to our stakeholders.

Stakeholder group	Areas of interest	How we engaged
Customers	• Product performance • Quality of service and support • Data privacy and security • Systems to strengthen business • Digital experience • Climate change and emissions	• Net Promoter Score (NPS) • Surveys • Feedback and complaints • Direct relationships • Conferences and Showcases • Online community groups and social media • TechnologyOne University • Sustainability Report
Shareholders	• Total shareholder return growth • Ongoing ARR and profit growth • Identification and management of risks • Remuneration • ESG performance, including climate change and emissions • Innovation and Investing in the Future including AI adoption • Data privacy and security	• Half and Full Year results presentations • Annual General Meetings • Investor roadshows, presentations and meetings • Proxy advisors and analysts • Sustainability Report
Team Members	• Remuneration • Career growth • Learning and development • Wellbeing • Talent management • Climate change and emissions • Purpose	• Employee Net Promoter Score (eNPS) • Quarterly pulse surveys and termination surveys • Feedback and complaints • CEO and Executive Town Halls • Career development and training programs • Share participation initiatives • "Open Door" feedback philosophy • Foundation activities, Hackdays, team member and family events • Internal social media • Physical, mental and financial wellbeing initiatives • Diversity and inclusion initiatives
Community & Environment	• Employment and economic contribution • Social contribution • Environmental impacts • RAP	• Foundation and community partnerships • Industry memberships and networks • Supply chain screening to ensure alignment with company values and regulations • Traditional and social media • Carbon neutral and emission reduction initiatives
Suppliers	• Responsible business • Payment terms • RAP	• Supplier agreements and screenings • Surveys • Feedback and complaints • Meetings • Supplier Code of Conduct assessments
Government & Regulators	• Compliance • Policies and standards in technology industry	• Certification engagements • Regulatory reporting • Policy and reform analysis • Industry forums

ESG performance and disclosure data

Indicator / disclosure	Units	Target	FY23	FY24	FY25	FY26	Status	Notes
Responsible business: ethics, values and transparency								
Team engagement: How We Work Training	Per cent	95	96	95	95	-		1
Team engagement: How We Work Training (Campaign 1)	Per cent	95				98	✓	1
Team engagement: How We Work Training (Campaign 2)	Per cent	95				97	✓	1
Team member engagement: Code of Business Conduct Training	Per cent	95	96	96	97	97	✓	-
Responsible business: effective governance and risk management								
Notifiable privacy incidents	Number	0	0	1	0	0	✓	2
Material legal or regulatory compliance failures	Number	0	0	0	0	0	✓	-
Team engagement: Privacy and Data Security Training	Per cent	95	96	96	97	-		1
Team engagement: Corporate Information Security & Privacy Training	Per cent	95	-	-	-	97	✓	1
Annual internal audit plan delivered	Per cent	100	100	100	100	100	✓	-
Responsible business: innovation								
New technologies, concepts and innovation investment	AUD $m	25% of revenue	112	128	154	180	✓	-
Team members supporting Research and Development activities	Number	-	488	510	687	733	-	-
Hack Days	Number	2	1	1	1	1	✓	3
Our customers								
Customer retention	Per cent	99	99	99	99	99	✓	-
SaaS uptime	Per cent	99.5	99.5	99.5	99.9	99.9	✓	-
Our people: talent attraction and retention								
Voluntary turnover	Per cent	16	10.9	10.5	10.2	10.2	✓	4
Graduate & intern appointments	Number	-	19	16	24	18	-	-
Our people: team member engagement and development								
eNPS	Number	FY26: +50	34	37	43	35	◎	5
Average hours of formal training per team member	Hours	-	26	42	60	38	-	6
Permanent team members - undertaken annual performance and career planning	Per cent	-	97	97	99	94	-	-
Our people: workplace diversity and inclusion								
TechnologyOne Board - women	Per cent	30	25	25	33	38	✓	-
Senior roles - women	Per cent	-	19	43	45	37	-	7
All staff - women	Per cent	-	37	38	39	37	-	-
Candidate shortlists - women	Per cent	80	85	87	83	93	✓	-

Indicator / disclosure	Units	Target	FY23	FY24	FY25	FY26	Status	Notes
Our people: team member health and wellbeing								
Work-related fatalities	Number	0	0	0	0	0	✓	-
Material work-related injuries	Number	0	0	0	0	0	✓	-
Our community: community investment								
1% time contribution	Hours	FY26: 21,440	5,341	8,824	6,918	9,104	○	8
1% profit contribution	AUD$	-	856,849	1,034,497	1,188,293	1,416,720	✓	9
1% product contribution	AUD$	-	442,265	1,956,947	1,276,501	5,621,994	✓	9
Children and their families out of poverty	Number	500,000 (by 2030)	83,628	102,462	148,731	238,243	◎	10
Our community: responsible sourcing								
Vendor screening for new or altered supply arrangements	Number	-	230	180	330	324	-	11
Supplier modern slavery or human rights breaches	Number	0	0	0	0	0	✓	-
Team engagement: modern slavery training	Per cent	95	96	96	96	97	✓	-
Our environment: carbon reductions								
Global: Scope 1 & 2	tCO^2-e	FY25: 129 FY30: 0	524	197	82	75	◎	12,13
Global: Scope 3	tCO^2-e	-	7,941	13,719	7,101	16,137		14
Global: transport fuels	L	-	50,961	49,747	22,406	20,416		
Global: renewable controlled electricity	kWh	>80%	6% (62,471 kWh)	52% (415,801 kWh)	88% (577,890 kWh)	88% (832,940 kWh)	✓	
Global: non-renewable controlled electricity	kWh	<20%	94% (955,622 kWH)	48% (390,628 kWh)	12% (362,985 kWh)	12% (117,114 kWh)	✓	
Global: total controlled electricity purchased	kWh	-	891,926	814,589	940,874	949,384		

◎ On track to meet target ✓ Met target ○ Behind target

1. Percentage of permanent team members who have completed all How We Work modules. Modules include Corporate Information Security, Emergency Procedures, Harassment, Discrimination, Bullying and Misconduct, Privacy, Code of Business Conduct, Workplace Health & Safety and Quality Management Framework. In FY26, How We Work Training was split into two campaigns. As such reporting is now based on Campaign 1 and Campaign 2. Privacy and Data Security Training was replaced by Corporate Information Security & Privacy Training.
2. Includes notifications to impacted data subjects and/or relevant privacy regulators. FY24 notifiable privacy breach relates to TechnologyOne's May 2023 O365 incident for our back-office system which did not impact our core SaaS product used by our customers.
3. A second Hack Day for FY23 was postponed to March 2024 due to TechnologyOne's scheduled Company Kick Off event in October 2023.
4. Employee initiated turnover is the sum of all separated team members (who have left voluntarily in the last 12 months) as a percentage of average headcount.
5. Percentage of team members who are likely to recommend TechnologyOne as a great place to work.
6. TechnologyOne works towards a 70:20:10 blended model for learning and development, focusing on experience, exposure, and formal training. The hours per year of formal training represents external and internal courses only.
7. Senior role is defined as SLT, SLT–-1 and SLT-2.
8. FY26 target not met. Initiatives have been put in place to increase employee contribution to volunteering at Foundation Partners in FY27 to lift this contribution metric.
9. 1% profit contribution and 1% product contribution calculation methodologies were revised in FY24 (capturing the entire discount over the life of a contract in the year that the contract is signed, rather than applying the discount each year).
10. Value impact estimates are provided from our key Foundation Partners. Impact figures for children and their families out of poverty are provided twice yearly, in June and December.
11. Vendor screenings for new or altered supply agreements over $1,000.
12. Excludes base building electricity. Targets provide for an 80% reduction in Scope 1 & 2 emissions by FY25, and a 100% reduction by FY30 against a FY22 baseline. Scope 3 emissions materially increased in FY26 due to our Global Showcase event (including venue and flights and for all staff globally attending the event) and a change in methodology in measuring emissions from data centre providers.
13. Scope 1 and Scope 2 emissions for FY26 have been reviewed under AASB S2. Comparative emission numbers for FY23 to FY25 are not reviewed under AASB S2.
14. Scope 3 emissions are not reviewed under AASB S2 and are only provided under voluntary disclosure.

United Nations Sustainable Development Goals (SDGs)

In 2015, the United Nations adopted the 17 SDGs to end poverty, protect the planet and ensure prosperity for all by 2030. Adopted by 193 member states of the United Nations in 2015 as the successor to the Millennium Development Goals, the SDGs comprise of 169 targets categorised into 17 goals that focus on the five key elements of people, planet, prosperity, peace, and partnership.

At TechnologyOne, our mission is to better our community, from its citizens to students, by leveraging our team's innovation, drive, and determination. This mission is aligned with many of the SDGs. We have mapped the SDGs to the three sections of our report and outlined our aims and overarching approach in these areas. The table below maps some of the actions we have taken during the year that support the SDGs.

SDG	Actions in FY26 that support the SDGs	Sustainability Report location
	• Donated in excess of $152,250 through the TechnologyOne Foundation to Opportunity International to support microfinance loans to help disadvantaged youth and their families find ways out of poverty.	14
	• Donated over $68,250 through the TechnologyOne Foundation to strategic charity partnership initiatives aimed at ensuring vulnerable communities have sufficient food all year round.	14
	• Donated $341,250 through the TechnologyOne Foundation to strategic charity partners focused on providing disadvantaged children with a quality education. • Partnered with SolarBuddy through the TechnologyOne Foundation to provide 890 solar lights to families to assist children with study and improve education outcomes.	14
	• Published our Gender Equality Report inclusive of strategies to achieve gender pay equality and equal opportunity (WGEA Report). • Women in senior roles: 37 per cent.	26
	• Initiated the use of renewable energy in 8 of our 10 offices globally. • Donated in excess of $189,000 to SolarBuddy through the TechnologyOne Foundation to provide children with access to sustainable and reliable energy. • NABERS Energy Rating of 6 achieved at our Brisbane office (exceptional environmental efficiency).	14, 30

SDG	Actions in FY26 that support the SDGs	Sustainability Report location
	• Published our Gender Equality Report inclusive of strategies to achieve gender pay equality and equal opportunity (WGEA Report). • Donated in excess of $152,250 through the TechnologyOne Foundation to Opportunity International to support microfinance loans to help disadvantaged youth and their families find ways out of poverty. • Continued to promote flexible working arrangements including working from home options and opportunities to purchase extra leave. • Published our Modern Slavery Statement inclusive of our efforts to reduce modern slavery risk both in our operations and supply chain. • Promoted our Supplier Code of Conduct which outlines the minimum expectations of our suppliers inclusive of human rights standards.	14, 26
	• Invested $179.9 million R&D to ensure products and services remain resilient, reliable, and sustainable. • Held a Hack Day to encourage innovation across our business.	14
	• Implemented the use of renewable energy in 8 of our 10 head offices globally. • Joined a networking group, consisting of other large technology companies to share the details of suppliers used by members of the group that can help the other companies reduce their carbon footprint. • Rolled out initiatives aimed at reducing GHG emissions and ensuring sustainable and efficient use of natural resources. • Developed our Supplier Code of Conduct to outline our supplier expectations for sustainable practices.	30
	• Implemented the use of renewable energy in 8 of our 10 head offices globally. • Reduced Scope 1 & 2 emissions by 88% over the FY22 base line. • Reported for the first time under the new AASB S2 Accounting Standard. • Matured our climate related risk assessment to strengthen resilience and adaptive capacity to climate-related hazards and natural disasters. • Expanded our Climate Active carbon neutral certification status to our global operations.	30
	• Engaged with customers to promote our carbon neutral program and to answer their questions to enable them to begin their program. • Facilitated sessions with vehicle leasing company to inform of the benefits available (environmental and financial) of leasing an electric vehicle. • Contributed 9,104 hours through the TechnologyOne Foundation for team member volunteering aimed at raising sustainable development awareness or engaging in grassroots efforts.	10, 14

Glossary

Acute risk	Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods.
Carbon Footprint	A carbon footprint is the total greenhouse gas (GHG) emissions caused directly and indirectly by an individual, organisation, event or product. Carbon footprint is measured in tonnes of GHG emissions which are converted into carbon dioxide equivalent (CO_2e).
CH^4 (GHG)	Methane.
Chronic risk	Chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.
CO^2 (GHG)	Carbon dioxide.
CO^2-e	Carbon dioxide equivalent (CO_2-e) is a measure for describing how much global warming potential a given type and amount of greenhouse gas may cause, using the functionally equivalent amount or concentration (CO_2) as the reference.
GHG emissions	Greenhouse gas emissions mainly refers to the release into the atmosphere of carbon dioxide, methane, nitrous oxide, sulphur hexafluoride, hydrofluorocarbons and perfluorocarbons.
GJ (gas measure)	Gigajoule. One GJ = 10^9 joules.
GRI standards	Global Reporting Initiative standards.
MWh (electricity measure)	Megawatt. One MWh = 1,000 kW or one million watts.
N^20 (GHG)	Nitrous oxide.
KL (water measure)	Kilolitre. One kL = one thousand litres.
Physical risks	Physical risks are those resulting from climate change and can be event driven (acute) or from longer-term shifts in climate patterns (chronic).
Scope 1 emissions	Scope 1 greenhouse gas emissions are the emissions released to the atmosphere as a direct result of an activity at an operations level. These are sometimes referred to as direct emissions; examples include emissions from fuel consumed by TechnologyOne owned vehicles (if we had any).
Scope 2 emissions	Scope 2 emissions are indirect emissions from the generation of purchased energy consumed by a company (e.g. emissions from electricity bought from the grid by TechnologyOne).
Scope 3 emissions	Scope 3 encompasses all other indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company (e.g. emissions our suppliers produce in providing goods and services to TechnologyOne).
TCFD	Task Force on Climate-Related Financial Disclosures.
Transition risk	Transition risk is the risk inherent in changing strategies, policies or investments as society and industry reduce reliance on carbon and impact on the climate.
tCO^2-e	Tonnes of CO_2-e.
UN SDGs	United Nations Sustainable Development Goals.

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About TechnologyOne

TechnologyOne (ASX: TNE) is Australia's largest enterprise software provider and one of the nation's top 100 ASX-listed organisations, with a global presence.

We provide intelligent SaaS ERP solutions that transform organisations and make life simple for our community in the AI era. Deeply integrated and simple to use, our solutions are available on any device, anywhere, at any time.

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Nanninup
by Jenny Dawson and Sandra Hill (2026)
Etched design in aluminium and high-fired handmade glazed stoneware ceramic tiles.

The Noongar title of this work, Nanninup, means 'a place to stop and rest.

Created in collaboration between ceramic artist Jenny Dawson and Noongar visual artist and Elder Sandra Hill, Nanninup was developed with Year 3 Subiaco Primary School students during workshops presented by Jenny Dawson and Peter Zuvela in 2026.

Jenny Dawson and Sandra Hill first collaborated on a public artwork in Subiaco in 1996, creating The Subiaco Centenary Tiles in Postal Walk with the support of the local community. Many original participants still visit the artwork today, now returning as parents and grandparents. Nanninup continues this intergenerational connection between people, place and storytelling.

Six tiles designed by Sandra Hill introduce the Noongar Six Seasons, while a further six tiles embedded within the cast concrete seating depict the Waugal, extending themes explored in the 1996 work.

The children's tiles expand upon the Six Seasons, drawing on patterns and forms found in remnant bushlands surrounding the site to celebrate the unique character and ecology of place.

Through these artworks, Sandra Hill honours cultural knowledge shared with her by many Elders, particularly the late Shane Pickett – the acclaimed Noongar artist who worked and exhibited in Subiaco and who served as Indigenous history consultant on The Subiaco Centenary Tiles project in 1996.

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