Data#3

2025 Sustainability Report

A sustainable approach to delivering the digital future

In the spirit of reconciliation, Data#3 respectfully acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, and community. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

Data#3

Contents

About this report ... 02
Foreword ... 03
Driving sustainable impact: Our path travelled ... 04
- Our sustainability journey ... 05
- Sustainability in action: Data#3's approach ... 06
- Our alignment with United Nations Sustainable Development Goals ... 07
- Our corporate structure ... 08

Our Planet ... 09
- Review of carbon neutrality 2032 target ... 10
- Greenhouse Gas (GHG) emissions report ... 11
- Sustain: meaningful environmental action ... 13

Our People ... 14
- Who we are ... 15
- Embrace: Diversity and inclusion ... 16
- Thrive: Supporting health and wellbeing ... 19
- Inspire: Rewards and recognition ... 19
- Academy: Talent and learning ... 20
- Connect: Mentoring Program ... 21
- Soul: Community engagement ... 21

Our Policies ... 24
- Health and safety ... 25
- Governance ... 26
- Our Ethics and Compliance Framework ... 26

Our Partnerships ... 32
- Our approach to ethical and aligned partnerships ... 33
- Integrity in collaboration: Who are our partners? ... 34

FY26 key areas for impact in sustainability ... 37
- Our Planet ... 38
- Our People ... 38
- Our Policies ... 38
- Our Partners ... 38

Our awards and recognition ... 39

About this report

This Data#3 Sustainability Report highlights our commitment to ethical practices, social responsibility, and environmental goals and integrates elements of Environmental, Social, and Governance (ESG) reporting with Corporate Social Responsibility (CSR) content, catering to a diverse audience.

As we prepare for future challenges, such as rapid technological change, economic uncertainty, and environmental pressures, we uphold the highest standards of governance and ethical behaviour, ensuring our positive impact on the environment, our people, partners, and communities.

By embracing ethical innovation, maintaining financial discipline, and investing in sustainable practices and workforce wellbeing, we continue to navigate this evolving landscape with integrity and purpose.

Part of our annual reporting suite, this Sustainability Report covers the four pillars of: Our Planet, Our People, Our Policies, and Our Partnerships, for Financial Year (FY) 2025.

Please note that the information in this report has not been reviewed by our external auditor.

Foreword

Over the past 48 years, Data#3 has earned a reputation for resilience and long-term vision. We foster enduring partnerships and prioritise customer value through strong, trusted relationships. Our workplace culture is built on respect and recognition, creating an environment where people feel valued and inspired to grow their careers with us.

Our dedication to sustainability is no different. It is something we see as a long-term commitment that is intertwined with our success story. We hold a strong sense of duty to conduct our business ethically, with respect and care for local and global communities, and in an environmentally sensitive manner.

Our progress

In 2025, we continued our commitment to ethical business practices, environmental stewardship, and social responsibility, aligning with our vision to harness the power of people and technology for a better future. I'm pleased to share this report, which outlines our achievements across four strategic pillars: Our Planet, Our People, Our Policies, and Our Partnerships, and sets the stage for further impact in FY26 and ongoing.

From measurement to momentum

In FY25, we strengthened Data#3's climate reporting and compliance readiness through a comprehensive GHG emissions assessment aligned with the global GHG Protocol. Supported by Pangolin Associates, we expanded our reporting boundaries to establish a more accurate emissions inventory baseline.

While the broader scope definition led to an 18% increase in reported emissions, our Scope 2 emissions remain significantly lower than our original FY21 baseline, reflecting the impact of energy efficiency measures.

Supported by Schneider Electric, we also advanced preparations for mandatory climate reporting under AASB S2 *Climate-related Disclosures*, including by identifying our key climate risks and opportunities. We are reviewing our 2032 carbon neutrality goal to align with evolving standards and science-based targets.

Driving change, embracing responsibility

As generative Artificial Intelligence (AI) continues to evolve, it brings with it transformative opportunities and new ethical considerations for the technology sector. Over the past year, the sector has matured significantly, and Data#3 – together with our partners – has played a proactive role in helping customers navigate its implications. Through events, customer engagements, and thought leadership, we've fostered meaningful conversations around responsible AI adoption.

This commitment to progress is mirrored in our approach to broader industry challenges, including diversity. We continue to lead by example, investing in the attraction, development, and retention of top female talent. As a result, women now represent 34% of our workforce and 34% of management roles – surpassing Australia's leading women-in-tech benchmark (RMIT's 30%)[1]. This achievement stands in contrast to national trends, where women hold only 16% of executive positions in tech[2].

Celebrating growth with purpose

Our focus on sustainable growth and a thriving workplace culture earned Data#3 numerous awards in FY25, including the APC Sustainability Champion of the Year award, the Frost & Sullivan Enlightened Growth Leadership Award for the fourth consecutive year, and two HP Partner Awards, notably for Sustainable Impact. We were also proud to receive the HRD Employer of Choice Award for the tenth year running, affirming our focus on employee experience, retention, and productivity as key drivers of customer success and cost efficiency.

A sustainable approach to delivering the digital future

At Data#3, we understand that sustainability is a global imperative, demanding coordinated action and long-term vision. As we look forward to FY26 and beyond, we remain energised by the progress we've made and the passion of our people and partners who continue to drive meaningful change. With every step, we're building momentum, adapting, learning, and scaling our impact to help shape a more resilient and responsible future.

Thank you for taking the time to read this report and for joining us on our journey to drive positive change for a better tomorrow.

I look forward to sharing our continued learnings and progress in FY26 and beyond.

Brad Colledge

Brad Colledge
Chief Executive Officer and Managing Director, Data#3

Driving sustainable impact: Our path travelled

Data#3

Our sustainability journey

FY21

Partnered with an environmental reporting consultancy to plan a path to carbon neutrality and/or net zero.

Began compiling diverse environmental data to measure impact.

FY22

Produced first sustainability report.

FY21 GHG inventory.

FY23

Produced second report, renamed as ESG Report.

FY22 GHG inventory.

FY24

Produced third report, renamed as Sustainability Report.

Engaged Schneider Electric to produce CRFD gap assessment and recommendations for environmental strategic plan.

FY23 GHG inventory.

FY25

Opportunity and risk assessments and climate scenario analysis completed.

FY24 GHG inventory.

Climate risk management process update.

Enhanced climate disclosures ahead of mandatory requirements.

FY26 [planned]

FY25 and FY26 GHG inventory.

Group 1 mandatory climate related disclosures under AASB S2.

Setting of climate metrics and targets.

Decarbonisation strategy and transition plan formulated.

FY27 onwards [planned]

Continuation of reporting under AASB S2.

Ongoing measurement against metrics and targets.

Operationalisation of transition plan and Decarbonisation strategy.

Sustainability in action: Data#3's approach

Our commitment in four pillars

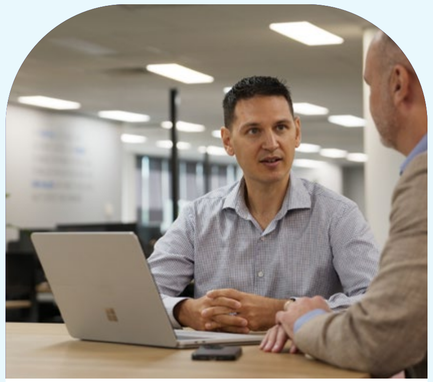
At Data#3, sustainability is not a checklist; it's a mindset. We believe meaningful change stems from a culture where every individual plays a role in embedding sustainable practices into the way we work. Guided by four strategic pillars, our structured approach reflects a long-term commitment to creating value for our stakeholders and the communities we serve.

Our Planet

This pillar brings together Data#3's long-standing environmental initiatives into a unified, strategic framework, enabling a more targeted and measurable approach to environmental sustainability. By embedding environmental considerations into our daily operations and refining how we measure impact, we are better positioned to achieve our goal of making a meaningful, positive contribution to the planet.

Our People

Our achievements as a business are centred around our people. This pillar brings together the initiatives and actions we take to foster a vibrant, skilled workplace; one where fairness is upheld, and every individual feels proud to represent our core values of honesty, excellence, agility, respect, and teamwork: HEART.



Our Policies

We're big believers in consistency. Whether it is always making the most ethical choice, or delivering the same quality of service, our policies are designed and updated to ensure that we set and maintain high standards in all we do. This pillar covers the way we work, ensuring our business operates and is governed effectively, meeting or exceeding all regulatory and best practice requirements.

Our Partnerships

There is strength and intention behind every collaboration at Data#3. Whether working with technology vendors, giving partners, or specialist consultants, we carefully select organisations that align with our sustainability values and aspirations. These partnerships are built on shared purpose, ethical standards, and a commitment to long-term value. Through this pillar, we outline how we engage with partners to deliver meaningful outcomes for our people, customers, and shareholders, while amplifying our collective impact.

Our alignment with United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) are aimed at addressing pressing social, economic, and environmental challenges by 2030.

We align closely to 10 of these goals and have identified key areas where we can drive meaningful change. By focusing our efforts, we not only contribute positively to society but also enhance our resilience and competitiveness in a global marketplace that increasingly values sustainability.

Goal 1: No poverty

UN SDG: End poverty in all its forms everywhere.

Data#3 aligns with SDG Goal 1 by implementing policies that combat modern slavery, ensure fair pay, and promote safe working conditions.

Goal 3: Good health and wellbeing

UN SDG: Ensure healthy lives and promote wellbeing for all, at all ages.

Data#3 aligns with SDG Goal 3 by helping our people to maintain and enhance their health through offering a holistic wellness program that supports physical, mental, financial and social wellbeing across all stages of life.

Goal 4: Quality education

UN SDG: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Data#3 aligns with SDG Goal 4 by delivering an inclusive and accessible learning program which supports the varying learning needs of our people and fosters a lifelong learning culture across our organisation.

Goal 5: Gender equality

UN SDG: Achieve gender equality and empower all women and girls.

Data#3 aligns with SDG Goal 5 by advancing gender equality in the IT industry through delivering programs and support, which help attract, develop and retain a skilled female workforce.

Goal 7: Affordable and clean energy

UN SDG: Ensure access to affordable, reliable, sustainable and modern energy for all.

Data#3 aligns with SDG Goal 7 by partnering with SolarBuddy to provide portable solar devices to children affected by energy poverty and investing in solar power for our buildings.

Goal 8: Decent work and economic growth

UN SDG: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Data#3 aligns with SDG Goal 8 by offering a variety of employment pathway programs, delivering an effective performance planning process and providing valuable development activities to reduce turnover and support sustainable employment opportunities across our workforce. Data#3 places focus on strong governance to protect employment and promote safe and secure working environments, and to promote policy positions on Modern Slavery.

Goal 10: Reduced inequalities

UN SDG: Reduce inequality within and among countries.

Data#3 aligns with SDG Goal 10 by having a continued focus on compliance programs that support policy positions with respect to equal opportunity and inclusive core values.

Goal 12: Responsible consumption and production

UN SDG: Ensure sustainable consumption and production patterns.

Data#3 aligns with SDG Goal 12 by adopting sustainable supply chain practices and integrating sustainability information into our reporting cycle by publishing our Sustainability Report.

Goal 13: Climate active

UN SDG: Take urgent action to combat climate change and its impact.

Data#3 aligns with SDG Goal 13 by integrating climate change considerations into our policies, strategies, and planning by actively measuring our annual greenhouse gas emissions and working to reduce our environmental footprint.

Goal 16: Peace and justice strong institutions

UN SDG: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Data#3 aligns with SDG Goal 16 by being an ethical business that companies trust, adhering to a robust business ethics framework, and acting as a good corporate citizen.

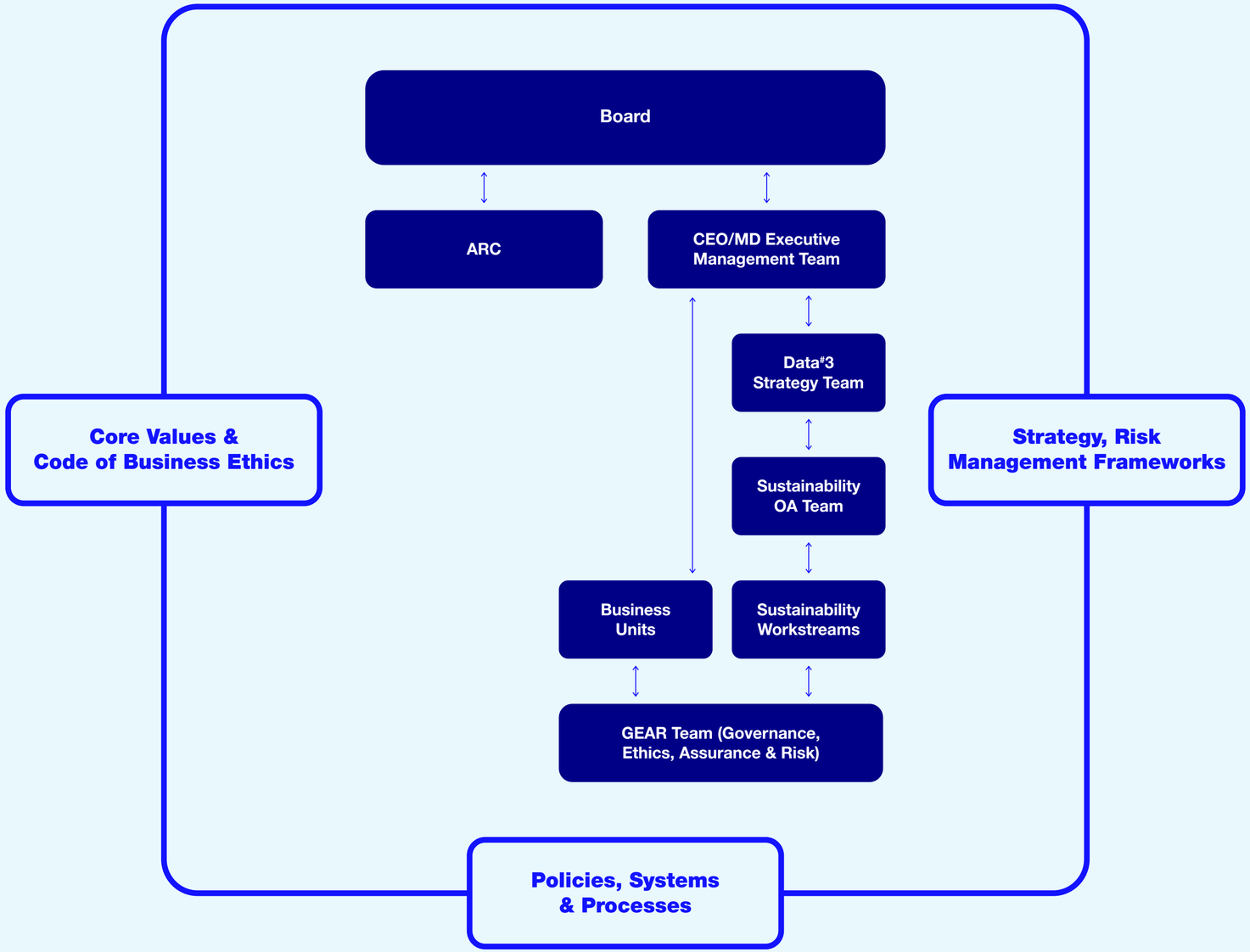
Our corporate structure

At Data#3, we are committed to the highest standards of corporate governance, recognising the role an effective governance framework plays in driving long-term business performance. This extends to governance concerning sustainability matters. Our Sustainability Operational Action Group contains members of our Executive Management Team (Data#3's General Counsel, Company Secretary, and Chief Financial Officer), and additional members drawn from our broader team.

Data#3's Board, Audit and Risk Committee, and Executive Management Team oversee our Sustainability Operational Action Group, which is chartered to deliver on our Sustainability Strategy. This includes our climate risk management response and progress against our sustainability targets.

Across their various Charters, the Board, the Audit and Risk Committee and the Remuneration and Nomination Committee are responsible for overseeing progress relating to our social objectives and governance more broadly, including our commitments relating to our supply chain, human rights, reconciliation action plan, and modern slavery.

Governance of sustainability at Data#3 is set out in the following diagram.



Our Planet

Data#3

Our Planet

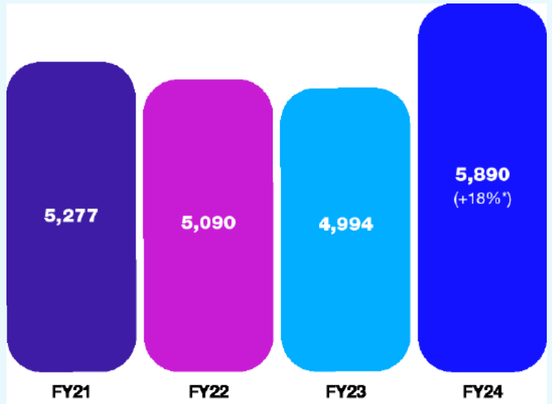
The health of our planet affects us all. Addressing environmental challenges requires well-planned measures of substance, rather than a quick fix. Our emphasis is placed on sustainable, long-term change that builds momentum and establishes a culture of environmental responsibility.

Technology waste is an enormous problem facing our planet, and we feel a duty to help reduce the impact. We help customers to dispose of equipment responsibly at end-of-life after all data is safely erased. Where possible we encourage our customers to utilise reuse and recycling programs.

In FY25, we also continued our relationship with Stepping Stone Clubhouse, a member-based community organisation that addresses the serious impact of mental illness. After previously donating used laptops to help their members access information and apply for jobs, we're considering further options that help support this important work.

As an employer of more than a thousand staff, we're conscious that our day-to-day actions can have a substantial combined effect. We choose to provide great end-of-trip facilities, lockers and bike racks at our locations around Australia, making it easier for staff to choose sustainable transport options such as cycling, running, and walking. In FY25, 37.7% of our people chose sustainable transport options – helping reduce congestion and lower our environmental impact.

Gross greenhouse gas (GHG) emissions carbon dioxide equivalents (tCO_2-e)



**Based on expanded reporting boundaries as described in the following GHG Emissions Report.*

Greenhouse gas (GHG) emissions category summary

Category	Gross emissions FY2024 (tCO_2-e)	Contribution to total	% Gross change on previous year
ICT services	1,570.26	27%	93%
Business travel	992.01	17%	65%
Employees	871.72	15%	-16%
Electricity	690.21	12%	20%
Products, materials & equipment	437.47	7%	20%
Professional services	293.89	5%	8%
Office supplies & services	293.28	5%	-21%
Postage, courier & logistics	153.52	3%	-15%
Waste	80.66	1%	14%
Food & beverage	99.92	2%	-6%
Advertising & marketing services	72.21	1%	10%
ICT equipment	226.31	4%	-2%
Transport fuels	38.56	1%	429%
Construction & repair services	26.36	0%	46%
Investments	17.85	0%	41%
Synthetic greenhouse gases	10.09	0%	-79%
Water & wastewater	4.56	0%	-87%
Stationary fuels	11.31	0%	375%
Uplifts	0.00	0%	-100%
	5,890.21	**100%**	**17.96%**

Review of carbon neutrality 2032 target

Data#3 has previously published its intentions to be carbon neutral by 2032. With the support of our consultant, Schneider Electric, we are reviewing this intention in the context of the evolving disclosure landscape, the ongoing Government review of its carbon neutral accreditation scheme, and the role of a science-based decarbonisation target. We intend to finalise our new decarbonisation framework, strategy, targets and metrics in FY26.

Greenhouse Gas (GHG) emissions report

Our FY24 GHG emissions report, finalised during FY25, is a comprehensive independent assessment of carbon dioxide equivalents (tCO_2-e) accountable to Data#3.

For the past four years, Data#3 has been measuring its annual GHG emissions impact with the aim of establishing a credible emissions baseline from which a decarbonisation or net zero strategy can be formulated. This baseline was an essential starting point for accurately measuring the impact of our environmental measures.

Data#3 has continued to engage with consultants, and with the support of Schneider Electric, completed a gap assessment ahead of forthcoming Australian Sustainability Reporting Standards and disclosure aligned to AASB S2. This laid the foundations for a program of work that will position Data#3 to comply in FY26.

This was followed in December 2024 by conducting a comprehensive, specialist-led boundary setting workshop with Pangolin Associates, setting operational boundaries to identify emissions associated with our business functions. As a result, we have been able to categorise direct and indirect emissions, then define the scope of accounting and reporting for indirect emissions.

A key outcome of the Boundary Setting workshop was to align our GHG inventory reporting with the Greenhouse Gas (GHG) Protocol, which is the globally recognised standard for the measurement and management of emissions[3].

As a result of this realignment, we now include some previously out of scope data in our GHG inventory, such as costs relating to offshore resources, the Macquarie Park data centre, and purchased goods and services. This expanded scope results in an increase in some indirect emissions reporting categories, feeding into the gross emissions total.

We can now use this data to accurately assess our GHG footprint, and in turn to set realistic and achievable emissions reduction targets. Based on this expanded GHG emissions boundary, Data#3's estimated gross total of 5,890 tonnes of carbon dioxide equivalents (tCO_2-e) for FY24, which represents an 18.0% increase on FY23.

Scope 1, direct emissions, have increased as expected due to expanded reporting boundaries, though this category represents only a 0.2% contribution to total tCO_2-e.

The boundary expansion had a greater impact on **Scope 2** energy import emissions, though it is notable that the total is still 41.5% lower than we reported in FY21. We anticipate that measures introduced in FY24-25, such as solar panel installation and energy efficient building choices, will continue to positively impact on energy usage.

Our **Scope 3** emissions, covering indirect upstream and downstream activities across the value chain, rose by 15% this year. This increase is primarily due to the inclusion of offshore resources in our reporting boundary, reflecting a more comprehensive and transparent approach to emissions accounting. By expanding our GHG emissions boundary, we've established a robust baseline in FY24 that aligns with updated legislative requirements and sets the foundation for meaningful year-on-year comparisons. This broader view enables us to better understand our environmental impact and identify targeted opportunities for reduction across our global operations.

37.7% of our staff chose sustainable transport options in FY25

GHG emissions protocol summary

Scope	GHG Protocol	Description	Total FY2024 GHG Emissions (tCO_2-e)
Scope 1	Scope 1	Direct emissions from fuel combustion, chemical processing or fugitive emissions	10.09
Scope 2	Scope 2	Indirect emissions from purchased electricity, heat and steam	438.89
Scope 3	Category 1	Purchased goods & services	3,127.52
Scope 3	Category 2	Capital goods	176.70
Scope 3	Category 3	Fuel and energy related activities	54.45
Scope 3	Category 4	Upstream transportation & distribution	141.02
Scope 3	Category 5	Waste generated in operations	80.66
Scope 3	Category 6	Business travel	904.61
Scope 3	Category 7	Employee commuting	748.08
Scope 3	Category 8	Upstream leased assets	208.18
Scope 3	Category 9	Downstream transportation & distribution	0.00
Scope 3	Category 10	Processing of sold products	0.00
Scope 3	Category 11	Use of sold products	0.00
Scope 3	Category 12	End-of-life treatment of sold products	0.00
Scope 3	Category 13	Downstream leased assets	0.00
Scope 3	Category 14	Franchises	0.00
Scope 3	Category 15	Investments	0.00
			5,890.21

In the second half of 2024, supported by our consultant Schneider Electric, we reviewed our existing activities and disclosures in relation to the climate-related financial disclosure legislation, AASB S2. Through this process we developed an understanding of our current readiness to comply and developed a roadmap to ensure compliance readiness commencing FY26.

Commencing late 2024 and extending into 2025, activities to enhance our compliance readiness included:

Uplifting our governance-related disclosures and risk management procedures to include climate risk and opportunity identification and management, consistent with AASB S2 requirements.

Identifying our physical and transition climate risks and opportunities that were likely to have a material impact on the future financial performance of our business. This included:

- reviewing and uplifting our Enterprise Risk Management Strategy and Framework to encompass climate risk,
- compiling a comprehensive Climate Risk and Opportunity Register,
- prioritising the identified risks and opportunities, and
- developing associated strategies to manage those risks and realise opportunities.

Analysing the impact of at least two climate change scenarios on:

- the risks and opportunities, identifying the most relevant variables for analysis, modelling impact sensitivity under different scenarios,
- assessing the financial impact of realising the risks and opportunities over short-, medium- and longer-term timeframes, and
- identifying the signposts to monitor in future periods.

Plans are already underway to further enhance our compliance readiness during FY26, with a focus on reviewing our climate-related targets and metrics, building out a roadmap and implementation plan to achieve those targets, and embedding the risk management strategies across our business.

Sustain: meaningful environmental action

We are acting to reduce the impact of our operations through our five-point Sustain Program.

1. Reduce, reuse, recycle

A key focus of our Sustain Program is thoughtful use and disposal of all materials, from coffee cups to technology infrastructure.

Key FY25 initiatives

- Building on our previous efforts, we continued to repurpose and distribute used laptops to communities in need through our partnerships with Stepping Stone and Variety Australia.
- We expanded our recycling efforts by introducing Fruit2Work, which creates employment opportunities for individuals impacted by the justice system.
- For customers, we provided environmental impact insights when proposing relevant solutions, and we supported ICT lifecycle management through our industry partners to ensure secure, responsible repurposing and disposal.

2. Conserve energy

Energy conservation and the transition to sustainable energy sources are vital priorities. While there is no single solution, we're actively implementing a range of complementary measures that, together, will drive meaningful progress in reducing our energy footprint, now and into the future.

Key FY25 initiatives

We continued our efforts to reduce the environmental footprint of our office locations. Over the past year:

- We renovated our Melbourne office to improve energy-efficient heating and cooling.
- We relocated our Perth team to a new premises that is currently tracking a 4.5-star NABERS Energy Rating, reflecting an 18% reduction in base build energy consumption. The building-wide recycling rate has reached 42.8%, with a target of 60%, supporting our broader commitment to sustainability and operational efficiency.

3. Support green vendors

Our carbon footprint is shaped not only by our direct actions, but also by the choices we make in selecting our partners. That's why our vendor selection process includes a strong focus on environmental considerations. Many of our world-leading technology partners, such as HP, Cisco, and Microsoft, require their collaborators to demonstrate credible sustainability credentials, helping us amplify our impact through responsible partnerships. See the Partnerships section in this report to learn more.

Key FY25 initiatives

- We're proud to have achieved the HP Amplify Impact 5 Star Program last year, recognising our ongoing commitment to sustainability and our collaboration with HP through their Planet Partner Program. From training our employees to leading our sales with sustainability, we're working alongside partners to help customers make a positive impact.
- In FY25, we deepened our engagement with Schneider Electric, a global specialist in energy management and automation. This partnership is helping us prioritise clean energy sources and will provide a transition plan to close gaps as we work towards carbon neutrality.

4. Think green and volunteer

Volunteering is a valued part of the Data#3 culture, with all staff provided paid leave, fully covered by the company, to contribute to causes they care about. Team members can choose to support any area that matters to them or take part in Data#3-organised green community activities.

Key FY25 initiatives

- Environment-related projects remained a popular choice among our team, with nearly half of all volunteering activities focused on sustainability. These ranged from tree planting and recycling initiatives to energy-focused efforts, including the long-standing favourite, the Hour of Power campaign.
- Environmental initiatives accounted for 500 of our team's 1,077 volunteering hours in FY25, with 20% directed toward restoration and preservation, and 30% toward energy-related efforts.

5. Build a green-thinking culture

We recognise that making a meaningful environmental impact starts from within, and embedding care for the planet into our culture is essential. By cultivating a mindset of green thinking across our team, we empower everyday decisions that contribute to long-term sustainability.

Key FY25 initiatives

- Shared experiences like volunteering and Earth Day activities have become part of our team's tradition, reinforcing our commitment to sustainability and community engagement.
- For every new team member who joined in FY25, we donated to Planet Ark's Seedling Bank, resulting in 153 trees planted by schools and community groups across Australia. This initiative not only marks a meaningful milestone for new hires but also contributes to restoring Australia's unique landscape.

Fruit2Work

Availability of work is important to Australian communities. Some groups face additional barriers, with those who have been incarcerated finding it especially challenging to rejoin the workforce. More than half of the people in Australian prisons have been incarcerated before, however we know that being in reliable employment substantially reduces reoffending.

Fruit2Work is an award-winning social enterprise and registered charity in Australia that creates opportunities for people affected by the justice system by providing meaningful work.

In FY25, Data#3 began supporting this important initiative by leveraging their service offerings to deliver fresh fruit, milk, and pantry items to our office in Melbourne.

Each order contributes to creating employment opportunities for individuals with lived experience of the justice system. The initiative also offers several benefits, including free delivery, locally sourced products, no lock-in contracts, and meaningful community support through social procurement.

LEVEL 2
LEVEL 3
Crack the code!
Have you got what it takes?!
1. Choose a lock numb
2. Receive your hint
3. Crack the cod
zone
SIMPLIFY

Our People

Our People

Given the swift and constant emergence of new technologies, one constant remains – the skill, dedication, and effort of our people. This is what makes Data#3 a trusted partner for more than 3,000 Australian organisations. From Perth to Brisbane, Adelaide to Hobart, and throughout the Pacific region, the people of Data#3 are what makes us special.

Each individual joins us with a unique blend of skill, experience and perspective. They make connections, build relationships, solve business and technology challenges, ultimately, dreaming up the big ideas that keep us at the forefront of our industry. We have always known that when we nurture talent, and value the diversity our people bring, we can create a powerful team.

Our vision is to harness the power of people and technology for a better future.

Simply put, Data#3 is all about its people. Behind every successful outcome, be it a project, a customer win, or an award, stands one or more of the 1,400+ team members who bring it to life. Our aim is to recognise these efforts with both fair rewards and a healthy, vibrant workplace that welcomes everyone.

Who we are

Our organisation

1,400+
Number of staff

15
Facilities & warehouses in Australia & Fiji

48
Years in business

Our growth

163
People recruited

5.61
Years for average tenure

22.5%
of roles hired were filled by internal candidates in the last 12 months

Our people

4.38/5
Employee Satisfaction

85%
of our people say they feel a strong sense of belonging and inclusion

89%
say they are proud to work at Data#3

10.8%
FY25 staff turnover

15%[4] Australian average turnover rate
15-20%[4] Australian IT/tech sector turnover rate

Investing in our people: A smarter business strategy

At Data#3, we recognise that people are not just our greatest expense, they are our greatest asset. While industry statistics show the cost of hiring and onboarding new talent is high, we choose to invest in our people because the return is far greater.

In Australia, the average cost to hire a new employee is $23,860, with an additional $5,500 spent on onboarding. The average time-to-hire is 40 days. These are significant costs that can impact business performance and productivity. Moreover, research shows that happy employees are 13% more productive, reinforcing the value of investing in employee satisfaction and retention[7].

At Data#3, we're proud to outperform the national average. Our employees stay with us for an average of 5.61 years, compared to the Australian average tenure of just 3.3 years[5]. This longevity reflects our strong commitment to long-term employee satisfaction and creates measurable value through reduced hiring costs and enhanced productivity.

By investing in our people, we reduce recruitment costs, improve retention, and build a culture that attracts top talent. Our employees are our strongest advocates, representing Data#3 with pride and building customer relationships that drive our success.

- Customers consistently cite our people as a key reason they choose to do business with Data#3.
- Employee satisfaction is directly linked to perceived service quality and customer satisfaction.

In short, investing in our people isn't just the right thing to do, it's the smart thing to do.

Embrace: Diversity and inclusion

We work in a diverse community, supporting diverse customers, and this is reflected in our workforce. Maintaining an edge in the technology sector relies on our ability to reimagine our customers' worlds, and to find new ways to solve the most challenging problems. Increasing diversity in our business helps us to better understand our customers' needs.

Building a diverse workforce doesn't happen by chance; our Diversity and Inclusion (D&I) program, Embrace, actively works to make Data#3 a welcoming place where everybody belongs. This sense of belonging and togetherness is aided by embracing special celebrations such as NAIDOC Week, International Men's Day, International Women's Day, and National Carers Week, to name a few.

Our Embrace program has several focal areas including:

- Gender
- Family and carers
- All abilities
- Aboriginal and Torres Strait Islanders
- Early career and generational changes

At Data#3, D&I is a fundamental part of who we are. In FY25, we launched a new online training module to deepen understanding of D&I, its importance, and the role each individual plays in fostering an inclusive culture. This training is now embedded in our induction and onboarding experience, ensuring that from day one, we are building a workplace where everyone feels welcome and valued.

The Data#3 workforce

Female workers
FY24 33%
FY25 34%

Female board members
FY24 40%
FY25 25%
FY25 decline due to board succession.

Female managers
FY24 27%
FY25 34%

Female executive leaders
FY24 33%
FY25 33%

Staff caregivers
FY24 Over 50%
FY25 Over 60%

Staff who speak English as a second language
FY24 28%
FY25 30%

Staff born outside Australia and New Zealand
Over 33%

Staff who identify as Aboriginal or Torres Strait Islander
FY24 <1%
FY25 1.3%

Staff living with a disability
8%

Staff who identify as LGBTQIA+
FY24 5.5%
FY25 Over 3%

Age	# of Staff	%
<29	104	10.25%
30-39	299	29.46%
40-49	326	32.12%
50-59	231	22.76%
60+	55	5.42%
	1,015	**100%**

Gender

Women remain under-represented in the technology sector, both globally and in Australia. Sources show that only 30% of Australia's technology workforce is represented by women[6] and just 16% of executive positions in tech companies are held by women[6].

At Data#3, we've taken deliberate steps to change that. Through a range of targeted initiatives, we continue to outperform industry averages, but we know there's more to be done. Progress requires persistence, not quick fixes.

In FY25, we expanded our Women Connect groups across multiple locations, delivering sessions that support career development at every level, from entry roles to executive leadership. Popular topics included networking, mentoring, and styling for confidence, all designed to foster meaningful connections and build a culture of support.

Embrace: Diversity and inclusion

(continued)

Gender (continued)

While these internal initiatives help women at Data#3 connect and thrive, we also recognise the power of external networks. That's why we actively participate in industry programs, such as:

- Women Rising,
- Women in Technology (WIT),
- Women in Digital (WID),
- Women in Technology Western Australia (WITWA), and
- ARN Women in ICT Awards (WIICTA)

This ensures our people have access to broader communities of support and opportunity.

Workplace Gender Equality Agency (WGEA)

The Workplace Gender Equality Agency is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. From a regulatory standpoint, Data#3 completes the annual WGEA compliance reporting, and uses the standards and recommendations they set on best practices to guide our gender equality strategy. This informs our policies and processes so that we can ensure we use an evidence-based approach to support women in our workforce. For more information, see the Data#3 Employer Statement here.

Family and carers

While families come in all shapes and sizes, the one thing they have in common is their importance in our daily lives. That's why we're proud of our work to make Data#3 an accredited Family Inclusive Workplace, for the fourth year, highlighting how our culture is one that respects and supports our people, as they balance family duties and occasions with their work.

Hybrid work options

Juggling work and life can be challenging, which is why workplace flexibility is so important. In FY25, we reviewed our hybrid and flexible work policies to ensure our people are supported to achieve the right balance – delivering customer-focused excellence, collaborating effectively in-person, and enjoying the benefits of flexible work.

As part of this review, we consulted with stakeholders across the business through surveys and feedback touchpoints. The consensus from our people was the need for a consistent approach that enabled opportunities for in-person connection and collaboration, while also allowing time for deeper, focused work from home.

Our updated Hybrid Work Policy was built around guiding principles designed to ensure our approach is fair, equitable, and mutually beneficial, while also prioritising the health and wellbeing of our people. The policy was formally introduced in February 2025 and, in its first six months, has been positively received across the business. We have already seen improvements in culture, engagement, connection, and mental health with fewer formal flexible work arrangements required as the policy provides the balance our people need.

Domestic and family violence

Domestic and family violence (DFV) costs Australia an estimated $32.8 billion every year[8]. It affects people from all walks of life, and employers can play a vital role in identifying risk and supporting survivors. May is DFV month, and we marked the occasion by offering a series of webinars designed to help our people recognise, respond, and appropriately refer people who are experiencing DFV situations.

To support these webinars, we also partnered with DV Safe Phones, a charity that collects phones that are no longer needed, pairing them with SIM cards and distributing them through domestic violence support organisations to survivors. Throughout May, we set up collection boxes at every Data#3 location.

> **Data#3's learning extends beyond profit-driven skills. The DFV webinar was raw and eye-opening. As a parent of four, including a 16-year-old daughter, I'm now more aware of the subtle societal factors behind DFV. It's a real, complex issue, and I feel empowered to raise young people who know better.**
>
> **Tom Rankin, Senior Business Solution Architect, Data#3**

Parental leave benefits

Effective from January 1, 2025, Data#3 increased parental leave entitlements to offer primary carers 12 weeks, and secondary carers two weeks of paid leave. In addition to the increased leave, Data#3 also provides superannuation contributions to staff throughout the paid leave period. These benefits are designed to help our people cherish the early days with their growing families, because building bonds and creating memories is what truly matters.

All abilities

At Data#3, we are committed to employing and supporting team members who identify as having a disability or impairment. We strive to create an inclusive and accessible workplace by offering modern facilities designed to accommodate diverse needs, alongside enhanced Work Health and Safety (WHS) policies and processes.

To further support our people, we offer personalised workstation assessments with qualified WHS specialists upon request, and provide ergonomic equipment and adjustments where needed. From recruitment through to ongoing employment, we encourage open conversations about individual support requirements, ensuring every team member has what they need to thrive in their role.

Embrace: Diversity and inclusion

(continued)

Aboriginal & Torres Strait Islanders

Our journey of reconciliation with First Nations people has continued to educate and enrich the Data#3 community this year. Throughout FY25, we have continued to deliver a range of celebratory activities and engagement opportunities to raise awareness and support our ongoing reconciliation efforts. This included acknowledging key First Nations events such as NAIDOC Week and National Reconciliation Week through company webinars. The strong participation and positive feedback reflected genuine staff engagement and support for our reconciliation efforts.

In FY25, we saw an encouraging rise in First Nations workforce representation at Data#3, from less than 1% in FY24 to 1.3% of overall staff in FY25. We believe that this is the result of fostering a welcoming culture where people feel a sense of belonging. We are proud of this increase, and it gives us confidence that the work we're taking to contribute to reconciliation is having an effect, giving us confidence as we expand on our efforts through our second Reflect Reconciliation Action Plan due for endorsement in FY26.

Indigenous Literacy Foundation

In FY25, we worked to deepen our relationship with one of our Soul charities, the Indigenous Literacy Foundation. Their work addresses the inequalities and barriers faced by Indigenous communities through activities including supplying books to children and supporting Indigenous writers to work in their first languages.

We spotlighted the Indigenous Literacy Foundation at our JuiceIT events, where representatives from the charity had a platform to engage directly with our customers and vendors about the important work they contribute. We're proud that this initiative raised $5,000 for the Indigenous Literacy Foundation.

Indigenous Literacy Foundation

Early career and generational changes: Employment pathway programs

The shortage of skilled technology professionals continues to challenge Australian businesses[9]. After a brief surge in enrolments, the number of Australians pursuing careers in technology has declined, making it increasingly difficult to meet the growing demand for technology roles in the decade ahead.

As one of Australia's leading technology companies, Data#3 is helping shape the next generation of technology leaders and innovators. In FY25, we continued our investment in employment pathway programs, strengthening our IT talent pipeline and nurturing future technology professionals.

Traineeship program with MEGT

Our ongoing partnership with Melbourne Eastern Group Training (MEGT) continues to support long-term skill development in the IT sector. In FY25, we guided trainees through a structured two-year program, preparing them for rewarding roles within our Managed Services Team.

FY25 outcomes:

3
trainees successfully completed the program

3
skilled new hires joined the Managed Services Team, bringing fresh talent and capability to our business

Brenda Conroy Future Leaders Internship Program

Despite growing opportunities in the technology sector, women remain significantly underrepresented with boys more than four times more likely than girls to express interest in tech careers. The Brenda Conroy Future Leaders Internship Program is helping to change that. Now in its fourth year, the program, which is delivered in partnership with Cisco, Women in Digital, and Morgans Financial, provides women studying IT at University of Queensland, Queensland University of Technology, and Griffith University with industry exposure, mentorship, and valuable connections. Applications are open throughout January and February.

Program impact:

7
new interns in FY25

21
interns since 2021

7
alumni employed directly by Data#3

Thrive: Supporting health and wellbeing

Employee Assistance Program

Even with the best planning, life can be unpredictable. At Data#3, no one has to navigate challenging times alone. As part of our commitment to employee wellbeing, all team members have access to our Employee Assistance Program (EAP), which provides:

- Access to four free counselling sessions per year, per issue.
- Support from experts including psychologists, social workers, nutritionists, financial and legal advisors.
- Specialist support for Aboriginal and Torres Strait Islander peoples, people with disability or impairment, LGBTQIA+ communities, and those for whom English is a second language.
- Specialist support for managers as they navigate team and people needs.
- Flexible communication options, with sessions available in-person, over the phone, via video call, or through live chat, ensuring support is delivered in a way that best suits each individual's needs.
- Free wellbeing webinars and resources.

Our Thrive Hub

People need more than a great workplace in order to thrive. Among our 1,400+ strong workforce we have athletes, scholars, creative visionaries, and budding chefs. Our people aren't just technologists, they are humans who benefit from rest, family time, and the activities that make life rewarding. When we help our people to balance the demands of work with their passions and lifestyles, everyone benefits.

This year, in partnership with our EAP provider, Assure Programs, Data#3 proudly launched our Thrive Hub – an industry award-winning online platform and app that serves as a one-stop shop for staff wellbeing. From recipes and workout guides, to parenting advice and financial guidance, there's something for everyone.

Through our Thrive Hub, we also delivered a month-long company-wide exercise challenge, encouraging our people to prioritise and support both their physical and mental health. Almost a quarter of our business participated in this challenge, making the time to look after their physical health, all while enjoying some friendly competition with their colleagues.

An added benefit of delivering our Thrive Hub in partnership with our EAP provider is that it offers a centralised and convenient way for our people to explore available services, book appointments, or connect with a specialist via online chat, all in one place and in a format that suits them.

Mental health training for managers

Life's challenges can be unpredictable, and at Data#3, we are committed to ensuring our people feel supported, no matter the circumstances. With mental health injuries on the rise across the general population, equipping our leaders with the right tools is essential. This year, we delivered psychosocial safety training to all managers with direct reports, helping to build awareness, understanding, and confidence in responding appropriately within legislated guidelines.

The training focused on the importance of psychosocial safety, its potential impacts, and practical strategies for creating a mentally healthy workplace. In addition, we continued to offer mental health first aid training throughout the year, recognising its value in empowering our managers to support both their teams, and themselves, with greater confidence and care.

Workplace support

We understand that our people lead busy lives, which is why we aim to make self-care and support more convenient by bringing services directly to them. Through the following range of initiatives, we encourage everyone to prioritise their wellbeing in ways that are practical and meaningful:

- Leave entitlements, including a Wellness Day.
- Skin checks and flu vaccinations.
- Access to corporate benefit providers.
- Staff engagement activities, such as, Safety Month, R U Ok? Day and Ice Cream Day.

Inspire: Rewards and recognition

In a business filled with exceptional talent, receiving a company-wide award is a meaningful achievement. Our annual awards program recognises individuals and teams who go above and beyond in their contributions to Data#3. Winners receive peer recognition, a financial bonus, and a $500 donation to a charity of their choice, reflecting our commitment to both personal and community impact.

Everyone at Data#3 is invited to nominate a colleague or team for outstanding performance across six award categories. This year, we received a record number of almost 200 nominations, highlighting the enthusiasm and appreciation within our team.

In FY25, we were also excited to introduce a new category: Team Excellence, celebrating the power of collaboration and the belief that together everyone achieves more. The winning team stood out for their exceptional teamwork, strong collaboration, and impressive results.

Service awards

At Data#3, we're committed to creating a workplace where people feel supported to grow, stay, and thrive. One way we honour this commitment is by celebrating career milestones and recognising the dedication and contributions of our team members over the years.

In FY25, 94 employees reached milestone anniversaries with Data#3, reflecting the strength of our culture and the value we place on long-term careers:

Milestone year	Employees
5	47
10	25
15	12
20	7
30	3
	94

Alumni program

At Data#3, we're proud of the strong sense of community that extends well beyond employment. Not only do our people stay with us longer than the industry average, but many also choose to return after gaining experience in other organisations or industries. In fact, we rehire a former team member on average once a month.

To nurture these lasting connections, we launched a dedicated alumni program this year. The program helps us stay in touch with past employees who have contributed to our success, keeping them connected to our business, industry developments, and future opportunities. With such a high proportion of boomerang staff, this network reflects the enduring value of being part of the Data#3 community.

Academy: Talent and learning

Change is one of the greatest constants in the technology industry. There's always something new to learn, which means finding great people and investing in their development and capabilities is common sense.

Our dynamic calendar of professional development experiences is thoughtfully curated to enhance and expand the capabilities of our team. As part of our continuous improvement initiative, we actively incorporate participant feedback and evolving interests to introduce fresh and engaging courses to our portfolio.

In FY25, we prioritised in-person delivery wherever possible to deepen engagement and foster meaningful connections across our offices.

This year's highlights included:

- Launched our new D&I eLearning course, Better Together, designed to foster a more inclusive and collaborative workplace.
- Introduced an AI Learning Skills page, featuring expert content from within Data#3 and leading external providers, helping employees build essential AI capabilities and stay ahead in a rapidly evolving landscape.
- Delivered tailored workshops and online sessions led by internal and external subject matter experts, focusing on future-ready skills. Topics included cutting-edge technology and communication techniques such as negotiation and persuasion, and the power of storytelling.
- Expanded our Sales Enablement offering with dedicated content including webinars and structured learning paths, aimed at strengthening the capabilities of our sales professionals.
- Developed new eLearning and face-to-face courses to reinforce safety practices across physical, psychosocial, and cyber security domains.

Learning Management System (LMS)

In FY25, our Learning and Development Strategy centred on making learning more accessible, engaging, and relevant for all team members. A key milestone was the launch of our new Learning Management System (LMS) in October 2024, which is a centralised platform designed to empower staff to take greater ownership of their professional growth.

The LMS streamlines access to learning resources, supports diverse learning styles, and enables personalised development pathways. This shift reflects our commitment to fostering a culture of continuous learning and ensuring that every individual has the tools and flexibility to thrive.

FY25 highlights

Since its launch, the LMS has delivered strong engagement and measurable impact:

- Over 1,840 courses completed across 51 unique topics.
- 2,909 total hours of learning logged by team members.
- Average of 2.82 hours spent per learner engaging with content.
- A growing library of 400+ courses, including curated LinkedIn Learning content and more than 10 new Data#3-specific modules.
- 30+ new courses added since launch.
- Increased participation in our induction and onboarding programs for new starters.

Learning Month

While any time is a great time to learn, February marks the official launch of Learning Month – a Data#3 initiative designed to boost engagement with our LMS and strengthen our learning culture.

This year's theme, Communicating with Impact, focused on storytelling, digital tools, and relationship-building. The campaign reinforced our commitment to fostering a strong learning culture and building meaningful connections through effective communication.

This year's Learning Month saw impressive engagement:

470
participants – an 18% increase from last year

585
learning hours logged across the organisation

The Learning Month sessions gave me practical tools I could apply straight away. Learning how to better leverage AI has helped me save time on routine tasks and spend more energy where it really counts, supporting my team and our customers.

Alex van de Velde, National Operations Specialist, Data#3

Academy: Talent and learning

(continued)

Pulse: Performance and development

At Data#3, we see endless potential in our people, from new hires to long-standing team members. In FY25, to support growth and performance planning, we introduced Pulse, powered by Culture Amp. This modern platform has transformed our approach to performance and development, providing a central hub for goal setting, one-on-ones, performance reviews, and development planning.

Our aim was to build a stronger performance culture aligned with our HEART values: Honesty, Excellence, Agility, Respect, and Teamwork. Pulse places a strong emphasis on clarity, feedback, and development. A structured rollout helped managers transition smoothly to the new system, enhancing the quality of conversations with their teams.

Launched in September 2024, Pulse has already made a measurable impact. Feedback highlighted a noticeable uplift in the quality of performance discussions, with clearer expectations and priorities. The platform now plays a key role in our performance planning and review cycles, laying a solid foundation for FY26 and beyond.

FY25 highlights

Highest ever participation rate in goal setting and mid-year reviews.

Over 90% of managers engaged during the first Pulse review cycle

One-on-one functionality used regularly across teams, supporting ongoing alignment and check-ins.

The shift to Pulse by Culture Amp has been a real step forward. It's helped us to have more meaningful conversations with our people that are not just about performance, but about growth and impact. Goal setting and development now feel like a shared process rather than a box-ticking exercise. I'm also starting to explore some of the other features, and it's exciting to see how much more we can get out of the platform as we go.

Chris Harvey, Principal Security Architect, Data#3

Connect: Mentoring Program

Learning doesn't only happen in a classroom or formal setting. Capability can grow through shared experiences and connections, making our new Connect Mentoring Program an important opportunity. Launched in 2025, the program works across lines of business to bring together mentors and mentees to support professional and personal development. More than 15% of our workforce applied to participate in the inaugural round, with experienced industry professionals keen to help their colleagues thrive.

Participating in the mentoring program has been an incredibly valuable experience. It allowed me to build lasting connections across the business, gain a deeper appreciation of others' roles, and receive first-hand insights from individuals who have followed the career path I aspire to pursue.

Elena Gudasic, Customer Support Representative, Data#3

Soul: Community engagement

The Soul Program is Data#3's enduring commitment to giving back to the communities where we live and work. Soul brings our values to life, empowering our people to make a difference through volunteering, fundraising, and pro bono support. The outcomes reflect the passion and care that the Data#3 team brings to support local, national and international programs.

In FY25, these included:

- Increased employee participation in volunteering activities across all state branches, contributing more than 1,000 hours to community initiatives.
- Raised more than $100,000 for diverse charities and causes, including Foodbank, Cancer Council Australia, and Youngcare, through individual and branch contributions and our dedicated Data#3 Workplace Giving Program.

These achievements reflect the collective commitment of our team and the vital role Soul plays in amplifying our community impact. The benefits also extend beyond the community as Soul also enriches the lives of our people. Participants report feeling a stronger sense of belonging, deeper connections with colleagues beyond their immediate teams, and the satisfaction of contributing meaningful value to the world around them.

Soul: Community engagement

(continued)

Being part of Soul at Data#3 makes my job more valuable to me. Having Data#3 support community initiatives like the One Foot Forward campaign by the Black Dog Institute lets me support causes I feel strongly about, and having my colleagues participate as well improves my workplace relationships.

Alice Antonsen, Customer Success Advocate, Data#3

10 years of Soul

If people are the heart of our business, then our employee giving and volunteering program connects to the soul of our people. This year, our Soul program turned 10 years old! That's 10 years of volunteering in homeless programs, helping the environment, and contributing to charities that are close to our hearts. Soul brings our values to life: our actions speak louder than words, and this is where we shout about who we are.

Over 10 years of Soul we have:

Fundraising	Volunteering	Lives saved
$1million+	5,300+ hours	3,700+ people

While the Soul Program is all about giving back, one of its greatest strengths lies in how it brings colleagues together. Whether it's serving meals or donating blood, these shared experiences build unexpected connections across teams, strengthening collaboration and sparking new ideas in the process.

Our commitment to the Soul Program in North Sydney isn't just about doing good, it's about helping to create change. Through Soul, we aim to assist less fortunate people in the community and help protect the environment, so we can do our little bit towards a more sustainable future. Speaking personally, our people really enjoy giving back and it's this element that makes these events fun, and in doing so, helping people who are need.

Kylie Small, NSW Office Manager, Data#3

Norco
STAFF

Our Policies

Data#3

Our Policies

Throughout our 48 years in business, Data#3 has worked tirelessly to earn and sustain the trust our customers, staff, partners, and shareholders place in us. We have developed a comprehensive set of policies that ensure we consistently meet relevant legislative obligations as well as the high ethical and professional standards we set for ourselves.

Health and safety

Data#3 is committed to creating a safe working environment for our people and contractors.

We take a conservative approach to risk management across our operations, focusing our attention where the potential for harm is greatest. This includes placing extra emphasis on safety in our warehouse facilities and among our technical teams working in the field, in particular, in the resource, manufacturing, and construction sectors.

Our FY25 Safety Strategy focused on the continued proactive and practical implementation of our Workplace Health and Safety (WHS) Business Plan, with particular emphasis on addressing psychosocial hazards and advancing the digitisation of our WHS platform.

Data#3 provides ICT products to business customers. These products are manufactured by world leading vendors and to exacting safety standards.

Data#3's safety statistics are set out in the following table.

Financial Year	2021	2022	2023	2024	2025
Employees	1,186	1,250	1,370	1,360	1,340
Total Hours	2,466,880	2,600,000	2,849,600	2,828,800	2,787,200
LTIs – Lost Time Injuries	1	0	2	1	1
LTIFR – Lost Time Injury Frequency rate	0.41	0	0.70	0.35	0.36
MTIs – Medical Time Injuries	2	1	1	1	2
MTIFR – Medical Time Injury Frequency Rate	0.81	0.38	0.35	0.35	0.72
TRIs – Total Recordable Injuries	3	1	3	2	3
TRIFR – Total Recordable Injury Frequency Rate	1.22	0.38	1.05	0.71	1.08

Governance

Data#3 prioritises maintaining an ethical culture that our people can feel proud of and that meets the standards expected by our stakeholders. The Data#3 Board, Executive and Senior Leadership Teams are committed to setting the highest governance standards for the company to ensure we meet our obligations to customers, workforce, and partners.

As an Australian Stock Exchange (ASX) listed company, Data#3 reports against those principles and recommendations, and is proud to comply with the relevant ASX Corporate Governance Council's Principles and Recommendations (Fourth Edition).

The Data#3 Board (as at 30 June, 2025, consisted of three independent, non-executive directors and a managing director) is responsible for approving Data#3's Sustainability Framework and for overseeing its progress. Through the Audit and Risk Committee (three independent non-executive directors), the Board oversees operational governance and risk. This committee oversees and monitors developments on sustainability and ESG-related topics, and has unfettered access to the General Counsel, the Chief Financial Officer and the external auditor.

Every Data#3 Board, Executive and Senior Leadership Team member actively participates in a continual education program that includes information about our performance, strategies, operations, and risk management processes, and has a particular focus on ESG-related topics.

As described earlier in this report, the Data#3 Sustainability Governance Structure aims to embed a focus on sustainability across the organisation. This makes sustainability an ongoing element of our work.

More information about Data#3 governance practices and related governance documents are available online here and here.

Board, management staff diversity data

	2025	
	Female	Male
All employees	34%	66%
Management Team	34%	66%
Executive Management Team	33%	67%
Board of Directors	25%	75%

	2024	
	Female	Male
All employees	33%	67%
Management Team	35%	65%
Executive Management Team	33%	67%
Board of Directors	40%	60%

	2023	
	Female	Male
All employees	33%	67%
Management Team	30%	70%
Executive Management Team	25%	75%
Board of Directors	33%	67%

Our Ethics and Compliance Framework

Ethical culture

Over Data#3's long history, our ingrained sense of ethical business principles, including acting responsibly and with fairness, has been established and lived by our Board, Leadership Team and staff.

Our ingrained ethical principles, guided by the Code of Business Ethics and Ethics and Compliance Framework, underpin all business activities.

Policy enhancements

To further guide our people on our ethical business principles, Data#3 has an established Code of Business Ethics (Code) that articulates the goals and strategies of our Ethics and Compliance Framework. The Code sets the standard for the way we behave as individuals and as an organisation and forms the foundations of Data#3's Ethics and Compliance Framework.

Underpinned by our core values, the Code is supported by a suite of policies, processes, and training programs that cover all aspects of our business activities, from sales and marketing through to product and project delivery.

In FY25, we further enhanced our practices through the release of a revised delegation of authority, operating and capital expenditure policy, and Sexual Harassment Prevention Plan.

Ethics training

We are pleased to report that, again, 100% of our staff completed our annual mandatory ethics training program in FY25.

External assurance

Data#3 draws on external expertise to ensure objectivity and allows us to meet the highest level of capability among leaders and staff throughout our business.

Community

Over time community expectations change, while technology is evolving rapidly. Our Ethics and Compliance Framework helps us ensure that Data#3 can adapt to an ever-changing landscape, without ever losing sight of the ethical approach that is central to our character.

Working with ethical partners and supply chain

Our established Provider Lifecycle Management System, known as ProPEL, closely reviews all new suppliers to our business and annually assesses all key existing suppliers to ensure they are aligned to our Provider Code of Business Ethics, particularly their commitments to abolishing all forms of Modern Slavery in their own supply chains. Data#3 recognises that customer and vendor expectations of ethical practices are increasingly important to their own businesses, and we remain well placed to exceed their expectations.

Data#3 is aware that supply chains have a different risk profile from a bribery and corruption perspective. Appropriate controls are implemented, and periodically reviewed and enhanced, to manage bribery and corruption risk exposure in our supply chain.

Our Ethics and Compliance Framework

(continued)

Modern slavery

Global estimates suggest that there are 49.6 million people in modern slavery on any given day. Through Data#3's Modern Slavery Workgroup, Data#3 released its annual Modern Slavery Statement during FY25. We have embedded these requirements in our key vendor and supplier partnership decision making so that our customers and our workforce can be confident that our solutions and services are underpinned by consistent values throughout the supply chain.

Since 2020, I have been working closely with the business to focus on any emerging modern slavery concerns in our operations and supply chain.

Hayley Harpham, Chief Counsel and member of Data#3's Modern Slavery Workgroup

Psychosocial programs

As an organisation, we accept our responsibility to treat our people with fairness and it's our duty of care to support their wellbeing and mental health within and beyond the workplace. While jurisdictions, including Western Australia, introduced codes of practice in 2023, Data#3 opted not to wait for legislation to be introduced and ran our first mental health first aid course in 2021.

We now have 54 certified mental health first aid trainers in our organisation, with further staff set to renew their certification in early FY26.

Data#3 aligns to Australia's Psychosocial Hazard codes of practice. During FY25, we provided a series of psychosocial training workshops to our managers.

Ethics in practice

Data#3's dedicated Ethics and Compliance Committee, led by Data#3's General Counsel, is drawn from leaders in diverse roles and business units. This committee steers each annual plan to sustain the highest ethical standards. In the warehouse, that may mean ensuring transparency for the customer about availability of stock and any delivery delays, while in sales, it means focus is on the best possible customer outcome, not on any incentive or reward.

The committee is supported by Ethics Champions, who are equipped to help staff members whenever they need to decide the most ethical course of action in any workplace situation.

Our key business ethics-related policies can be viewed online here.

Governance

Indicator	FY23	FY24	FY25
Investigations relating to anti-competitive practices	Nil	Nil	Nil
Fines or settlements relating to anti-competitive practices	Nil	Nil	Nil
Involvement in any ongoing corruption or bribery cases	Nil	Nil	Nil
Political contributions and lobbying	Nil	Nil	Nil

Ethical business practices

Indicator	FY23	FY24	FY25
Number of reported issues concerning Modern Slavery	Nil	Nil	Nil
Number of substantiated whistleblower disclosures	Nil	Nil	Nil

Ethics in FY25

Our Ethics and Compliance Framework is not static, and we aim to continuously improve on this key responsibility of our business.

Priorities for Data#3 in FY25 were:

- Connecting our compliance continual improvement program with Data#3's Best Practice Maturity Scale.
- Rolling out an e-register for managing conflict of interest declarations (detailed design created in FY23).
- Review of our delegation of authority and operating expense policy including for gifts and entertainment.

Data#3 ethics score

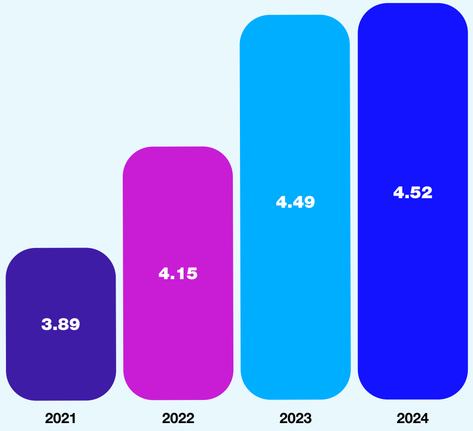
- Four years ago, Data#3 established its own Ethics Score to benchmark and assess continual improvement.

The score is determined by combining:

- Our People (25%) and Customer (25%) Satisfaction Survey results, where we asked these key stakeholders to consider our ethical behaviours,
- external benchmarking results (40%), and, an
- external holistic compliance program maturity assessment (10%).

Data#3's focus on continuous improvement in its Ethics and Compliance Program has led to recording an improved score across the four years.

Our ethics score:



Our Ethics and Compliance Framework

(continued)

Compliance, key code and policy refresh: Induction and annual mandatory training

It is important that ethical behaviour is consistently applied, and that everyone in our workforce knows their rights and obligations. In FY25, we updated mandatory induction and annual compliance training, ensuring that Data#3 staff understand the requirements of key codes and policies, and are informed of any recent updates.

The Data#3 workforce had 100% completion rate of compliance training in FY24 and FY25.

Course content is refreshed annually to ensure relevance to all employees, with participants tackling knowledge quizzes to test their understanding. Where appropriate, compliance training programs of our key vendors are covered.

	FY25 new staff induction completion	FY25 annual staff compliance completion
Code of Conduct	100%	100%
Code of Business Ethics and ethical dilemmas	100%	100%
Cultivating corporate character	100%	100%
Gifts and entertainment	100%	100%
Discrimination, harassment, bullying and victimisation	100%	100%
Anti-bribery, anti-corruption & conflict of interest	100%	100%
Safety	100%	100%
Modern slavery and human rights	100%	100%
Quality management and continuous improvement	100%	100%
Operational procedures (leave requests; travel requests; timesheets)	100%	100%
Cyber security	100%	100%

The entire Data#3 workforce is encouraged to actively identify and raise any compliance issues so that we can follow defined governance and processes to review and, where necessary, implement corrective action.

Quality Assurance ISO9001

During FY25, Data#3 successfully passed its ISO9001 surveillance audit to maintain AS/NZS ISO9001:2015 accreditation.

The positive findings are reported as follows:

- Completion of a concurrent number of related projects.
- Implementation of new AI platforms.
- Stable Leadership Team.
- Involvement of the Leadership Team and managers at all levels in the external audit, including access to early career Data#3 staff.
- Internal communications.
- Vibrant office culture.

Political neutrality

As an organisation, we count all levels of Government among our customers. Data#3 has a clear position of political neutrality. It is Data#3's policy not to make donations or contributions to any political party. Furthermore, we do not lobby political parties, support political causes, or publicly express views on political issues.

Individual Data#3 employees or agents may exercise their personal rights to make charitable donations from their personal resources, provided it does not result in any actual or perceived conflict of interests or appearance of impropriety for the company.

Risk Management Framework

To maintain the highest standards, we have adopted a structured and disciplined approach to risk management by developing and implementing a Risk Management Framework in accordance with ISO 31000:2018 Risk Management – Principles and Guidelines. The Data#3 Board has oversight of the Risk Management Policy and procedures that promote identification, assessment, monitoring, and management of risk, including climate and ESG-related risks. These are designed to identify and evaluate any material changes to Data#3's risk profile.

We continue to review the effectiveness of the current framework in identifying new, emerging, and changing risks. The Board is updated on risk and compliance activities by the General Counsel monthly. For more information, please click here.

The Audit and Risk Committee closely monitors all aspects of risk impacting the business on a regular and ongoing basis.

Our Ethics and Compliance Framework

(continued)

Cyber security at Data#3

As a leading IT organisation with a highly regarded Security Practice, Data#3 remains vigilant in the face of the rapidly evolving and increasingly sophisticated cyber threat landscape. Our customers are also telling us that cyber security continues to be a top priority for both business and technology leaders, as reflected in our annual Customer Satisfaction Survey.

To ensure robust protection, we continue to invest across people, processes, and technology. Cyber and information security risks are managed through our Operational Risk Management Framework and our established Information Security Management System, which is ISO27001 certified and actively maintained. Regular, targeted training is a cornerstone of our cyber security posture, with annual compliance training undertaken by all staff.

In 2024, we strengthened our internal capabilities by partnering with SecurityHQ to launch a Brisbane-based Security Operations Centre (SOC). This 24x7 monitoring centre enhances our ability to detect and respond to cyber threats in real-time and allows us to share learnings while delivering advanced security services to our customers.

Our partnerships with a global network of technology vendors enable us to stay ahead of the curve. By understanding vendor technology roadmaps and collaborating closely with security experts, we continuously share intelligence that benefits both Data#3 and the broader business community.

Cyber security governance remains a high priority at the Board level. The Data#3 Board receives regular updates. Several members also actively participated in a tabletop exercise in 2024 to test our Incident Response Plan. This session was essential in developing actionable playbooks.

Throughout FY25, we further refined our Third-Party Risk Management (TPRM) processes. Our supply chain partners have been proactive in supporting informed decision-making, while customers increasingly seek assurance regarding Data#3's security credentials. We work closely with vendors to support customers in making informed procurement decisions. While resource-intensive, we recognise the vital role of TPRM in a secure IT environment.

Staff awareness and education remain central to our cyber defence strategy. In FY25, we delivered mandatory cyber awareness training to all staff and contractors, supported by timely, targeted communications throughout the year. This included updates on emerging threats and practical guidance on password hygiene, privacy, and secure practices. Additional awareness campaigns focused on phishing simulations, the evolving threat landscape, personal accountability in protecting data and systems, and clear guidance on identifying and reporting suspicious activity.

Through our information security management efforts, we have managed to successfully detect and defend the business against cyber threats in FY25:

Indicator	FY23	FY24	FY25
Substantiated complaints by regulatory bodies	Nil	Nil	Nil
Notifiable data breaches of Data#3's privacy obligations*	Nil	Nil	Nil
Material leak, theft or loss of customer data due to unauthorised third party access	Nil	Nil	Nil
Other material cyber security breaches	Nil	Nil	Nil

*As defined by the Australian Privacy Act 1988 (Cth)

Organisations today must balance limited resources with the relentless pace of market disruption. Our Managed SOC services represent a competitive advantage for our customers, driving digital transformation without distractions. We see this as an opportunity to help our customers improve service delivery, increase agility, and extend service coverage, all while significantly reducing ICT risk.

Richard Dornhart, National Security Practice Manager, Data#3

Our Ethics and Compliance Framework

(continued)

Board and executive remuneration

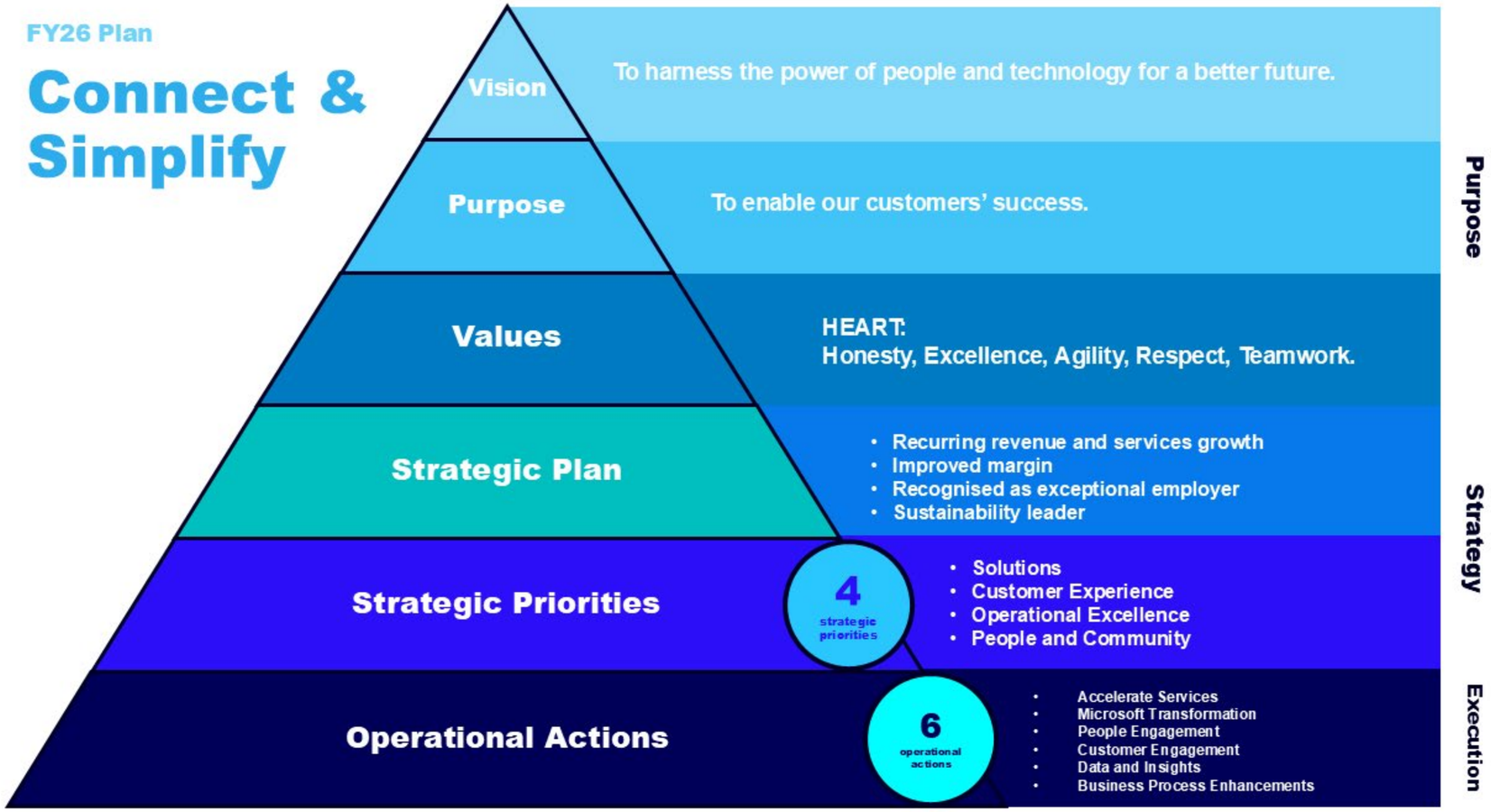
The Data#3 Board, with the guidance of the Remuneration and Nomination Committee, is responsible for establishing and maintaining an appropriate framework for remuneration at Data#3. Remuneration is reviewed at least annually, with periodic reviews to market (generally every 3 years) by an independent remuneration consultant.

Our objectives are to ensure that remuneration:

- Is fair, reasonable and in line with market and community expectations and anti-discrimination legislation;
- Appropriately rewards individuals for performance against their commitments, including non-financial commitments; and
- Where performance based, is linked to appropriate financial and non-financial metrics which encourage long-term sustainable growth and does not reward conduct that is contrary to Data#3's values or risk appetite.

Remuneration, ESG and sustainability

Each member of the Senior Leadership Team is accountable for performance of aspects of our Sustainability Strategy. Effective execution of Sustainability Operational Action Goals is assessed regularly and is considered in short-term, variable remuneration.



Our Ethics and Compliance Framework

(continued)

Taxation

Data#3 exists as part of a broader community, and that brings financial responsibilities. Data#3 takes its tax compliance obligations seriously and is committed to being a good corporate citizen of Australia, where we transact 99% of our business. To ensure complete transparency, we voluntarily disclose in our external reports the types and amounts of tax that Data#3 pays.

Data#3 has a developed Corporate Tax Governance Framework to set out the approach by which the group's tax obligations are met. This framework includes a Tax Risk Register, which is presented to the Audit and Risk Committee annually. We engage reputable tax and legal advisors, as and when required, to make sure we are making the right and ethical choices around payment of taxes. For further information see our Tax Report in our Annual Report.

Tax paid by Data#3 in FY25:

	$'000
Australian corporate income tax	37,952
GST	37,814
Fringe benefits tax	602
Payroll tax	14,168
Duties	91
Foreign taxes	223
	90,404

The corporate income tax we pay in Australia amounts to approximately 30% of our annual net profit.

Financial reporting integrity

We are committed to safeguarding the integrity of our corporate financial reporting. As part of this process, we ensure our financial statements are completed in accordance with applicable accounting standards and that they accurately reflect our performance and financial position. We also commit to only using Data#3 funds for legitimate business purposes and to our staff following clear guidelines and policies for reimbursable business-related expenses on behalf of Data#3.

Late in FY24, Data#3 completed a review of external audit services, and as a result a change in external auditor was approved by shareholders at the 2024 Annual General Meeting.

Payment times reporting

Data#3 monitors the timeliness of payments to its small and medium suppliers in Australia. Internal payment systems promote timely payment in accordance with the Payment Times Reporting Act 2020 (Cth). We pay more than 80% of invoices from small contractors within 30 days of invoice receipt.

Our Partnerships

Data#3

Our approach to ethical and aligned partnerships

Achieving the best outcomes for our customers, staff, and investors requires more than just great technology, it demands strong, values-aligned partnerships. At Data#3, we deeply appreciate the contributions of our partners, who play a vital role in our day-to-day operations.

From global technology leaders and sustainability consultants to building providers, caterers, and our giving program collaborators, we've cultivated enduring relationships built on trust, shared purpose, and a commitment to excellence.

We believe the company we keep speaks volumes. That's why we carefully consider how each partnership reflects on our reputation and customer experience. Every partner is expected to align with our core values of HEART: Honesty, Excellence, Agility, Respect, and Teamwork, and contribute meaningfully to our strategic goals.

Our partnership framework

To ensure alignment and long-term value, all proposed partners are assessed against documented criteria across three key dimensions:

1. Commercial and vendor management

We evaluate whether the partner is a strategic fit for Data#3, including financial stability and compliance with ethical standards such as the Modern Slavery Act. We also assess their approach to sustainability, governance, and responsible business practices.

2. Sales enablement and collaboration

Partners must demonstrate a clear plan for joint success, including agreed sales targets, training and certification programs, pre-sales support, and competitive pricing. This ensures our teams are equipped to deliver exceptional customer outcomes.

3. Supply chain and operational integration

We look for partners with robust quality assurance standards, efficient order processing, and reliable delivery timelines. Ease of doing business is a critical factor, our goal is to foster seamless collaboration that supports agility and responsiveness.

4. Sustainability and social impact

We prioritise working with partners who share our sustainability goals. Whether through circular economy initiatives, or our Device as a Service program that promotes responsible procurement, we ensure our partnerships contribute to a greener, more equitable future.

Partner onboarding: Embedding sustainability from the start

At Data#3, we believe that successful partnerships begin with clarity, shared values, and a commitment to sustainable outcomes. Our onboarding process is designed not only to establish operational alignment but also to embed environmental, social, and governance (ESG) principles from day one.

We follow a consistent, documented onboarding framework that ensures new partners understand their roles, responsibilities, and the expectations we hold around ethical conduct, sustainability, and long-term value creation. This includes structured training, lifecycle management, and access to tools that make collaboration seamless and impactful.

Sustainability as a foundational principle

Sustainability is not an afterthought; it's a foundational element of our partner onboarding. We assess each new partner's alignment with our core values and their commitment to sustainable practices. This includes:

- **Environmental responsibility:** Partners are evaluated on their approach to energy efficiency, waste reduction, and alignment with circular economy principles.
- **Ethical governance:** We review compliance with frameworks such as the Modern Slavery Act and assess partners' transparency in supply chain practices.
- **Social impact:** We prioritise partners who contribute positively to communities, including those engaged in charitable programs.

Compliance and risk management

During onboarding, we identify any elevated compliance requirements, such as cyber security, legal obligations, or ESG reporting, and assess potential risks. This ensures that all agreements are met throughout the partnership lifecycle and that our shared operations remain resilient and responsible.

Continuous review and improvement

All partners undergo regular reviews to ensure they remain aligned with our evolving customer needs and sustainability goals. These reviews help us:

- Verify ongoing value and relevance.
- Monitor financial and ethical standards.
- Track performance against forecast sales.
- Identify opportunities for joint improvement and innovation.

Onboarding workflow

Our onboarding journey is structured to ensure transparency and accountability:

1. Onboarding form completed
2. Assessment against partner criteria
3. Review by relevant managers and legal
4. Alignment checks with ProPEL policy and ESG framework
5. Formal approval
6. Partner welcome and sustainability-focused training
7. Ongoing support and collaboration
8. Annual review and ESG performance benchmarking

Integrity in collaboration: Who are our partners?

Our partners can include vendors, distributors, consultants, sub-contractors, internal product or service suppliers. We work with partners around Australia, as well as overseas, ranging from global technology heavyweights to sole traders, all making valued contributions to our business.

The way we work with our overseas partners is covered in documented overseas partner and Pacific Island partner processes that cover risk, limitations, and vendor expectations. Wherever our partners are located, they have a right to transparency of process and clearly documented expectations, roles and responsibilities.

Data#3 collaborates with over 200 partners and continues to lead the Australian market through strategic relationships with global technology vendors.

Technology partner highlights

Data#3 partners with world-leading technology vendors. These technologies are the building blocks on which solutions and services are created. Combined with Data#3's proven skills and expertise, our partnership approach ensures customers achieve their desired technology and business outcomes. Visit data3.com/partners for more information on our technology partnerships.

Adobe

As Adobe's largest Australian partner, Data#3 simplifies licensing and ensures customers maximise the value of their software investment. From pioneering PDF technology to leading creative platforms, Data#3 and Adobe empower organisations to embrace digitalisation while advancing sustainability goals. Together, we help reduce reliance on paper-based processes, Adobe Sign alone cuts environmental impact by 95% and accelerates time to signature by 28 times, delivering a 420% return on investment. Adobe Creative Cloud Libraries also enhance efficiency, boosting creative team productivity by a factor of eight.

Cisco

Data#3 partners with Cisco to deliver advanced connectivity, security, and collaboration solutions that enhance user experiences across Australian organisations. As Cisco's largest Australian partner and a Cisco Gold and Master Collaboration Partner, Data#3 offers unmatched expertise in building future-ready networks, safeguarding digital environments, and enabling productive teams through technologies like Cisco Meraki, SD-WAN, and Webex. Together, we support environmentally responsible innovation through Cisco's supply chain sustainability initiatives and shared commitments to ethical, long-term impact.

Dell Technologies

Data#3 partners with Dell Technologies to help Australian organisations thrive in the digital age through agile, secure, and high-performance IT solutions. As Dell Technologies' number one Australian partner, Data#3 combines deep expertise with Dell's innovative portfolio across modern infrastructure, cloud, security, and end-user computing. Together, we champion sustainability through shared commitments to ethical practices, circular design, and responsible lifecycle management, helping customers meet ESG goals with measurable impact.

HP

Data#3 partners with HP to deliver innovative, secure, and high-performance technology solutions tailored to the evolving needs of Australian organisations. As HP's largest partner in Australia and a 5-Star HP Amplify Impact Partner, Data#3 combines deep technical expertise with a shared commitment to sustainability, supporting customers with energy-efficient devices, circular IT practices, and eco-conscious lifecycle management. Together, we help customers modernise their IT while advancing environmental and social responsibility goals.

HP Enterprise (HPE)

Data#3 partners with HPE to deliver agile, secure, and high-performance infrastructure solutions that support digital transformation across Australian organisations. As one of HPE's largest Platinum Partners in Asia Pacific, Data#3 brings deep expertise across hybrid cloud, edge computing, and as-a-service models. Together, we champion sustainability through responsible innovation, supporting customers with energy-efficient technologies, circular IT practices, and shared commitments to environmental stewardship and ESG-aligned outcomes.

Lenovo

Data#3 partners with Lenovo to deliver scalable, high-performance infrastructure and device solutions that support the evolving needs of Australian organisations. As Lenovo's Platinum 360 Partner and Reseller of the Year, Data#3 offers deep expertise across Lenovo's Data Centre and Personal Computer Groups. Together, we drive innovation with a shared commitment to sustainability, supporting circular economy practices, energy-efficient technologies, and environmentally responsible lifecycle management to help customers meet their ESG goals.

Microsoft

Data#3 partners with Microsoft to empower Australian organisations through digital transformation. As Microsoft's largest Australian business partner, Data#3 holds the highest level of competency across the Microsoft ecosystem, offering expert guidance and support across modern workplace, cloud, and security solutions. We work together to support shared values around sustainability, including responsible innovation and enhanced ESG reporting through tools like Microsoft Cloud for Sustainability.

SecurityHQ

Data#3 and SecurityHQ have partnered to deliver high-trust, high-performance managed security services that empower Australian organisations to innovate securely and sustainably. With our Security Operations Centre (SOC) based in Brisbane, the alliance strengthens local capability while reducing reliance on offshore infrastructure. By combining Data#3's trusted expertise with SecurityHQ's global threat intelligence and 24/7 monitoring, we offer scalable, vendor-agnostic solutions that reduce digital waste, support local talent, and enable responsible innovation laying the foundation for a secure and sustainable digital future.

Data centre partner highlights

As artificial intelligence drives digital transformation, it also increases demand for energy-intensive infrastructure. Data#3 partners with responsible data centre providers who prioritise sustainability, energy efficiency, and climate resilience, ensuring that innovation doesn't come at the cost of our planet.

NEXTDC

NEXTDC is 100% carbon neutral, certified under the Australian Government's Climate Active program. The company is dedicated to helping customers and partners through its carbon neutral solutions. By meticulously measuring PUE rates and adhering to the rigorous standards required to maintain its NABERS 5-star rating, NEXTDC remains dedicated to continuously improving the benchmarks in the industry for data centre operational and sustainability excellence.

Equinix

Equinix data centres are designed for sustainability. Its strategy centres on implementing energy efficiency initiatives to optimise energy usage, piloting low-carbon energy solutions and collaborating with suppliers to address emissions within its value chain. Equinix has set an ambitious target of reaching net zero GHG emissions across the value chain by 2040.

Community partner highlights

Beyond technology and infrastructure, Data#3 collaborates with purpose-driven organisations that help us amplify our social impact and community engagement.

DV Safe Phones

This giving partner repurposes donated mobile phones for people affected by domestic and family violence. Data#3 supports the initiative with phone drop boxes across all locations, helping provide a lifeline to those in need.

SolarBuddy

Energy poverty affects 789 million people globally, limiting access to education, healthcare, and opportunity. SolarBuddy provides solar lights to children living in energy poverty, enabling safe study environments and improving life outcomes.

In FY25, Data#3 expanded its partnership with SolarBuddy by rolling out the “Hour of Power” volunteering program across all states. Employees assembled solar lights, directly contributing to:

50
solar lights assembled per 50 participants

250
lives positively impacted

365,000
additional study hours created over ten years

SolarBuddy was also supported at our JuiceIT events, where attendees voted to award the charity a $5,000 donation, further amplifying our shared mission of sustainable impact.

WattleNest

Supporting athletes who give back to their communities, WattleNest helps cover training costs and promotes social impact. Data#3 backs Olympic hopeful Jess Lloyd and contributes to initiatives that reach millions of Australians.

Schneider Electric Australia

Sustainability requires more than promises; it demands measurable progress and long-term investment.
In FY25, Data#3 partnered with Schneider Electric Australia, a global leader in energy management and automation, to strengthen our climate-related strategy and reporting.

Now in our second year of collaboration, Schneider Electric is helping us identify and close gaps between our current and desired sustainability positions.
Their involvement in the Sustainability Tech Coalition alongside our technology partners reinforces a shared vision for an environmentally responsible industry. More details on this partnership are available in the ‘Our Planet’ section of this report.

Supply Nation

Australia’s Aboriginal and Torres Strait Islander communities are custodians of the world’s oldest living culture. Data#3 works with Supply Nation to connect Indigenous-owned businesses with corporate and government buyers, integrating supplier diversity into our operations.

Supply Nation’s rigorous five-step verification ensures that listed businesses are genuinely Indigenous-owned. This partnership enables us to welcome new suppliers and community partners into our ecosystem. Over the past year, we’ve seen a marked increase in customer interest in our Indigenous supplier engagement, highlighting the growing importance of equity and reconciliation in sustainable business practices.

FY26 key areas for impact in sustainability

Data#3

FY26 key areas for impact in sustainability

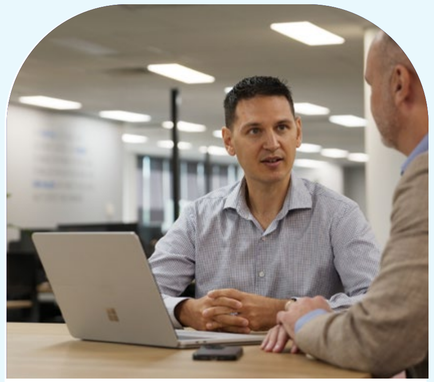
Guided by our four strategic pillars, our FY26 initiatives reflect a deepening commitment to sustainable growth, ethical governance, community engagement and inclusive innovation.

Our Planet

1. **Complete the FY25 and FY26 Greenhouse Gas (GHG) inventory:** Finalising our emissions inventory will strengthen our environmental reporting and readiness for mandatory climate related disclosures.
2. **Make Group 1 mandatory climate disclosures under AASB S2:** We will meet regulatory requirements by disclosing governance, strategy, risk management, and climate metrics.
3. **Climate-related metrics and targets:** Establishing science-based targets will guide our net zero and decarbonisation strategy to ensure accountability.

Our People

1. **AI-Powered people and culture agent:** Developing an AI agent to provide 24/7 support for workplace queries, enhancing accessibility and responsiveness.
2. **Launch new Leadership Development Programme:** Designed to support leaders in navigating complex demands, this programme will offer tailored development pathways.
3. **Expand Early Career Pathway Programmes:** Strengthen efforts to attract, develop, and retain Indigenous, female, and early career talent in the IT industry.



Our Policies

1. **Uplift ASX 200 governance standards:** Continue aligning our governance practices with leading benchmarks to uphold transparency and integrity.
2. **Mature our AI Use and Privacy Policy:** Continue to enhance our AI and privacy frameworks will ensure responsible innovation and compliance with evolving standards.
3. **Embed climate governance into business operations:** Further integration of climate risk management into our governance model, supported by external partners.

Our Partnerships

1. **Develop strategic AI capabilities:** Build an AI agent to support our people and customers, leveraging partnerships to accelerate innovation.
2. **Collaborate on climate disclosure and decarbonisation:** Work with partners like Schneider Electric to close gaps in climate reporting and implement decarbonisation levers across our value chain.
3. **Strengthen pathways with social and technology partners:** Expand our early career programmes and sustainability coalitions to deepen our impact across communities and industries.

Our awards and recognition

Data#3

Our awards and recognition

We're proud of the work we do to ensure the best outcomes for our customers. Completing a challenging project on time, in budget, and making a real difference, is reward enough. However, it is always exciting to be recognised for our efforts by world leading external organisations.

In FY25, Data#3 was honoured to receive more than 20 industry awards, celebrating excellence across investor relations, technology services, innovative solutions, sustainability, and workplace culture.

Awards and recognition highlights

Frost & Sullivan Institute Enlightened Growth Leadership Best Practices award

From a field of around 1,500 companies globally, Data#3 was recognised by the Frost & Sullivan Institute among the top 10% of companies that are driving growth while moving the world in the right direction. This was the fourth consecutive year we received this award, which acknowledged Data#3 for demonstrating best practices in our growth journey, aligning with 'innovation to zero' sustainability measures. The Institute noted that "Data#3 has had a significant economic impact and is driving transformation."

Recognition was based on five criteria:

- 'Innovating to zero' on global priorities
- Growth excellence
- Customer value chain
- Integrated co-opetition/industry partner ecosystem
- Technology leverage/innovation

HRD Employer of Choice Award for tenth year in a row

The HRD Employer of Choice Awards recognise companies that are, quite simply, great places to work. Based on ratings by employees, the awards uniquely compare companies across all industries, spotlighting those that have created an outstanding workplace experience. Employee satisfaction is linked to lower staff turnover, greater productivity, and increased innovation. Winning the award for a tenth consecutive time shows that we are committed to continuously enhancing our policies and benefits to attract and retain top talent, and it's our unique culture that makes people love being a part of Data#3.

This award is particularly meaningful because it compares us across all industries, not just IT. It underscores the importance of listening to our people and continuously improving our workplace. Winning this award for the tenth year is a reflection of our true commitment to harnessing the power of people and technology for a better future. We believe that by focusing on our people, we can achieve great things together and help to deliver the digital future.

Tash Wick, Chief People Officer, Data#3

HP Amplify Partner Sustainable Impact award

Data#3 was honoured with the HP Amplify Sustainable Impact award, recognising our leadership in advancing environmentally responsible practices across the technology sector. This award reflects our deep commitment to sustainability, from partnering with HP to promote energy-efficient devices and operations, to championing recyclable packaging, the use of recycled materials, and enhanced product repairability and longevity. Our efforts also contributed to reducing carbon emissions throughout the technology lifecycle. This recognition aligns with our broader mission to drive sustainable technology solutions and contribute meaningfully to environmental stewardship within the IT industry.

The HP Amplify Partner of the Year award, along with our other recognitions, not only celebrates our achievements but also motivates us to continue pushing boundaries in delivering innovative and sustainable technology solutions.

Paula Fountain, National Practice Manager for End User Computing, Data#3

APC Sustainability Champion of the Year award

In recognition of delivering meaningful decarbonisation outcomes across Australia and the Pacific Islands, APC named Data#3 as its Sustainability Champion of the Year. Using Schneider Electric's advanced energy management technologies, we helped customers transition to renewable energy sources and improve energy efficiency to reach their sustainability targets.

This award reaffirms our belief that technology is a powerful force for good. Through our partnership with Schneider Electric, we've empowered customers with sustainable energy solutions and accelerated their decarbonisation journeys. We're proud to be part of a partner ecosystem that prioritises environmental progress and industry-wide impact.

Graham Robinson, Chief Technology Officer, Data#3

ASA Most Effective Shareholder Communications award

Data#3's recognition with the Most Effective Shareholder Communications award from the Australian Shareholders' Association (ASA) underscores our ongoing commitment to transparent, inclusive, and forward-thinking engagement with shareholders.

We are honoured to receive the Most Effective Shareholder Communications award. This recognition highlights our commitment to transparency, clear communication, and the continuous improvement of our engagement methods. Our Annual Report continues to be refined to make complex information more digestible for our shareholders and align with best practice. Additionally, our hybrid format for AGMs and shareholder updates ensures all shareholders can participate effectively. On behalf of myself and the Board, we look forward to continuing to harness the power of people and technology for a better future, with the support of our shareholders.

Brad Colledge, Chief Executive Officer and Managing Director, Data#3

References

1 The Australian (2025), Future hinges on bridging Australia's digital skills gap. [Online] Available at: Future hinges on bridging Australia's digital skills gap | The Australian

2 Australian Government, Office of the Chief Scientist (2020), Australia's STEM Workforce. [Online] Available at: australias_stem_workforce_-_final.pdf

3 Greenhouse Gas Protocol. [Online] Available at: Homepage | GHG Protocol

4 Prezi (2025), Attrition in IT in Australia. [Online] Available at: Attrition in IT in Australia by Carol Ferraz on Prezi

5 MCCrindle (2020), Job mobility in Australia. [Online] Available at: https://mccrindle.com.au/article/job-mobility-in-australia/

6 The Australian (2025), Future hinges on bridging Australia's digital skills gap. [Online] Available at: Future hinges on bridging Australia's digital skills gap | The Australian

7 Australian HR Research Institute (2020), The cost to hire an employee might be higher than you think. [Online] Available at: The cost to hire an employee might be higher than you think – HRM online

8 ABC News (2024). Victims, families, communities – domestic violence has a price the entire nation pays for. [Online] Available at: Victims, families, communities – domestic violence has a price the entire nation pays for – ABC News

9 Service and Creative Skills Australia (2024), Jobs and Skills Australia's 2024 Occupation Shortage List – Insights and Opportunities for Australian Industries. [Online] Available at: Jobs and Skills Australia Occupation Shortage List | SaCSA