PUBLIC DISCLOSURE STATEMENT

TECALA GROUP PTY LTD (TRADING AS TECALA)

ORGANISATION CERTIFICATION

FY2024–25

Australian Government

Climate Active
Public Disclosure Statement

An Australian Government Initiative

NAME OF CERTIFIED ENTITY	Tecala Group PTY LTD (trading as Tecala)
REPORTING PERIOD	financial year 1 July 2024 – 30 June 2025 Arrears report
DECLARATION	*To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.* R.Bastalic
	Name of signatory: Renata Bastalic Position of signatory: Chief People Officer Date: 22 May 2026

Australian Government
Department of Climate Change, Energy, the Environment and Water

Version 10.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	559 tCO2-e
CARBON OFFSETS USED	20% ACCUs, 80% VCUs
RENEWABLE ELECTRICITY	100%
CARBON ACCOUNT	Prepared by: EnergyLink Services Pty Ltd
TECHNICAL ASSESSMENT	16 December 2022 EnergyLink Services Pty Ltd Next technical assessment due: FY 2025-26 report

Contents

2.CERTIFICATION INFORMATION

Description of organisation certification

This organisation certification is for the business operations of Tecala Group PTY LTD (trading as Tecala), ABN 97 079 430 416, including the subsidiaries listed in the table below. This certification is for the Australian' business operations of Tecala Group Pty Ltd and the services provided by Tecala Group Pty Ltd are not included in this certification.

This Public Disclosure Statement includes information for FY2024-25 reporting period.

Organisation description

Tecala is an award-winning national ICT managed services provider. We work hard to help our customers transform their businesses through the innovative use of technology, we pride ourselves on our reputation for quality and consistently delivering the right solutions for our customers.

Our IT and Technology Solutions include managed, cloud, communication, cyber security, and intelligent automation services as well as consulting and advisory.

Tecala Group is a company originally based in New South Wales and has since expanded its presence to other states, including Victoria, Western Australia, and Queensland. In QLD and WA, the locations are used for mailing purposes only and are not operational offices.

Tecala has approximately 183 employees across Australia. The active office locations are:

- Level 8, 66 Clarence St Sydney, NSW.
- Level 4, 333 George St Sydney, NSW.
- Level 3, 21 Solent Circuit Norwest, NSW.
- Level 2, 52 Queen St Melbourne, VIC.

The following subsidiaries are also included within this certification:

Legal entity name	ABN	ACN
Tecala ICT Pty Limited	41 134 159 434	-
Tecala Holdings Pty Ltd	67 653 440 405	-

3. EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary		Outside emission boundary
Quantified • Carbon neutral products • Accommodation and facilities • Cleaning and chemicals • Electricity • Food • ICT services and equipment • Office equipment and supplies • Postage, courier and freight • Products • Professional services • Refrigerants • Stationary Energy • Transport (air) • Transport (land and sea) • Waste • Water • Working from home	**Non-quantified** All relevant emission sources have been quantified.	**Excluded** N/A

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

Tecala recognises the role businesses play in taking action to address climate change and is committed to bringing sustainability to the forefront of our operations to support long-term partnerships. We achieved carbon neutrality in FY2023 and remain committed to maintaining this position while continuing to reduce emissions where possible.

The current operations of Tecala Group are already associated with low carbon emissions. In FY2025, we reviewed our emissions inventory, and the availability of Climate Active certified products and services. Following this review, we updated our emissions reduction targets to an 8% reduction by FY2028 and a 12% reduction by FY2031, against our FY2022–23 baseline. These targets cover Scope 2 and 3 emissions and are tracked annually through our emissions inventory.

In FY25, 99,9% of Tecala's emissions are Scope 3 emissions, which can be influenced through procurement decisions and business practices. Tecala will continue to seek opportunities to reduce these emissions, including increasing the use of Climate Active certified products and services where available.

We focus on the following actions to reduce emissions across scopes 2 and 3:

Scope 2

- Maintain 100% renewable electricity through GreenPower purchasing, resulting in zero Scope 2 emissions.
- Encouraging energy efficiency through staff awareness initiatives (e.g., switch-off campaign).

Scope 3

- Prioritising Climate Active certified businesses/organisations when acquiring products and services where available, with a focus on professional services and ICT services and equipment, which represent approximately 56% of our total emissions inventory.
- Continuing to provide end-of-trip facilities (e.g. showers) to encourage greater uptake of walking/running/cycling to work.
- Continuing to seek opportunities to reduce travel-related emissions using video conferencing and remote collaboration where possible.
- Purchasing recycled products to prevent waste-to-landfill.
- Further improving waste management practices, including expanding e-waste recycling option available to staff.

Emissions reduction actions

Tecala has implemented a comprehensive range of initiatives to support carbon emissions reduction efforts this year. As a result, total emissions per FTE in FY25 decreased by nearly 20% compared to FY24, and by 45% compared to the baseline year, FY23. Additionally, total inventory emissions in FY25 decreased by 7% compared to FY24 and 5% compared to the baseline year, FY23.These initiatives include:

- **100% GreenPower Usage for Sydney CBD, Melbourne and Norwest offices:** We are proud to announce that our Sydney CBD and Melbourne offices are powered by 100% Greenpower, showcasing our commitment to using renewable energy sources. Since November 2024, the Norwest office has also been powered by 100% GreenPower.
- **Environmentally Conscious Office Spaces:** Tecala has relocated its offices to environmentally conscious corporate spaces designed to prioritize sustainability. These spaces employ highly efficient Greenpower energy solutions, advanced lighting systems, and innovative waste management practices.
- **Climate Active Certified Services:** For IT hosting, Tecala operates servers at Next DC, Climate Active–certified data centres, representing 26% of total data centre services in FY25. Additionally, Tecala engages EnergyLink Services, a Climate Active–certified consultancy, to support emissions inventory management and ongoing Climate Active reporting.
- **Natural Light Optimization:** To reduce energy consumption, we have strategically designed our offices to maximize the use of natural light. This not only minimizes our carbon footprint but also creates a healthier and more sustainable workspace.
- **Promoting Sustainable Commuting:** Tecala actively encourages sustainable commuting practices among our team members. We support the use of public transportation, cycling, and walking, contributing to the reduction of carbon emissions associated with daily commuting.
- **Sustainable Procurement: I**n FY25, 26% of Tecala’s accommodation expenses were for the Quincy Hotel in Melbourne, a Climate Active–certified building. The emissions from this stay have been included in Tecala’s emissions inventory, as the hotel holds a Climate Active Building Certification rather than a Service Certification. Tecala has shown its commitment to reviewing procurement practices and will continue to improve them to ensure alignment with Climate Active requirements while supporting sustainable initiatives.

These initiatives collectively reflect Tecala's dedication to environmental stewardship and our ongoing commitment to making meaningful contributions to carbon emissions reduction.

- We host our servers at certified IT hosting locations which are powered by over 95% green power and highly energy efficient systems and processes.

5. EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
		Total tCO_2-e (without uplift)	**Total tCO_2-e** (with uplift)
Base year/Year 1:	2022-23	587.31	N/A
Year 2:	2023-24	598.66	N/A
Year 3:	2024-25	558.60	N/A
Emissions since base year per FTE			
		Total tCO_2-e/FTE (without uplift)	Total tCO_2-e/FTE (with uplift)
Base year/Year 1:	2022-23	5.48	N/A
Year 2:	2023-24	3.80	N/A
Year 3:	2024-25	3.06	N/A

Significant changes in emissions

Significant changes in emissions			
Emission source	**Previous year emissions** ($t\ CO_2$-e)	**Current year emissions** ($t\ CO_2$-e)	**Reason for change**
Data Centre Services emissions	129.52	114.28	The decrease in data centre services is due to the company using less equipment.

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Next DC	Data Centre Services
EnergyLink Services	Consultancy Services

Emissions summary

The electricity summary is available in Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Scope 1 emissions (tCO_2-e)	Scope 2 emissions (tCO_2-e)	Scope 3 emissions (tCO_2-e)	Total emissions (t CO_2-e)
Accommodation and facilities	0.00	0.00	6.47	6.47
Cleaning and Chemicals	0.00	0.00	6.37	6.37
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	0.00	0.00	0.00
Food	0.00	0.00	5.23	5.23
ICT services and equipment	0.00	0.00	127.32	127.32
Office equipment & supplies	0.00	0.00	13.35	13.35
Postage, courier and freight	0.00	0.00	14.06	14.06
Products	0.00	0.00	0.52	0.52
Professional Services	0.00	0.00	182.77	182.77
Refrigerants	0.52	0.00	0.00	0.52
Stationary Energy (gaseous fuels)	0.00	0.00	0.00	0.00
Transport (Air)	0.00	0.00	51.58	51.58
Transport (Land and Sea)	0.00	0.00	77.95	77.95
Waste	0.00	0.00	18.98	18.98
Water	0.00	0.00	4.67	4.67
Working from home	0.00	0.00	48.82	48.82
Total emissions (tCO_2-e)	**0.52**	**0.00**	**558.08**	**558.60**
Figures may not sum to total due to rounding.				

Uplift factors

N/A.

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Australian Carbon Credit Units (ACCUs)	112	20%
Verified Carbon Units (VCUs)	447	80%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
South Australian Conservation Alliance - Site #2	KACCU	ANREU	02/12/2025	9,017,651,459 - 9,017,651,570	2024-25	112	0	0	112	20.0%
IDCOL Improved Cook Stove Program - CER Conversion	VCU	Verra Registry	28/11/2025	13225-480105171-480105617-VCS-VCU-466-VER-BD-3-3279-15012020-31082020-0	2020	447	0	0	447	80.0%
				Offset Totals:		559	0	0	559	100.00%

Co-benefits

South Australian Conservation Alliance - Site #2 – (ACCUs)

Hiltaba Nature Reserve comprises 780km2 of protected land in the Gawler Ranges of South Australia. It sits on the Traditional lands of the Gawler Ranges Peoples and was purchased by Nature Foundation – a conservation not-for-profit - in 2012. Hiltaba is a biodiversity and cultural hotspot. Nestled within three converging ecosystems it encompasses plains, granite hills, spinifex grass and mallee landscapes. It incorporates important cultural assets for the Gawler Ranges Peoples including etchings, engravings and ancient water holes, and is home to 40 state-listed flora and fauna species and nine Commonwealth listed species of conservation significance, including the Yellow-footed Rock-wallaby, Short-tailed Grasswren and Dessert Greenhood Orchid. The carbon project on Hiltaba is a three-way partnership between GreenCollar, Nature Foundation and the

Gawler Ranges Aboriginal Corporation. This significant and enduring partnership will span 25 years and support the conservation work of Nature Foundation under a Healthy Country Plan, and the cultural and Country aspirations of the Gawler Ranges Peoples. Income from the regeneration of native vegetation over 26,000 hectares is being invested back into the landscape and supporting programs that enable access to Country for Gawler Ranges Peoples, including the successful 'Kids on Country' program.

Regeneration of species including the Gawler Ranges Hop Bush and Gawler Ranges Grevillea, which are endemic to the area, is being achieved through reductions in total grazing pressure on the landscape. Activity is centred on removing feral populations including goats and rabbits, as well as native animals such as kangaroos. The reduction in grazing pressure is allowing native flora species to sucker and grow, as well as establish new shoots within the project areas. For more information, watch the video (link).

Key Benefits

• Carbon sequestration to mitigate climate change

• Removal of feral animal populations from an area of conservation significance

• Improved habitat for endangered and threatened species

• Increased engagement with Traditional Owners, improved access to Country and financial stability

• Protecting important cultural assets

• Supporting conservation outcomes within an important biodiversity hotspot

DCOL Improved Cook Stove Program - CER Conversion (VCUs)

Bangladesh is an agricultural country with majority of the population residing in rural areas. Solid fuels account for 90% of Bangladeshi households' energy needs with fuelwood being used in around 84%

households for cooking purposes. Cooking by rural households is predominantly done in traditional stoves using fuel wood.

Co-Benefits

Environmental

Burning solid fuels for cooking releases emissions of carbon dioxide, methane, black carbon, and other short-lived climate pollutants. Some of the most important co-benefits are tangible and come along with the adoption of sustainable stove-use harvesting. In addition, incomplete combustion of biomass fuels in traditional stoves emits smoke which exposes household air pollution (HAP) resulting in negative health impacts, particularly for women.

Social

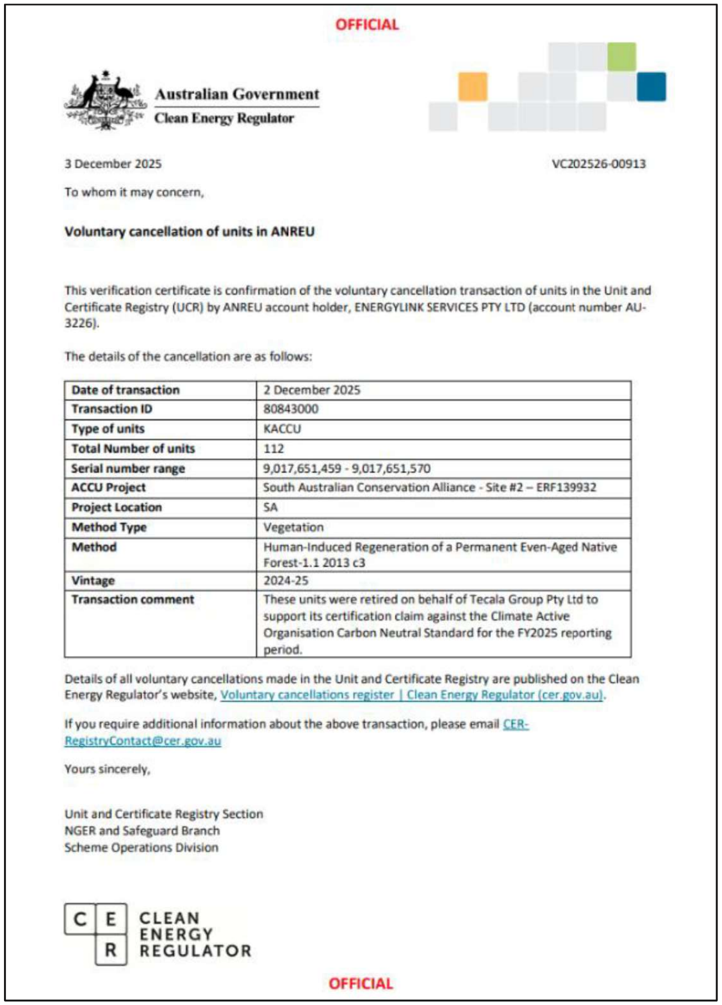
In Bangladesh, about 145 million people are exposed to HAP and this contributes to 46,000 casualties per annum. Despite a range of innovations, interventions, and cleaner modern cooking fuel solutions since the 1980s, only 3–5 percent of households have access to an improved cookstove (ICS) in Bangladesh.

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A.

APPENDIX A: ADDITIONAL INFORMATION



OFFICIAL

Australian Government
Clean Energy Regulator

3 December 2025

VC202526-00913

To whom it may concern,

Voluntary cancellation of units in ANREU

This verification certificate is confirmation of the voluntary cancellation transaction of units in the Unit and Certificate Registry (UCR) by ANREU account holder, ENERGYLINK SERVICES PTY LTD (account number AU-3226).

The details of the cancellation are as follows:

Date of transaction	2 December 2025
Transaction ID	80843000
Type of units	KACCU
Total Number of units	112
Serial number range	9,017,651,459 - 9,017,651,570
ACCU Project	South Australian Conservation Alliance - Site #2 – ERF139932
Project Location	SA
Method Type	Vegetation
Method	Human-Induced Regeneration of a Permanent Even-Aged Native Forest-1.1 2013 c3
Vintage	2024-25
Transaction comment	These units were retired on behalf of Tecala Group Pty Ltd to support its certification claim against the Climate Active Organisation Carbon Neutral Standard for the FY2025 reporting period.

Details of all voluntary cancellations made in the Unit and Certificate Registry are published on the Clean Energy Regulator's website, Voluntary cancellations register | Clean Energy Regulator (cer.gov.au).

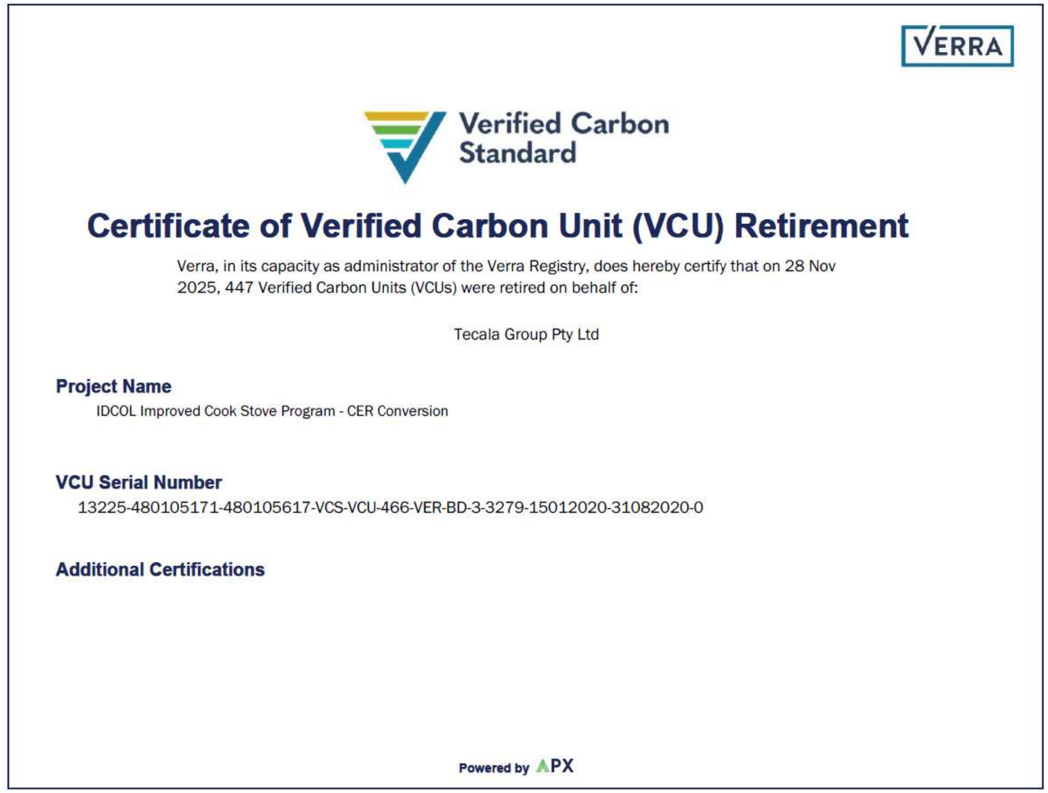
If you require additional information about the above transaction, please email CER-RegistryContact@cer.gov.au

Yours sincerely,

Unit and Certificate Registry Section
NGER and Safeguard Branch
Scheme Operations Division

CLEAN ENERGY REGULATOR

OFFICIAL



VERRA

Verified Carbon Standard

Certificate of Verified Carbon Unit (VCU) Retirement

Verra, in its capacity as administrator of the Verra Registry, does hereby certify that on 28 Nov 2025, 447 Verified Carbon Units (VCUs) were retired on behalf of:

Tecala Group Pty Ltd

Project Name

IDCOL Improved Cook Stove Program - CER Conversion

VCU Serial Number

13225-480105171-480105617-VCS-VCU-466-VER-BD-3-3279-15012020-31082020-0

Additional Certifications

Powered by APX

APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary			
Market-based approach	**Activity Data (kWh)**	**Emissions (kg CO_2-e)**	**Renewable percentage of total**
Behind the meter consumption of renewable electricity generated	0	0	0%
Total non-grid renewable electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	65,211	0	86%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	13,860	0	18%
Residual Electricity	-2,893	-2,662	0%
Total renewable electricity (grid + non grid)	79,071	0	104%
Total grid electricity	76,178	0	104%
Total electricity (grid + non grid)	76,178	0	104%
Percentage of residual electricity consumption under operational control	0%		
Residual electricity consumption under operational control	0	0	
Scope 2	0	0	
Scope 3 (includes T&D emissions from consumption under operational control)	0	0	
Residual electricity consumption not under operational control	-2,893	-2,662	
Scope 3	-2,893	-2,662	

Total renewables (grid and non-grid)	**103.80%**
Mandatory	**18.20%**
Voluntary	**85.60%**
Behind the meter	**0.00%**
Residual scope 2 emissions (t CO_2-e)	**0.00**
Residual scope 3 emissions (t CO_2-e)	**-2.66**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Total emissions liability (t CO_2-e)	**0.00**

Figures may not sum to total due to rounding. Renewable percentage can be above 100%

Location-based approach summary

Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	100%	(kWh)	Scope 2 Emissions ($kgCO_2$-e)	Scope 3 Emissions ($kgCO_2$-e)	(kWh)	Scope 3 Emissions ($kgCO_2$-e)
NSW	59,242	59,242	39,100	2,370	0	0
VIC	16,936	16,936	13,040	1,524	0	0
Grid electricity (scope 2 and 3)	76,178	76,178	52,140	3,894	0	0
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	**0**	**0**	**0**	**0**		
Total electricity (grid + non grid)	**76,178**					

Residual scope 2 emissions (t CO_2-e)	**52.14**
Residual scope 3 emissions (t CO_2-e)	**3.89**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**52.14**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**3.89**
Total emissions liability	**56.03**

Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO_2-e)
N/A	**0**	**0**

Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market-based summary table.

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO_2-e)
N/A	**0**	**0**

Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant non-quantified emission sources	Justification reason
N/A	N/A

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.

2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.

3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.

4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.

5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.

Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
-	-	-	-	-	-	**Size:** N/A. **Influence:** N/A. **Risk:** N/A. **Stakeholders:** N/A. **Outsourcing:** N/A.

An Australian Government Initiative

Climate Active