PUBLIC DISCLOSURE STATEMENT

TECHNOLOGY ONE LTD (TRADING AS TECHNOLOGYONE)

ORGANISATION CERTIFICATION

FY2024–25

Australian Government

Climate Active
Public Disclosure Statement

technologyone
Transforming business, making life simple

An Australian Government Initiative

Climate Active

NAME OF CERTIFIED ENTITY	Technology One Limited (Trading as TechnologyOne)
REPORTING PERIOD	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.* G Rizzo
	Name of signatory: Giovanni Rizzo Position of signatory: Acting Chief Financial Officer Date: 30 October 2026

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

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Version 10.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	7,154 tCO_2-e
CARBON OFFSETS USED	VCU
RENEWABLE ELECTRICITY	89.39%
CARBON ACCOUNT	Prepared by: Pangolin Associates Pty Ltd
TECHNICAL ASSESSMENT	10/01/2023 Pangolin Associates Next technical assessment due: FY2026

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2. CERTIFICATION INFORMATION

Description of organisation certification

This organisation certification is for the business operations of Technology One Limited (TechnologyOne), ABN 84 010 487 180, including the subsidiaries listed in the table below.

This is an organisational certification, which means products and services provided by TechnologyOne are outside of the scope of this certification and have therefore been excluded.

International operations, covering Australia, New Zealand, the United Kingdom and Malaysia, are included in this assessment, as detailed in the below table.

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

Organisation description

Technology One Limited (TechnologyOne) ABN 84 010 487 180 is Australia's largest enterprise software company and one of Australia's top 100 ASX-listed companies, with offices located in Australia, New Zealand, England and Malaysia. We provide a global SaaS ERP solution that transforms business and makes life simple for our customers. Our deeply integrated enterprise SaaS solution is available on any device, anywhere and anytime, and is incredibly easy to use. Over 1,300 leading corporations, government agencies, local councils and universities are powered by our software.

For more than 36 years, we have been providing our customers enterprise software that evolves and adapts to new and emerging technologies, allowing them to focus on their business and not technology.

Our controlled entities as at 30 September 2025 are outlined in our Annual Report. These include:

Name of entity	Country of operation	Equity Holding	ABN/ACN
Technology One Limited	Australia	Publicly Listed	84 010 487 180
Avand Pty Ltd	Australia	100%	064 579 513
Boldridge Pty Ltd	Australia	100%	092 710 248
Cyon Knowledge Computing Pty Ltd	Australia	100%	077 126 197
Desktop Mapping Systems Pty Ltd	Australia	100%	065 127 077
Jeff Roorda & Associates Pty Ltd	Australia	100%	608 537 748
The Trustee For Icon Solution Unit Trust	Australia	100%	78 182 132 077
Technology One New Zealand Ltd	New Zealand	100%	108 8474
Digital Mapping Solutions NZ Limited	New Zealand	100%	233 6902
Technology One Corporation SDN BHD	Malaysia	100%	200 001 020 344
Cyon Knowledge Computing SDN BHD	Malaysia	100%	201 101 004 244
Technology One UK Limited	UK	100%	052 344 13
Scientia Resource Management Limited	UK	100%	065 760 48
Scientia Limited	UK	100%	023 094 07
Scientia P3M Limited	UK	100%	058 911 54
Scientia GmbH	Germany	100%	HRB 30338
Cyon S.E Asia Pte Limited*	Singapore	100%	2010 18511H
Procyon Research Ltd**	UK	100%	016 795 43
CourseLoop Pty Ltd**	Australia	100%	167 830 275
CourseLoop UK Ltd**	UK	100%	141 236 83

*Cyon S.E Asia Pte Limited is currently a dormant company.

**Acquired during FY2025. Not previously part of Technology One.

The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007. Technology One Limited does not have any subsidiaries or controlled entities that are excluded from this certification.

The methods used for collating data, performing calculations, and presenting the carbon account are in accordance with the following standards:

- Climate Active Standards
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008.

International emissions have been included within the assessment boundary, covering core assets locations as follows:

Location	State	Country	Postcode
Sydney	NSW	Australia	2060
Adelaide	SA	Australia	5000
Brisbane	QLD	Australia	4000
Melbourne	VIC	Australia	3000
Canberra	ACT	Australia	2600
Perth	WA	Australia	6000
Auckland	n/a	New Zealand	1010
Wellington	n/a	New Zealand	6011
London	n/a	United Kingdom	W2 6LA
Kuala Lumpur	n/a	Malaysia	50470

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

Quantified

Accommodation and facilities

Cleaning and chemicals

Climate Active carbon neutral products and services (Consulting)

Construction materials and services

Electricity

Food

Horticulture and agriculture

ICT services and equipment

Office equipment and supplies

Postage, courier and freight

Products

Professional services

Stationary energy

Transport (air)

Transport (land and sea)

Waste

Water

Working from home

Non-quantified

Refrigerants

Outside emission boundary

Excluded

User Groups and External Events, including Sponsorships (non-business as usual activities).

Insurance, Legal, Accounting and Consulting Professional Services

4.EMISSIONS REDUCTIONS

Emissions reduction strategy

In FY20 (Year 1) and FY21 (Year 2), we measured and aimed to reduce our CO_2-e emissions linked to our Australian operations. In FY22 (Year 3/ revised base line), we expanded our CO_2-e emission calculations to include our global operations, covering Australia, New Zealand, the United Kingdom and Malaysia.

In FY23, Technology One set reduction targets to reduce our Scope 1 and 2 global emissions by 80 per cent by 2025 and 100% by 2030 from a FY22 baseline.

In FY25, we achieved a 87.3% reduction in our Scope 1 and 2 global emissions against the FY22 baseline and have accelerated the implementation of using renewable energy in eight out of ten of our offices globally. Projects are in place to implement the use of 100% renewable tenancy energy in the remaining 2 additional offices by FY30 to achieve our 100% target.

In FY26, we will assess potential targets for Scope 3 emission reductions as well as continuing to implement specific strategies to reduce scope 3 emissions. Through reductions in business travel and use of data centres utlising 100% renewable energy, we were able to reduce our FY25 Scope 3 emissions by 48.2% over the prior comparable period.

Employee engagement: increase team member awareness and engagement on carbon reduction initiatives for Scope 3 emission reductions linked to employee commute and third-party services.

Operational reductions: become more energy efficient, transition to renewable energy, reduce our consumption and waste, and recycle and reuse e-waste for Scope 2 and 3 emission reductions.

Supplier engagement: prioritise suppliers who are carbon neutral or have a proven commitment to acting on climate change for Scope 2 and 3 emission reductions.

Procurement network: Started working with a Procurement Network to identify, promote, and engage with Scope 3 suppliers that actively promote and undertake GHG emissions reductions initiatives.

Emissions reduction actions

In FY25, we achieved a 87.3% reduction in our Scope 1 and 2 global emissions against the FY22 baseline, achieving our 80% target by 2025.

In line with TechnologyOne's emissions reduction strategy, the following initiatives were rolled out during the reporting period to reduce our GHG emissions:

- **Electricity:** In FY25, TechnologyOne projects were in place to implement the use of 100% renewable energy in 2 additional offices with the cutover of the remaining 2 offices to be done by FY30 to achieve our 100% target. Renewable electricity is now being used in 8 of our 10 offices globally. This has resulted in a global scope 2 emission reduction of 58.4% in FY25 alone. The use of renewable energy in the final 2 offices is being negotiated with landlords progressively to provide 100% renewable energy.

- **Staff transport:** Continued to promote and encourage the use of alternate transport over car travel for staff commuting to and from work. Rolled out initiatives and competitions linked to Technology One's gym use and active lifestyles.

- **Strategic suppliers:** engaged with strategic suppliers to identify and align emission reduction plans, and progress in achieving carbon neutral status. Continued to promote our Supplier Code of Conduct which lays out our expectations for supplier engagement, where vendors are expected to take responsibility for minimising negative environmental impacts linked to their operations.

Business operations: continued to promote the use of videoconferencing over air travel where possible. Initiated proposal to relocate our Melbourne head office to a location with a higher NABERS rating.

5.EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
		Total tCO_2-e (without uplift)	**Total tCO_2-e** (with uplift)
Year 1:	2019–20	6,765.2	N/A
Year 2:	2020-21	5,513.3	N/A
Year 3 (Base year):	2021-22	5,860.8	N/A
Year 4:	2022-23	8,465.1	N/A
Year 5:	2023-24	13,955.0*	N/A
Year 6:	2024-25	7,153.0	N/A

*revised figure post-Climate Active review

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**
Advertising services	662.07	963.95	Increase in advertising spent

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

Certified brand name	Product/Service/Building/Precinct used
Pangolin Associates	Consulting
Level 4, 76 Berry Street, North Sydney, NSW 2060	Base building

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	448.04	448.04
Cleaning and Chemicals	0.00	0.00	90.31	90.31
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Construction Materials and Services	0.00	0.00	630.37	630.37
Electricity	0.00	82.42	181.29	263.71
Food	0.00	0.00	0.00	0.00
Horticulture and Agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	1729.45	1729.45
Machinery and vehicles	0.00	0.00	0.00	0.00
Office equipment & supplies	0.00	0.00	14.01	14.01
Postage, courier and freight	0.00	0.00	22.17	22.17
Products	0.00	0.00	0.00	0.00
Professional Services	0.00	0.00	1472.31	1472.31
Refrigerants	0.00	0.00	0.00	0.00
Roads and landscape	0.00	0.00	0.00	0.00
Stationary Energy (gaseous fuels)	0.00	0.00	37.87	37.87
Stationary Energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary Energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (Air)	0.00	0.00	969.98	969.98
Transport (Land and Sea)	0.00	0.00	771.16	771.16
Waste	0.00	0.00	176.41	176.41
Water	0.00	0.00	17.93	17.93
Working from home	0.00	0.00	509.31	509.31
Total emissions (tCO_2-e)	**0.00**	**82.42**	**7,070.58**	**7,153.01**
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
Verified Carbon Units (VCUs)	7,152	100.00%

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
The Mai Ndombe REDD+ Project	VCU	Verra Registry	27/10/2025	13284-488427044-488427583-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	540	0	0	540	7.55%
The Mai Ndombe REDD+ Project	VCU	Verra Registry	27/10/2025	13284-488119480-488124240-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	4761	0	0	4761	66.57%
The Mai Ndombe REDD+ Project	VCU	Verra Registry	27/10/2025	13284-488135504-488137389-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	1886	33	0	1853	25.88%
					Offset Totals:	**7187**	**33**	**0**	**7154**	**100.00%**

Co-benefits

N/A

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A

APPENDIX A: ADDITIONAL INFORMATION

N/A

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	65,555	0	4%
Total non-grid renewable electricity	**65,555**	**0**	**4%**
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	904,103	0	62%
Climate Active precinct/building (voluntary renewables)	31,363	0	2%
Precinct/Building (LRET)	6,978	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)	49,970	0	3%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	11,435	0	1%
Large Scale Renewable Energy Target (applied to grid electricity only)	235,215	0	16%
Residual Electricity	154,870	142,480	0%
Total renewable electricity (grid + non grid)	**1,304,619**	**0**	**89%**
Total grid electricity	**1,393,934**	**142,480**	**85%**
Total electricity (grid + non grid)	**1,459,488**	**142,480**	**89%**
Percentage of residual electricity consumption under operational control	47%		
Residual electricity consumption under operational control	72,481	66,682	
Scope 2	63,814	58,709	
Scope 3 (includes T&D emissions from consumption under operational control)	8,666	7,973	
Residual electricity consumption not under operational control	82,389	75,798	
Scope 3	82,389	75,798	

Total renewables (grid and non-grid)	**89.39%**
Mandatory	17.38%
Voluntary	67.52%
Behind the meter	4.49%
Residual scope 2 emissions (t CO_2-e)	58.71
Residual scope 3 emissions (t CO_2-e)	83.77
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**58.71**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**83.77**
Total emissions liability (t CO_2-e)	**142.48**

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	**55%**	**(kWh)**	**Scope 2 Emissions ($kgCO_2$-e)**	**Scope 3 Emissions ($kgCO_2$-e)**	**(kWh)**	**Scope 3 Emissions ($kgCO_2$-e)**
ACT	62,848	34,740	22,929	1,390	28,107	19,675
NSW	166,469	92,019	60,732	3,681	74,450	52,115
SA	41,980	23,205	5,337	1,160	18,775	5,257
VIC	127,519	70,489	54,276	6,344	57,030	49,046
QLD	914,922	505,741	359,076	50,574	409,180	331,436
NT	0	0	0	0	0	0
WA	80,197	44,330	22,608	2,660	35,866	20,444
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	**1,393,934**	**770,525**	**524,959**	**65,809**	**623,409**	**477,973**
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	65,555	65,555	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	**65,555**	**65,555**	**0**	**0**		
Total electricity (grid + non grid)	**1,459,488**					

Residual scope 2 emissions (t CO_2-e)	**524.96**
Residual scope 3 emissions (t CO_2-e)	**543.78**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**510.97**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**530.93**
Total emissions liability	**1,041.90**

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)
Level 4, 76 Berry Street, North Sydney, NSW, 2060	**38,341**	**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
Refrigerants	Immaterial

Data management plan for non-quantified sources

Technology One will seek to further their engagement with their building managers to source activity data for refrigerants for locations where no data was available.

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
User Groups and External Events, including Sponsorships (non-business as usual activities).	Y	N	N	N	N	**Size**: large relative to electricity emissions; **Influence**: Limited influence; **Risk**: No risk identified. **Stakeholders**: Not considered relevant by stakeholders. **Outsourcing**: Emissions are not from outsourced activities previously undertaken within Technology One's boundary.
Professional Services: Insurance, Legal, Accounting and Consulting	N	N	N	Y	N	**Size:** immaterial relative to electricity emissions; **Influence:** Limited influence; **Risk:** No risk identified. **Stakeholders:** Stakeholders may expect professional services to be included. **Outsourcing:** Have been outsourced since FY20 which means it has never been undertaken by TechnologyOne since commencing the certification. These services are usually outsourced in the sector.



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