

1 FY23

ANSARADA

Sustainability

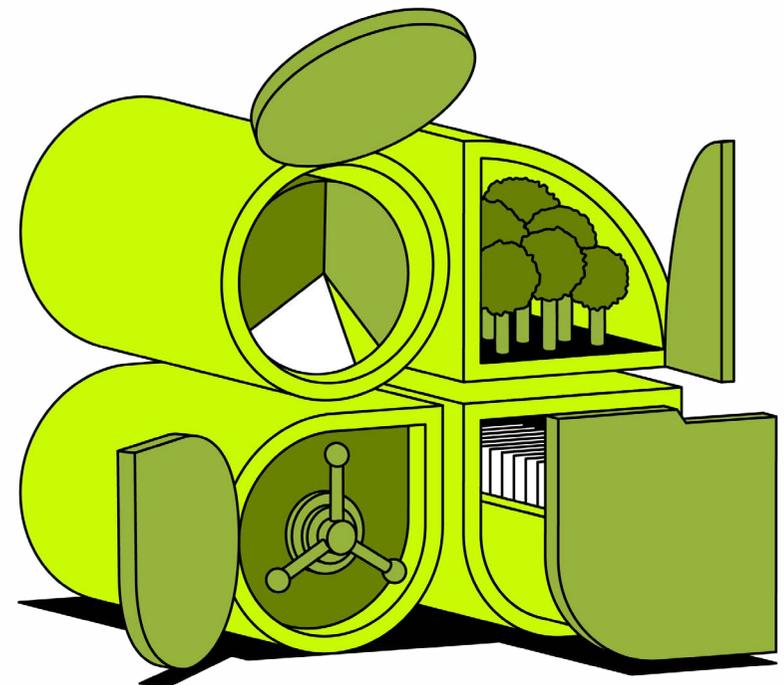
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A unified vision and commitment

Statement of commitment from our Chairman and CEO

By injecting sustainability into our strategic and operational DNA, Ansarada aims to emerge as a regenerative business. This transformation is driven by deliberate, ambitious steps to enact meaningful change.

We use our sustainability, governance, risk and compliance software to underpin how we run our business. Through the innovation and development of transformative products and solutions, we empower our customers to navigate their sustainability paths with clarity and ease. Our product strategy is attuned to fostering informed decision-making that favors people, performance, and the planet, leading to outcomes that are both profitable and progressive.

The world is teeming with options for companies to implement sustainable business practices, measure and report on them. Companies face an onslaught of complexities to start and mature their approach to the management of sustainability in line with leading standards, current and upcoming regulations.

There is a deluge of information to understand and adhere to, from information gathering, applying measurement standards, regulatory compliance, risk management, metrics standards and reporting standards. This chaotic environment is amplified further with the growing urgency and pressure for companies to act now and govern all their activities with transparency and purpose that is growing stronger via all their stakeholders. Now more than ever, there is a profound need for more order and simplicity so companies are enabled to move forward and meet the expectations of all their stakeholders with confidence.

“Our purpose is crystal clear: to deliver solutions companies can use to establish order and control over their sustainability risks and opportunities, an environment that champions not just growth, but ‘good growth.’”

Sam Riley, CEO

Ansarada is committed to fostering a new paradigm of software solutions that enables sustainable business practices. Amidst these challenges, our purpose is crystal clear: to deliver solutions companies can use to establish order and control over their sustainability risks and opportunities, an environment that champions not just growth, but ‘good growth.’

Our Chairman and CEO reiterate this with their commitment to ensuring Ansarada stays on a trajectory centered on strategic purpose and simplicity in regard to sustainability management. At the core of our operations is a philosophy that comprehends the weight of sustainability on stakeholders – a belief that resonates with our origins as a purpose-led enterprise. Our dedication to sustainability is not merely a facet of our business to ‘tick a box’ or another product that can generate revenue; rather it is the linchpin that fortifies our mission to unlock and safeguard potential right across the corporate landscape.

In shaping a regenerative future, we pledge to integrate sustainability into every aspect of our business model—from product conceptualization

to deployment and beyond. The collaboration with our stakeholders is critical, ensuring that our efforts align with our collective aspirations for a sustainable future. We are steadfast in evolving our operations, culture, and mentality to meet these ends, with continual evaluation and enhancement of our sustainability initiatives to mitigate environmental impact and promote social prosperity.

By taking ownership of this sustainability mandate, we position ourselves at the forefront of introducing order to the chaos that businesses encounter in their environmental and social governance endeavors.

Peter James
Chairman of the Ansarada Board

Sam Riley
Chief Executive Officer of Ansarada and Co-founder



It's time for a new kind of order

Navigating sustainability chaos and complexity can be overwhelming



Our journey into sustainability began a year ago when we identified a gap in our product offerings. We recognized that SMEs with 50-500 employees often possess the intricacy that could benefit from ESG software. Moreover, these businesses typically have a greater appetite for SaaS products, making them ideal potential clients we could serve. This realization struck a chord with our organizational values, prompting us to explore the possibility of creating our ESG solutions. Our learning journey had its peaks and troughs, but our experiences have culminated in this first Sustainability Report. While it may not be flawless, it's a significant first step, and every journey has to start somewhere.

Reporting details

This report encapsulates activities from July 1, 2022, to June 30, 2023. It encompasses all Ansarada offices globally, unless indicated otherwise.

Transparency in data corrections and updates for our SaaS platform

At Ansarada, our commitment to accuracy and relevance is unwavering. We constantly refine our processes, transitioning from chaos to order, ensuring that our stakeholders receive the most reliable ESG data. The numbers in this report reflect our persistent endeavors to present a precise portrayal of our performance indicators. As our methodologies and data sources evolve, we pledge to transparently adjust and improve the data in our future reports.

Our vision is to increase our positive impact, grow purposefully, and make sustainability management easier for all companies to do the same.



About Ansarada

Our Vision is clear and consistent: to bring order to the chaos that organizations often face managing critical information and processes. Our products help organizations do this in their corporate deals, procurement of large complex infrastructure, board and committee management, operational risk, compliance, and sustainability/ESG management. These areas when managed with more efficiency, order and control make it easier for organizations to increase their value, realize their potential for increasing their positive impact and deliver good growth.

10,312

total customers

180

countries

636,000

unique users

Offices in – Sydney, London, Chicago, Ho Chi Minh City, Johannesburg, Amsterdam

Dominant player in ANZ

Non-deal customers 520

Law firms 10 of the top 10

ASX 100 companies 87

Companies 2 of world's top 5

Int'l customers 6,967

Investment banks 10 of the top 10

Accounting firms 4 of the top 4

Deals



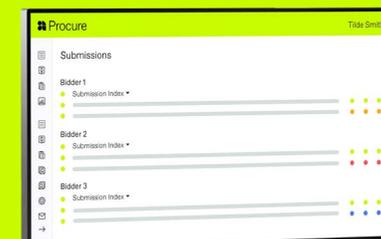
ESG



GRC



Procure



Our purpose and values

Our Purpose

Bring order to the chaos organizations face to increase value

Our Belief

Ansarada believes when information and processes are structured correctly, organizations gain the insight and confidence required to achieve better outcomes, for their business and their people.

Our Values

Care

Courage

Curiosity

Change



FY23 performance highlights

“All software currently in the market is complicated to understand. This is one of the main reasons I was hugely excited about Ansarada developing into the ESG market”



Nancy Hobhouse,
Ansarada board member appointed 2023

AASB Revenue

\$51.2^M

Customers

10,312

Adjusted EBIDTA

\$8.4^M
+40%^{YOY}

ARR

\$11.4^M
+42%^{YOY}

Appointed Nancy Hobhouse as Non Executive Director



Nancy is the Head of ESG at EVRi and she is a highly respected industry leader, with over a decade of experience in ESG strategy and implementation and GRC.

Upgraded to the new ISO27001:2022 standard



Migrated to the new ISO27001:2022 standard, demonstrating that our up-to-date architectures and processes keep our clients' data securely protected.

Recycled computer equipment



6 desktops – 33kg
35 laptops – 50kg
11 monitors – 55kg,
15 mobile phones – 3kg
141kg diverted from landfill
14,447KG embedded carbon saved

Volunteered over 608 hours to charities across the globe.



ESG objectives

Every member of our Leadership Team had an ESG Objective included in their performance incentive structure in FY23



Women in need

Donated items, packed 133 care packages and donated \$2,210 AUD to Mudgin-gal, an Aboriginal Womens Shelter in Redfern.



Reward and recognition



The Order of Ansarada – recognizes Ansaradans who are disruptive forces for good growth. Their superpower is bringing order to chaos for Ansarada, our customers and the community.

Leaders in employee engagement





Strengthening four business fundamentals

We developed Ansarada’s Sustainability Management Platform to simplify the complexities of initiating and progressing in sustainability with adherence to leading sustainability standards and frameworks baked in. While designed to aid our customers, we have also utilized it to progress our own sustainability journey. The intricacies of sustainability standards can be distilled back into four core business fundamentals – strategic planning, metrics and targets, risk management, and governance. Our approach and our products aim to reinforce these fundamentals within an organization, enabling purposeful growth and enhanced value to all stakeholders. Here is how we have applied them.

Ansarada Sustainability Management



1. Strategy

We have assessed our ESG maturity and identified materiality focus areas, using this data to develop a fit-for-purpose and commercially viable strategy and roadmap.



2. Metrics and targets

We are aligning our ESG metrics and targets with SASB and GRI standards to commence measuring and monitoring them effectively.



3. Risk management

We manage risks critical to our business processes with full visibility, utilizing our Workflow tool, GRC platform, and regular reporting.



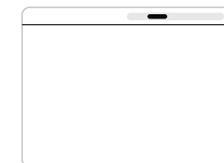
4. Governance

Governance is about embedding ESG with transparent processes in order to build a resilient business, defined roles, responsibilities and procedures.

Reports and disclosures



We plan to generate reports consistent with leading sustainability frameworks, aiming to share progress and outputs with the Board, shareholders, and stakeholders.



Throughout the report, you’ll notice this indicator. Use it as a reference to understand which fundamentals we applied in specific sections.



Our value chain

The Ansarada value chain is the storybook of our product’s journey. It shows each step, from where the materials come from, how the product is made, to how it reaches you. Our value chain guides our environmental and social choices, and helps identify where we can improve. It’s a way for us to see the big picture and how we can care about doing things in a way that’s good for people and the planet.

Sourcing and procurement



Development

Stakeholders: Suppliers, Employees

Activities: Ansarada’s processes begin with a foundational infrastructure, complemented by data integration. Employee and supplier engagement is central to our approach, ensuring collaboration. Efficient supplier management and spend performance metrics are emphasized for optimized value delivery. Risk evaluation identifies and mitigates challenges, while strict adherence to compliance and regulation underscores their commitment to excellence.

ESG Material Issues Impacted: Cyber security and privacy, customer data protection, equal pay and benefits, product and service responsibility, values purpose and accountability, anti-corruption, compliance, well-being, health and safety, employment conditions, intellectual property, greenhouse gas emissions and energy.

Operations



Stakeholders: Employees, and Investors

Activities: Ansarada’s essential activities span several functions vital for its operations. These include organizational design, human resource planning to match the company’s objectives, and emphasis on talent acquisition and staff development. For employee welfare, we prioritize remuneration and mobility. To protect the company, we focus on risk assessment, legal compliance, and regulatory checks, complemented by facility management to maintain an efficient environment.

ESG Material Issues Impacted: Cyber security and privacy, customer data protection, equal pay and benefits, product and service responsibility, values purpose and accountability, anti-corruption, compliance, well-being, health and safety, employment conditions and intellectual property

Products and services



Delivery

Stakeholders: Customers and Partners

Activities: Ansarada’s commitment to products and services shines through our streamlined approach. We emphasize corporate and product strategy, with research and development fueling our innovation. Product management and software design form our solution’s backbone. Business development broadens our scope, and rigorous testing ensures product integrity. Our efforts are driven by vibrant marketing and a strong focus on sales generation.

ESG Material Issues Impacted: Cyber security and privacy, customer data protection, product and service responsibility, values purpose and accountability, anti-corruption, compliance and Intellectual property

Customers and community engagement



Stakeholders: Customers and Partners, Communities, and Government and Industry Associations

Activities: Ansarada is determined to excel in customer engagement, emphasizing training and education to empower clients. We focus on customer value optimization and guarantee reliable delivery. Beyond business, we show a deep commitment to volunteerism and community involvement. We maintain robust industry relations and benefit from expansive global partnerships, ensuring a comprehensive approach in all we undertake.

ESG Material Issues Impacted: Cyber security and privacy, customer data protection, equal pay and benefits, product and service responsibility, values purpose and accountability, anti-corruption, compliance, well-being, health and safety, employment conditions, intellectual property, greenhouse gas emissions and energy.



1. Strategy

Our approach to establishing our sustainability strategy.

The majority of our work in the year prior to publishing this report was invested into engaging with stakeholders, setting our strategy, establishing foundations and baseline measures.

We set out to form a sustainability strategy that is cohesive with and a catalyst for our overall business strategy, values and our mission. Our mission is to help other organizations protect and realize their potential and increase their value by bringing increased order, simplicity and security to the management of their critical information and processes.

Our strategic intent is to ensure Ansarada is always becoming a greater force for good and for growth. Good growth. To act on this, we initially engaged expert advisors One Stone Asia Pacific. We put our initial focus on identifying the sustainability-related risks and opportunities that affect our stakeholders and our enterprise value over the short, medium, and long term.

As we progressed, we followed and applied the principles outlined in leading standards such as Global Reporting Initiative (GRI), European Sustainability Reporting Standards (ESRS), TCFD (Task Force on Climate-related Financial Disclosures) and International Sustainability Standards Board (ISSB) and conducted both an Impact Materiality assessment and a Financial Materiality assessment, together forming a double materiality assessment. We did this to confidently and comprehensively determine the most significant sustainability issues and topics for our organization to prioritize for focus, action and reporting against.





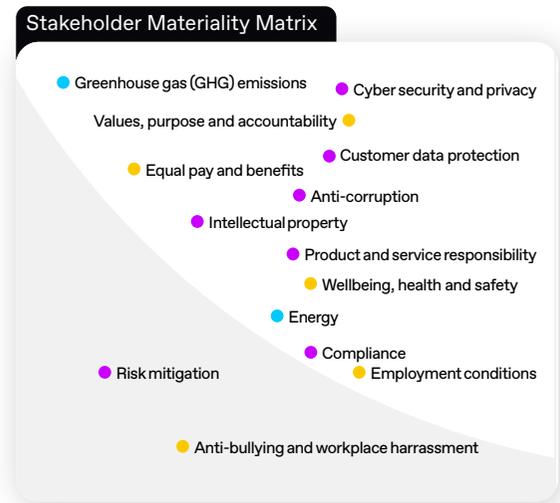
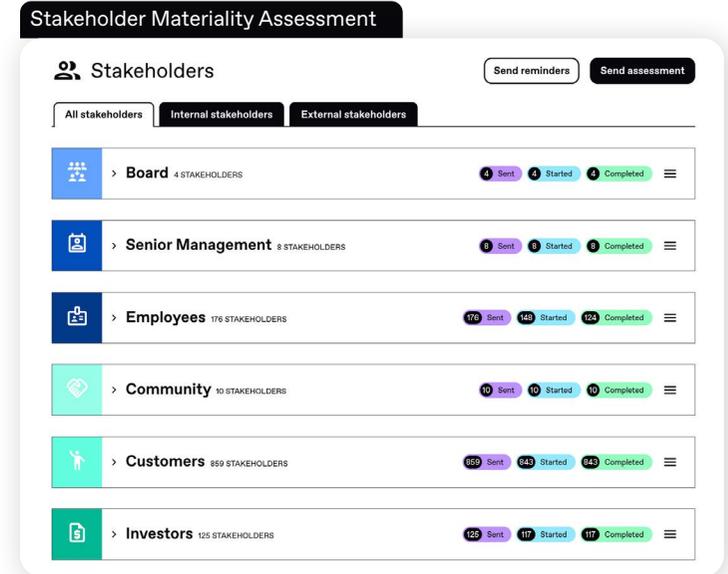
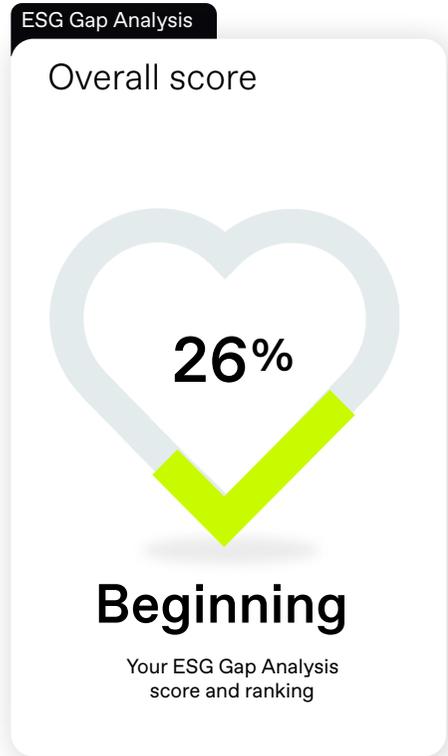
1. Strategy

The process used to diagnose our strategic priorities:

Step 1: Gap Analysis, Benchmarking and a Stakeholder Materiality Assessment

Our initial phase involved utilizing our proprietary ESG gap analysis and benchmarking solution, previously known as the Pulse Check, to assess our ESG maturity baseline. The results provided a clear picture of our starting point, identifying significant gaps and affirming our commitment to ESG integration.

In alignment with best practices, we engaged with key internal and external stakeholders to rate ESG issues by way of importance. This exercise was facilitated by an early iteration of our Stakeholder Materiality Assessment solution, which garnered insights from employees, management, board members, customers, suppliers, investors, community and our channel partners. The culmination of this stage was the identification of 12 ESG topics of most significance to our stakeholders.



Top material issues

Our top 12 material issues

Environmental Social Governance

The Material Issues	Definition
1. Cyber security and privacy	With digitization, new risks are emerging around data security and continuity of service. Organizations need robust digital infrastructure, data protection policies and practices ensure data security, business continuity and prevent disruption to critical services.
2. Customer data protection	Organizations need to ensure that their customers' and key stakeholders' data is kept safe from misuse by third parties. Investing in adequate prevention, detection, and remedial data threats and sound data protection can mitigate this risk.
3. Equal pay and benefits	When organizations actively promote pay equality at work and benefits such as parental leave, it benefits both organization and workers and has positive flow-through effects on society, including economic development.
4. Product and service responsibility	Customers expect products and services to be accessible, user-friendly, perform their intended functions satisfactorily, and not pose a risk to health and safety. Product quality and safety should be a concern at all stages of the product and service lifecycle including research, development and use.



1. Strategy

Step 2: Impact Materiality Assessment

In conducting the Impact Materiality Assessment for the 12 identified topics, we used the ESRS guidelines to evaluate each based on three key dimensions:

Scale: We assessed the severity or intensity of each ESG topic’s impact. Scale refers to the extent of the potential damage or benefit that an issue could cause.

Scope: This dimension captures the range or breadth of the impact. Scope looks at how widespread the impact could be, quantifying the reach in terms of the number of people affected, geographic spread, or the size of affected ecosystems. It considers whether an issue affects just one locality or has global ramifications.

Irremediability: Finally, we gauged the potential for reversing any harm caused. Irremediability addresses the ease or difficulty with which the effects of an impact can be undone or mitigated. If an impact is deemed irremediable, it suggests that once it occurs, the damage cannot be easily rectified, such as the loss of biodiversity or cultural heritage.

By examining each material ESG topic through these lenses, we prioritized issues based on their potential to cause significant and possibly irreversible harm. This assessment directs our efforts toward the most pressing ESG areas where our actions can have the most meaningful and positive impact.

Impact Materiality Assessment

Stakeholder Materiality: Priority Ranking	Material Issue	Scale (0..5)	Scope (0..5)	Irremediability (0..5)	Sum		Material?
1	Cyber security and privacy	4	5	4	13.00	Critical	Yes
2	Customer data protection	4	5	4	13.00	Critical	Yes
10	Intellectual property	4	4	3	11.00	Significant	Yes
4	Product and service responsibility	4	3	3	10.00	Significant	Yes
6	Anti-corruption	4	3	3	10.00	Important	Yes
7	Compliance	4	3	3	10.00	Important	Yes
8	Wellbeing, health and safety	3	3	3	9.00	Important	Yes
9	Employment conditions	3	3	3	9.00	Important	Yes
5	Values, purpose and accountability	3	2	3	8.00	Informative	No
12	Energy	3	2	3	8.00	Informative	No
11	Greenhouse gas (GHG) emissions	2	2	3	7.00	Informative	No
3	Equal pay and benefits	2	3	1	6.00	Informative	No



1. Strategy

Step 3: Financial Materiality Assessment

In tandem with the Stakeholder Materiality Assessment as part of our broader Impact Materiality Assessment, we also conducted a Financial Materiality Assessment to quantify the potential economic implications of the ESG issues from both a risk and opportunity perspective. We applied a financial materiality threshold consistent with our annual financial audit, which is 1% of Total Revenue. This strategy setting process underpins our go forward strategic allocation of resources and targeting actions towards mitigating risks and pursuing opportunities with the highest financial impact.

Financial Materiality Assessment

Stakeholder Materiality: Priority Ranking	Material Issue	Material - Y/N?
1	Cyber security and privacy	Financially Material
2	Customer data protection	Financially Material
4	Product and service responsibility	Financially Material
11	Greenhouse gas (GHG) emissions	Not Financially Material
12	Energy	Not Financially Material
3	Equal pay and benefits	Not Financially Material
5	Values, purpose and accountability	Not Financially Material
6	Anti-corruption	Not Financially Material
7	Compliance	Not Financially Material
8	Wellbeing, health and safety	Not Financially Material
9	Employment conditions	Not Financially Material
10	Intellectual property	Not Financially Material



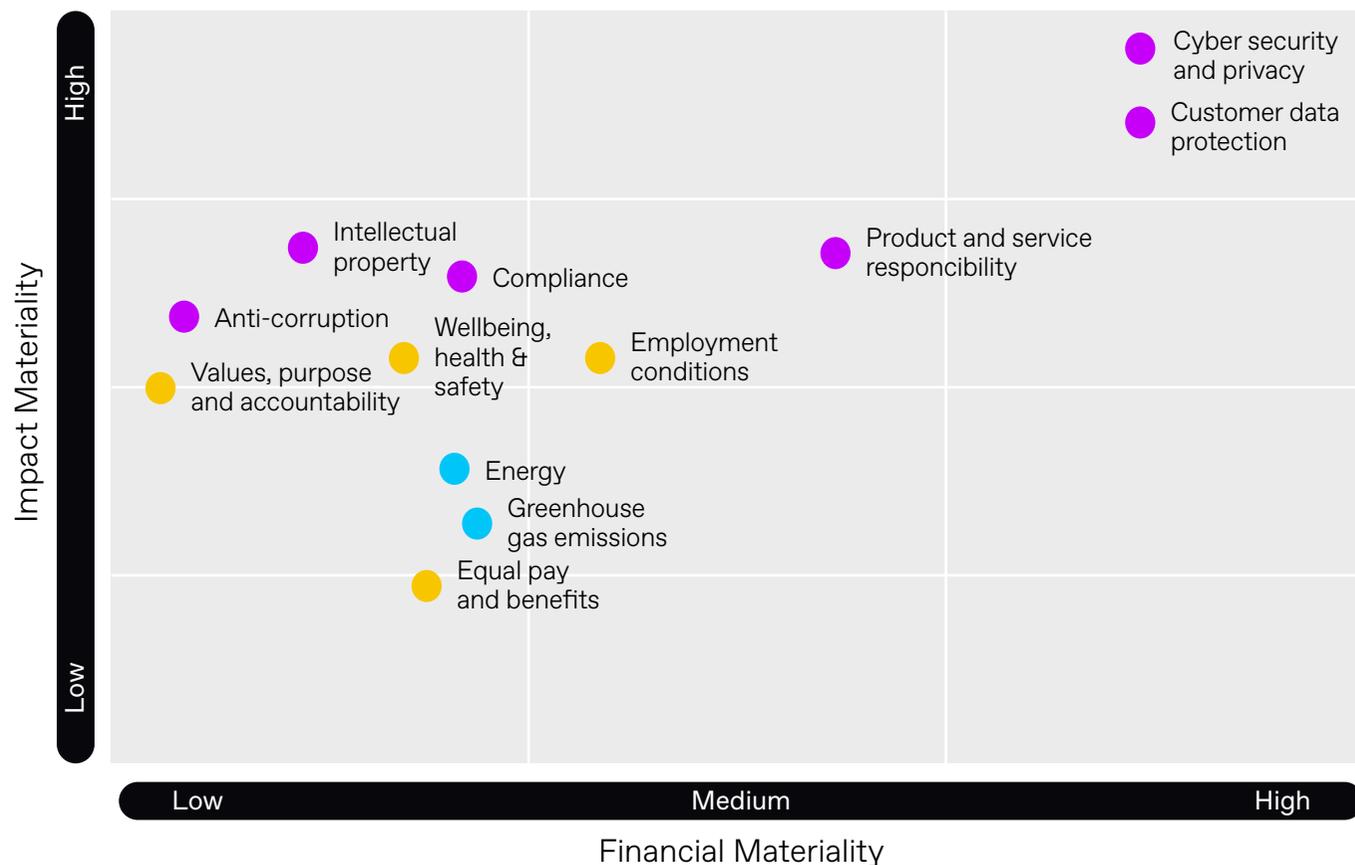
1. Strategy

Step 4: Strategic prioritization and action

Following thorough Impact and Financial Materiality Assessments, we have identified our three paramount ESG priorities: Cyber security and data privacy, Customer data protection, and Product and service responsibility. These issues stand out as materially significant, bearing both considerable impact and financial implications.

Moving forward, our strategy will be sharply focused on these areas. We will channel our efforts into targeted strategic and operational initiatives designed to manage associated risks diligently and capitalize on any arising commercial opportunities. Our aim is to not only mitigate potential threats but also to enhance our offerings, ensuring they align with our ESG commitments and market expectations.

Double materiality



Environment Social Governance



2. Metrics and targets

We are aligning our ESG metrics and targets processes with ISSB, SASB and GRI standards to monitor and report on them effectively. For our most significant issues you can view our appendix of current state measures. Our Strategic Impact Plan in the prior year included many actions and tasks to establish baseline measures. Going forward our actions will move into monitoring, reporting and improving.



FY23 progress – pillar theme issues

Initiative	Material Issue	Current State
People		
Be a great place to work		
Maintain rating above 95% for 'Justice' category on GPTW survey.	Employment conditions	Completed
Maintain GPTW survey results above 90% and place in the top 20 GPTW (for relevant-sized business category)	Employment conditions	Completed
Champion diversity and belonging		
Appoint at least one female Board Member	Employment conditions	Completed
Achieve at least one Women On Board certification	Employment conditions	In progress
Raise and maintain the share of female leaders to 30%	Employment conditions	Completed
People/Delight our customers		
Add ESG leadership to our Customer Net Promoter Score Scorecard	Values, purpose and accountability	In progress
Embed fair and responsible sales and marketing practices into our Code of Conduct.	Customer data protection	In progress
Give back to the community		
Maintain our GPTW survey rating for 'Corporate Image' above 90%.	Values, purpose and accountability	Completed
Maintain charitable donations above FY22 levels (\$200K)	Values, purpose and accountability	In progress
Improve accessibility and inclusion		
Update recruitment and work processes to accommodate disability and provide ease of application.	Equal pay and benefits	Completed
Know and work with our suppliers		

Sustainability

Topic	Accounting Metric	Code	Response
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Details of privacy can be fo
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Ansarada will not disclose t to Privacy Issues - please re Policy here and our Terms o Agreements here
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	There were no such issues i
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	There were no such issues i



3. Risk management

At Ansarada we have an integrated risk management framework and our own embedded Governance, risk and compliance (GRC) software that encapsulates environmental, social, and governance considerations into the fabric of our operations. This helps us have a comprehensive risk identification and management capability across all sustainability related topics.



Process, policies and integration into our business

- Strategic alignment: We embed ESG risk considerations into our business strategy, ensuring that risk identification is not a standalone process but a key part of ongoing strategic planning, financial forecasting, and business model innovation.
- Policy development: Our policies are crafted to reflect the importance of ESG factors, setting clear guidelines for compliance, corporate behavior, employment conditions, procurement, and product development.
- Product innovation and development: Our software product development processes are informed by ESG risk assessments to create solutions that are secure, sustainable and meet the evolving needs of our customers, stakeholders and broader society.

Impact: Roles, responsibilities and action plans

- Risk ownership: Each department has designated risk owners who are accountable for managing risks relevant to their functions, supported by tailored action plans and resources.

- Cross-functional teams: We establish cross-functional teams to ensure ESG risk management is not siloed but benefits from diverse perspectives, including People and Culture, Product, Engineering/Development, marketing, customer success, finance, operations, and IT.
- Training and Capacity Building: Employees across the company receive training on ESG risks, equipping them to identify and manage potential issues proactively.

Structure and commitment

- Audit and risk committee: The committee composed of board members, oversees the ongoing integration of ESG related risk management into the broader corporate strategy and risk management operations.
- Dedicated board expertise: During the year we appointed Nancy Hobhouse as a non executive director. Nancy is a highly experienced expert practitioner and leader in sustainability and ESG. Part of Nancy's role is to contribute to the board's oversight of ESG risks, enhancing our risk evaluation, and management framework.



3. Risk management

Risk management actions taken

- **Continuous monitoring:** We do utilize advanced analytics and monitoring tools to track some, but not all, of our material ESG risk exposures in real-time, providing actionable insights for quick decision-making. In the year ahead we will be applying this capability to a wider scope of ESG related risks.
- **Scenario planning:** We have software for Operational resilience and scenario testing. We will be utilizing it heavily to engage in more comprehensive scenario planning to anticipate potential ESG risks under various economic, environmental, and social scenarios that may occur and could impact our business and stakeholders. During the previous year we did conduct cyber security scenario testing. In the year ahead we will broaden the scenarios we test ensuring they are aligned explicitly to our most significant ESG risks.
- **Risk assessment matrix:** A risk assessment matrix helps in quantifying and prioritizing ESG risks based on their potential impact and the likelihood of occurrence. This is operationalized in the company and continually improving. This is reviewed monthly by the CEO and other senior leadership team members and Quarterly by the Audit and risk committee.



Stakeholder involvement

- **Engagement programs:** We actively engage stakeholders, including investors, customers, suppliers, and community groups, to gather input and feedback on our ESG strategy and performance. **Partnerships:** We partner with NGOs, industry groups, and other organizations to advance our ESG objectives and risk management practices.

Technology and innovation

- **Digital transformation:** We leverage digital tools, including our own products, to optimize our ESG risk management processes.

Review and adaptation

- **Regular review cycles:** We have instituted regular review cycles to reassess and adapt our ESG risk management strategies in response to new data, changing regulations, and stakeholder expectations.
- **Adaptive governance:** Ansarada is agile at heart. Our governance structures are also designed to be flexible and adaptive, allowing us to respond rapidly to emerging ESG risks and opportunities.
- Our risk management approach is designed to deliver on our mission and commitment to long-term value creation for all our stakeholders, while positively impacting our planet and society. Said another way, good growth is our goal!



4. Governance

In line with our increasingly robust approach to risk management, at Ansarada we are committed to ensuring our governance structure places sustainability at the core of our corporate oversight.

Over the last year we have learnt and applied a tremendous amount regarding Sustainability and ESG governance. Our governance practices are now designed to ensure that our own strategies and execution is not only compliant with current ESG standards and upcoming regulations but also we are proactive in defining the standards for software industry leadership in sustainability.

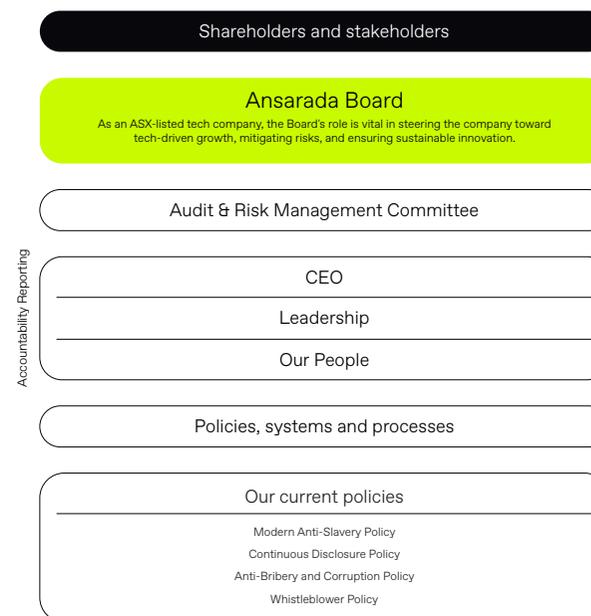
Board governance and leadership

Our Board of Directors, including the ESG expertise of non-executive director Nancy Hobhouse, steers our commitment to sustainability. The board's governance role encompasses a broad review and guidance on ESG matters, ensuring that our overall strategic objectives are in concert with our sustainability goals. This responsibility includes regular board showcases, learning and development activities on the latest ESG evolutions to ensure informed governance decisions.

A comprehensive code of conduct, endorsed by our board and integrated into every aspect of our operations, underpins our corporate actions. Our anti-bribery and corruption policy is strictly enforced, supplemented by mandatory training for all employees. This ethical framework is part of our foundations that ensure corporate integrity and contribute to supporting transparent and responsible business practices.

Board composition and effectiveness

We seek and thrive on more diversity on our board, valuing a mix of gender, age, cultural backgrounds, and professional expertise. The effectiveness of our board's composition is regularly evaluated against our sustainability objectives, ensuring that we are positioned to address the challenges and opportunities that lie ahead.





4. Governance

Risk management

Our governance processes meticulously oversee the integration of ESG risk management within our strategic framework. The board’s Audit and Risk Committee, with the assistance of our own GRC and ESG software, ensures the thorough evaluation of all sustainability-related risks.

Executive remuneration

We align executive compensation with ESG performance, setting specific, measurable sustainability targets as part of our executive pay and incentive programs, like short term incentives (STI). This link ensures that our executives are not only motivated to deliver financial performance but also to achieve key sustainability outcomes. Our STI structure and payments form part of our annual financial audit.

ESG strategy and economic resilience

Our board ensures that our ESG strategy underpins economic resilience, with investments in sustainable practices, increased data and privacy protection, information security and innovative technologies to help other organizations commence and improve their sustainability journeys being a testament to this approach.

Data privacy and security

Governance of data privacy and security is paramount in our software solutions. We adhere to rigorous data governance standards, reflecting our commitment to protecting stakeholder information and maintaining trust in our digital age. During the year we upgraded our Information Security Management Systems approach to adhere to the newly released ISO 27001:2022 standard. We were audited against this standard and pleased to say, were certified as compliant. Our engineering and IT teams made hundreds of improvements to systems, tools and processes to enhance our ability to protect our customers data and their privacy.

Regular updates and progress tracking

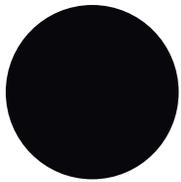
We commit to transparently tracking and reporting our progress on governance and ESG initiatives. Our first annual sustainability report not only reflects past and current performance but also sets forth our commitments for the future, ensuring that we remain accountable to our stakeholders.





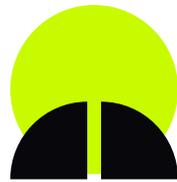
Our key pillars

At Ansarada, we champion four core sustainability pillars. Our Planet pillar sees us partnering with global changemakers to safeguard the environment. Under People, we cultivate a purpose-driven culture, fostering collaboration, curiosity and positive change. Performance emphasizes our commitment to transparency and trust. Lastly, our Product pillar focuses on crafting solutions that bring efficiency and control, transitioning businesses from chaos to order, and enabling them to amplify their positive impact.



Planet

Partner with our stakeholders and the world's most courageous change-makers to protect the planet.



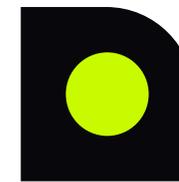
People

Create a purpose-driven culture that encourages collaboration with others to maximize positive change.



Performance

Put transparency, trust and accountability at the heart of our organization.



Product

Deliver software that simplifies sustainability to make it easier and faster for an organization to move from risk to resilience, grow purposefully and increase their positive impact.

These four pillars form the foundations of our strategic plan. As we go through our ESG strategy and goal setting, our pillars ensure we are using that insight to guide the product development process as we build the new ESG Strategic Impact Plan.



Planet



Courage

The planet is facing big challenges. We're on a learning curve but the world can't wait. We need to act—and quickly. We make bold decisions and turn insight into action—from cutting waste and carbon and being kinder to nature.

Care

Our impact on the planet drives our decisions, including how and who we work with. By choosing suppliers that share our values, sourcing locally, and enabling customers to make smarter decisions, we manage our wider footprint and show we care.

Collaboration

Some things you just can't do alone. We work with others to care for the planet beyond an ESG compliance 'tick'. By partnering with the world's most courageous planet change-makers, we can all have greater positive impacts on the planet.

People



Purpose

Our shared values guide our decisions. Through our purpose-driven culture, we create a place where diversity, equity, inclusion and well-being thrive. An engaged culture helps us have fun at work, love our job and create more impact.

Potential

Taking the lead means embracing change. We actively nurture human potential across our team, industry and supply chain by championing human rights and inclusive growth. By treating each other well, everyone benefits.

Positive change

We want to be the spark that lights something. We listen deeply to our stakeholders, understand what matters, and commit our time, skills, profits and products to serving and supporting positive change for the community.

Performance



Transparency

Good governance sets the stage for great performance. We have high standards, effective systems, and transparent policies. We measure our success and are accountable for our actions. By prioritizing transparency, we earn the trust of our stakeholders and deliver on our promises. We bring order to our own business.

Trust

Privacy is a fundamental human right and our products are designed with data security and privacy at the heart. Trust is hard to earn and easy to lose so ensuring our products are high quality, accessible and add real value is important to us.

Tech

Our mission is to raise and protect every company's potential. We believe an ESG-aware company is a better-managed company so our focus is delivering game-changing products that help customers assess, activate and achieve great ESG outcomes.

Product



Simplicity

At Ansarada, we believe in the power of simplicity to drive sustainability. By simplifying complex processes into structured data with beautiful design, we help businesses to seamlessly integrate sustainable practices into their everyday operations.

Order

Our products bring order to the often chaotic process of sustainability management. We guide companies through each step of their sustainability journey, ensuring that every action creates impact and aligns with their broader goals and values.

Compliance

Compliance is not just about meeting standards; it's about readiness for what's next. Our software helps not only adhere to current sustainability regulations but also in anticipating future standards. We ensure our clients have the right foundations to stay ahead of the compliance curve.



Planet

Net zero carbon emissions by 2030

- Calculate our carbon footprint and develop a net zero pathway **In progress**
- Source 100% Green Power for all sites **In progress**

Source responsibly by 2024

- Develop and implement a Responsible Sourcing Policy and embed environmental and circular criteria into supplier contracts **In progress**

Low-impact data centres

- Cooperate with industry peers to reduce the environmental impacts of data centres **In progress**

Source more locally by 2025

- At least 25% of procurement spend is with local and/or minority-owned businesses **In progress**

Empower the courageous

- Make our products available for free to 10 planet change-makers to help them manage their supply chain impacts **In progress**

Embed better practices by 2025

- 100% of employees trained on environmental good practices **In progress**

Scope 1 (Direct Emissions):

- Monitor GHG emissions in Sydney and Chicago offices in FY23 **In progress**

Scope 2 (Indirect Emissions):

- Monitor , Amsterdam, Johannesburg, Ho Chi Minh City and London offices in FY23, note these all all shared workplaces **In progress**

Scope 3 (Other Indirect Emissions):

- Consider Scope 3 metrics/considerations for FY24 **In progress**

Lighten the footprint

- Work with customers to phase out USB archives **In progress**





Give back to the planet

- Design our community leave program around ‘courageous change-makers for the planet’
In progress
- Ensure 10% of the community service leave days are utilized by employees in FY23, increasing to 50% by 2025
In progress

Zero operational waste 2030

- Conduct a waste, water and resource audit to identify key waste streams and baselines
In progress
- Divert 100% of food waste from landfill
In progress
- 100% of computer hardware is refurbished, donated or recycled
In progress

69

Assets processed

141kg

Diverted from landfill

14,447kg

Embedded carbon saved





People

Improve accessibility and inclusion

- Update recruitment and work processes to accommodate disability and provide ease of application Completed

Support human rights

- Develop and implement a Human Rights Policy Completed
- Update policies and processes for Modern Slavery and make publicly available on our website. Completed

Know and work with our suppliers

- Identify our top 10 suppliers by type, spend and risk to better understand human and labour practices, strengths and weaknesses In progress

Champion diversity and belonging

- Raise and maintain the share of female leaders to 30% Completed
- Appoint at least one female Board Member Completed
- Employee assistance program (EAP) available to all staff and their families

Delight our customers

- Embed fair and responsible sales and marketing practices into our Code of Conduct In progress
- Add ESG leadership to our Customer Net Promoter Score Scorecard In progress

Make a material difference

- Conduct a materiality assessment with our stakeholders and set goals to address priority concerns Completed

Be a great place to work

- Maintain GPTW survey results above 90% and place in the top 20 GPTW (for relevant-sized business category) by FY25 In progress
- Maintain rating above 95% for 'Justice' category on GPTW survey In progress





Give back to the community

- Maintain our GPTW survey rating for 'Community' above 90% **Completed**
- Maintain charitable donations above FY22 levels **In progress**



STRATEGIC RELATIONSHIPS

Partners & Supporters

Adara Partners is proudly supported by a number of market-leading firms.

Clients benefit from a combination of deeply experienced Panel Members, highly skilled advisory team members and strong corporate relationships.

ANSARADA



Our people

Our people are the power behind Ansarada. Leaders are responsible to create an environment where people can flourish. We believe that produces positive outcomes for all our stakeholders. This environment is created by living out our values of; embracing change, fostering curiosity, extending care, and strengthening courage.



Accredited learning and development

81%

John Maxwell Leadership certified

Future capability and growth

24%

Employees had career development

Performance driven

35%

Employees had an annual performance incentive

15%

People in the 'Future Navigators Better Business Accelerator' sustainability certification program

51%

of leaders are promoted from within

48%

Participate in our equity incentive schemes

1 Employee assisted program provided

2 4 days community leave for all employees

3 Global pay benchmarking completed annually

4 Workplace Gender Equality Agency (WGEA) compliant 7 years running



13 years – Certified and awarded Great Place to Work

98%

“Taking everything into account, I would say this is a great place to work”



“I feel I make a difference here”	89%
“My work has special meaning; it’s not just a job”	89%
“I’m proud to tell others I work here”	96%
“People are willing to give extra to get the job done”	96%
“Leaders’ behaviour resonates with the company strategy and values”	95%
“I’m confident leadership will execute strategy consistently”	95%
“Everyone has the opportunity to get special recognition”	95%
“I have a clear view of where to go and how to get there’	91%





Products

Deliver software that simplifies sustainability to make it easier and faster for an organization to move from risk to resilience, grow purposefully and increase their positive impact.

Strategy development (1st phase): Bring order to chaos

We used our own two ESG assessment tools to diagnose our maturity and priorities. Firstly, we used the ESG Gap Analysis and Benchmarking Assessment to understand our strengths, gaps and opportunities in sustainability. Secondly, we used the ESG Materiality Assessment to prioritize the themes, issues and topics of greatest importance to our organization and to our stakeholders. The results from both of these assessments gave us greater clarity and confidence that our ESG strategy, measurements, reporting and communication are credible and effective.

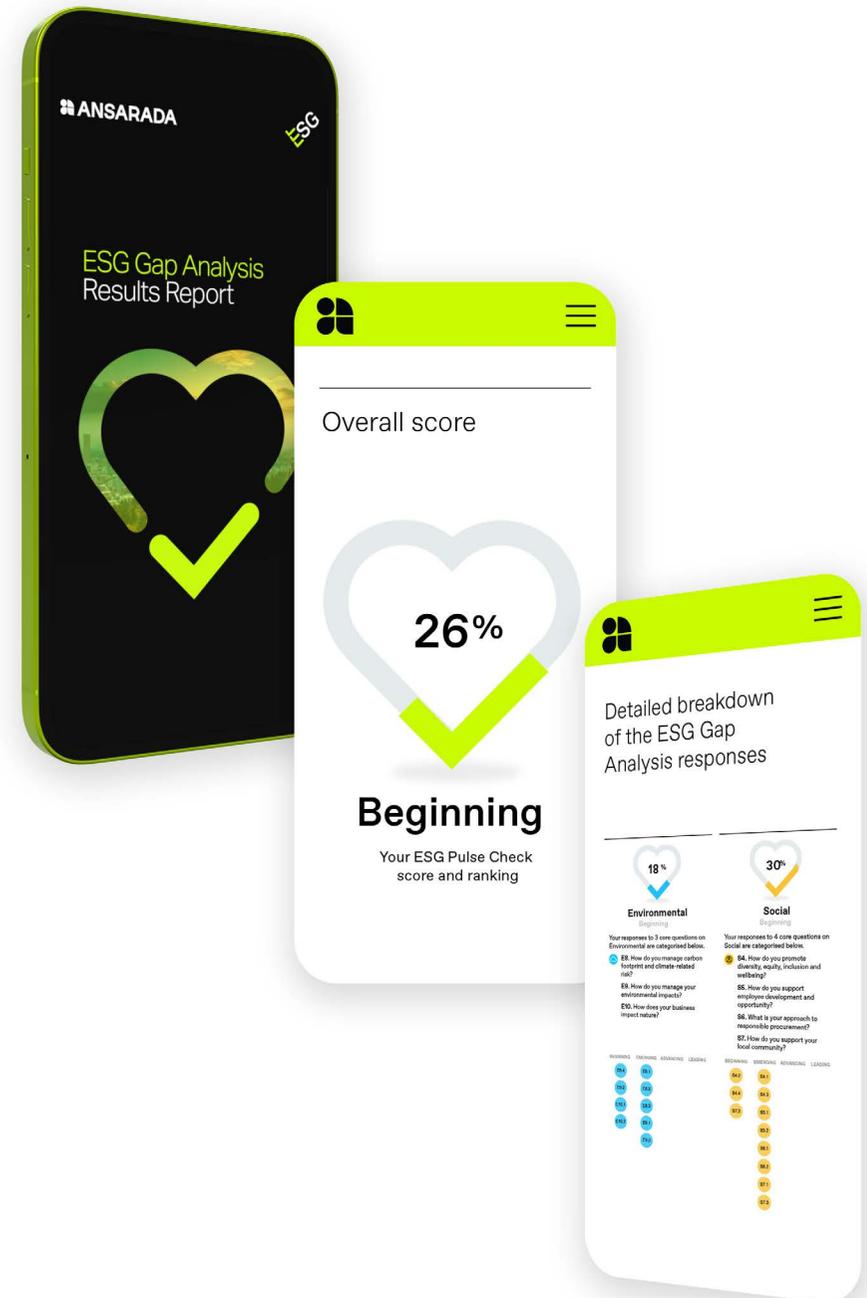
Gap Analysis Assessment

The ESG Gap Analysis helped us quickly identify ESG gaps and opportunities.

The ESG Gap Analysis was built in conjunction with the ESG experts at OneStone. It has been designed to provide a snapshot of an organization’s ESG strengths and areas for improvement. It was the all-important first step towards starting our ESG leadership journey and realizing our ESG potential.

Ansarada ESG solution benefits

- Identify ESG areas of risk and opportunity
- Benchmark against ESG peers
- See results and rankings instantly
- Establish current state and common language on ESG
- Board-ready report output
- Confidently make inroads into your sustainability journey in 10 minutes





ESG Materiality Assessment - Stakeholder engagement and verification

The ESG Materiality Assessment allowed us to determine our most significant material issues.

The ESG Materiality Assessment is a process involving an assessment of an organization and its stakeholders (internal and external) separately completing a survey to assess a variety of ESG issues through two primary lenses; the significance and potential impact (positive and negative) of the issue a) for the organization and b) to its stakeholders.

The combined results are plotted in a Materiality Matrix that shows how each topic ranks in terms of its perceived significance to the organization and its stakeholders. This enables the organization to priorities ESG topics that are most material and move forward with confidence in managing, measuring, improving and reporting on performance.

Ansarada ESG solution benefits

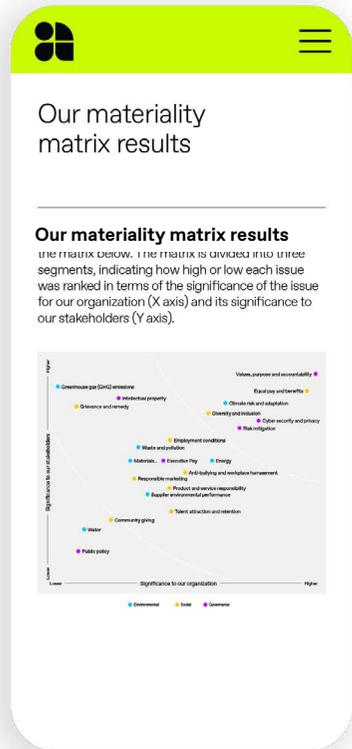
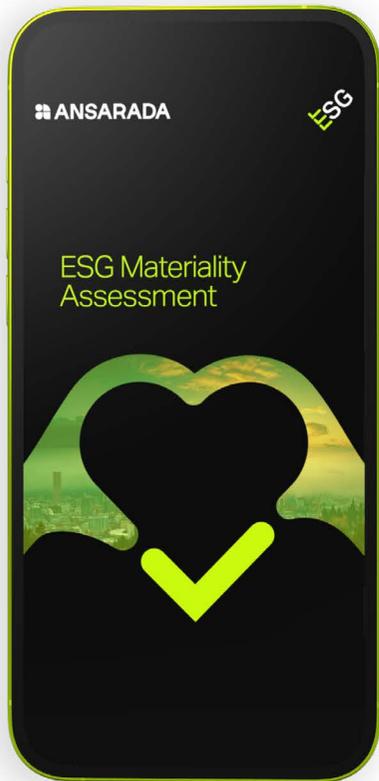
Identify and diagnose your most critical ESG issues with a simple, digitized format

Prioritize your most pressing issues so you can allocate resources

Build engagement and drive purpose within your team

Build trust; show your sustainability commitment to your stakeholders and community

Free to use for internal assessment





ESG Strategic Impact Plan

We're in the midst of developing our ESG Strategic Impact Plan (SIP), designed to propel organizations towards unparalleled sustainability leadership. Drawing upon the insights of the Gap Analysis Assessment and Materiality Assessments (both Impact Materiality and Financial Materiality), we aim to prescribe actionable strategies that will create impact on the most significant issues, all aligned to leading ESG standards. These will be essential in addressing and reporting progress on key ESG metrics, aligning with esteemed frameworks like GRI, SASB and the UN Sustainable Development Goals (SDGs) and establishing an organization - vision, pillars, goals, roadmap/now, next and later.

To further enhance this initiative, our AI will quickly and accurately use assessments to populate a comprehensive Strategic Impact Plan. Armed with actionable steps and immediate results, organizations will be poised to earn the trust and endorsement of boards, stakeholders, and investors, all while showcasing a plan primed for significant impact from executing on the commercial opportunities their materiality assessments identified. Ultimately, this will strengthen brand, financial and overall business value.





Outlook and future commitment

In line with the International Sustainability Standards Board (ISSB) recommendations, Ansarada is committed to ensuring transparency, consistency, and comparability in its sustainability disclosures. Our dedication to sustainability is evident in our strategic approach to address material issues, set clear metrics and targets, and develop impactful plans to achieve them.

Strategic alignment with SASB standards:

Ansarada recognizes the importance of aligning with globally recognized standards. We are in the process of setting metrics and targets for our most material issues in accordance with the Sustainability Accounting Standards Board (SASB) standards. This alignment will provide a clear roadmap for our sustainability journey and ensure that our efforts are directed towards areas of utmost importance.

Operational resilience and risk management:

Sustainability is not just an external commitment for Ansarada; it is an integral part of our core operations. We are leveraging our operational resilience software to undertake a comprehensive financial impact assessment. This includes scenario testing to manage key material risks, with a special emphasis on Cyber security. By embedding sustainability into our operations, we aim to fortify our business against potential threats and ensure long-term resilience.

Stakeholder engagement and communication:

Open communication and continuous engagement with our stakeholders are paramount. We are dedicated to keeping our stakeholders informed about the impact of our initiatives on people,

planet, and performance. Through regular updates and transparent reporting, we aim to build trust and foster collaborative relationships.

Innovative software solutions for sustainability:

Ansarada is not just a proponent of sustainability; we are also an enabler. We are progressing in the development of software solutions that will not only be utilized by Ansarada but will also be introduced to the marketplace. Our solutions aim to assist organizations in enhancing their sustainability management, from strategy development and setting metrics to governance and reporting. By offering these tools, Ansarada aspires to amplify the sustainability impact across industries.

Conclusion:

As we look to the future, Ansarada's commitment to sustainability remains unwavering. We are poised to take proactive measures, innovate, and collaborate to drive positive change. With a clear vision and robust strategies in place, we are confident in our journey towards a sustainable future.



Appendix



Sustainability Accounting Standards Board (SASB) Software and IT Services Standard

Topic	Accounting Metric	Code	Response	Material Issue
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Details of privacy can be found here	
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Ansarada monitors this but does not currently disclose these metrics. Our aim is for full reporting and disclosure in FY24	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	There were no such issues in FY23	Cyber security and privacy
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	There were no such issues in FY23	Customer data protection
	List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	As far as we know, Ansarada doesn't function in countries where its primary products or services face government surveillance, blocking, content filtering, or censorship	
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Ansarada monitors this but does not currently disclose these metrics. Our aim is for full reporting and disclosure in FY24	Cyber security and privacy Customer data protection



SASB Software and IT Services Standard

Topic	Accounting Metric	Code	Response	Material Issue
	Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards	TC-SI-230a.2	ISO 27001 certified for over 14 years. We have now rapidly migrated to the new ISO27001:2022 standard, demonstrating that our up-to-date architectures and processes keep our clients' data securely protected. We are audited by LRQA	Cyber security and privacy Customer data protection
Recruiting and Managing a Global, Diverse and Skilled Workforce	(Percentage of employees that are (1) foreign nationals and (2) located offshore)	TC-SI-330a.1	Ansarada monitors this but does not currently disclose these metrics. Our aim is for full reporting and disclosure in FY24	Equal pay and benefits Employment conditions
	Employee engagement as a percentages	TC-SI-330a.2	94% – <i>“Taking everything into account, I would say this is a great place to work”</i> . Great Place to Work™ Statement	Product and service responsibility Values purpose and accountability
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Ansarada does not report on these metrics	Well-being health and safety
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	This data is published live. Customers are kept up-to-date in real time on our service disruptions here	Product and service responsibility
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Details of business continuity risks can be found here	Compliance
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	There were no such issues in FY23	Intellectual property Anti-corruption



SASB Software and IT Services Standard

Topic	Accounting Metric	Code	Response	Material Issue
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Ansarada monitors this but does not currently disclose these metrics. Our aim is for full reporting and disclosure in FY24	
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Ansarada monitors this but does not currently disclose these metrics. Our aim is for full reporting and disclosure in FY24	Greenhouse gas emissions
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	All our data (other than documents) is hosted on the Amazon Web Services (AWS) platform and Azure. We are increasingly utilizing the environmental low impact packages and plans available to us from Azure and AWS. We aim to formalize this more in FY24	Energy

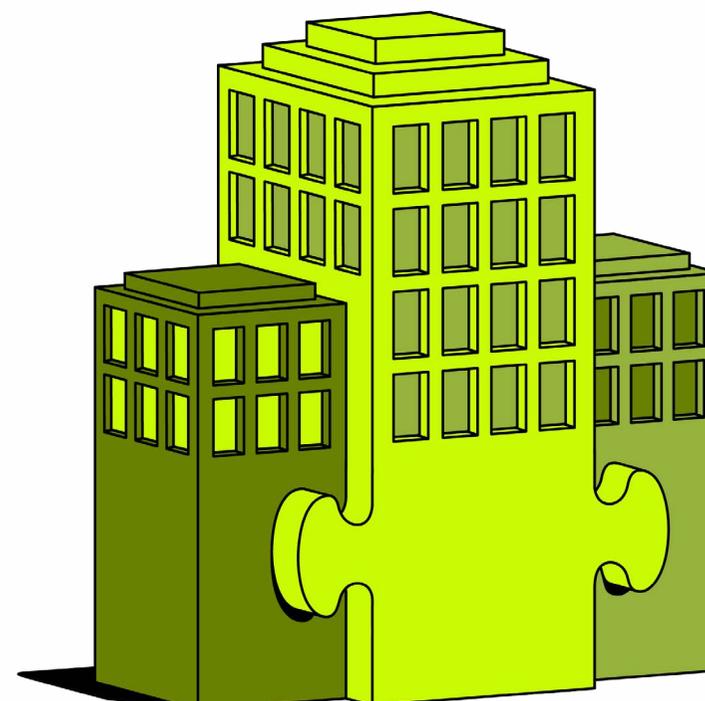


FY23 progress – pillar theme issues

Initiative	Material Issue	Current State
People		
Be a great place to work		
Maintain rating above 95% for 'Justice' category on GPTW survey	Employment conditions	Completed
Maintain GPTW survey results above 90% and place in the top 20 GPTW (for relevant-sized business category)	Employment conditions	Completed
Champion diversity and belonging		
Appoint at least one female Board Member	Employment conditions	Completed
Employing assistance program (EAP) available to all staff and their families	Employment conditions	In progress
Raise and maintain the share of female leaders to 30%	Employment conditions	Completed
People/Delight our customers		
Add ESG leadership to our Customer Net Promoter Score Scorecard	Values, purpose and accountability	In progress
Embed fair and responsible sales and marketing practices into our Code of Conduct	Customer data protection	In progress
Give back to the community		
Maintain our GPTW survey rating for 'Corporate Image' above 90%	Values, purpose and accountability	Completed
Maintain charitable donations above FY22 levels (\$200K)	Values, purpose and accountability	In progress
Improve accessibility and inclusion		
Update recruitment and work processes to accommodate disability and provide ease of application	Equal pay and benefits	Completed
Know and work with our suppliers		
Identify our top 10 suppliers by type, spend and risk to better understand human and labour practices, strengths and weaknesses	Values, purpose and accountability	In progress



Initiative	Material Issue	Current State
Make a material difference		
Conduct a materiality assessment with our stakeholders and set goals to address priority concerns	<i>Values, purpose and accountability</i>	Completed
Work with Superannuation advisors to provide an ESG superannuation /pension fund option as default for all employees	<i>Values, purpose and accountability</i>	In progress
Advocate for reconciliation		
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organizations	<i>Values, purpose and accountability</i>	In progress
100% of employees receive Cultural Competence training	<i>Values, purpose and accountability</i>	In progress
Support human rights		
Develop and implement a Human Rights Statement	<i>Values, purpose and accountability</i>	Completed
Update policies and processes for Modern Slavery and make publicly available on our website	<i>Values, purpose and accountability</i>	Completed

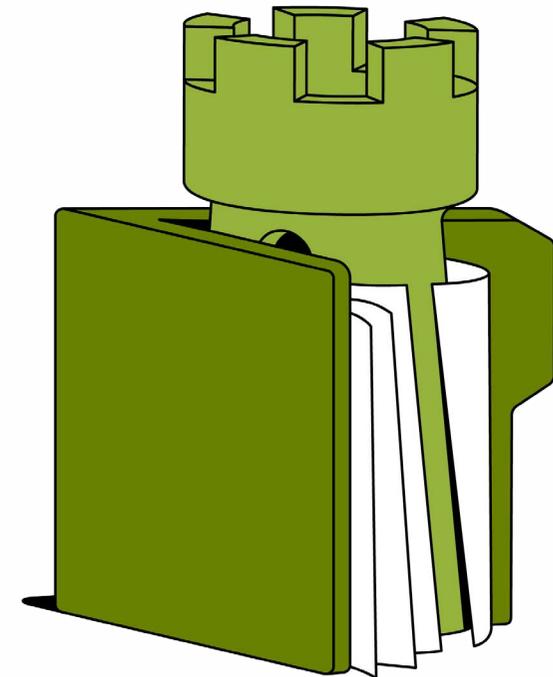




Initiative	Material Issue	Current State
Performance		
Be accountable		
Board ESG skills and formal responsibilities are established	Values, purpose and accountability	In progress
ESG performance metrics are reviewed quarterly by the Board	Values, purpose and accountability	In progress
Senior management and employees have at least one ESG performance metric as part of their Performance Development Review, bonus and incentives	Values, purpose and accountability	Completed
Enhance corporate governance and management of ESG		
Establish our performance baselines, data needs and implement Ansarada GRC to measure and manage our impact	Values, purpose and accountability	In progress
Finalize our ESG strategy and objectives	Values, purpose and accountability	In progress
Integrate the Corporate Sustainability Reporting Directive (CSRD) (change from TCFD) framework into our risk management and reporting	Values, purpose and accountability	In progress
Grow green revenue		
In FY24 grow revenue, quarter-on-quarter from ESG product sales	Product and service responsibility.	In progress
Industry leadership		
Publish an industry white paper on Data Governance best practice	Values, purpose and accountability	Completed
Innovate for good		
Launch new ESG product line for 1,000 mid-market companies	Product and service responsibility.	Completed
GTM strategy and execution ESG Materiality to acquire 50 customers	Product and service responsibility.	In progress
Performance/protect privacy		
Align our privacy practices with General Data Protection Regulation (GDPR) good practice	Values, purpose and accountability	Completed
Report publicly on ESG performance		
Produce first sustainability report for FY23 on performance against our strategic ESG objectives	Values, purpose and accountability	Completed



Initiative	Material Issue	Current State
Report publicly on ESG performance/Publish ESG policies on website		
Copywrite and design structure of commitments	<i>Values, purpose and accountability</i>	Completed
Produce policies content for website	<i>Values, purpose and accountability</i>	In progress
Design our policies section on website	<i>Values, purpose and accountability</i>	In progress
Set data security benchmarks		
Report publicly on our data governance program and improvement goals	<i>Cyber security and privacy</i>	In progress
Implement the Cyber Security Governance Principles	<i>Cyber security and privacy</i>	Completed





Initiative	Material Issue	Current State
Planet		
Embed better practices by 2025		
100% of employees trained on environmental good practices	Greenhouse gas emissions	In progress
100% of new starters are onboarded on ESG priorities	Values, purpose and accountability	Completed
Planet/empower the brave		
Make our products available for free to 10 planet change-makers to help them manage their supply chain impacts	Values, purpose and accountability	In progress
Give back to the planet		
Design our community leave program around 'courageous changemaker for the planet'	Values, purpose and accountability	Completed
Ensure 10% of community service leave days are utilized by employees in FY24, increasing to 50% by FY25	Values, purpose and accountability	Completed
Lighten our footprint		
Work with customers to phase out USB archives	Greenhouse gas emissions	In progress
Low impact data centres		
Cooperate with industry peers to reduce the environmental impacts of data centres	Greenhouse gas emissions	In progress
Net zero carbon emissions by 2030		
Calculate our carbon footprint and develop a net zero pathway	Greenhouse gas emissions	In progress
Source 100% Green Power for all sites	Energy	In progress
Source more locally		
At least 25%+ of marketing procurement spend is with local and/or minority-owned businesses	Greenhouse gas emissions	In progress
List of all suppliers from each region (with location and ownership)	Greenhouse gas emissions	Completed
Source responsibly by 2024		
Develop and implement a Responsible Sourcing Policy and embed environmental and circular criteria into supplier contracts	Energy	In progress
Zero operational waste by 2030		
100% of computer hardware is refurbished, donated or recycled	Greenhouse gas emissions	Completed
Conduct a waste, water and resource audit to identify key waste streams and baselines	Greenhouse gas emissions	In progress
Divert 100% of food waste from landfill	Greenhouse gas emissions	In progress



Progressing towards Sustainable Operations

Climate change and GHG (Greenhouse Gas) emissions are pressing concerns for all our stakeholders. They represent not only a long-term strategic imperative for Ansarada but also an opportunity. Our goal isn't just to manage the associated risks, but also to champion the transition to a sustainable, low-carbon future.

At Ansarada, our commitment is two-fold. Firstly, we are dedicated to minimizing our company's carbon footprint and reducing resource waste. Secondly, we extend this commitment to our customers. For instance, our cloud-based collaboration platform, integral to our product design, empowers customers to cut down on their carbon footprint.

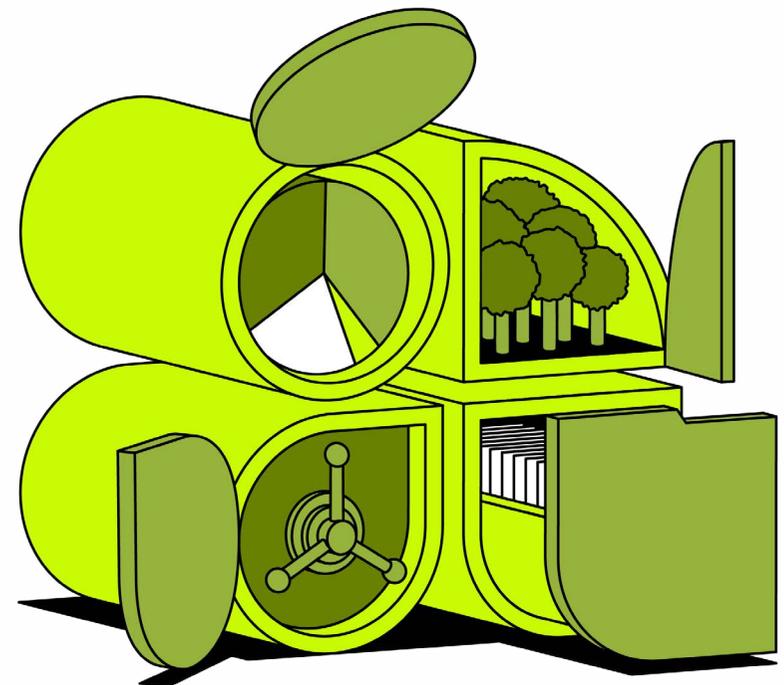
When it comes to our supplier partnerships, we strive to choose environmentally conscious cloud providers:

- Amazon Web Services (AWS), offering services that enable Ansarada to bypass the need for energy-intensive data centers. AWS have committed to 100% carbon neutrality by 2025.
- Google, targeting to achieve net-zero emissions across all operations and value chain by 2030.

Scope 1 and 2 and 3 emissions impact

Ansarada's Scope 1 and 2 emissions, which are direct and energy indirect emissions respectively, originate from our main office in Sydney, Australia, and our regional offices in Chicago, USA, and Ho Chi Minh City, Vietnam. These are the only buildings leased by Ansarada on a long-term basis over which we have operational control. We will report on Scope 1 and 2 emissions in our FY24 report.

Scope 3 Emissions – which include all other indirect emissions – are not currently publicly reported by Ansarada. However, we are developing plans to document and report on these emissions in the coming year.



Glossary

AASB	Australian Accounting Standards Board	SMEs	Small to medium enterprise
ANZ	Australia and New Zealand	TCFD	Task Force on Climate-related Financial Disclosures
ARR	Annual Recurring revenue	YOY	Year on year
ASX	Australian Stock Exchange		
CDP	Carbon Disclosure Project		
CEO	Chief Executive Officer		
CSR	Corporate Social Responsibility		
DJSI	Dow Jones Sustainability Index		
EBITDA	Earnings before interest, taxes, depreciation and amortization		
ESG	Environmental, Social, Governance		
ESRS	European Sustainability Reporting Standards		
GHG	Greenhouse Gases		
GRI	Global Reporting Initiative		
ISSB	International Sustainability Standards Board		
STI	Short term incentives		
SaaS	Software as a service		
SASB	Sustainability Accounting Standards Board		
SDG	Sustainable Development Goals		
SIP	Sustainability Impact Plan		



Thank you