

Annual Give Back Report

FY 2024 - 2025



THE YEAR THAT WAS 2025

2025 has been a big year for us as we worked to formally embed our GiveBack (or Corporate Social Responsibility) strategy, policies and processes.

This is an exciting evolution of Vertex as an organisation and a team.

As part of this focus, we chose to revise our mission statement to align with this commitment:

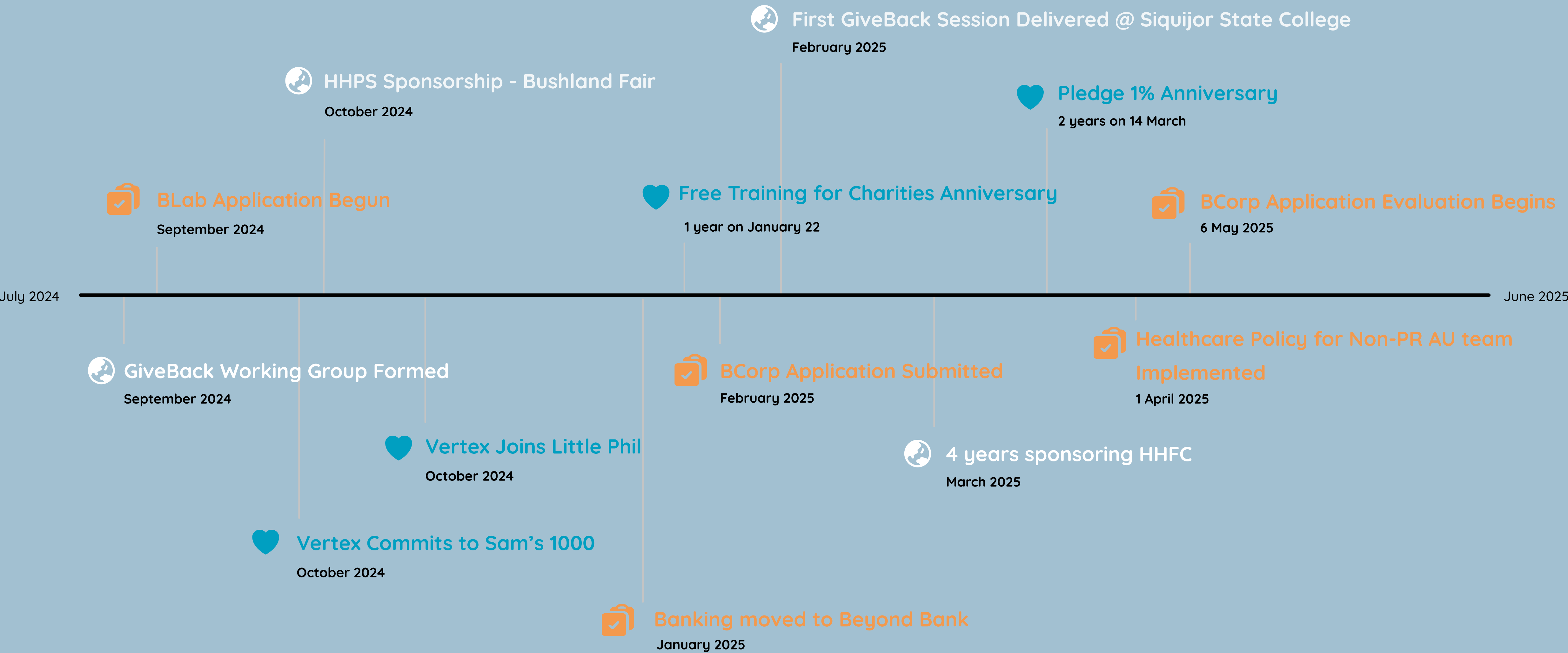
We will provide relevant, actionable and industry-leading Cyber Security advice, products and services to Australian and international businesses.
We will ensure these products and services are accessible for organisations of all sizes.
We will fulfil our mission whilst demonstrating the highest possible care and respect for our team, our clients, the environment and our local communities.
We aim to encapsulate and model the ethos of “business as a force for good” in our world.

We feel so blessed to work as part of a team who also believe in business as a force for good, and where we believe in treading lightly on the earth and each other.

- Martin & Melanie



Our GiveBack Journey in FY 2025





Our Commitment in Practice

Pledge 1% of Profit

Despite FY25 not being a profitable year, we still donated 0.38% of total revenue to charity and community organisations.

Pledge 1% of Product

For every \$1 of Core training sales received, we donated \$0.65 worth of training to registered Australian charities.

Pledge 1% of Time

We are starting to bring focus to team volunteering time via GiveBack program delivery and leave approved to spend time on community volunteering.

Charities We Supported



Shepparton Access



Love Your Sister



Peter MacCallum Cancer Centre



Hope House



Kelp Forest Alliance



Share the Dignity



Mulwala Preschool



South Sudanese Health Matters



Adara Development



Hope In Giving



Womens Welfare Australia



Wheatbelt & Beyond Mentoring



The Shepherd Centre



300 Blankets



Indigenous Futures Foundation



Currumbin Wildlife Hospital



Coffs Coast Wildlife Sanctuary



The Australian Gynaecological Cancer Foundation



Wyanga Aboriginal Aged Care

Key Metrics & Targets



Governance

Compliance with Vertex Code of Ethics & Business Conduct

Success Target | Current Actual

100% 71%

Business Profitability

Success Target | Current Actual

15% -7%

BCorp Legal Amendment

Success Target | Current Actual

Implemented Implemented



Workers

Employees have Access to Adequate Healthcare

Success Target | Current Actual

100% 88%

Employee Satisfaction & Engagement

Success Target | Current Actual

90% 93%

Compensation Exceeds Family Living Wage Minimums

Success Target | Current Actual

100% 100%

Employees have Access to Retirement Savings Plans

Success Target | Current Actual

100% 35%



Community

GiveBack Sessions Delivered

Success Target | Current Actual

1 1

Charitable Giving (as a % of revenue) PLEDGE 1%

Success Target | Current Actual

1% 0.1%

Community Sponsorships (as a % of revenue) PLEDGE 1%

Success Target | Current Actual

1% 0.28%

Impactful Banking (BCorp certified)

Success Target | Current Actual

TBC TBC



Environment

Office Powered by Renewable Energy

Success Target | Current Actual

100% 100%

Office Proximity to Public Transport

Success Target | Current Actual

<500m to min. 2 options Achieved

Air Travel - Economy Class & Carbon Offset

Success Target | Current Actual

100% TBC

Electronic Waste Recycled Responsibly

Success Target | Current Actual

100% 100%



Customers

Free Cyber Awareness Training for Charities PLEDGE 1%

Success Target | Current Actual

100 charities 48 charities

Low Bono Supported Charities PLEDGE 1%

Success Target | Current Actual

1 charity 1 charity

GDP Based Pricing for SaaS Products

Success Target | Current Actual

Implemented Planned

What does it all add up to?



\$1,860

TOTAL AUD DONATED
TO CHARITIES

\$3,895

TOTAL AUD SPONSORSHIPS
TO COMMUNITY ORGANISATIONS

\$24,751

TOTAL AUD SPENT ON
HEALTHCARE

\$6,289

TOTAL AUD SPENT ON TEAM
TRAINING

\$25,320

AUD VALUE OF DONATED CORE
TRAINING (422 USERS)



BCorp Application Update

February 2025 - Application Submitted

May 2025 - Initial evaluation commences

May 2025 - Evaluator queries our “Track” based on the number of team members based in the Philippines (track is updated from Global Developed to Emerging Market and Vertex falls below the 80 point criteria for assessment)

June 2025 - Escalation put forward for our request to be assessed on the “Developed Market” track

July 2025 - Escalation remains in progress

GiveBack in FY 2025 - 2026

What do we want to achieve?

- Validate our key metrics & score card so we feel confident we are tracking the right measures
- Better tracking and reporting of GiveBack related time and dollars
- Better carbon tracking and reporting via a tool such as SumDay
- Changes to our Parental Leave Policy so it does not differentiate between primary and secondary caregivers
- Explore GDP based pricing for our Vertex developed platforms for equitable access globally
- Explore ways to better invest in the health and wellbeing of the team
- Implement a formal Volunteer Leave Policy
- Achieve BCorp Certification