

Vertex
CYBER SECURITY

Annual Give Back Report

FY 2025 - 2026

PLEDGE 1%

Certified B Corporation

The year that was

2026

2026 was an incredibly important year for Vertex—not only did we celebrate 10 years of supporting Australian businesses with Cyber protections, but we also achieved our goal of becoming a Certified B Corp™!

Additionally, we brought our entire team together in the Philippines to learn together, break bread, and work collaboratively to tackle the “big” problems which are constantly shifting and evolving in the Cyber threat landscape.

Whilst we saw a lot of organisations tightening their budgets this year due to heavy external pressures — from the global ripple effects of the Iran conflict to the ongoing cost-of-living crunch — we refused to compromise on our values. It’s true that FY26 wasn’t a profitable year for us on paper, but we are incredibly proud that we never stopped investing where it truly counts: giving back to our local community, supporting wonderful Australian charities, and taking care of our hardworking team.

Of course, being a newly minted B Corp means holding ourselves accountable across the board. While bringing our team together overseas was vital for our culture, we were highly conscious of our environmental impact, ensuring we carbon offset our flights (economy of course!) and took the opportunity to collect e-waste from the team for responsible recycling. We also chose to stay at eco-conscious accommodation with a commitment to sustainable architecture, renewable energy, passive cooling, sustainable amenities and wildlife conservation.

As a Cyber Security company, our core mission has always been about protecting people, securing data, and building trust. Entering FY27, we are more energised than ever to keep living those values, supporting our clients through an unpredictable landscape, and proving that business can — and should — be a force for good.

- Martin & Melanie



Our goals heading into FY26

- Changes to our Parental Leave Policy so it does not differentiate between primary and secondary caregivers
- Implementation of a formal Volunteer Leave Policy
- Achievement of B Corp Certification

What we are still working on...

- Validating 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
- Exploring GDP based pricing for our Vertex developed platforms for equitable access globally
- Exploring ways to better invest in the health and well being of the team

GOVERNANCE

Acceptance of Vertex Code of Ethics

Success Target | Current Actual

100% **41%**

Business Profitability

Success Target | Current Actual

15% **-9%**

B Corp Legal Amendment

Success Target | Current Actual

Implemented **Implemented**

Data Protection Training Complete

Success Target | Current Actual

100% **88%**





Access to Adequate Healthcare

Success Target | Current Actual

100% **94%**

Employee Satisfaction & Engagement

Success Target | Current Actual

90% **99.5%**

Compensation Exceeds Family Living Wage Min.

Success Target | Current Actual

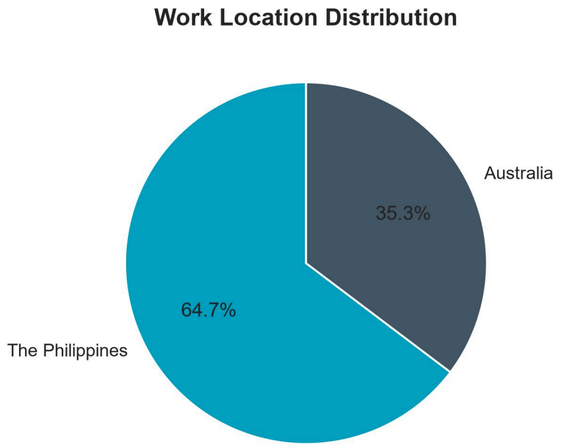
100% **100%**

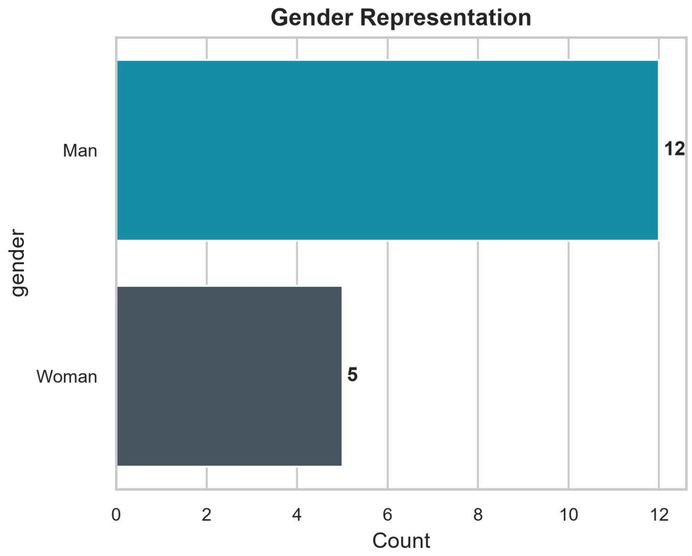
Access to Retirement Savings Plans

Success Target | Current Actual

100% **35%**

TEAM DEMOGRAPHICS

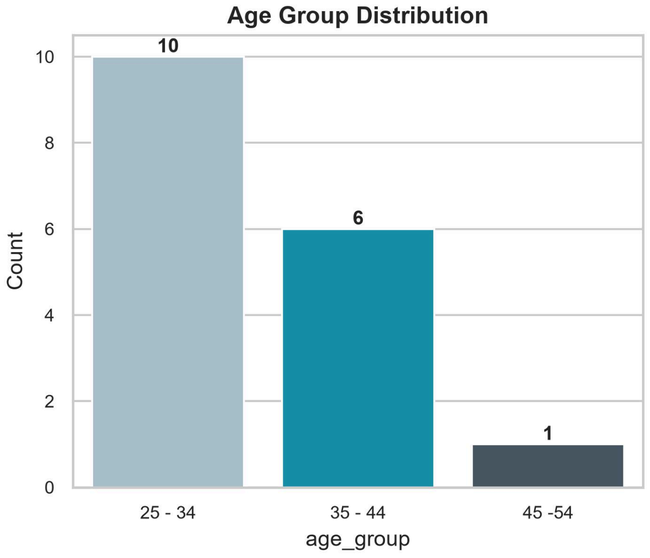


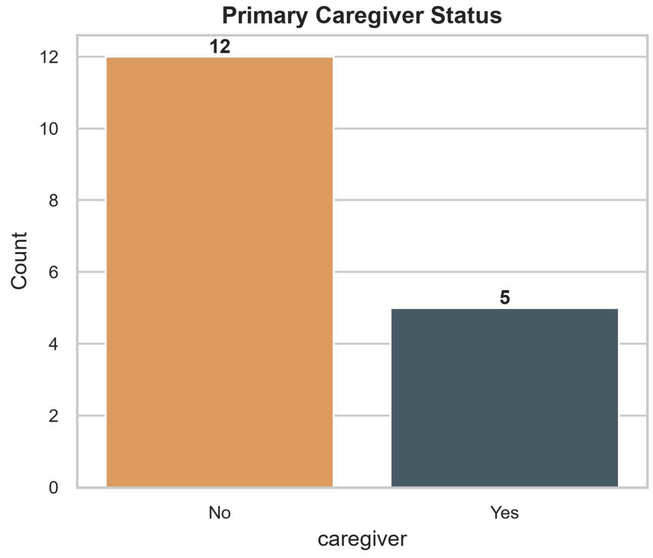


100% of the team strongly agreed that "I feel that my unique background, identity, and perspectives are respected, valued, and included at this company."

- **Upbringing:** 35.3% of our employees grew up in lower-income/working-class households, 52.9% in middle-income, and 11.8% in upper-middle/higher-income households.

- **First-Generation Higher Education:** 23.5% (4 employees) are first-generation university students (neither parent completed a 4-year degree), while 76.5% have college-educated parents.







ANNUAL ENGAGEMENT SURVEY

Delivered and created by ProsperEX

SECTION 1 · EXECUTIVE SUMMARY

Engagement at a glance

PARTICIPATION

10

complete responses

HIGHLY FAVOURABLE

73.7%

rated 5 out of 5 - the top score

ENGAGEMENT

99.5%

overall favourability - rated 4 or 5 out of 5

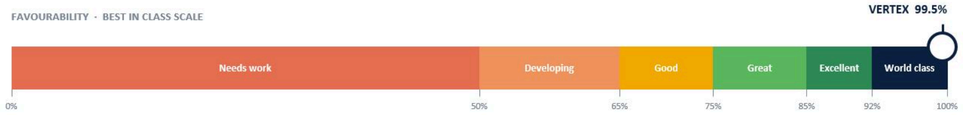
THE HEADLINE

Vertex Cyber Security has an exceptionally engaged team. Across 410 individual ratings, 99.5% were favourable and nearly three in four were the top score, with every respondent a promoter (eNPS +100). Favourability is at the ceiling, so the useful lens is where scores are 'agree' rather than 'strongly agree' - workload, visible action on feedback, and career support.

SECTION 2 · BENCHMARKING

How Vertex compares

FAVOURABILITY · BEST IN CLASS SCALE



vs. Technology & Professional Services

+25pp

percentage points above benchmark

Typical engagement in technology and professional services sits around 74% favourable. Vertex is well clear of it.

vs. Australian workforce (all sectors)

+29pp

percentage points above benchmark

Outperforms the Australian all-sector workforce benchmark of ~70% by a wide margin.

vs. Prosper portfolio avg.

+23pp

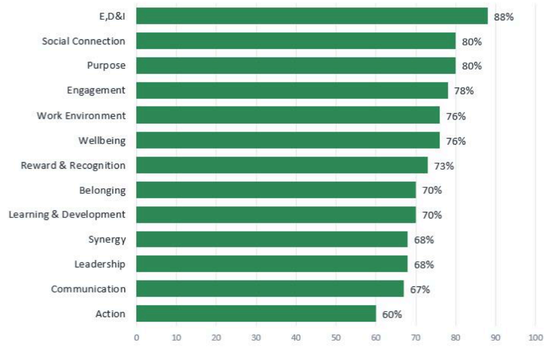
percentage points above benchmark

Above the average engagement rate across other Prosper-platform clients (76%).

SECTION 3 · PILLAR ANALYSIS

Engagement by pillar

TOP-SCORE RATE BY PILLAR · SHARE OF ANSWERS THAT WERE 5/5



CONTEXT & INTERPRETATION

Inclusion is the standout

Equity, diversity and inclusion questions (Q37-Q39) all reached 90% top score - the strongest pillar in the survey.

Action on feedback is the softest pillar

Every Action answer was favourable, but only 60% were the top score. Staff agree the company acts on feedback; fewer strongly agree they have seen it.

Leadership and communication sit mid-pack

Both pillars are 100% favourable with roughly two-thirds at the top score - solid, with room to move manager feedback and visible vision from 'good' to 'exceptional'.

SECTION 5 · KEY INSIGHTS

What the data is telling us

STRENGTH

Advocacy and retention are locked in

eNPS +100, 100% intend to stay two years and none are looking elsewhere. Vertex has earned genuine commitment from its people.

STRENGTH

Inclusion and purpose lead the way

E,D&I is the top pillar (88% top score) and purpose questions sit at 80-90%. Staff see the work as meaningful and the culture as fair.

OPPORTUNITY

Workload is the one soft spot

Q14 is the lowest-scoring question (40% top score) and the only one to draw neutral answers. Only 40% strongly agree they can manage it without feeling overwhelmed - consistent across both locations.

OPPORTUNITY

Close the loop on feedback

Staff trust Vertex to act (Q42) more strongly than they have seen it (Q41). Publishing this survey's actions is the quickest way to lift the Action pillar.



GiveBack Sessions Delivered

Success Target | Current Actual

1 **0**

Charitable Giving (as a % of revenue)

PLEDGE **1%**

Success Target | Current Actual

0.5% **0.2%**

Community Sponsorship (as a % of revenue)

PLEDGE **1%**

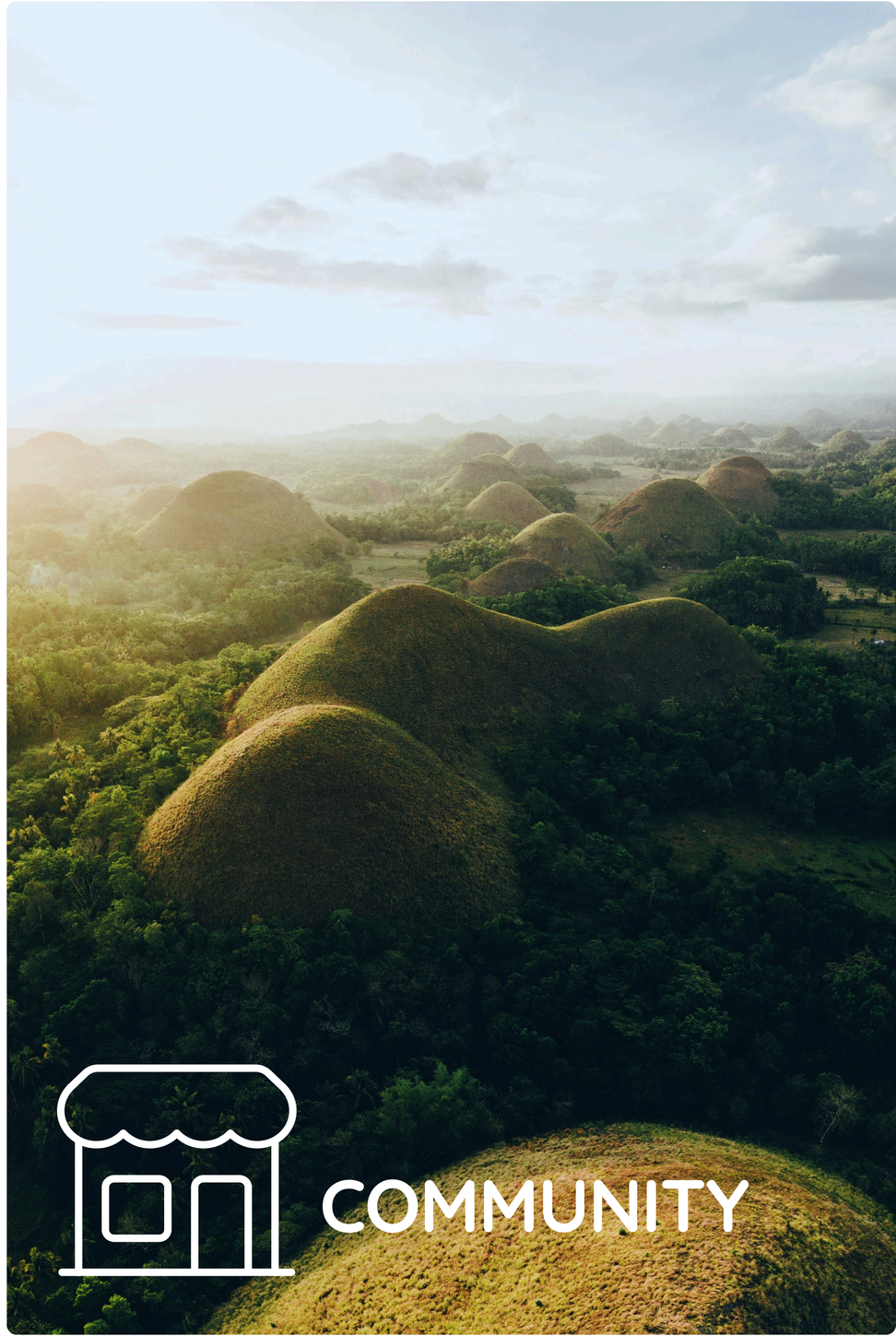
Success Target | Current Actual

0.5% **0.2%**

Impact Led Banking

Success Target | Current Actual

80% **20%**





CHARITIES SUPPORTED

Love Your Sister

South Sudanese Health Matters

All KND

ADARA GROUP
– BRIDGING WORLDS –

Hope in Giving

The Break

National Breast Cancer Foundation

Médecins Sans Frontières Australia

Peter Mac
Peter MacCallum Cancer Centre
Victoria Australia

hurt to help
LIMITED

hope house

104.1 CHY FM
Coffs Harbour Youth Community Radio
Expression | Impression | Connection

CureEB Foundation

rainbow families
connecting • supporting • empowering

Little Phil

Leukaemia Foundation

AWLQ
Creating a brighter Future

Animal Welfare League Qld
Est. 1959
AWLQLD.COM.AU @AWLQLD

Alzheimer's Research Australia

The Shepherd Centre
Giving deaf children a voice

KOKODA YOUTH FOUNDATION
Changing Lives

Indigenous Futures Foundation

The Big S'cool Walk

Air Travel - Economy Class & Carbon Offset

Success Target | Current Actual

Economy - 100% 100%

Carbon Offset - 100% 80%

Electronic Waste Responsibly Recycled

Success Target | Current Actual

100% 100%

Office Powered by Renewable Energy

Success Target | Current Actual

100% 100%

Office Proximity to Public Transport

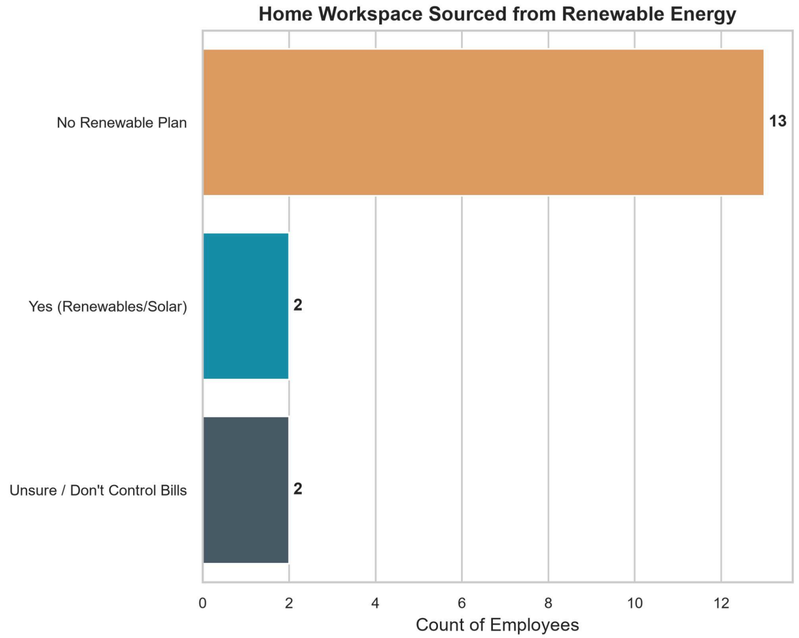
Success Target | Current Actual

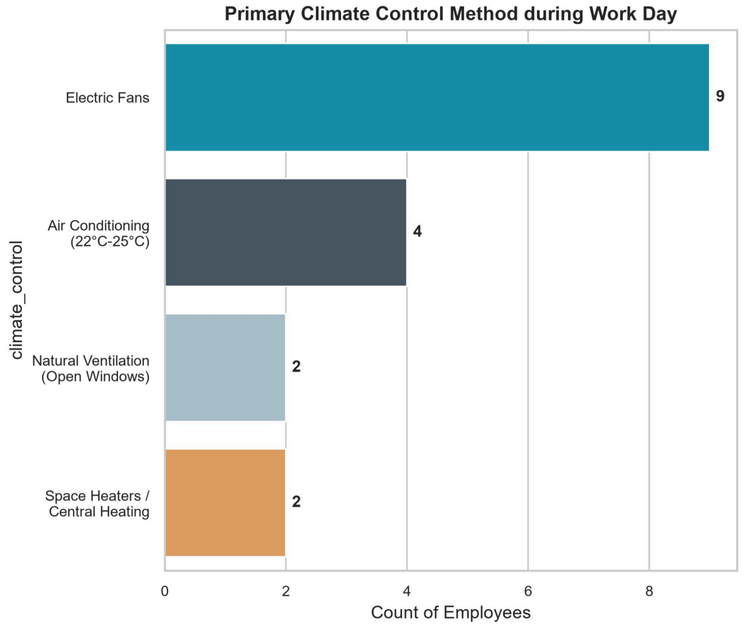
<5 min to min. 2 options Achieved

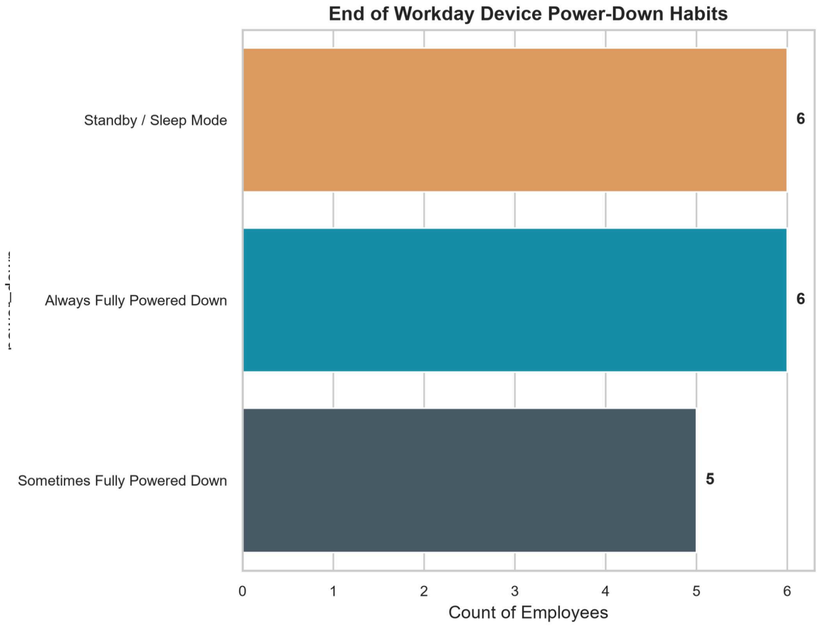


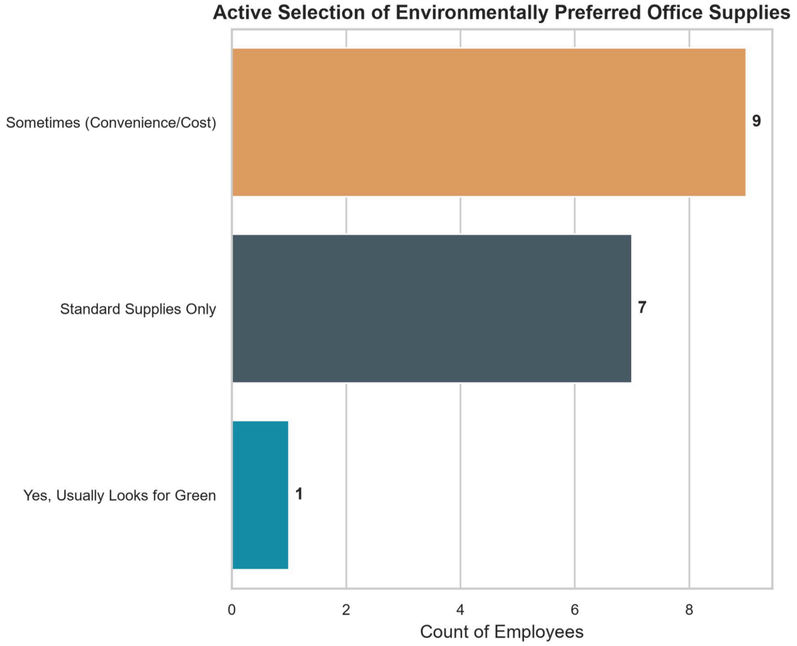
ENVIRONMENT

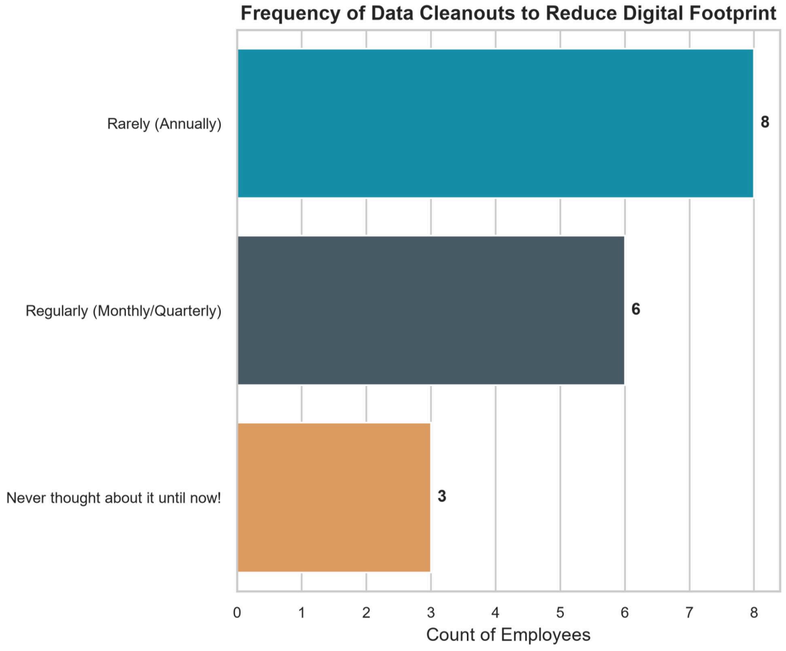
WFH ANNUAL SURVEY FINDINGS

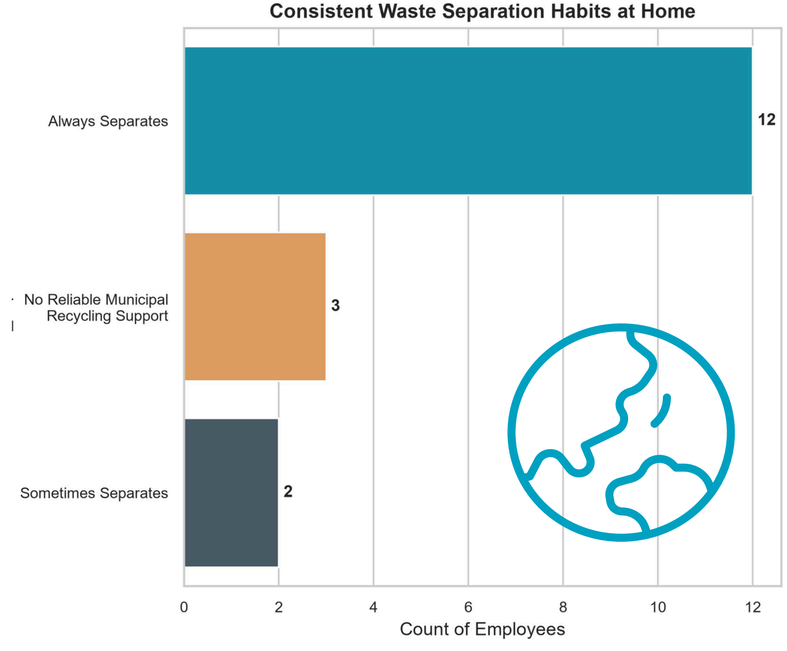












GDP Based Pricing for Saas Products

Success Target | Current Actual

Implemented Planned

Free Cyber Awareness Training for Charities

Success Target | Current Actual

100 charities 55 charities

Low Bono Supported Charities

Success Target | Current Actual

1 charity 1 charity



CUSTOMERS

PLEDGE
1%

Our Commitment in Practice

Pledge 1% of Profit

Despite FY26 not being a profitable year, we still donated 0.42% of total revenue to charity and community organisations.

Pledge 1% of Product

For every $1 of Core training sales received, we donated $0.58 worth of training to registered Australian charities.

Over the last year, the number of charities utilising this program has increased by 15%.

Pledge 1% of Time

Formal Corporate Philanthropy and Volunteer policy introduced allowing all team members 3 days paid volunteer leave per calendar year.





What does it all add up to?

$2,640

Total AUD Donated to charities

$2,800

Total AUD Sponsorships to community organisations

$24,641

Total AUD spent on healthcare

$8,054

Total AUD spent on team training

$22,920

AUD value of donated core training (382 users)

What does FY27 look like?

- Validating 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
- Exploring GDP based pricing for our Vertex developed platforms for equitable access globally
- Exploring ways to better invest in the health and well being of the team (including EAP, employee benefits, etc.)
- Exploring green energy incentives for the Australia based team and the potential introduction of an Interest-Free solar resiliency loan program for the Philippines team
- Advertise the Office Stewardship & Environmental Policy internally and explore incentives to support use of sustainable supplies in home offices
- Launch a “Digital Cleanup Day” - 1 hour set aside expressly to clear cloud drives and emails, reducing server load

