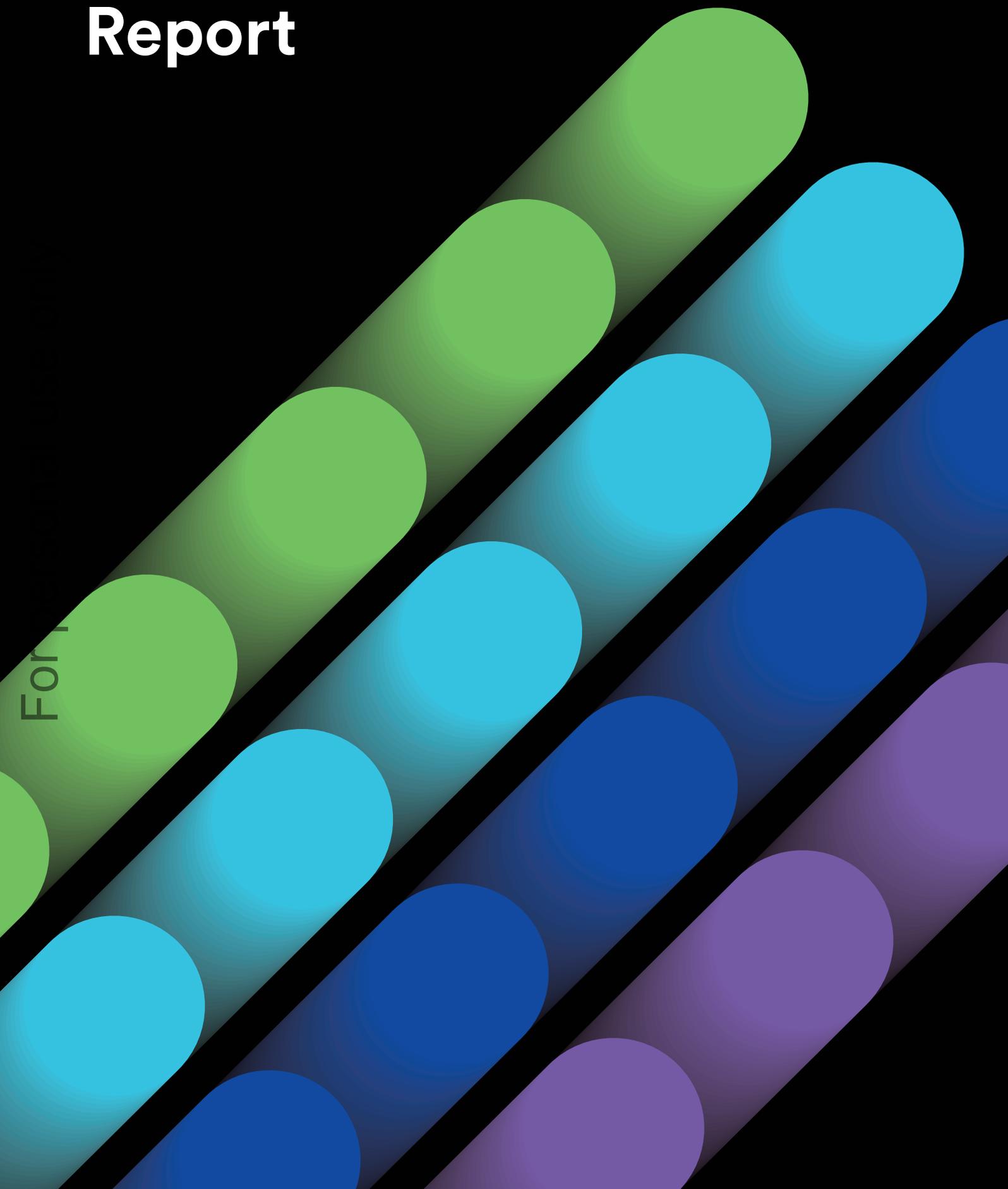


# 2024 Annual Report

For



## Notice of Annual General Meeting

Notice is hereby given that the Annual General Meeting of the members of Macquarie Technology Group Limited be held at Macquarie Technology Group's Sydney office (Level 15, 2 Market Street, Sydney) on Friday 29 November 2024 at 9am.

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# Highlights

Financial Year	21	22	23	24	23 v 24
Consolidated Revenue	285.1	309.3	345.1	<b>363.3</b>	5%
EBITDA	73.8	88.4	103.1	<b>109.1</b>	6%
EBIT	20.9	21.7	38.2	<b>51.1</b>	34%
Net Profit After Tax	12.5	8.5	17.7	<b>33.0</b>	86%
Operating Cash Flow	45.3	98.0	108.9	<b>117.8</b>	8%

A Net Promoter Score of +86 for customer service in FY24, means we are delivering an **outstanding customer experience**.

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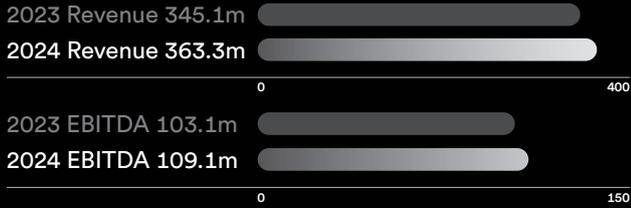
EBITDA

**109.1m**

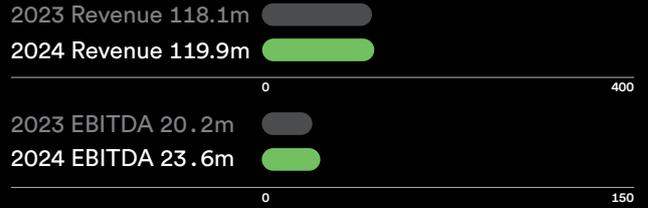
EPS / CPS

**134.7**

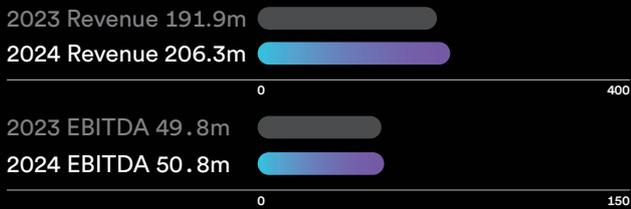
### Macquarie Technology Group



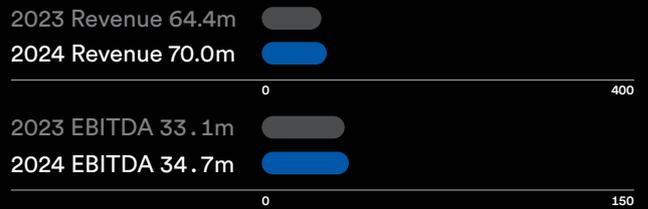
### Macquarie Telecom



### Cloud Services and Government



### Macquarie Data Centres



For pers

Revenue **363.3m**

Net Promoter Score **+86**



**10**

**Ten  
successive  
years of  
profitable  
growth**

**10**

Once again I am pleased to present Macquarie Technology Group's annual report for the year ended 30 June 2024. EBITDA has grown for the tenth consecutive year, an outstanding achievement which demonstrates the strength of our unique and diversified business.

Our superior customer service and operational excellence resulted in a revenue increase of 5.3% to \$363.3 million and EBITDA increased by 5.8% to \$109.1 million compared to fiscal 2023. Macquarie Technology Group delivered a net profit after tax of \$33.0 million.

In April 2024, the Group announced a capital raising of \$100.0 million to fund the purchase of the land and buildings of its Intellicentre 2 (IC2) and Intellicentre 3 East (IC3 East) for \$174.0 million before transaction costs. The acquisition provides greater flexibility for the Group's future capital management and creates value over the long-term life of the asset.

The company had \$190.0 million available in undrawn debt facility at the end of the year. Due to strong banking appetite, a new debt facility is expected to be in place within FY25 on improved terms. Our strong conversion of EBITDA to cash resulted in operating cash flows of \$117.8 million for the year, with over 103.8% of EBITDA translating into operating cash flows.

We have continued to invest for growth during the year. Total capital expenditure of \$230.1 million in the fiscal year 2024 included growth capex of \$203.0 million (including the purchase of the land and buildings at Macquarie Park), customer related capex of \$18.5 million and maintenance capex of \$8.6 million.

The Cloud Services and Government segment contributed \$206.3 million in revenue, an increase of 7.5% compared to last year, and EBITDA of \$50.8 million equating to an increase of 2.0%. The Cloud Services and Government segment's investments in its hybrid IT, cyber security and secure cloud offerings place the Group in an advantageous position to support its customers in the journey to the cloud. We continue to cross sell cloud solutions into the Telecom corporate customer base, a key contributor to the success of the segment.

Our Data Centres segment contributed \$70.0 million in revenue, an increase of 8.7% compared to last year, and EBITDA of \$34.7 million equating to an increase of 4.8%. During the year the Group obtained the relevant planning approvals and completed early works, with the construction of IC3 SuperWest commencing in July 2024.

The Telecom segment continues to be an important part of the Group's overall offering, delivering \$119.9 million in revenue and EBITDA of \$23.6 million, representing EBITDA growth of 16.8%. The segment's #SoUntelco go-to-market strategy and a clear focus on providing a great customer experience continue to be compelling in driving customer acquisition and providing a channel to cross sell Cloud services solutions.

The Company's EBITDA will continue to grow in 2025, which would be 11 consecutive years of growth. We enter the new financial year in a strong position to drive further shareholder value.

Peter James



## Chief Executive's Message

Ten years of profitable growth is a clear reflection of our commitment to our purpose, to make a difference in markets that are underserved and overcharged. Our unparalleled customer experience, with a Net Promoter Score (NPS) of +86 is key to delivering another strong financial result.

We made significant investments in our business over the last year, notably in the data centre segment. The acquisition of the Macquarie Park Data Centre Campus land, along with the \$100 million equity raise has positioned us for the growth of our digital infrastructure platform for the years ahead. The acquisition of the land and buildings at Macquarie Park gives us long-term control of the campus at a time when we are making a significant investment in expanding capacity by constructing IC3 SuperWest.

Due to demand from the AI megatrend, we are increasing the IT load of IC3 SuperWest from 38MW to 45MW. This increase will take the campus from 56MW to 63MW (subject to regulatory approvals which are underway). Macquarie Data Centres intends to have 90MVA of power available upon opening of IC3 SuperWest, with in ground works well underway.

With our strong balance sheet and available funding, the Company is focused on acquiring a new campus in Sydney to enable our growth plans to ensure capacity runway for our customers and prospects.

Our Cloud Services and Government businesses are experts in cyber security, in securing digital infrastructure, and in protecting our customers from the threats to their data every day. We partner with key vendors such as Microsoft and Dell to deliver innovative hybrid Cloud solutions. Our Macquarie Government business is aligned with Australian Government's focus on sovereign capabilities, security of critical infrastructure and investing in cyber security.

The Macquarie Telecom business has evolved to a managed connectivity and network security business, and is a leader in SDWAN networks. It has continued to deliver margin improvements and maintain operational efficiencies contributing to our profitable growth, all while contributing significant free cash flow to the Group.

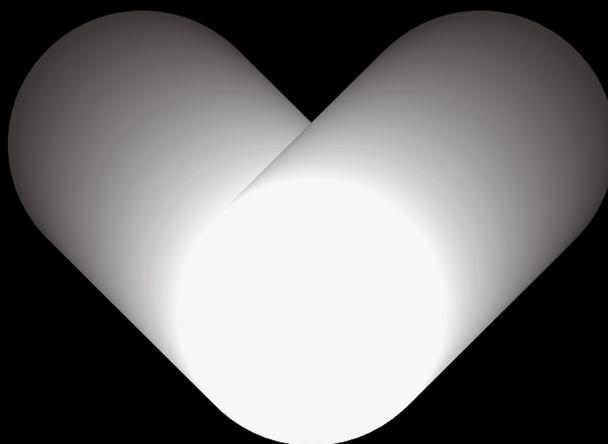
As one of the top 60 companies globally, Macquarie has been awarded the Gallup Exceptional Workplace Award.

With a stable and experienced executive and management team leading our organisation, we look forward to achieving an eleventh successive year of excellent results.

**David Tudehope**



# Strengthening Communities Together



## Macquarie Park Business Community Partnership

Macquarie Technology Group is a founding member of the Macquarie Park Business Community Partnership. This community of businesses believe that we should make a difference in the community we work in, as well as those we live in. Starting in 2013 we have worked with local businesses to improve the lives of children and families in the local community.

The business community partnership has now supported 2359 children since the commencement of the program; and we currently have 1106 children in the Ryde LGA receiving books via the Imagination Library Program.

As founding members of United Way's flagship Business Community Partnership in Macquarie Park, Macquarie Technology Group continues to bring opportunity to children and families by:

- Fundraising for early childhood literacy for children aged 0-5 years in the Ryde LGA. Fundraising events include:
  - The annual Macquarie Park Walkathon
  - United Way Community Cup (round-robin soccer tournament)
  - EOFY Book-a-thon – encouraging staff to donate to the Imagination Library program
  - 'Gift of Giving' Christmas-drive to a Western Sydney Primary School
- Work Place Giving – nearly half of Macquarie staff contribute through their monthly salary to support the Imagination Library.
- Corporate High School Mentoring for local High School Students.

## Imagination Library – Childhood Literacy

Macquarie Technology Group celebrates 30 years of partnering with United Way Australia. United Way - Dolly Parton's Imagination Library in Australia.

Our overarching ambition is that together, we can ensure every Australian child learns to read, learn and succeed.

Bringing access to early childhood literacy to families across Australia. This program brings a free book per month to children aged zero to five years, ensuring they start school-ready on their first day of school.

The Imagination library has now distributed over 1,000,000 books to Australian children, meaning over 40,000 children have been impacted by the program.

## MT DrUITT – The Hive

Macquarie Technology Group has always been a strong supporter of The Hive in Mt DrUITt; a place-based community support initiative that brings together partners to drive real change and support communities in and around Mt DrUITt, NSW.

Macquarie supports the Willmot Currawong Kitchen at Willmot Public School by ensuring no child starts the day without breakfast, and they are able to concentrate so that they are able to read, learn and succeed.



## Awards

# Best. Great. Exceptional.

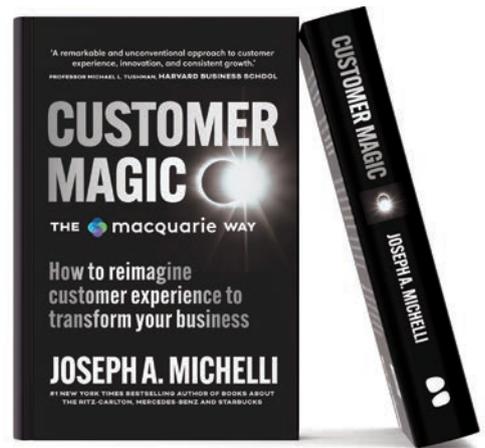
We're honoured to have been awarded both the 2024 Gallup Exceptional Workplace Award and the Strengths-Based Culture Award. Receiving the Gallup Exceptional Workplace Award places us among an elite group of world-class organisations. We are one of only two companies globally to be recognized with both awards, placing us in the Top 60 Exceptional Workplaces Worldwide and among the Top 9 globally for our strengths-based culture. This achievement acknowledges our success in fostering a workplace where employees are motivated, valued, and proud of what they do. Our engaged culture drives better business outcomes. And our focus on employee engagement as a core part of what we do sets us apart as an employer of choice.

We are also proud to have been awarded #1 Best Tech Places to Work in Australia and AFR's Best Places to Work. A tremendous testament to our team culture, employee empowerment, and the ability to make a real difference.





## Publications



# Customer Magic: Now a Global Success Story

It's a rare and special thing when a book on an Australian company is published globally.

2024 marked the global release of *Customer Magic—The Macquarie Way*, a compelling account of how an Australian technology company rose from a challenger telecom brand in the 1990s to a dynamic billion-dollar enterprise. In an industry often criticised for underserving and overcharging, Macquarie Technology Group leveraged the power of customer experience to achieve groundbreaking results. *Customer Magic* is now recognised globally as a blueprint for businesses seeking to revolutionise customer engagement and drive success, with the book receiving honours such as Amazon Bestseller, Barnes & Noble Bestseller, Kobo Bestseller and the Pinnacle Book Achievement Award.

Macquarie Data Centres

# IC3 Super West

A secure, sovereign and compliant home for Australia's AI-driven future.

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IC3 SuperWest is our answer to Australia's need for more sovereign AI and cloud data centres. The facility is purpose-designed to accommodate the ever-evolving needs of high-density IT infrastructure now, and well into the future. This includes hybrid liquid and air cooling technology.

After receiving DA approval, construction started on IC3 SuperWest in mid 2024. The data centre is the third and largest addition to our flagship Macquarie Park Data Centre Campus in Sydney's north zone. This expansion brings the total campus IT load up to 63MW (megawatts) subject to regulatory approvals. The facility will open its doors with the entire end state power secured.

Macquarie Data Centres have been building and operating data centres in Australia for 24+ years. Construction on this newest facility comes after we acquired the land and buildings on which our Macquarie Park Data Centre Campus is built. The acquisition is part of our longer-term strategic plan to acquire and develop more campuses in this next phase of growth. Allowing us to provide future-proofed capacity at scale for our customers.

IC3 SuperWest will offer customers high-density power and cooling, 5 floors of resilient data halls, dedicated office and storage spaces, all supported by our trademark customer experience.

The beginning of construction was commemorated with a Ground Breaking Ceremony hosted by Australia's then Minister for Home Affairs and Cyber Security. As an Australian owned and operated data centre, IC3 SuperWest will have the right credentials to allow hyperscalers, enterprises and governments to keep Australian data and intellectual property secure and onshore.

## We broke ground on our newest AI and cloud data centre, IC3 SuperWest.

Our Macquarie Park Data Centre Campus is home to the Cyber Security Centre of Excellence which integrates the latest in physical and virtual infrastructure security, supported by our 200+ highly trained Australian Government-cleared engineers. Like all our data centres, IC3 Super West will be Certified Statagic by the Australian Federal Government and be compliant with their highest security standards. The facility will also meet an extensive list of global compliance certifications such as PCI, SOC 1&2, ISO27001 and the ISO IMS frameworks to accommodate the needs of our international hyperscale customers.

The large-scale project is expected to bring more than 1,500 jobs to the area. The construction cost for Phase 1 will be circa \$350 million from FY25, which will deliver the powered core and shell, as well as 6MW of IT load fitted out.



# Partnership boosts resilience and growth

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## Situation

Australian-founded global education provider, Navitas, operates over 80 sites worldwide. With over 5,000 employee endpoints and a student base of over 60,000 around the world, Navitas faced challenges with its IT infrastructure, including servers, storage, cloud environments, networks, and telephony. Additionally, the company needed enhanced support for its service desk for level one and level two customer support, desktop infrastructure, and project delivery functions.

For the past ten years, Navitas has partnered with Macquarie Telecom across various technologies from mobile and landline telephony to multiprotocol label switching (MPLS) and data centre technology. To prepare for the next stage of growth, Navitas sought to consolidate its contracts and improve network resilience and redundancy across carriers. The company aimed to enhance its infrastructure to support its strategic growth plans while maintaining the cost efficiency and flexibility.

To ensure it selected the most suitable partner for its next growth phase, Navitas engaged in a comprehensive tender process to assess the best options, evaluating multiple additional providers including Telstra, Optus, and TPG. Macquarie Telecom emerged as the preferred choice due to its ability to simplify billing and reporting, resulting in significant time savings for Navitas.

Fresh challenges also emerged as a result of the Perth headquarters move. "Although the new building was only 20 steps away from the original building, it posed some logistical concerns for our partners as the building was not yet able to be located on Google Maps," said Michael Schofield, Global Head of Infrastructure, Services, and Delivery, at Navitas.



## Solution

Macquarie Telecom's solution offered dual carriage or dual active links, providing the necessary bandwidth and availability for Navitas' demanding student base. Additionally, Macquarie Telecom demonstrated commercial flexibility, allowing Navitas to spin up and down services quickly in response to business needs, which was crucial for its strategic growth plans.

Macquarie Telecom's customer service combined with technical expertise were key differentiators, with Navitas highlighting the ease of engagement and quick resolution of issues.

Navitas valued Macquarie Telecom's broader vertical capabilities in cybersecurity, cloud, and AI, recognising the importance of these technologies in its evolving infrastructure needs. "As we continue to expand globally, we rely on partners like Macquarie Telecom for network infrastructure, cyber, cloud, and automation services. Their expertise in these areas aligns with our strategic growth plan" said Schofield.

## Results

The long-standing and ongoing partnership between Navitas and Macquarie Telecom has resulted in significant cost savings and streamlined infrastructure management for Navitas, according to Schofield.

"One of our primary challenges was cost. We needed a cost-effective solution that also provided high-quality service. Our longstanding relationship with Macquarie Telecom was a key factor in our decision-making, as we knew we could rely on their team for support." By consolidating contracts and leveraging Macquarie Telecom's network resilience solutions, Navitas has reduced downtime and improved network performance, crucial for Navitas' students' access to vital online education resources.

The flexibility of Macquarie Telecom's solutions allowed Navitas to quickly adapt to changing business needs, such as the expansion into new offices in Australia as well as on a global scale. "Macquarie Telecom helped us consolidate multiple contracts into one, saving us time and effort. Despite various logistical challenges with the change of physical location, Macquarie Telecom ensured that network links were provisioned and available, enabling a smooth migration process. This resulted in a successful outcome without any disruptions to our business operations," said Schofield.

The seamless migration during Navitas' office location showcased Macquarie's commitment to customer service excellence, earning praise from Navitas' leadership and reinforcing the value of their long-standing partnership. "Macquarie's customer service and engagement have always been exceptional. We appreciate their professionalism, communication, and ability to just get things done. They provide us with flexible solutions and are always willing to help, which is crucial for our business," said Schofield.

As Navitas continues to grow and evolve, Macquarie Telecom remains a trusted partner, providing the infrastructure and support necessary for Navitas' continued success in the evolving education sector.

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# Cloud solutions for Australia's leading companies



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## Know what you're great at. Partner well on the rest.

Focus on core business, and partner on everything else. That's the fundamental belief of Warwick Boulter, CEO of Collaboro, a leading digital asset management company that works with some of the world's biggest brands and government entities to store and preserve the quality of their digital media assets - McDonald's Australia and New Zealand, Optus, Sportsbet, Youi and the NSW Department of Education, to name just a few.

"We store and manage video, artwork and document assets for our customers - all those things that are big and painful to manage locally, and usually require meta data to surface them or understand the usage and copyright licensing," Warwick explains. "We manage more than 3.5 petabytes (PB) of data, equivalent to around 70 million tall filing cabinets."

To maintain exceptional service and focus on its core business, Collaboro continues to invest in platform and process. The focus is on managing customer data with lower and more predictable costs; and on preparing customer data for the future of generative artificial intelligence (AI). Perhaps just as importantly, the Collaboro team has made smart decisions around what isn't core business.

"Although the team at Collaboro are cloud application experts, we're not cloud infrastructure experts," said Warwick. "We knew we needed to form the right partnerships to bring those skills to the table."

## Public or private cloud: the million dollar question.

As Collaboro's business grew, it was seeking alternatives to its previous public cloud solution as storage and egress/ingress (transferring data to and from the cloud) costs started increasing. This presented challenges around both cost management, and predictability of pricing for its customer base.

"Other significant considerations for our customers include data security and sovereignty - ensuring their data is housed onshore - to help manage risk and compliance issues," added Warwick.

"Technically, we also need a provider capable of managing enterprise-levels of storage - the nature of our business means that we need extensive networking and compute capabilities."



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“If our customers are having a problem, we need to respond to them instantly - and we expect the same of our cloud services provider” said Warwick. “That’s where Macquarie Cloud Services comes in.”

## Results

The Collaboro team has witnessed a range of benefits since migrating to the private cloud environment. With Macquarie Cloud Services keeping cloud egress and ingress charges to zero, there have been significant cost savings in terms of monthly cloud spend, as well as greater transparency and predictability of pricing.

“The Launch Private Cloud solution provided an instant cost reduction of about 30 per cent, and that figure is projected to rise to around 50 per cent as the environment scales and more data is added,” says Warwick.

“We’ve been able to pass on a wholesale cost to our partners rather than using our previous retail model. This is important because media storage services are becoming cheaper, so we’re able to remain competitive.”

“We’re able to provide a service that our customers can depend on, with greater visibility and traceability of cost, through our capability monitoring inside the Macquarie Cloud Services environment and underpinned by Dell Technologies infrastructure.”

The new environment has also provided greater reliability and enhanced performance to Collaboro and the customer base - particularly availability of critical assets, and quick troubleshooting and incident handling.

“If our customers are having a problem, we need to respond to them instantly - and we expect the same of our cloud services provider,” said Warwick. “That’s where Macquarie Cloud Services comes in.”

And finally, the new private cloud environment is helping to manage any concerns related to governance, risk and compliance - particularly data security and sovereignty.

## Preparing for the future.

The new solution is also helping Collaboro prepare for the future, with technologies such as AI and machine learning (ML) set to transform the asset management landscape.

Collaboro customers are focused on three key areas of certainty: firstly, that their data is both secure and sovereign; second, that the enormous creative-wealth of visual assets are independently staged, and therefore able to be leveraged for algo-training and brand knowledge by emerging and as-yet-unknown generative AI toolkits; and third, that there is consistent certainty of the above two topics to empower decision making that has long term implications.



Macquarie Government

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macquarie



## Protecting our government and citizen data from foreign adversaries

The Macquarie Government Secure Internet Gateway (SIG) protects classified data belonging to approximately 42% of Commonwealth government agencies.

The SIG is watched over 24/7 by the security cleared talented cybersecurity engineers in Macquarie Government's Security Operations Centre (SOC). Assisted by advanced technology that sifts through the more than 10 billion security events logged by the SIG every day, these engineers search and respond to the threats targeting such a valuable asset to the Commonwealth.

These threats are constant. Many of them, coming from overseas state-based actors, are sophisticated. In the current geopolitical environment, attacks from these groups as well as "hactivists" groups are increasingly targeting Australia in retaliation for our support of Ukraine in the current conflict.

Whenever Australia announces a new aid package for Ukraine, our SOC Engineers prepare themselves for another wave of cyber-attacks. Often coordinated across multiple threat actors, these attacks aim to stop government digital platforms from providing services to citizens.

While the SIG has been designed to withstand attacks, the SOC must anticipate and block attacks before they overwhelm the SIG and take the platforms it protects offline. After each unsuccessful attack, the adversaries adjust their tactics. In turn, the SOC needs to adjust their responses.

Over the past 2 years, the SOC has successfully defended numerous attacks and remain vigilant for the many more expected. Macquarie Government is proud of the role we play in protecting Australia's digital future and the wellbeing it supports of our fellow citizens.

# Directors' Report

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The directors present their report on the Group consisting of Macquarie Technology Group Limited and the entities it controlled (the "Group") during the year ended 30 June 2024.

## **Peter James, Chairman**

Peter has extensive experience as Chair, Non-Executive Director and Chief Executive Officer across a range of publicly listed and private companies particularly in emerging technologies, digital disruption, e-commerce and media. He is an experienced business leader with significant strategic and operational expertise. Peter travels extensively reviewing innovation and consumer trends primarily in the US, Asia and the Middle East. He is a successful investor in several Digital Media and Technology businesses in Australia and the US. Peter holds a BA degree with Majors in Business and Computer Science and is a Fellow of the Australian Institute of Company Directors and a Fellow of the Australian Computer Society. Peter joined the board on 2 April 2012 and was appointed Chairman of Macquarie Technology Group in July 2014. Peter is a member of the Audit and Risk Management Committee and is Chair of the People, Remuneration and Culture Committee. Peter is also a non-executive director and Chairman of DronesShield, MYOB, Halo Food Co, Probe CX and Ansarada.

## **David Tudehope, Chief Executive**

David is Chief Executive and co-founder of Macquarie Technology Group and has been a director since 16 July 1992. He is responsible for overseeing the general management and strategic direction of the Group and is actively involved in the Group's participation in regulatory issues. He is a member of the Australian School of Business Advisory Council at the University of NSW and was a member of the Australian Government's B20 Leadership Group and a member of the Australian Government's Cyber Security Industry Advisory Committee. David holds a Bachelor of Commerce degree at the University of NSW. In 2018, David was named Australian Communications Ambassador at the 12th Annual ACOMM Awards. In 2020, David was named CEO of the Year at the World Communications Awards in London.

## **Aidan Tudehope, Managing Director, Hosting**

Aidan is co-founder of Macquarie Technology and has been a director since 16 July 1992. He is the Managing Director of the Hosting Group (Cloud Services & Government and Data Centres) with a focus on business growth, operational efficiency, cyber security and customer satisfaction. He leads the Government business unit, encompassing Macquarie Technology's Secure Government Cloud and Cyber Security offerings. As the former Chief Operating Officer for Macquarie Technology, Aidan played an integral part in the strategy and direction of the Hosting business since its first state-of-the-art data centre, Intellicentre 1 opened in 2001, as well as being instrumental in the development of Macquarie Technology's data networking strategy. He holds a Bachelor of Commerce degree at the University of NSW.



**Bart Vogel, Non-Executive Director**

Bart joined the board on 22 July 2014. He is the Chairman of the Audit and Risk Management Committee and a member of the People, Remuneration and Culture Committee. Bart is the Chairman of Infomedia Ltd (ASX: IFM) and BAI Communications. He was previously Chairman of Invocare Ltd and a Director of Salmat Ltd and the Children's Cancer Institute Australia. Bart's executive career included 20 years' experience in the management consulting industry with Bain & Co, AT Kearney and Deloitte Consulting. He enjoyed 13 years as a leader in the IT and telecommunications industries with Asurion, with Computer Power Group and as the Australia and Asia Pacific leader of Lucent Technologies. He holds a Bachelor of Commerce (Hons) Degree, is a Fellow of Chartered Accountants Australia and New Zealand, and a Fellow of the Australian Institute of Company Directors.

**Adelle Howse, Non-Executive Director**

Dr Adelle Howse joined the board on 29 August 2019 and is a member of the Audit and Risk Management Committee and the People, Remuneration and Culture Committee and takes a lead role for Investment reviews. Adelle has extensive executive and non-executive experience in the corporate environment with a focus on strategy, M&A and governance. She has spent more than 25 years in energy and resources, construction, infrastructure, data centres, telecommunication and property sectors. Adelle is a non-executive director of the Sydney Desalination Plant, an independent non-executive Director of Downer EDI Limited and BAI Communications. She holds an Executive MBA from IMD, a PhD in mathematics from the University of Queensland and a graduate diploma in applied finance and investment. Adelle is a graduate of the AICD.

**Lisa Brock, Non-Executive Director**

Lisa Brock joined the board on 31 January 2023 and is a member of the Audit and Risk Management Committee and the People, Remuneration and Culture Committee. Lisa brings more than 20 years' experience to the Company in business leadership, commercial strategy, corporate finance and infrastructure. She has held a number of senior executive positions at the Qantas Group and is currently a non-executive director at WiseTech Global Limited and Adelaide Airport Limited. She holds an Honours Degree majoring in Mathematics from the University of Birmingham, UK and a Master of Applied Finance from Macquarie University. She is a Graduate of the Australian Institute of Company Directors and a Member of the Institute of Chartered Accountants in England and Wales and a member of Chief Executive Women.

Pictured left to right: David Tudehope, Bart Vogel, Adelle Howse, Peter James, Lisa Brock and Aidan Tudehope.

## Directors' Report

### Directors' Interest of the Company

The interests of the directors in the shares of the Group and related bodies corporate are disclosed in the Remuneration Report. There has been no change to director interests since year end 30 June 2024 and the date of this report.

### Remuneration report

The Remuneration Report is set out on pages 26 to 42 and forms part of the Directors' Report.

### Directors' meetings

The number of meetings of directors, including meetings of committees of directors, held during the year and the number of meetings attended by each director was as follows:

Name and Position	Directors' Meetings	Board Committee Meetings	
		Audit and Risk Management	People, Remuneration and Culture
<b>Number of meetings held:</b>	27	4	4
<b>Number of meetings attended:</b>			
Peter James – Chairman	25	4	4
David Tudehope – Chief Executive	27	N/A	N/A
Aidan Tudehope - Managing Director	25	N/A	N/A
Bart Vogel - Non-Executive Director	24	4	4
Adelle Howse - Non-Executive Director	23	4	4
Lisa Brock – Non-Executive Director	26	4	4

As at the date of this report, the Group had an Audit and Risk Management Committee and a People, Remuneration and Culture Committee.

The members of the Audit and Risk Management Committee are Bart Vogel (chair of the Committee), Peter James, Adelle Howse and Lisa Brock.

The members of the People, Remuneration and Culture Committee are Peter James (chair of the Committee), Adelle Howse, Lisa Brock and Bart Vogel.

### Company Secretary

#### Justin Forsell (Group General Counsel and Company Secretary)

Justin was appointed as Company Secretary on 15 May 2024. He is also the General Counsel for the Group and joined the company in October 2023. He holds a Bachelor of Laws degree (LLB), a Master of Business Administration (MBA) and is a Fellow of the Governance Institute of Australia. Justin was the Chief Legal Counsel of NBN Co Ltd for over a decade and General Counsel, Head of Governance and Company Secretary at Vodafone Australia. He also worked as a corporate lawyer for Hutchison Telecom in Hong Kong, and British Telecom in Tokyo and London. Michael Gold was General Counsel and Company Secretary from 1 June 2019 until 15 May 2024.

### Independent professional advice

Directors and Board committees have the right, in connection with their duties and responsibilities, to seek independent professional advice at the Group's expense. Prior written approval of the Chairman is required, but this will not be unreasonably withheld.

### Principal activities

The principal activities of the Group were the provision of telecommunication, cloud computing, cybersecurity and data centre services to corporate and government customers within Australia.



# Directors' Report

## Review and results of operations

During the 2024 financial year the Group delivered its 10th consecutive year of growth in EBITDA to \$109.1m, up from \$103.1m in the prior year. The Group strengthened its balance sheet through a successful capital raising and acquisition of strategic assets in the data centre portfolio.

In April 2024, the Group announced a capital raising of \$100.0m via a fully underwritten two-tranche institutional placement to fund the next phase of growth, primarily in the data centre business. The additional capital strengthens the Group's balance sheet and provided funding to support the purchase of land at Macquarie Park. The Group acquired the land and buildings of its Intellicentre 2 (IC2) and Intellicentre 3 East (IC3 East) for \$174.0m from Keppel DC REIT (SGX: AJBU). The acquisition provides greater flexibility for the Group's future capital management and creates value over the long-term life of the asset. The purchase price, stamp duty and related transaction costs were funded by the fully underwritten \$100.0m two-tranche placement and a \$90.0m data centre loan note from the vendor.

The Group generated revenue of \$363.3 million for the year ended 30 June 2024 ("FY24"), compared to revenue of \$345.1 million (5.3%) in the prior year. The Group generated a net profit after tax of \$33.0 million for the year ended 30 June 2024, compared to a net profit after tax of \$17.7 million in the prior year.

Earnings before interest, tax, depreciation and amortisation ("EBITDA") for the full year was \$109.1 million, representing an increase of \$6.0 million (5.8%) compared to the prior year. EBITDA margin for the full year was 30.0%, representing an increase of 0.1% compared to the prior year EBITDA margin of 29.9%.

The Group generated total operating cash flows of \$117.8 million during the year, including income tax received of \$0.8 million and interest received of \$3.8 million. Conversion of EBITDA to operating cash flows excluding income tax received and interest received is 103.8%.

Continued improvements in revenue and margin have been realised primarily relating to the Group's differentiated market

offering across hybrid IT and telecom, utilisation of its quality data centre infrastructure, exposure to the strong ongoing migration of business and government onto the "cloud". The Group maintained its focus on the delivery of a superior customer experience and performance in its Net Promoter Scores.

The Cloud Services and Government segment contributed \$206.3 million in revenue, an increase of 7.5% compared to the prior year, and EBITDA of \$50.8 million, an increase of 2.0%. The segment's investments in its hybrid IT, cyber security and secure cloud offerings place the Group in an advantageous position to support its customers in the journey to the cloud.

The Data Centres segment contributed \$70.0 million in revenue, an increase of 8.7% compared to the prior year, and EBITDA of \$34.7 million, an increase of 4.8%. The segment has continued investment in data centres and infrastructure with the acquisition of the land and buildings for IC2 and IC3. During the year the Group obtained the relevant planning approvals and completed early works, with the construction of IC3 SuperWest commencing in July 2024.

The Telecom segment continues to be an important part of the Group's overall offering, delivering \$119.9 million in revenue, an increase of 1.5% compared to the prior year and EBITDA of \$23.6 million, representing an increase in EBITDA of 16.8% on the prior year. The segment's #SoUntelco go-to-market strategy and a clear focus on providing a great customer experience continue to be compelling in driving customer acquisition and providing a channel to cross sell Cloud services solutions.

The Group has generated operating cash flows of \$117.8 million and held cash and cash equivalents of \$30.0 million as at 30 June 2024, with \$0 million drawn from its \$190.0m secured debt facility.

The Group employed 470 employees at 30 June 2024 (2023: 468).

The following tables summarise the revenue and EBITDA performance of the Group's operating segments compared to the prior year.

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<b>Consolidated revenue</b>		
<b>(A\$ million)</b>	<b>Full Year 2024</b>	<b>Full Year 2023</b>
Cloud Services & Government	206.3	191.9
Data Centres	70.0	64.4
Telecom	119.9	118.1
Intersegment elimination	(32.9)	(29.3)
<b>Consolidated Revenue</b>	<b>363.3</b>	<b>345.1</b>
<b>EBITDA</b>		
<b>(A\$ million)</b>	<b>Full Year 2024</b>	<b>Full Year 2023</b>
Cloud Services & Government	50.8	49.8
Data Centres	34.7	33.1
Telecom	23.6	20.2
<b>Total EBITDA</b>	<b>109.1</b>	<b>103.1</b>
<b>Reconciliation of EBITDA to profit before income tax</b>		
<b>(A\$ million)</b>	<b>Full Year 2024</b>	<b>Full Year 2023</b>
Total EBITDA	109.1	103.1
Finance income	4.1	0.5
Finance costs	(8.0)	(13.2)
Depreciation and amortisation expense	(58.0)	(64.9)
<b>Profit before income tax</b>	<b>47.2</b>	<b>25.5</b>

## Directors' Report

### Earnings per share

Earnings per share for profit attributable to the ordinary equity holders of the Group:

	2024 cents	2023 cents
Basic earnings per share	134.7	81.8
Diluted earnings per share	134.1	81.6

### Dividends

No interim dividend for FY24 was declared and no final dividend for FY24 has been declared as a result of the Group continuing its phase of significant capital-intensive growth.

### Material Business Risk

The following paragraphs summarise the Group's material business risks. These are mitigated and monitored in accordance with the Group's Risk Management Framework.

#### Reliance on technology and systems

The Group uses software and systems to manage the business including the provision of customer orders, managing infrastructure, invoicing customers and providing reporting and other business functions. If technology and/or systems are disrupted then business functions could be impacted while business continuity plans are activated.

#### Cyber Security Incidents

Cyber-attacks and unauthorized access to the Group's information technology environment (including those of third-parties) could lead to operational disruption or theft of data, including commercially sensitive information. This could have a material adverse effect on the Group's business, reputation, operational performance, and financial results.

#### Breaches of Data Privacy Rules and Regulations

The Group's business involves electronic storage of information, including confidential and proprietary data of the Government and business customers. The Group collects minimal amounts of personal information of individuals, associated with account management, marketing, employee and candidate information and details for facility access. Information is managed in compliance with applicable data privacy rules and regulations and information security practices based on ISO 27001 controls. Despite this, a failure to keep data secure could result in a loss of confidence in the security of the Group's digital infrastructure. The occurrence of a security incident, or the perception that one has occurred, could also attract significant media attention,

damage the Group's reputation, disrupt normal business operations, and require the Group to investigate or correct the breach, compensate affected parties and prevent future security incidents.

### Regulatory and legislative changes

Some aspects of the Group's business are highly regulated such as the provision of telecommunication services and the storage and processing of data. As these regulatory regimes evolve, opportunities and threats for the business are created and the maintenance and achievement of certifications may come at a greater cost or no longer be economic to maintain.

### Product mix and sales

The Group provides services to customers via Macquarie Cloud Services & Government, Macquarie Data Centres and Macquarie Telecom. Each of these operating segments have their own unique products and go-to-market strategies. Customer requirements change over time and the Group must ensure that its products provide the right solutions for customers at an appropriate price to ensure ongoing sales and customer retention.

### Management of the Group's supply chain

The Group provides products and services that involve bringing together hardware, software, services, equipment and infrastructure provided by the Group's supply chain (Inputs). Inputs may change in price, become obsolete, become unavailable when required, become uneconomic or be replaced by alternatives. As a result, the Group's financial and operational performance may vary from period to period and may fluctuate in the future.

### Reliance on key personnel

The Group's performance is substantially dependent on the performance and expertise of its team. In particular, the Group is dependent on its Executive Team and other senior employees. The loss of key management personnel, or any delay in their replacement, may adversely affect the Group's financial performance and operations.

### Funding arrangements

From time to time the Group may raise debt to meet its business objectives in the future. There can be no assurance that such objectives can be met without financing or, if further financing is necessary, that financing can be obtained on favourable terms, or at all.

### Strategic risk

Acquiring property and resources to grow the Group's data centre portfolio is a key component of the Group's overall

strategy. Availability of suitable properties for new data centres is dependent upon market conditions, government policy and the relevant planning permissions needed for a data centre. The ability of the Group to acquire suitable sites, with access to power and water resources for data centre infrastructure is a material risk to the growth strategy.

### Project Risks

Macquarie Data Centres is an owner, operator and developer of data centres in Australia. The development phase of projects involves the acquisition of sites, obtaining authority consents, securing utilities (such as power and water), design & construction activities and customer acquisition. Development projects involve assuming and carefully managing risks in order to create additional value for the Group. Regulatory approvals can be delayed, not be obtained or be obtained with adverse conditions. Construction and fit-out costs can escalate, eroding project returns. Projects may experience unforeseen delays, supply chain issues, impacts to installation and commissioning programs, or become uneconomic as commercial assumptions differ from those modelled. Projects rely on contractors who may not perform in accordance with their contractual obligations. Changes to supply and demand economics can influence project returns, the timing and value of sales and carrying value of projects.

### General economic and financial market conditions

The Group is listed on the ASX and is subject to the general market risk that is inherent in all securities traded on a stock exchange. As a result, the Group may experience fluctuations in its share price that cannot be explained by the Group's fundamental operations and activities. Deterioration of general economic conditions may also affect the Group's business operations and the consequent returns from an investment in shares. Some of the factors which may adversely impact the Group are: general market conditions, including investor sentiment and share price volatility; general economic conditions including interest rates and exchange rates, changes to government fiscal, monetary or regulatory policies and settings; acts of terrorism, natural disasters or other force majeure events; uninsured business risks, changes in government regulation; actual or anticipated fluctuations in the Group's financial performance and those of other public companies who operate in the same industry sectors; changes in accounting principles; inclusion in or removal from market indices; and general operational and business risks.

### Likely developments and expected results

- The Group will prioritise the execution of the following in fiscal year 2025:
- Construction of IC3 SuperWest with completion of construction scheduled for September 2026;
- Complete a refinancing of the company's existing undrawn \$190m debt facility to support the growth in

Groups data centre portfolio and the construction of IC3 SuperWest;

- Identification of potential new sites for additional data centres;
- Maintaining industry leading Net Promoter Score greater than +70 across all business segments;
- Investment in the Cloud Services & Government operating segment to continue to support the strong demand for cyber security and hybrid cloud offerings;
- Maintain operational efficiencies and embrace the growth in SDWAN in the Telecom segment.

The directors believe, on reasonable grounds, that to include in this report further information regarding likely developments in the operations of the Group and the expected results of those operations in years after the current year would be likely to result in unreasonable prejudice to the Group. Accordingly, this information has not been included in this report. Further developments by the time of the Annual General Meeting will be reported in the Chairman's address to that meeting.

### Significant changes in the state of affairs

The company issued 1,379,311 shares at \$72.50 per share in two tranches raising \$100.0m of capital before transaction costs to fund further growth. Tranche 1 raised \$29.4m via issue of 405,647 new shares on 23 April 2024. Tranche 2 raised \$70.6m via issue of 973,664 new shares on 4 June 2024.

As a result, share capital increased by \$100.3m (from \$202.5m to \$302.8m) after factoring in equity raising costs including a further 50,153 shares issued under the company long term incentive plan.

The Group completed the acquisition of land at 17/23 Talavera Road, Macquarie Park from Keppel DC REIT for a purchase price of \$174.0m to underpin growth at the Macquarie Park campus. The acquisition was funded by a \$90.0m loan note from Keppel and the equity raise.

### Significant events after the balance date

The Directors are not aware of any matter or circumstance that has arisen since the end of the financial year that has significantly affected the group's operations, results or state of affairs, or may do so in future years.

### Environmental regulations

The Directors are committed to compliance with all relevant laws and regulations to ensure the protection of the environment, the community and the health and safety of employees, contractors and customers.

## Directors' Report

### Indemnification and insurance of directors and officers

During the year, the Group paid premiums in respect of a contract insuring all the directors of Macquarie Technology Group against costs incurred in defending proceedings for conduct against them other than involving;

- a wilful breach of duty; or
- a contravention of sections 182 or 183 of the *Corporations Act 2001*,

as prohibited by section 199B of the *Corporations Act 2001*.

### Auditor's Independence

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 49.

### Indemnification and insurance of auditors

The Group has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the Group or any related entity against a liability incurred by the auditor.

During the financial year, the Group has not paid a premium in respect of a contract to insure the auditor of the Group or any related entity.

### Non-audit services

Taxation advice was provided by the entity's auditor, PricewaterhouseCoopers. The directors are satisfied that the provision of non-audit services is compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001*. The nature and scope of each type of non-audit service provided did not compromise the auditor independence as none of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants.

PricewaterhouseCoopers received or is due to receive the following amounts for the provision of non-audit services: \$19,500 (2023: \$18,500) as disclosed in Note 7.2.

### Rounding

The amounts contained in this report and in the financial report have been rounded to the nearest \$1,000 (where rounding is applicable) under the option available to the Group under ASIC Legislative Instrument 2016/191. The Group is an entity to which the Instrument applies.

### Remuneration report (audited)

This report outlines the remuneration arrangements in place for directors and executives of Macquarie Technology Group Limited.

#### Executive Summary

The remuneration report provides shareholders with the framework by which Group Executives and Non-Executive Directors are remunerated and incentivised to create shareholder value. The remuneration framework continues to be split into fixed remuneration and 'at risk' remuneration comprising Short Term Incentive ("STI") and Long Term Incentive ("LTI") components. The operating targets and performance metrics used for STI and LTI calculations are set annually depending upon business conditions and Board judgement relevant to that year

The STI and LTI frameworks provided in this report include principal measures, weightings, gateways, targets and 'stretch' outcomes which can be achieved by executives. Additional detail on the base salary, allowances and STI has been provided to show shareholders the cash salary provided to executives and changes in base remuneration each year.

During the last year, the Chief Executive and Chief Financial Officer achieved a payout of 61.3% of targeted STI opportunity based on the various metrics required to be achieved. The Managing Director Hosting achieved a payout of 59.7% on the targeted STI opportunity. All executives achieved 90.6% payout of the potential LTI opportunity which vested during the current year. Board discretion has not been used in determining these payouts.

#### Key Management Personnel (KMP)

##### Introduction

The following executive directors, group executives and non-executive directors have been determined to be key management personnel and held their positions for the full year ended 30 June 2024;

##### Executive KMPs

- David Tudehope – Chief Executive
- Aidan Tudehope – Managing Director Hosting
- Helen Cox – Chief Financial Officer

##### Non-Executive Directors

- Peter James – Chairman
- Bart Vogel – Non-Executive Director
- Adelle Howse – Non-Executive Director
- Lisa Brock – Non-Executive Director

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# Directors' Report

## Remuneration report (audited) (cont'd)

### Remuneration philosophy

The performance of the Company depends upon the quality of its directors and senior managers. To prosper, the Company must attract, motivate and retain highly skilled directors and executives.

To this end, the Company embodies the following principles in its remuneration framework:

- Provide competitive rewards to attract high calibre senior managers;
- Link senior manager rewards to the creation of shareholder value;
- Place a significant portion of Key Management Personnel ("KMP") and other senior manager remuneration 'at risk', dependent upon meeting predetermined performance metrics; and
- Establish appropriate, demanding performance hurdles in relation to variable KMP and other senior manager remuneration.

Responsibility for evaluating the Board's performance falls to the People, Remuneration and Culture Committee. The performance of key executives is evaluated by the Chief Executive and where considered appropriate, the Board as a whole.

### Remuneration link to performance

Macquarie Technology's remuneration philosophy directly aligns a percentage of short-term incentives and all long-term incentives granted to employees with key business outcomes such as Group revenue and profit growth, customer satisfaction and total shareholder return.

### Non-Executive Directors

All non-executive directors are paid a fixed amount with no variable component.

### Remuneration structure

In accordance with best practice corporate governance, the structure of Non-Executive director and KMP remuneration is separate and distinct.

## Remuneration of Key Management Personnel

### Objective

The Group aims to reward KMP and senior managers with a level of remuneration commensurate with their position and responsibilities within the Group and to:

- Reward senior managers for Group, business unit and individual performance against targets set by reference to appropriate metrics;

- Align the interests of the executives with those of the shareholders;
- Link reward with the strategic goals and performance of the Group; and
- Ensure total remuneration is competitive by market standards.

### Structure

Service agreements have been entered into with each of the Chief Executive and the Managing Director Hosting but not with any other senior managers, each of whom is employed under the terms of an employment contract. Details of the service agreements are provided on page 32.

Remuneration for all senior managers consists of the following key elements:

- Fixed remuneration
- Variable remuneration
  - Short Term Incentive ("STI"); and
  - Long Term Incentive ("LTI").

### Fixed remuneration

#### Objective

The level of fixed remuneration is set to provide a base level of remuneration, which is both appropriate to the position and is competitive in the market.

Fixed remuneration of the Chief Executive, Chief Financial Officer and Managing Director Hosting is reviewed annually by the People, Remuneration and Culture Committee and the process consists of a review of Group-wide and individual performance, relevant comparative remuneration in the market. The Committee utilises external advice and benchmarking to set fixed remuneration at relevant levels in the market and reflective of the experience and seniority of the individual.

#### Structure

Senior managers are given the opportunity to receive their fixed (primary) remuneration in certain forms including cash and allowances such as travel and motor vehicle allowances. It is intended that the manner of payment chosen will be optimal for the recipient without creating undue cost for the Group. Fixed remuneration is reviewed annually and adjusted from 1 February each year. The fixed remuneration component of the key management personnel is detailed on page 34.

## Remuneration report (audited) (cont'd)

### Variable remuneration – Short Term Incentive (“STI”)

#### Objective

The objective of the STI program is to link the achievement of the Group’s operational targets with the remuneration received by the KMP and senior managers charged with meeting those targets. The total potential STI available is set at a level to provide sufficient incentive to the KMP and senior managers to achieve the operational targets and such that the cost to the Group is reasonable in the circumstances.

#### Structure

Actual STI payments granted to each KMP and senior managers depend on the extent to which specific operating targets set at the beginning of the financial year are met or exceeded. The operating targets and metrics are set annually depending upon business conditions and Board judgement relevant to that year.

The Group has predetermined metrics, set each year, which must be met in order to achieve a payout under the STI scheme. There is a stretch element to these payments, meaning it is possible to achieve greater than 100% on some elements of the payout amount including achievement

in excess of the stretch target. Payout is subject to Board discretion at all times.

The operational targets consist of several Key Performance Indicators (“KPIs”) covering both financial and non-financial measures of performance and may be based on Group and business objectives.

On a half-yearly basis, after consideration of performance against KPIs, an overall performance rating for the Group and each business unit is approved by the People, Remuneration and Culture Committee or the Board. The individual performance of each KMP senior manager is also rated and considered when determining the amount, if any, of the STI component to be paid which is subject to Board discretion at all times.

Payout for the first half of each financial year is capped at 100% of the potential entitlement for the 6-month period and is paid in February each year. At the end of the financial year, the balance of the full year entitlement including any stretch awarded is paid in September each year. The results are based on the audited financial results.

This structure was in place for all financial years disclosed in this report and continues for the present financial year. STI is paid in cash.

For the Chief Executive and Chief Financial Officer, the primary measures are classified under the following categories which are set at a business unit level. The operating targets and metrics are set annually depending upon business conditions and Board judgement relevant to that year:

		FY 24				
Categories	Description of measure	Weighting	Gateway	Minimum payout at Gateway	Potential Stretch on bonus achieved	Potential Payout of base incentive at Stretch
Profitability	A measure based on underlying EBITDA, against Board approved targets	42.5%	A minimum of 95.8% of EBITDA target must be met to achieve the award for this measure	50%	150%	63.75%
Sales Growth	A measure based on Net Sales Performance (NSP) against Board approved targets	37.5%	A minimum of 80% of NSP target must be met to achieve the award for this measure	50%	150%	56.25%
Customer-related	A measure based on Net Promoter Score (NPS) and customer service performance	10.0%	A minimum score of 60 for NPS must be met to achieve the award for this measure	50%	100%	10.0%
Projects	Measures which are specific to projects and initiatives of the Group	10.0%	Minimum hurdles set based on project-based outcomes.	50%	150%	15.0%
		100%				145.0%

## Directors' Report

### Remuneration report (audited) (cont'd)

For the **Managing Director Hosting**, the primary measures are classified under the following categories. Half of the Manager Director Hosting's achievement is measured using metrics for the relevant operating segments, and the other half based on the same metrics as the Chief Executive and Chief Financial Officer (at Group level). The operating targets and metrics are set annually depending upon business conditions and Board judgement relevant to that year:

Categories	Description of measure	FY 24				
		Weighting	Gateway	Minimum payout at Gateway	Potential Stretch on bonus achieved	Potential Payout of base incentive at Stretch
Profitability	A measure based on underlying EBITDA, against Board approved targets	40.0%	A minimum of 95.8% of EBITDA target must be met to achieve the award for this measure	50%	150%	60.0%
Sales Growth	A measure based on Net Sales Performance (NSP) against Board approved targets	36.67%	A minimum of 80% of NSP target must be met to achieve the award for this measure	50%	150%	55.0%
Customer-related	A measure based on Net Promoter Score (NPS) and customer service performance	10.0%	A minimum score of 60 for NPS must be met to achieve the award for this measure	50%	100%	10.0%
Projects	Measures which are specific to projects and initiatives of the Group	13.33%	Minimum hurdles set based on project-based outcomes.	50%	150%	20.0%
		100%				145.0%

### Variable pay – Long Term Incentive (“LTI”)

#### Objective

The objective of the LTI plan is to reward KMP and senior managers in a manner which aligns this element of remuneration with the creation of shareholder wealth.

As such, LTI grants are made to KMP and senior managers who are able to influence the generation of shareholder's wealth and have a direct impact on the Group's performance against the relevant long-term performance hurdle.

#### Structure

Performance rights are granted to a participant in the LTI plan with a performance and service period of three and a half years.

The Board believes that this allocation and the associated performance periods drive a continual focus on the achievement of consistent profit growth. The performance hurdles are set for each grant of LTI, depending upon business conditions and Board judgement relevant to that year. Performance rights issued to the Chief Executive and Managing Director Hosting in FY21 and FY22 are cash settled, whereas the rights issued in FY23 and FY24 are settled with either cash or equity at the discretion of the Board. Performance rights issued to other Key Management Personnel are equity settled. Equity settled performance rights, when vested, entitle the participant to an equivalent number of shares.

The vesting of performance rights is subject to the combination of the following performance conditions:

## Remuneration report (audited) (cont'd)

- Macquarie Technology Group's total shareholder return ("TSR") performance; and
- The Net Promoter Score ("NPS").

The Board has set challenging targets which vary year to year. The targets are applicable to all KMP.

The proportion of performance rights that vest will depend on Macquarie Technology Group's performance over the relevant period. The Board has chosen an absolute TSR measure.

Dividends are not paid on performance rights.

Categories	Description of measure	Weighting	Minimum vesting outcome at Gateway	Pro rata	Maximum
Total shareholder return (TSR) – FY22 Plan	<p>TSR is measured by the growth in share price from the start of the performance period to the end of the performance period, plus the aggregate of all dividends paid on a share during the performance period.</p> <p>The share price at the start of the performance period was measured using the 5-day volume weighted average price (VWAP) of shares during the second month of the performance period (being October 2021), and the share price at the end of the performance period measured as the VWAP during the month in which the performance period ends (September 2024).</p>	100% (subject to reduction if NPS gateway not met)	TSR hurdle to achieve a vesting outcome of 50%	TSR hurdle to achieve a pro-rata outcome between 50% and 100%	TSR hurdle to achieve 100% vesting outcome
Total shareholder return (TSR) – FY23 Plan	<p>TSR is measured by the growth in share price from the start of the performance period to the end of the performance period, plus the aggregate of all dividends paid on a share during the performance period.</p> <p>The share price at the start of the performance period was measured using the volume weighted average price (VWAP) of shares during the first month of the performance period (September 2022), and the share price at the end of the performance period measured as the VWAP during the month in which the performance period ends (September 2025).</p>	100% (subject to reduction if NPS gateway not met)	TSR hurdle to achieve a vesting outcome of 50%	TSR hurdle to achieve a pro-rata outcome between 50% and 100%	TSR hurdle to achieve 100% vesting outcome
Total shareholder return (TSR) – FY24 Plan	Measured consistently with the FY23 Plans, with the performance period commencing September 2023 and ending September 2026.	100% (subject to reduction if NPS gateway not met)	TSR hurdle to achieve a vesting outcome of 30%	TSR hurdle to achieve a pro-rata outcome between 30% and 100%	TSR hurdle to achieve 100% vesting outcome
Net Promoter Score (NPS)	<p>NPS is the net promoter score and customer service measures are determined by the Board.</p> <p>The NPS and customer service score will affect the vesting of Performance Rights in addition to TSR target, after the calculation of Performance Rights available to vest according to TSR target. After Performance Rights available for vesting under TSR target is finalised, an NPS score of 60 or less means that 15% of those Performance Rights available will not vest.</p>	Binary (Impact reduces outcome if not met)	60 An NPS score of 60 or less means that 15% of those Performance Rights available will not vest.	N/A	N/A

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# Directors' Report

## Remuneration report (audited) (cont'd)

The Board considers that absolute TSR is appropriate for the Group due to its unique make-up of Cloud Services & Government, Data Centre and Telecommunication services, which has delivered consistent and stable growth over a sustained period. The Board considers that there are no suitable comparable market equivalents to benchmark against and therefore absolute TSR is an appropriate measure for shareholder value creation.

### Service agreements

The Chief Executive and Managing Director Hosting are each employed under a service agreement. The current agreements commenced in August 1999 and continue until terminated by either the Group or the Chief Executive or the Managing Director Hosting (as the case may be). Under the terms of the present agreements:

The Chief Executive and Managing Director Hosting may resign from their position and thus terminate their agreement by giving six months' written notice.

The Group may terminate the agreements by providing six months' written notice or provide payment in lieu of the notice period, based on the fixed component of the Chief Executive or the Managing Director Hosting's remuneration (as the case may be). The Group may also terminate the agreements on a lesser period of notice if, for example, the Chief Executive or the Managing Director Hosting become incapacitated.

The Group may terminate the agreements at any time without notice if serious misconduct has occurred. Where termination with cause occurs, the Chief Executive or the Managing Director Hosting is only entitled to that portion of remuneration, which is fixed, and only up to the date of termination.

The other executive KMP is employed under a non-fixed term employment contract. Under the terms of the current agreement, the Group may terminate their employment by providing between four weeks to three months' notice. The other executive KMP may terminate their employment by providing four to eight weeks' notice. The Group may elect to make payment in lieu of the notice period which would be equal to the base salary they would have received during the notice period. The other executive KMP is not entitled to receive any additional retirement or termination benefits.

### Non-executive director remuneration

#### Objective

The Board seeks to set aggregate remuneration at a level which provides the Group with the ability to attract and retain Non-Executive directors of the highest calibre, whilst incurring a cost which is acceptable to shareholders.

#### Structure

Each Non-Executive director is appointed via a letter of appointment. The Group's constitution and the ASX Listing Rules specify that the aggregate remuneration of Non-Executive directors will be determined from time to time by a general meeting. An amount not exceeding the amount determined is then divided between the Non-Executive directors as agreed. The latest determination was at the Annual General Meeting held on 30 November 2023 when shareholders approved an aggregate remuneration of \$1,000,000 (2023: \$750,000) per year.

The amount of aggregate remuneration sought to be approved by shareholders is reviewed annually.

Each Non-Executive director receives a fee for being a director of the Group.

The Non-Executive directors of the Group may hold shares in the Group.

The remuneration of Non-Executive directors for the period ending 30 June 2024 is detailed in the table on pages 38 to 39 of this report.

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## Directors' Report

### Remuneration report (audited) (cont'd)

#### Remuneration of Executive Key Management Personnel for the year ended 30 June 2024:

Name and Position	Year			
		Salary and Fees <sup>1</sup>	STI <sup>2</sup>	Annual Leave <sup>3</sup>
D Tudehope – Chief Executive	2024	873,564	289,477	46,736
	2023	808,184	279,712	65,646
A Tudehope – Managing Director, Hosting	2024	677,010	154,698	(2,702)
	2023	626,802	138,542	23,201
H Cox – Chief Financial Officer	2024	476,500	98,150	5,654
	2023	400,336	100,589	(13,625)
<b>Total Current Executive KMP</b>	2024	<b>2,027,074</b>	<b>542,325</b>	<b>49,688</b>
	2023	1,835,322	518,843	75,222

<sup>1</sup> The category "Salary and Fees" includes travel and motor vehicle allowance and excludes amounts accrued and released in respect of annual leave.

<sup>2</sup> The category "STI" includes amounts accrued and paid for the variable remuneration Short Term Incentive in the respective financial years.

<sup>3</sup> The category "Annual leave" includes the change in accrued annual leave during the year. The prior period figures have been updated for consistency with the current year.

#### Base remuneration & STI

Fixed remuneration and STI has been reviewed 1 Feb in previous years. The figures below represent the base remuneration for the KMP as at 1 Feb in previous years.

As at 1 Feb (\$)					
	Year	Base	Allowance <sup>1</sup>	STI	Total
D Tudehope – Chief Executive	2024	882,900	33,172	495,950	1,412,022
	2023	810,000	33,172	455,000	1,298,172
	2022	750,000	33,172	355,000	1,138,172
A Tudehope – Managing Director Hosting	2024	678,067	31,592	271,875	981,534
	2023	622,080	31,592	250,000	903,672
	2022	576,000	31,592	200,000	807,592
H Cox – Chief Financial Officer	2024	512,560	5,600	160,000	678,160
	2023	412,560	5,600	160,000	578,160
	2022	382,000	5,600	150,000	537,600

<sup>1</sup> Includes travel and motor vehicle allowances. Base and Allowance are included in the 'Salary & Fees' in the 'Remuneration of Executive Key Management Personnel'

<sup>2</sup> Reviewed in December 2023

Short Term	Post Employment	Long Term	Share Based Payments		Total
Non – Monetary Benefits <sup>4</sup>	Superannuation	Long Service Leave	Equity Settled & Other Performance Rights <sup>5</sup>	Cash Performance Rights <sup>6</sup>	
13,729	27,399	25,461	111,893	155,068	1,543,327
12,481	25,292	(55,273)	51,725	391,807	1,579,574
13,729	27,399	9,389	111,893	155,068	1,146,484
12,481	25,292	(21,237)	51,725	391,807	1,248,613
13,729	27,399	10,220	138,729	-	770,381
12,481	25,292	6,136	120,400	-	651,609
41,187	82,197	45,070	362,515	310,136	3,460,192
37,443	75,876	(70,374)	223,850	783,614	3,479,796

<sup>4</sup> The category “Non-Monetary Benefits” includes the value of any non-cash benefits provided including car parking. All amounts paid were in the normal commercial terms and conditions at market rates.

<sup>5</sup> The Group has issued performance rights over ordinary shares to Key Management Personnel and senior managers as part of their long-term incentives. If the rights holder leaves before the vesting date they relinquish all entitlements under the scheme.

<sup>6</sup> The Group has issued cash settled performance rights to the Chief Executive and Managing Director Hosting as part of their long-term incentives.

## Executive Key Management Personnel

Name	Year	Fixed	Variable <sup>1</sup>	Total
<b>Current Executive KMP</b>				
D Tudehope – Chief Executive	2024	64%	36%	100%
	2023	54%	46%	100%
A Tudehope – Managing Director Hosting	2024	63%	37%	100%
	2023	53%	47%	100%
H Cox – Chief Financial Officer	2024	69%	31%	100%
	2023	66%	34%	100%

<sup>1</sup> Variable consideration for all KMP are dependent on the achievement of a number of Key Performance Indicators (“KPIs”) around sales and profit growth, customer satisfaction and project specific metrics. These KPIs are pre-determined and agreed with the People, Remuneration and Culture Committee on a yearly basis. There is an overachievement element to the variable remuneration, meaning it is possible to achieve greater than 100% of the base incentive amount.

## Directors' Report

### Remuneration report (audited) (cont'd)

#### Achievement of STI

Performance against the operational targets for FY24 set for KMP resulted in STI achievement for David Tudehope being 61.3% of potential award with 38.7% not achieved (FY23: 70.6% achieved and 29.4% not achieved). STI achievement for FY24 for Aidan Tudehope was 59.7% of potential award with 40.3% not achieved (FY23: 67.9% achieved and 32.1% not achieved). STI achievement for FY24 for Helen Cox was 61.3% of potential award with 38.7% not achieved (FY23 70.6% achieved and 29.4% not achieved).

Categories	Chief Executive & Chief Financial Officer		Managing Director Hosting	
	Weighting	Payout of base incentive <sup>1</sup>	Weighting	Payout of base incentive <sup>1</sup>
Profitability (Underlying EBITDA)	42.5%	25.9%	40.0%	17.7%
Sales Growth (NSP)	37.5%	9.9%	36.67%	12.2%
Customer-related (NPS)	10.0%	7.5%	10.0%	6.67%
Projects	10.0%	18.0%	13.33%	23.1%
	<b>100%</b>	<b>61.3%</b>	<b>100.0%</b>	<b>59.7%</b>

<sup>1</sup> Achievement measured at an individual business unit level.

#### Achievement of LTI

The FY21 Plan vested during the year. The outcome for LTI vesting of the FY21 Plan achieved during the year is set out below.

The outcome achieved was applicable to all KMP.

Categories	Weighting	Payout of LTI Potential
Total shareholder return (TSR) – Tranche 1	100%	100%
Total shareholder return (TSR) – Tranche 2	100%	85.9%
Net Promoter Score (NPS)	Binary (-15%)	100%
Weighted average achievement	<b>100%</b>	<b>90.6%</b>



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## Directors' Report

### Remuneration report (audited) (cont'd)

#### Remuneration of Non-Executive Directors for the year ended 30 June 2024

Name and Position (\$)	Year	Short Term		
		Salary and Fees	Cash bonus	Non – Monetary Benefits <sup>4</sup>
P James – Chairman	<b>2024</b>	<b>251,200</b>	-	-
	2023	225,004	-	-
B Vogel – Non-Executive Director	<b>2024</b>	<b>161,800</b>	-	-
	2023	145,003	-	-
A Howse – Non-Executive Director	<b>2024</b>	<b>161,800</b>	-	-
	2023	145,003	-	-
L Brock – Non-Executive Director <sup>1</sup>	<b>2024</b>	<b>145,100</b>	-	-
	2023	54,668	-	-
A Darling – Non-Executive Director <sup>2</sup>	<b>2024</b>	-	-	-
	2023	557	-	-
<b>Total Non-Executive Directors' Remuneration</b>	<b>2024</b>	<b>719,900</b>	-	-
	2023	570,235	-	-

<sup>1</sup> Became a Non-Executive Director 31 January 2023.

<sup>2</sup> Ceased to be a Non-Executive Director 1 July 2022.

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Post Employment	Long Term	Share Based Payments		Total
		Superannuation	Long Service Leave	
27,399	-	-	-	278,599
23,626	-	-	-	248,630
17,798	-	-	-	179,598
15,225	-	-	-	160,228
17,798	-	-	-	179,598
15,225	-	-	-	160,228
15,961	-	-	-	161,061
5,740	-	-	-	60,408
-	-	-	-	-
59	-	-	-	616
78,956	-	-	-	798,856
59,875	-	-	-	630,110

## Directors' Report

### Remuneration report (audited) (cont'd)

The table below summarises the holdings of performance rights granted to KMP and movements in holdings during the year.

	Balance 1 July 2023 #	Performance rights granted #	Vested & Exercised #	Lapsed or not achieved #	Holdings at 30 June 2024 #	Amount Yet to Vest \$
<b>Cash settled</b>						
David Tudehope	12,250	-	(6,796)	(704)	4,750	\$18,704
Aidan Tudehope	12,250	-	(6,796)	(704)	4,750	\$18,704
<b>Other settlement</b>						
David Tudehope	7,000	6,500	-	-	13,500	\$262,816
Aidan Tudehope	7,000	6,500	-	-	13,500	\$262,816
Helen Cox	19,250	6,500	(6,796)	(704)	18,250	\$242,683
<b>Total</b>	<b>57,750</b>	<b>19,500</b>	<b>(20,388)</b>	<b>(2,112)</b>	<b>54,750</b>	<b>\$805,723</b>

The table below summarises the unvested performance rights currently on issue at the end of the financial year.

Initial grant date	Vesting date	Performance period	Share Price at Grant Date	Fair value at Grant date	Number Issued to KMP
<b>Cash settled</b>					
1 Dec 2021	1 Mar 2025	1 Sept 2021 to 1 Sept 2024	\$67.00	\$16.60	9,500
<b>Other settlement</b>					
1 Dec 2021	1 Mar 2025	1 Sept 2021 to 1 Sept 2024	\$67.00	\$16.60	4,750
30 Oct 2022	1 Mar 2026	1 Sept 2022 to 1 Sept 2025	\$56.00	\$20.72	7,000
30 Jun 2023	1 Mar 2026	1 Sept 2022 to 1 Sept 2025	\$68.32	\$31.27	14,000
20 Dec 2023	1 Mar 2027	1 Sept 2023 to 1 Sept 2026	\$66.78	\$31.93	19,500
<b>Total</b>					<b>54,750</b>

The vesting period ends 6 months after the performance period, effectively adding an additional 6 month period of service required for the award to be received.

The fair value of performance rights at award grant date were valued using a Monte Carlo simulation model which considered key assumptions of price volatility and dividend yield.

## Remuneration report (audited) (cont'd)

### Shareholdings of key management personnel

	Holdings at 1 July 2023	Received on Exercising of Performance Rights <sup>1</sup>	Acquired on market	Disposal of shares	Holdings at 30 June 2024
<b>Non-Executive Directors:</b>					
Peter James	22,485	-	-	-	22,485
Bart Vogel	22,922	-	-	-	22,922
Adelle Howse	1,736	-	-	-	1,736
Lisa Brock	1,100	-	-	-	1,100
<b>Executive KMP:</b>					
David Tudehope <sup>2,3</sup>	236,890	-	-	-	236,890
Aidan Tudehope <sup>2</sup>	41	-	-	-	41
David & Aidan Tudehope <sup>2</sup>	11,000,990	-	-	(350,000)	10,650,990
Helen Cox <sup>1</sup>	14,000	6,796	-	-	20,796
<b>Total</b>	<b>11,300,164</b>	<b>6,796</b>	<b>-</b>	<b>(350,000)</b>	<b>10,956,960</b>

<sup>1</sup> Represents the number of shares issued for 2021 performance rights vested on 1 March 2024, including any shares issued for overachievement of the target in accordance with the plan. Exercise price was nil.

<sup>2</sup> Includes holdings by director-related entities.

<sup>3</sup> Includes holdings by a related party.

All shareholdings referred to in the previous table are ordinary shares in the Group.

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## Directors' Report

### Remuneration report (audited) (cont'd)

#### Transactions with KMP and director-related entities

There were no loans or other transactions with KMP or director-related entities for the year ended 30 June 2024.

#### Performance of Macquarie Technology Group Limited

Year ended 30 June	REVENUE (A\$ million)	EBITDA (A\$ million)	NPAT (A\$ million)	Dividends Declared (cents)	Share Price ASX Code: MAQ	Share Price Movement	KMP STI as % of NPAT
2024	363.3	109.1	33.0	-	94.57	+26.25	1.6%
2023	345.1	103.1	17.7	-	68.32	+7.78	2.9%
2022	309.3	88.4	8.5	-	60.54	+7.61	15.8%
2021	285.1	73.8	12.5	-	52.93	+8.93	7.8%
2020	266.2	65.2	13.5	-	44.00	+24.14	9.9%

<sup>1</sup> The total number of KMP reduced in 2023 from six to three individuals.

End of Remuneration report (audited)

Signed in accordance with a resolution of the directors:



David Tudehope  
Chief Executive

Sydney, 28 August 2024

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# Environmental, Social and Governance (ESG) Report

## Introduction

Macquarie Technology Group Limited and its' subsidiaries (the Group) understands stakeholder expectations around ESG. The following statement sets out the Group's ESG key highlights for the reporting period.

## Environmental

The Group's environmental journey began with its data centres more than 20 years ago. Lowering a data centre's Power Usage Efficiency (PUE) is a sustainable choice that is also good for our business and our customer's business. Low PUE means that a facility is more efficient and proportionally less energy is used for the data centre's infrastructure loads (cooling, airflows and lighting etc) to support the IT equipment in the facility. We help our customers to be more sustainable by providing state of the art and energy efficient data centres, such as our latest facility, Intellicentre 3 in Sydney's North Zone. IC3 has a design PUE of 1.28 which means that it is far more energy efficient than a corporate customer's traditional computer room in the office or factory. This reduces carbon emissions and lowers operating costs for customers. The Australian Government reports<sup>1</sup> that on average, data centres have a PUE of 2.5, demonstrating that IC3 is at the forefront of energy efficient designs. Our design for the under construction 'IC3 SuperWest' maximises efficiency and utilisation of available resources at the site to lower costs and energy usage.

At every opportunity we review our data centre operations to ensure we operate our facilities in the most efficient manner possible. Examples of this are working with customers to deliver bespoke solutions that optimise cooling and airflow requirement in data halls so that operating temperatures and humidity are delivered in the best operating ranges for the equipment deployed, saving wastage and unnecessary energy consumption.

We choose energy efficient plant and equipment at every opportunity and have embedded this in our new equipment assessment criteria. This applies to both our brand-new facilities as well as equipment upgrades in our existing facilities, for example when we replace chillers, water towers, UPS equipment and other infrastructure.

Our own cloud solutions are an optimised mix of dedicated and virtualised resources, meaning that IT resources can be shared for efficiency. Our cloud products are based on the latest platforms with the latest hardware giving them an energy efficient advantage.

Our Sydney and Brisbane offices have 5-star NABERs energy ratings, and our Melbourne office has 4.5 stars. Our Canberra data centre campus is powered 100% by renewable electricity under the ACT Government's renewable electricity initiative. Our Intellicentre 5 data centre includes its own dedicated solar power generation system, which reduces its reliance on the grid during Canberra's hottest days, as well as free air-cooling system for its colder days.

## Social

People are the foundation of our success. We are committed to providing a safe and healthy workplace, investing in developing our people, and giving back to the communities we live and work in.

For over 20 years we have been a corporate partner to United Way Australia, the Australian arm of the world's largest charity. We have proudly sponsored United Way campaigns for flood relief and bushfire appeals, participated in the Macquarie Business Park Community Walkathon and donated hundreds of books for their early childhood literacy program.

We value diversity and inclusion and the benefits they bring to the Group in achieving our purpose and objectives. Our commitment to diversity starts at the top, and our board of directors lead by example with an equal balance of male and female non-executive directors. To attract and retain a diverse workforce, we are committed to promoting a culture which celebrates diversity and an atmosphere in which all employees and candidates for employment have equal access to opportunities at work. Our gender diversity statistics can be found in our Governance Statement for the period.

We are committed to creating jobs in Australia. We have developed world leading customer contact centres in Sydney to provide the best local support. We continue to invest in our graduate programmes and many of our business leaders and technical leads are graduates of our own programmes. Macquarie Cloud Services was ranked in the top 2 Best Places to Work for businesses under 100 people in 2024.

As an Australian public company, we can provide unique sovereign solutions to data residency requirements. This means we can help keep Australian data on our own shores, in Australian owned data centres managed by Australian staff. All of our data centres have obtained the highest level of certification in this field, having been Certified Strategic under the Australian Government's hosting certification framework.

## Governance

Our governance framework plays an integral role in supporting our business and helping us deliver on our strategy. It provides the structure through which our strategy and business objectives are set, our performance is monitored, and the risks we face are managed.

As an ASX listed company, the Group reports its corporate governance practices in its Corporate Governance Statement which follows.

# Corporate Governance Statement

## Introduction

The Board is responsible for the corporate governance practices of the Group. The major processes by which the Board fulfils that responsibility are described in this statement.

The Board considers that, except to the extent expressly indicated in this statement, the Group's corporate governance practices comply with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 4th Edition ("Principles and Recommendations").

A copy of the Board Charter, the Audit and Risk Management Committee Charter, the People, Remuneration Culture Committee Charter, the Group's Code of Conduct, Whistleblower Policy and Modern Slavery Policy are all available in the corporate governance section of the Group's website at [www.macquarietechnologygroup.com/investors](http://www.macquarietechnologygroup.com/investors), together with all other information which the Principles and Recommendations recommend be made publicly available.

## Principle 1

### Lay solid foundation for management and oversight

The Board acts on behalf of and is accountable to the security holders. The expectations of security holders together with regulatory and ethical expectations and obligations are taken into consideration when defining the Board's responsibilities.

The Board's key responsibilities are:

- demonstrating leadership;
- defining the Group's purpose and setting its strategic objectives;
- approving the Group's statement of values and code of conduct, to underpin the desired culture within the Group;
- establishing, monitoring and modifying the Group's corporate strategies;
- monitoring the performance of management in the implementation of the Group's corporate strategies and implementation of the Group's values and performance generally;
- satisfying itself that an appropriate framework exists for relevant information to be reported by management to the board;
- reporting to security holders and the market, including timely and balanced disclosure of all material information concerning the group that a reasonable person would expect to have a material effect on the price or value of the entity's securities;

- ensuring that an appropriate risk management framework and compliance framework is in place and operates effectively and that an appropriate risk appetite has been set;
- overseeing the integrity of the Group's accounting and corporate reporting systems, including the external audit;
- monitoring financial results, challenging management and holding management to account;
- reviewing business results and monitoring budgetary control and corrective actions (if required);
- authorising and monitoring budgets, major investments and strategic commitments;
- monitoring Board composition, director selection and Board processes and performance;
- appointing the Chair and Chief Executive;
- reviewing the performance of the Chair, Chief Executive, key executives and company secretary;
- endorsing key executive appointments and ensuring talent management and development frameworks and strategies are in place for the Chief Executive, and other key executive appointments;
- reviewing and approving remuneration of the Chief Executive and satisfying itself that the group's remuneration policies are aligned with the Group's purpose, values, strategic objectives and risk appetite;
- overseeing and monitoring progress in relation to the Group's diversity objectives and compliance with its diversity policy; and
- ensuring best practice corporate governance for a Company of our size.

The responsibility for the day-to-day operation and administration of the Group has been delegated to the Chief Executive and the executive team. The Board ensures that this team is appropriately qualified and experienced. The Board is also responsible for ensuring that management's objectives and activities are aligned with the expectations and risks identified by the Board.

The Group's people and culture policies require that background checks are performed on all employees and directors. Security holders are provided with all material information about a director standing for election or re-election in the explanatory memorandum to the Notice of Annual General Meeting and by way of the qualifications and experience of each director as set out in the Directors Report.

All persons who are invited and agree to act as a director do so by a formal notice of consent.

Non-executive directors have received formal notices of appointment and each of the executive directors are party to a formal executive service agreement with the Group.

The Company Secretary is accountable directly to the Board, through the Chairman, on all matters relating to the proper functioning of the Board. Each director has the right to communicate directly with the Company Secretary.

In relation to overseeing and monitoring progress in relation to the Group's diversity objectives, the Group has a workplace diversity policy which is published in the Investor section of our website. The Group embraces diversity and believes it is a critical factor in our success. Diversity means all differences between people including gender, age, race, ethnicity, disability, sexual orientation, religion and culture. To attract and retain a diverse workforce, we are committed to promoting a culture, which celebrates diversity and an atmosphere in which all employees and candidates for employment are treated fairly, with respect and have equal access to opportunities at work.

For the reporting period the proportion of female employees at Macquarie Technology is as follows:

	Total Females	% Females
Number of females in entire organisation <sup>1</sup>	118	24.1%
Number of females in people management positions <sup>1</sup>	20	26.3%
Number of females on the Macquarie Technology Group Board <sup>1</sup>	2	33.3%

<sup>1</sup> Workplace Gender Equality Agency report, April 2024

Macquarie Technology recognises that, by promoting a culture of diversity, the business benefits at multiple levels by:

- attracting a high calibre and wide range of talent;
- increasing levels of engagement across the organisation;
- retaining and promoting highly skilled staff;
- increasing innovation which drives business results; and
- enhancing customer relationships.

In accordance with the Principles and Recommendations, the Group has established objectives to promote diversity and inclusion. The objectives and the progress toward achieving them are outlined below:

**Board and Executive**

Objective Outcome

Board and Executive level vacancies: continue to aim to proactively source and consider a minimum of 30% female applicants for Board and executive level vacancies. Macquarie Technology has policies and practices in place to support our ongoing commitment to this objective.

Board composition: maintain female representation on the Macquarie Technology Board of Directors. We have maintained female representation on our Board at 33.3% and Non-Executive directors at 50%.

**General**

Objective Outcome

Ensure that Macquarie Technology continues to have a Diversity Officer responsible for reviewing progress and report annually to the Board. P&C team member continues to hold the position of Diversity Officer.

Aim to maintain a Macquarie Technology female population of 26% or greater. Macquarie Technology currently has a female population of 24%.

Aim to maintain proportion of female people managers of total at 30.0%. The proportion of female people managers is currently 26%.

The Group is committed to the development and career advancement of women. All managers, regardless of gender, have equal access to training, development and career opportunities. We will continue to raise the profile of gender diversity and further our efforts to date.

Responsibility for ratifying diversity objectives will remain with the Board with input from the People, Remuneration and Culture Committee. The objectives set will be managed and reported by the Diversity Officer.

The performance of the Board, its committees and individual directors are typically reviewed annually. Performance is evaluated having regard to the fulfilment of the Board, and its committees' responsibilities. Responsibility for evaluating the Board's performance falls to the Chairman with assistance from the Company Secretary.

The performance of senior executives is reviewed on a half yearly basis against agreed measurable and qualitative indicators as part of the company-wide performance and development review process. Details of the measurable indicators and the manner in which they are linked to performance are set out in the Remuneration Report to the Directors' Report. Qualitative indicators include the extent to which a senior executive's performance has been aligned to the Group values.

For the reporting period, the performance of senior executives was evaluated by the Chief Executive and Managing Director Hosting and, where considered appropriate, the Board as a whole.

# Corporate Governance Statement

## Principle 2

### Structure the Board to be effective and add value

The Board has a People, Remuneration and Culture Committee. The members of the Committee are the independent Non-executive Directors. The names of the members of the Committee and their attendances at meetings of the Committee appear in the Directors' Report. The People, Remuneration and Culture Committee ensures that talent management and development frameworks and strategies are in place for the Chief Executive, Managing Director Hosting, Group Executives and other employees identified to be in critical roles from time to time.

In relation to Nomination matters, the Board as a whole undertakes this function itself rather than delegating nomination matters to a committee. The Board as a whole, led by the Chairman, fulfills its responsibilities to security holders by ensuring that the Board is comprised of individuals who are best able to discharge their responsibilities as directors having regard to the law and the highest standards of governance by:

- assessing the skills and diversity required on the Board;
- establishing a process for the review of the performance of individual directors and the Board as a whole, having regard to the Board's key responsibilities; and
- establishing the processes for the identification of suitable candidates for appointment to the Board.

The Board encourages a mix of skills in its makeup. It currently has a diverse range of skills amongst its directors including extensive Information Technology, Telecommunications industry and Government experience. Skills include corporate leadership, strategic and operational management, experience with other boards, strategic brand advisory, marketing and digital, finance, investment, governance, procurement and risk management. Together these skills form the Group's 'board skills matrix' which is reviewed annually.

The Board has adopted a policy of ensuring that it is composed of a majority of non-executive directors with an appropriate mix of skills to provide the necessary breadth and depth of knowledge and experience. Each of the current non-executive directors is an independent director for the purposes of the criteria for independence outlined by the Principles and Recommendations. The Chairman is selected from the non-executive directors and appointed by the Board. The length of service of each director is set out in the Directors Report.

The same person does not exercise the roles of Chairman and Chief Executive.

An induction process exists whereby new directors are inducted in the strategies, objectives, business plans, values and culture of the Group including meeting with key executives and senior management personnel across all

business functions. The continuing professional development of directors is encouraged, and support is provided to address skills gaps where they are identified.

Information about the directors, including their qualifications, experience and special responsibilities, appear in the Directors' Report.

Directors and Board committees have the right in connection with their duties and responsibilities to seek independent professional advice at the Group's expense.

## Principle 3

### Instil a culture of acting lawfully, ethically and responsibly.

The Group has four key values:

#### Personal accountable service (PAS)

PAS runs through our DNA, we don't switch off until the job is done to the complete satisfaction and delight of our partners and ourselves. In short-it's not just a job, we care!

#### Results

Every one of us is driven to achieve and get the right business results. From internal improvement projects and programs to business-critical solutions for our customers. Results and how we engage and achieve matter.

#### Collaboration

We are nothing without our teammates. United we win, divided we fall. We value the unique attributes of our colleagues and embrace our differences to achieve collective success working together.

#### Making a difference

Good enough for others isn't good enough for us! We are instinctively driven to transform and make things better and easier, each and every time.

The Board is committed to the highest standards of conduct. To ensure that the Board, management and employees have guidance in the performance of their duties, the Group has in place a Code of Conduct, an Anti-bribery and Corruption Policy and a Whistleblower Policy. A copy of each of these policies can be found at the investor section of our website: <https://macquarietechnologygroup.com/investors/>.

The Board is informed of any breaches of the Code of Conduct, Whistleblower Policy and Anti-Bribery and Corruption Policy by the Company Secretary.

## Principle 4

### Safeguard the integrity of corporate reports

The Board has established an Audit and Risk Management Committee, which operates under a Charter, a copy of which can be found at the investor section of our website. Each member of the Committee is an independent director. The names of the members of the Committee, their qualifications and experience and their attendances at meetings of the Committee appear in the Directors' Report. The Committee is chaired by an independent director who is not the Chairman of the Board.

The Chief Executive, Chief Financial Officer, Managing Director Hosting, Company Secretary and the external auditor attend meetings at the discretion of the Committee. The Committee also meets privately with the external auditor without management present.

Minutes of all Committee meetings are provided to the Board.

The Board has delegated to the Committee responsibility for making recommendations on the appointment, evaluation and dismissal of the external auditor, setting its fees and ensuring that the auditor reports to the Committee and the Board.

The Group is committed to audit independence. The Committee reviews the independence and objectivity of the external auditors. Those reviews include:

- seeking confirmation that the auditor is, in their professional judgement, independent of the Group. The external auditor, PricewaterhouseCoopers, has declared its independence to the Board; and
- considering whether, taken as a whole, the various relationships between the Group and the external auditor impair the auditor's judgement or independence. The Committee is satisfied that the existing relationships between the Group and the external auditor do not give rise to any such impairment.

The Group's audit engagement partners will rotate at least every five years.

The Chief Executive and the Chief Financial Officer have stated to the Board in writing:

- that the Group's financial reports are complete and present a true and fair view, in all material respects, of the financial condition and operational results of the Group and are in accordance with relevant accounting standards; and
- that the above statement is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks.

The Group requests the external auditor to attend the Annual General Meeting and be available to answer questions about the conduct of the audit and the preparation and content of the auditor's report.

The Group's periodic corporate reports are reviewed by the Board as a whole prior to release. Key examples are the Director's Report, annual and half yearly financial statements, results announcements and associated presentations which all directors review and provide feedback on.

## Principle 5

### Make timely and balanced disclosure

The Board has adopted a formal Continuous Disclosure Plan, a copy of which can be found at the investor section of our website. The object of the Continuous Disclosure Plan is to ensure that material information is identified and disclosed in a timely manner. The Board is advised of any notifiable events. In addition, the Board has developed a guidance paper on the Group's disclosure obligations, which is intended to provide guidance for all managers on those obligations.

The Board approves all material market announcements that are made to the ASX and the Company Secretary is responsible for these communications. The Company Secretary ensures that the Board receives copies of all material market announcements promptly after they have been made.

All new and substantive investor or analyst presentations are released to the ASX in advance of the presentation occurring.

## Principle 6

### Respect the rights of security holders

The Group provides security holders access to information about its governance and performance, including Annual Reports, full-year and half-year financial statements, directors' commentaries and analyst briefings through its website at [www.macquarietechnologygroup.com](http://www.macquarietechnologygroup.com).

# Corporate Governance Statement

In addition, the principal methods of communication with security holders are through Annual General Meetings and the publication of investor day presentations. The Board encourages security holders to use the Annual General Meeting to ask questions and make comments on the business, operations and management of the Group. Security holders that are unable to attend the Annual General Meeting are provided with the opportunity to provide questions and comments to the Chairman and the auditor of the Group in advance. Substantive resolutions at meetings of security holders are decided by a poll, rather than by a show of hands, except where the total proxies held in favour of a resolution mean that the outcome is mathematically certain.

Security holders have the option to receive communications from, and send communications to, the Group and its security registry electronically.

## Principle 7

### Recognise and manage risk

The Audit and Risk Management Committee (refer to Principle 4) is responsible for reviewing and reporting to the Board on the effectiveness of the Group's management of risk, including systems for internal controls, that effectively safeguards assets and enhances the value of security holders' investments.

The Board has adopted a formal risk management framework that takes into account the Group's risk profile and the material business risks it faces. The risk management framework is typically reviewed annually by the Board, and for the period the Board undertook such a review and is satisfied that the risk management framework is sound and that the Group operates in line with the risk appetite set by the Board.

The Group does not have an internal audit function; however, assurance is gained as:

- the Board has direct oversight of the key areas of the organisation and have the capacity, expertise and access to information to assess those areas properly;
- the Group has established risk review processes which supplement the work of the Audit and Risk Management Committee on the adequacy of the Group's risk framework and changes in the Group's risk profile and material business risks;
- a standardised approach to risk assessment is used across the Group to ensure that risks are consistently assessed and reported to the Board if required;
- directors are provided with detailed financial information and reports by Executives on a monthly basis and have the right to request additional information as required to support informed decision making; and
- directors are provided with a Compliance Report each year as well as regular updates on any topical risk issues.

The Board does not believe that the Group has any material or unusual exposure to economic, environmental or social sustainability risks. The Group manages a series of operational risks which it believes to be inherent in the industries in which it operates including service interruption and network reliability, management of outsourcing, emerging technology and delivery platforms, regulatory frameworks and construction risks.

## Principle 8

### Remunerate fairly and responsibly

The functions of the People, Remuneration and Culture Committee (refer to Principle 2) include reviewing the remuneration arrangements for non-executive and executive directors and reviewing and approving long term incentives under the Group's remuneration policies. The Committee also reviews remuneration for the Chief Executive and Managing Director Hosting and monitors, reviews and makes recommendations to the Board as to the remuneration policies of the Group generally. The committee is chaired by an independent director. The names, qualifications and experience of the members of the Committee and their attendance at meetings of the Committee appear in the Directors' Report.

Non-executive directors receive fees determined by the Board, but within the aggregate limits approved by shareholders at general meetings of the Group.

The remuneration of senior executives consists of a combination of fixed and variable (at risk) remuneration. The remuneration paid to a senior executive is based on a review of their individual performance.

Details of the Group's remuneration policies are set out in the Remuneration Report.

The Board has established a share trading policy relating to the Board, senior executives and all other employees dealing in the Group's shares. Participants in the long-term incentive scheme are restricted from entering into transactions (whether through the use of derivatives or otherwise) to limit the economic risk of participating in the scheme. A copy of the Share Trading Policy can be found at the investor section of our website.

This Corporate Governance Statement is current as at 28 August 2024 and has been approved by the Board of Macquarie Technology Group Limited.

## Auditor's Independence Declaration



### Auditor's Independence Declaration

As lead auditor for the audit of Macquarie Technology Group Limited for the year ended 30 June 2024, I declare that to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Macquarie Technology Group Limited and the entities it controlled during the period.

A handwritten signature in black ink, appearing to read 'M Upcroft', written in a cursive style.

Marc Upcroft  
Partner  
PricewaterhouseCoopers

Sydney  
28 August 2024

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# Financial Statements

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## Consolidated Statement of Comprehensive Income

### Year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
Revenue	2.2	363,294	345,061
Expenses	2.3	(312,240)	(306,914)
<b>Operating profit</b>		<b>51,054</b>	<b>38,147</b>
Finance income		4,135	506
Finance costs	2.3	(7,947)	(13,181)
<b>Profit before income tax</b>		<b>47,242</b>	<b>25,472</b>
Income tax expense	5.1	(14,241)	(7,781)
<b>Profit after income tax for the year attributable to owners of the parent</b>		<b>33,001</b>	<b>17,691</b>
<b>Other comprehensive income</b>			
Items that may be reclassified to profit and loss:			
Exchange difference on translation of foreign operations		(28)	148
<b>Total comprehensive income for the year attributable to owners of the parent</b>		<b>32,973</b>	<b>17,839</b>

	Notes	2024 cents	2023 cents
<b>Earnings per share for profit attributable to the ordinary equity holders of the Group:</b>			
Basic earnings per share	2.4(a)	134.7	81.8
Diluted earnings per share	2.4(b)	134.1	81.6

The above consolidated statement of comprehensive income should be read in conjunction with the accompanying notes

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## Consolidated Statement of Financial Position

As at 30 June 2024

	Notes	2024 \$'000	2023 \$'000
<b>Current assets</b>			
Cash and cash equivalents	3.1	29,974	12,514
Trade and other receivables	3.2	12,946	13,768
Accrued income		20,265	19,726
Prepayments		19,538	18,021
Other current assets		2,224	1,772
Financial assets	3.3	85,000	46,000
<b>Total current assets</b>		<b>169,947</b>	<b>111,801</b>
<b>Non-current assets</b>			
Property, plant and equipment	3.5	453,956	272,387
Intangible assets	3.6	16,620	18,129
Right-of-use assets	3.7	35,261	124,351
Prepayments		12,869	13,638
Other non-current assets		1,233	1,182
<b>Total non-current assets</b>		<b>519,939</b>	<b>429,687</b>
<b>Total assets</b>		<b>689,886</b>	<b>541,488</b>
<b>Current liabilities</b>			
Trade and other payables	3.4	49,955	45,990
Provisions	3.8	8,058	7,405
Lease liabilities	3.7	3,880	5,510
Other current liabilities	3.9	3,103	3,520
Current tax liabilities	5.2	20,073	641
<b>Total current liabilities</b>		<b>85,069</b>	<b>63,066</b>
<b>Non-current liabilities</b>			
Trade and other payables	3.4	4,266	6,400
Provisions	3.8	5,634	5,632
Lease liabilities	3.7	34,718	127,346
Borrowings	4.1	-	-
Financial liabilities	4.2	92,187	-
Deferred tax liability	5.2	7,627	16,333
Other non-current liabilities	3.9	5,133	3,736
<b>Total non-current liabilities</b>		<b>149,565</b>	<b>159,447</b>
<b>Total liabilities</b>		<b>234,634</b>	<b>222,513</b>
<b>Net assets</b>		<b>455,252</b>	<b>318,975</b>
<b>Equity</b>			
Contributed equity	4.3	302,765	202,499
Other equity	4.3	(731)	(731)
Reserves	4.4	7,439	4,429
Retained earnings	4.4	145,779	112,778
<b>Total equity</b>		<b>455,252</b>	<b>318,975</b>

The above consolidated statement of financial position should be read in conjunction with the accompanying notes

## Consolidated Statement of Changes in Equity

### As at 30 June 2024

	Notes	Contributed Equity \$'000	Other Equity \$'000	Reserves \$'000	Retained Earnings \$'000	Total \$'000
<b>Balance at 1 July 2022</b>		45,159	-	5,436	95,087	145,682
Profit for the year		-	-	-	17,691	17,691
Other comprehensive income		-	-	148	-	148
<b>Total comprehensive income for the year</b>		-	-	<b>148</b>	<b>17,691</b>	<b>17,839</b>
<b>Transactions with owners in their capacity as owners:</b>						
Dividends provided for or paid	-	-	-	-	-	-
Contributions of equity net of transaction costs	-	157,062				157,062
Issuance of shares into employee share trust	4.3(b)	278	(278)	-	-	-
Purchase of shares in employee share trust	4.3(b)		(3,337)			(3,337)
Share based payment	4.4	-	-	1,729	-	1,729
Issue of treasury share to employees	4.3(c)	-	2,884	(2,884)	-	-
<b>Total</b>		<b>157,340</b>	<b>(731)</b>	<b>(1,155)</b>	<b>-</b>	<b>155,454</b>
<b>At 30 June 2023</b>		<b>202,499</b>	<b>(731)</b>	<b>4,429</b>	<b>112,778</b>	<b>318,975</b>
<b>Balance at 1 July 2023</b>		<b>202,499</b>	<b>(731)</b>	<b>4,429</b>	<b>112,778</b>	<b>318,975</b>
Profit for the year		-	-	-	33,001	33,001
Other comprehensive income		-	-	(28)	-	(28)
<b>Total comprehensive income for the year</b>		-	-	<b>(28)</b>	<b>33,001</b>	<b>32,973</b>
<b>Transactions with owners in their capacity as owners:</b>						
Dividends provided for or paid		-	-	-	-	-
Contributions of equity net of transaction costs		99,380	-	-	-	99,380
Issuance of shares into employee share trust	4.3(b)	886	(886)	-	-	-
Purchase of shares in employee share trust	4.3(b)	-	-			-
Share based payment	4.4	-	-	3,924	-	3,924
Issue of treasury share to employees	4.3(c)	-	886	(886)	-	-
<b>Total</b>		<b>100,266</b>	<b>-</b>	<b>3,038</b>	<b>-</b>	<b>103,304</b>
<b>At 30 June 2024</b>		<b>302,765</b>	<b>(731)</b>	<b>7,439</b>	<b>145,779</b>	<b>455,252</b>

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

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# Consolidated Statement of Cash Flows

## Year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
<b>Cash flow from operating activities</b>			
Receipts from customers <sup>1</sup>		399,856	371,875
Payments to suppliers and employees		(286,632)	(273,340)
Interest received		3,751	447
Income tax received		846	9,927
<b>Net cash flows from operating activities</b>	3.1	<b>117,821</b>	108,909
<b>Cash flows from investing activities</b>			
Investments in financial assets		(39,000)	(46,000)
Acquisition of non-current assets:			
Property, Plant & Equipment		(136,738)	(57,040)
Intangibles		(9,164)	(8,756)
<b>Net cash flows from investing activities</b>		<b>(184,902)</b>	(111,796)
<b>Cash flows from financing activities</b>			
Proceeds from issues of shares, net of transaction costs		97,863	155,805
Repayment of borrowings		-	(126,000)
Principal elements of lease payments		(4,932)	(4,581)
Interest and other finance costs paid		(8,390)	(12,777)
<b>Net cash flows from financing activities</b>		<b>84,541</b>	12,447
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>17,460</b>	9,560
Cash and cash equivalents at the beginning of the financial year		12,514	2,954
Effects of exchange rate changes on cash and cash equivalents		-	-
<b>Cash and cash equivalents at the end of the year</b>	3.1	<b>29,974</b>	12,514

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

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# Notes to the Consolidated Financial Statements

## As at 30 June 2024

### 1. About this report

This section sets out the basis of preparation of the consolidated financial statements and provides corporate financial information.

#### 1.1. Corporate information

The financial report of Macquarie Technology Group Limited (“Macquarie Technology”, the “Group” or the “Company”) for the year ended 30 June 2024 was authorised for issue in accordance with a resolution of directors on 28 August 2024. The directors have the power to amend and reissue the financial statements.

Macquarie Technology Group Limited is the head entity of a consolidated group comprising of controlled entities as detailed in Note 6.3. All subsidiaries are wholly and ultimately owned by the parent entity.

Macquarie Technology Group Limited is a company limited by shares incorporated in Australia whose shares are publicly traded on the ASX (ASX Code: MAQ).

The nature of the operations and principal activities of the Group are described in the Directors’ report.

#### 1.2. Basis of preparation

The financial report is a general purpose financial report, which has been prepared in accordance with the requirements of the Corporations Act 2001, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board. The Group is a for-profit entity for the purpose of preparing the financial statements. The financial report also complies with International Financial Reporting Standards Board (“IFRS”) as issued by the International Accounting Standards Board (“IASB”). The consolidated financial statements are prepared on a historical cost basis unless otherwise noted.

##### (i) Rounding

The amounts contained in this report and in the financial report have been rounded to the nearest \$1,000 (where rounding is applicable) under the option available to the Group under ASIC Legislative Instrument 2016/191 issued by the Australian Securities and Investment Commission. The Company is an entity to which the instrument applies.

##### (ii) Parent entity financial information

The financial information for the parent entity, Macquarie Technology Group Limited, disclosed in Note 6.1 has been prepared on the same basis as the consolidated financial statements.

Investments in subsidiaries are accounted for at the lower of cost or recoverable amount in the financial statements.

##### (iii) Principles of consolidation

The consolidated financial statements are those of the Group, comprising Macquarie Technology Group Limited and all entities that Macquarie Technology Group Limited controlled during the year and at balance sheet date. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity.

The financial statements of subsidiaries are prepared for the same reporting period as that of the parent entity, using consistent accounting policies. All inter-company balances and transactions have been eliminated in full. Subsidiaries are deconsolidated from the date the control ceases.

##### (iv) Material accounting judgements and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. The most critical to the financial statements are outlined as follows:

Revenue from contracts with customers	Note 2.2
Recoverable amount of non-financial assets	Note 3.6
Lease terms	Note 3.7

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## 2. Group performance

This section sets out the results for the Group and the performance of each segment.

### 2.1 Segment information

	Cloud Services & Government		Data Centres		Telecom		Consolidated	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
<b>Revenue</b>								
External revenue	203,425	189,715	39,558	36,954	119,705	118,074	362,688	344,743
Inter-segment revenue	2,463	2,187	30,398	27,211	-	-	32,861	29,398
Other income	373	-	57	250	176	68	606	318
<b>Total segment revenue and other income</b>	<b>206,261</b>	<b>191,902</b>	<b>70,013</b>	<b>64,415</b>	<b>119,881</b>	<b>118,142</b>	<b>396,155</b>	<b>374,459</b>
Inter-segment elimination	(2,463)	(2,187)	(30,398)	(27,211)	-	-	(32,861)	(29,398)
<b>Total consolidated revenue and other income</b>	<b>203,798</b>	<b>189,715</b>	<b>39,615</b>	<b>37,204</b>	<b>119,881</b>	<b>118,142</b>	<b>363,294</b>	<b>345,061</b>
<b>Results</b>								
EBITDA	50,771	49,785	34,669	33,075	23,628	20,231	109,068	103,091
Depreciation and amortisation	(20,725)	(24,103)	(24,075)	(24,169)	(13,214)	(16,672)	(58,014)	(64,944)
<b>Segment results before interest and tax</b>	<b>30,046</b>	<b>25,682</b>	<b>10,594</b>	<b>8,906</b>	<b>10,414</b>	<b>3,559</b>	<b>51,054</b>	<b>38,147</b>
Finance income							4,135	506
Finance costs							(7,947)	(13,181)
<b>Consolidated entity profit from ordinary activities before income tax expense</b>							<b>47,242</b>	<b>25,472</b>
Income tax expense							(14,241)	(7,781)
<b>Net profit</b>							<b>33,001</b>	<b>17,691</b>
<b>Acquisition of non-financial assets</b>								
Allocated acquisitions	17,037	26,981	203,035	29,744	5,080	7,201	225,152	63,926
Unallocated acquisitions	-	-	-	-	-	-	4,986	1,868
<b>Total acquisition of non-financial assets</b>	<b>17,037</b>	<b>26,981</b>	<b>203,035</b>	<b>29,744</b>	<b>5,080</b>	<b>7,201</b>	<b>230,138</b>	<b>65,794</b>

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# Notes to the Consolidated Financial Statements

## Group performance (cont'd)

### Accounting policy

The consolidated entity operates in three primary operating segments providing services to corporate and government customers.

Segment	Segment description
Cloud Services and Government	The Cloud Services & Government segment relates to the provision of services utilising the Group's data centre facilities to provide cybersecurity, colocation services, public and private cloud and storage to corporate and government customers.
Data Centres	The Data Centres segment relates to the provision of services utilising the Group's data centre facilities to wholesale customers.
Telecom	The Telecom segment relates to the provision of voice and mobiles telecommunications services and the provision of services utilising the Group's data network.

All activities are primarily conducted in Australia.

The Group has identified its operating segments based on the internal reports reviewed by the Group Chief Operating Decision Maker in assessing performance and determining the allocation of resources. Segment revenues and expenses comprise amounts that are directly attributable to a segment and the relevant portion that can be allocated on a reasonable basis. The Group's Chief Operating Decision Maker is the Chief Executive.

### 2.2 Revenue

	2024 \$'000	2023 \$'000
Revenue from contracts with customers	362,688	344,743
Other revenue	606	318
<b>Total revenue and other revenue</b>	<b>363,294</b>	<b>345,061</b>

#### Revenue disaggregation

Revenue reported for the year includes revenue from contracts with customers, comprising service revenue, hardware revenue and other revenue. The table below disaggregates the Group's revenue by reporting segment.

	Service revenue \$'000	Hardware revenue \$'000	Other revenue \$'000	Total \$'000
<b>2024</b>				
Cloud Services and Government	203,425	-	373	203,798
Data Centres	39,558	-	57	39,615
Telecom	119,274	431	176	119,881
	<b>362,257</b>	<b>431</b>	<b>606</b>	<b>363,294</b>
<b>2023</b>				
Cloud Services and Government	189,715	-	-	189,715
Data Centres	36,954	-	250	37,204
Telecom	117,112	962	68	118,142
	<b>343,781</b>	<b>962</b>	<b>318</b>	<b>345,061</b>

## Accounting policy

Revenue is measured at the fair value of the consideration received or receivable. The Group satisfies its performance obligations according to the following table.

Type of product	Segment	Nature, timing of satisfaction of performance obligations
Service revenue	All	This includes recurring revenue and one-off billings in respect of recurring services. Revenue is allocated based upon the standalone selling price of distinct performance obligations and recognised when the performance obligations are satisfied over time (i.e. when the service is transferred to and the customer benefits simultaneously) after taking into account all discounts as applicable.
Hardware revenue	Telecom	Hardware revenue relates to the sale of mobile phones, tablets and related products. It is recognised when performance obligations associated with the sale have been satisfied with the customer (i.e. when the hardware is delivered to the customer that is at a point in time) after taking into account all discounts as applicable.
Other revenue	All	Other revenue is recognised when the underlying service occurs and is amortised over the contract period. This includes commissions.

### Contract cost

Contract cost is recognised as the incremental costs of obtaining a contract as an expense when incurred if the amortisation period of the asset is less than a year.

### Performance obligations

To the extent that a product or service in multiple performance obligation arrangements is subject to other specific accounting guidance, such as leasing guidance, that product or service is accounted for in accordance with such specific guidance. For all other products or services in these arrangements, the criteria below are considered to determine when the products or services are distinct and how to allocate the arrangement consideration to each distinct performance obligation. A performance obligation is a promise in a contract with a customer to transfer products and services that are distinct. If the Group enters into two or more contracts at or near the same time, the contracts may be combined and accounted for as one contract, in which case the Group determines whether the products or services in the combined contract are distinct. The contracts may be combined and accounted for as one contract if the contracts are negotiated as a package with a single commercial objective, or the amount of consideration to be paid in one contract depends on the price or performance of the other contract, or goods or services promised in the contracts (or some goods or services promised in each of the contracts) are a single performance obligation.

A product or service promised to a customer is distinct if both of the following criteria are met:

- The customer can benefit from the product or service either on its own or together with other resources that are readily available to the customer (that is, the product or service is capable of being distinct); and
- The Group's promise to transfer the product or service to the customer is separately identifiable from other promises in the contract (that is, the product or service is distinct within the context of the contract).

If these criteria are met, the Group determine whether the performance obligation is met at a point in time or over time.

If the Group determines that a performance obligation is met at a point in time, sales are recognised when control of the products has transferred, being when the products are delivered to the customer and there is no unfulfilled obligation that could affect the customer's acceptance of the products.

If the Group determines that a performance obligation is met over time, an appropriate measure of progress is determined to be based on direct measurements of the value to the customer of the services transferred to date relative to the remaining services promised under the contract (output method). When the products and services are distinct, the arrangement consideration is allocated to each performance obligation on a relative standalone selling price basis. The revenue policies in the Services, Hardware and Other Revenue sections above are then applied to each performance obligation, as applicable.

### Collection risk assessment

The Group assesses collectability at the inception of a contract. If a contract meets collectability criteria at contract inception, the criteria should not be reassessed unless there is an indication of a significant change in fact and circumstances.

# Notes to the Consolidated Financial Statements

## 2. Group performance (cont'd)

### Material accounting judgements, estimates and assumptions

#### Revenue from contracts with customers

The application of the various accounting principles in AASB 15, related to the measurement and recognition of revenue, requires the Group to make judgements and estimates. Specifically, complex arrangements with non-standard terms and conditions may require significant contract interpretation to determine the appropriate accounting treatment, including whether promised goods and services specified in an arrangement are distinct performance obligations.

### 2.3 Expenses

	2024 \$'000	2023 \$'000
Amortisation of non-financial assets		
Intangibles	11,477	15,778
Depreciation of non-financial assets		
Property, plant and equipment	38,468	41,421
Right-of-use Asset – Plant and Equipment	295	470
Right-of-use Asset – Buildings	7,774	7,275
<b>Total depreciation and amortisation expense</b>	<b>58,014</b>	<b>64,944</b>
Bad and doubtful debts expensed	213	238
Low-value assets lease payments	274	681
Employment costs	96,860	89,287
Supplier costs for network and service delivery	105,301	100,895
Marketing	2,627	2,191
Other people costs	5,546	7,642
Repairs and Maintenance	7,271	6,928
Other expenses	36,134	34,108
	<b>254,226</b>	241,970
<b>Total expenses</b>	<b>312,240</b>	<b>306,914</b>
Finance costs – borrowing costs	1,456	6,554
Finance costs – lease liabilities	6,491	6,627
<b>Total finance costs</b>	<b>7,947</b>	<b>13,181</b>

The total cash outflow for leases in 2024 was \$11.9m (2023: \$11.1m).

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## 2.4 Earnings per share

	2024 cents	2023 cents
<b>(a) Basic earnings per share</b>		
Basic earnings per share attributable to the ordinary equity holders of the Group	134.7	81.8
<b>(b) Diluted earnings per share</b>		
Diluted earnings per share attributable to the ordinary equity holders of the Group	134.1	81.6
<b>(c) Reconciliation of earnings used in calculating earnings per share</b>		
Profit attributable to the ordinary equity holders of the Group used in calculating basic and diluted earnings per share	33,001	17,691
<b>(d) Weighted average number of ordinary shares used in calculating basic earnings per share</b>		
Weighted average number of ordinary shares <sup>1</sup>	24,504,697	21,640,302
Effect of dilutive securities of share performance rights	109,048	29,579
Adjusted weighted average number of ordinary shares used in calculating diluted earnings per share:	24,613,745	21,669,881

<sup>1</sup> Excludes treasury shares

### Accounting policy

Basic earnings per share is determined by dividing the net profit attributable to equity holders of the Group excluding any costs of servicing equity other than ordinary shares by the weighted average number of ordinary shares outstanding during the financial year.

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share by taking into account the after-tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

## Notes to the Consolidated Financial Statements

### 3. Operating assets and liabilities

This section provides information that relates to the short-term assets and liabilities that are used to support the operating liquidity of the Group. This section also describes information relating to other assets and liabilities that support the long-term growth of the business.

#### 3.1 Cash and cash equivalents

	2024 \$'000	2023 \$'000
Cash at bank	29,974	12,514

	2024 \$'000	2023 \$'000
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#### (a) Reconciliation of profit after income tax expense to net cash inflow from operating activities

<b>Profit after income tax expense</b>	<b>33,001</b>	<b>17,691</b>
Amortisation of non-financial assets	11,477	15,778
Depreciation of non-financial assets	38,468	41,421
Depreciation of right-of-use asset	8,069	7,745
Share based payment	1,327	1,000
Finance costs	7,947	13,181
<b>Changes in operating assets and liabilities</b>		
(Increase)/decrease in trade and other receivables	822	(805)
(Increase) in accrued income	(539)	(4,095)
(Increase) in prepayments	(748)	(6,884)
Increase in net deferred tax liabilities	(6,464)	5,134
Decrease/(increase) in other assets	(503)	885
Increase/(decrease) in trade and other payables	3,897	10,045
Decrease/(increase) in current tax receivable	-	9,946
Increase in current tax liabilities	19,432	641
Increase in provisions	655	376
(Decrease) in other liabilities	980	(3,150)
<b>Net cash inflow from operating activities</b>	<b>117,821</b>	<b>108,909</b>

#### (b) Non-cash investing and financing activities

Additions to the right-of-use asset of \$0.6m (2023: \$2.0m) and shares issued under the employee share scheme of \$1.3m (2023: \$1.0m) are considered non-cash financing activities. The acquisition of financial liabilities (loan note) from Keppel DC REIT of \$92.1m (FY23: \$0.0m) is considered non-cash financing activities. There were no other non-cash investing or financing activities.

#### Accounting policy

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions and other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in values.

### 3.2 Trade and other receivables

	2024 \$'000	2023 \$'000
<b>Current</b>		
Trade receivables	13,646	14,590
Expected credit loss allowance	(472)	(477)
Provision for credit notes	(248)	(353)
Other receivables	20	8
	<b>12,946</b>	<b>13,768</b>

The net movement in expected credit loss allowance and provision for credit notes was a decrease of \$0.1m (2023: increase of \$0.6m).

#### Accounting policy

##### Classification

The Group has classified its financial assets as measured at amortised cost given the objective is to hold the assets to collect contractual cash flows that are solely payments of principal and interest on the principal amount outstanding.

The financial assets comprise of cash and cash equivalents, trade and other receivables. Trade receivables are generally due for settlement within 30 days and therefore are all classified as current. The Group measures trade receivables at their transaction price as the trade receivables do not contain any significant financing components. Other receivables generally arise from transactions outside the usual operating activities of the group. No interest is charged. Collateral is not normally obtained. The current other receivables are due and payable within 12 months from the end of the reporting period.

##### Recognition and derecognition

Sales and purchases of financial assets are recognised on the date the Group commits to purchase or sell the asset. Financial assets are derecognised when the right to receive cash flows from the financial assets have expired or transferred and the Group has transferred substantially all the risks and rewards of ownership.

##### Initial and subsequent measurement

At initial recognition, the Group measures a financial asset at its fair value. Subsequently, financial assets at amortised cost are measured using the effective interest method. Interest income, foreign exchange gains and losses and impairment from these financial assets are recognised in profit or loss. Any gain or loss on derecognition is recognised directly in profit or loss and presented in other gains/(losses) together with foreign exchange gains and losses.

##### Impairment of financial assets

The Group assesses on a forward looking basis the expected credit losses ("ECL") associated with its financial assets carried at amortised cost. The Group applies the simplified approach permitted by AASB 9 Financial Instruments, which requires expected lifetime losses to be recognised from initial recognition of the receivables. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

To measure the ECL, trade receivables have been grouped based on shared credit risk characteristics and the days past invoice date. The expected loss rates are based on the payment profiles of sales over a period of 36 months before 30 June 2024 and the corresponding historical credit losses experienced within the period. The historical loss rates are adjusted to reflect current and forward-looking information on macro-economic factors effecting the ability of the customers to settle the receivables.

The loss allowance for financial assets are based on assumptions about risk of default and expected loss rates. The Group uses judgement when determining whether the credit risk of a financial assets has increased significantly since initial recognition and when estimating ECL and considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Group's historical experience, current market conditions as well as forward looking estimates at the end of each reporting period.

##### Risk Exposure

All of the financial assets at amortised cost are denominated in Australian dollars. As a result, there is no exposure to foreign currency risk. Refer to Note 4.7 (b) for credit risk exposure.

## Notes to the Consolidated Financial Statements

### 3. Operating assets and liabilities (cont'd)

#### 3.3 Financial assets

	2024 \$'000	2023 \$'000
<b>(a) Current</b>		
Term deposits	85,000	46,000
	<b>85,000</b>	<b>46,000</b>

#### Accounting policy

##### Classification

The Group has classified its financial assets as measured at cost given the objective is to redeem the principal of the investments within twelve months of the reporting date for cash.

#### 3.4 Trade and other payables

	2024 \$'000	2023 \$'000
<b>(a) Current</b>		
Trade payables	35,130	32,710
Other payables and accruals	14,825	13,280
	<b>49,955</b>	<b>45,990</b>
<b>a) Non-current</b>		
Trade payables – Non-current	4,266	6,400

Liabilities for carrier suppliers (trade) are carried at the net amount the consolidated entity expects to have to pay each carrier, in respect of the services received.

Liabilities for other trade and other payables are carried at cost which is the fair value of the consideration to be paid in the future for goods and services received, whether or not billed to the consolidated entity.

Terms and conditions relating to trade liabilities are normally settled on 30-60 day terms.

#### Accounting policy

##### Classification

Financial liabilities are classified and measured at amortised cost or Fair Value Through Profit or Loss ("FVTPL") under AASB 9 Financial Instruments. Reclassification of financial liabilities is not permitted upon the adoption of this accounting standard. The Group's financial liabilities include payables and interest-bearing borrowings.

##### Recognition, initial and subsequent measurement

Financial liabilities are recognised on the date the obligation is entered into, initially at fair value and, in the case of interest-bearing loans, net of directly attributable transaction costs. Financial liabilities are subsequently measured using the effective interest rate ("EIR") method.

Gains and losses are recognised in profit or loss when the liabilities are recognised as well as through EIR amortisation process.

Amortisation cost is calculated by taking into account any discounts or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in the Consolidated Statement of Comprehensive Income.

### Derecognition

The Group derecognises a financial liability when its contractual obligations are discharged, cancelled or expire and also when the existing financial liability is replaced by another from the same party on substantially different terms, or the terms of the existing liability are substantially modified. In this case, a new financial liability based on the modified terms is recognised at fair value. The difference in the respective carrying amounts is recognised in profit and loss.

Please refer to Note 3.8 for accounting policy for employee entitlements.

### 3.5 Property, plant and equipment

	Leasehold Improvement \$'000	Plant & Equipment \$'000	Land & Buildings \$'000	Total \$'000
<b>Year ended 30 June 2024</b>				
Opening net book value	72,726	133,239	66,422	272,387
Asset reclass	(669)	(136)	-	(805)
Additions	2,545	27,592	190,838	220,975
Disposals	(16)	(117)	-	(133)
Depreciation expense	(5,195)	(30,613)	(2,660)	(38,468)
<b>Closing net book value</b>	<b>69,391</b>	<b>129,965</b>	<b>254,600</b>	<b>453,956</b>
<b>At 30 June 2024</b>				
Cost	111,235	348,914	270,685	730,834
Accumulated depreciation	(41,844)	(218,949)	(16,085)	(276,878)
<b>Net book value</b>	<b>69,391</b>	<b>129,965</b>	<b>254,600</b>	<b>453,956</b>
<b>Year ended 30 June 2023</b>				
Opening net book value	65,266	86,442	105,649	257,357
Asset reclass	11,307	30,009	(41,906)	(590)
Additions	1,770	49,822	5,449	57,041
Disposals	-	-	-	-
Depreciation expense	(5,617)	(33,034)	(2,770)	(41,421)
<b>Closing net book value</b>	<b>72,726</b>	<b>133,239</b>	<b>66,422</b>	<b>272,387</b>
<b>At 30 June 2023</b>				
Cost	109,760	329,743	79,709	519,212
Accumulated depreciation	(37,034)	(196,504)	(13,287)	(246,825)
<b>Net book value</b>	<b>72,726</b>	<b>133,239</b>	<b>66,422</b>	<b>272,387</b>

### Assets in the course of construction

The carrying value of property, plant and equipment and intangibles includes \$42.1m (2023: \$19.3m) which are assets acquired in the course of construction. The majority of assets in the course of construction are land and building assets. As these assets are yet to be completed and are not ready for use, no depreciation charge has been recognised on these assets.

## Notes to the Consolidated Financial Statements

### 3. Operating assets and liabilities (cont'd)

#### Accounting policy

Property, plant and equipment is stated at cost less accumulated depreciation and any impairment in value. Property, plant and equipment includes costs in relation to infrastructure development projects where future benefits are probable to exceed these costs.

Depreciation is calculated on a straight-line basis on all property, plant and equipment commencing from the time the asset is ready to use. The estimated useful lives are as follows;

Asset Class	Asset Type	Useful Life
Leasehold improvements	Fitout	2 to 40 years
Plant and equipment	Office equipment	3 to 20 years
	Infrastructure	3 to 25 years
Land and Buildings	Buildings	10 to 45 years
	Land	Carried at cost

Leasehold improvements are depreciated over the shorter of the lease term and the useful life of the assets.

The assets' residual values and useful lives are reviewed and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Refer to Note 3.6 for the policy on impairment of non-financial assets.

#### 3.6 Intangible assets

	Software \$'000	Product Development \$'000	Total \$'000
<b>Year ended 30 June 2024</b>			
Opening net book value	6,301	11,828	18,129
Asset reclass	1,753	(948)	805
Additions	1,118	8,045	9,163
Amortisation	(4,269)	(7,208)	(11,477)
<b>Closing net book value</b>	<b>4,903</b>	<b>11,717</b>	<b>16,620</b>
<b>At 30 June 2024</b>			
Cost	64,060	54,623	118,683
Accumulated amortisation	(59,157)	(42,906)	(102,063)
<b>Net book value</b>	<b>4,903</b>	<b>11,717</b>	<b>16,620</b>
<b>Year ended 30 June 2023</b>			
Opening net book value	9,677	14,886	24,563
Asset reclass	1,107	(517)	590
Additions	2,358	6,395	8,753
Amortisation	(6,841)	(8,936)	(15,777)
<b>Closing net book value</b>	<b>6,301</b>	<b>11,828</b>	<b>18,129</b>
<b>At 30 June 2023</b>			
Cost	56,998	48,627	105,625
Accumulated amortisation	(50,697)	(36,799)	(87,496)
<b>Net book value</b>	<b>6,301</b>	<b>11,828</b>	<b>18,129</b>

## Accounting policy

### Intangibles

Intangible assets are held at cost less accumulated amortisation and impairment losses. Intangibles include costs in relation to the development of software systems and products where future benefits are expected to exceed these costs. Costs capitalised include external direct costs of materials and service and direct payroll and payroll-related costs of employees' time spent on the project during the development phase. Software and product development costs are only recognised following completion of technical feasibility studies, where the Group has an intention and ability to complete the development and use the asset, the asset will generate future economic benefits and the expenditure can be reliably measured. Amortisation is calculated on a straight-line basis on all intangibles commencing from the time the asset is ready for use.

#### The estimated useful lives are as follows:

Software	3 to 5 years
Product development	2 to 5 years

### Impairment of non-financial assets

The Group makes a formal estimate of recoverable amount when there is an indication of impairment resulting from the Group's assessment. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

The recoverable amount is the greater of fair value less costs to sell and value in use. It is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets, in which case, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the assets.

Impairment losses are recognised in the Consolidated Statement of Comprehensive Income.

## Material accounting judgements, estimates and assumptions

### Recoverable amount of non-financial assets

Judgement is exercised over the Group's future sales order growth and pricing and the utilisation of data centre capacity, the ability to manage operating and capital expenditure and the cost of capital. Should the future performance of the Group differ from these estimations, the assessment of the recoverable amount of non-financial assets would be different and may impact the impairment testing result.

## 3.7 Right-of-use assets and lease liabilities

Right-of-use assets	2024 \$'000	2023 \$'000
Land and buildings - right-of-use	53,847	149,154
Less: Accumulated depreciation	(19,025)	(25,211)
	<b>34,822</b>	<b>123,943</b>
Plant and equipment - right-of-use	695	1,122
Less: Accumulated depreciation	(256)	(714)
	<b>439</b>	<b>408</b>
<b>Total Right-of-use assets</b>	<b>35,261</b>	<b>124,351</b>

Additions to the right-of-use assets during the year were \$0.6m. Refer to Note 2.3 for depreciation recognised on right-of-use assets.

Disposals of right-of-use assets during the year include \$87.6m relating to Intellicentre 2 (IC2) and Intellicentre 3 (IC3E) at Macquarie Park, which were acquired as part of the transaction with Keppel DC REIT.

# Notes to the Consolidated Financial Statements

## 3. Operating assets and liabilities (cont'd)

Lease Liabilities	2024 \$'000	2023 \$'000
<b>(a) Current liabilities</b>		
Lease Liabilities	3,880	5,510
<b>(b) Non-current liabilities</b>		
Lease Liabilities	34,718	127,346

Refer to Note 2.3 for expenses relating to low-value leases and finance costs relating to lease liabilities. The total cash outflow for leases recognised in lease liabilities in FY24 was \$11.9m.

Disposals of lease liabilities during the year include \$95.4m relating to Intellicentre 2 (IC2) and Intellicentre 3 (IC3E) at Macquarie Park, which were acquired as part of the transaction with Keppel DC REIT.

### Accounting policy

#### Right-of-use asset

A right-of-use asset is recognised at the commencement date of a lease and measured at cost, which comprises the initial amount of the lease liability, adjusted for lease payments made at or before the commencement date net of any lease incentives received, initial direct costs incurred, and an estimate of costs expected for restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Group has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

The Group leases land and buildings for its offices and data centres under agreements of between five to twenty years with, in some cases, options to extend for a further ten years. The leases have various escalation clauses. On renewal, the terms of the leases are renegotiated. The Group also leases plant and equipment under agreements of between one to four years.

The Group also leases office equipment under agreements of one to two years. These leases are either short-term or low-value, so have been expensed as incurred and not capitalised as right-of-use assets.

#### Lease Liabilities

A lease liability is recognised at the commencement date of a lease, at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments depending on indexes, reasonably certain purchase options and any anticipated termination penalties. Variable lease payments that do not depend on indexes are expensed in the period in which they are incurred.

The carrying amounts are remeasured if future lease payments change due to index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

#### Material accounting judgements, estimates and assumptions

##### Lease terms

Judgement is exercised in determining whether there is reasonable certainty that an option to extend or terminate the lease will be exercised, when identifying the lease term. Factors considered at the lease commencement date include the importance of the asset to the Group's operations; comparison to prevailing market rates; incurrence of significant penalties and existence of significant leasehold improvements. The Group reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

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### 3.8 Provisions

	2024 \$'000	2023 \$'000
<b>(a) Current liabilities</b>		
Employee benefits – Annual Leave	3,873	3,532
Employee benefits - Long Service Leave	4,185	3,873
	<b>8,058</b>	<b>7,405</b>
<b>(b) Non-current liabilities</b>		
Employee benefits – Long Service Leave	1,536	1,417
Make good provision	4,098	4,215
	<b>5,634</b>	<b>5,632</b>
<b>(c) A reconciliation of the movement in the employee benefits provision balance are as follows:</b>		
At 1 July	8,822	8,522
Net additional amounts provided	6,862	6,639
Amounts used during the period	(6,090)	(6,339)
At 30 June	<b>9,594</b>	<b>8,822</b>
<b>(d) The aggregate employee benefits liability is comprised of:</b>		
Accrued wages, salaries and on costs - current	5,407	4,773
Provision – current	8,058	7,405
Provision – non-current	1,536	1,417
	<b>15,001</b>	<b>13,595</b>

#### Accounting policy

##### Short term obligations

The current portion of this liability includes all of the accrued annual leave, the unconditional entitlements to long service leave where employees have completed the required period of service and also for those employees who are entitled to pro-rata payments in certain circumstances.

##### Long-term obligations

The Group also has liabilities for long service leave that are not expected to be settled wholly within 12 months after the end of the reporting period. These obligations are therefore measured as the present value of expected future payments to be made, discounted using market yields of high-quality corporate bonds with terms that match the estimated future cash outflows. Consideration is given to expected future salary levels and periods of service.

## Notes to the Consolidated Financial Statements

### 3. Operating assets and liabilities (cont'd)

#### Other liabilities

	2024 \$'000	2023 \$'000
<b>(a) Current</b>		
Contract liability	3,103	3,520
	<b>3,103</b>	<b>3,520</b>
<b>(b) Non-current</b>		
Contract liability	5,133	3,736
	<b>5,133</b>	<b>3,736</b>

#### Revenue recognised in relation to contract liabilities

The following table shows how much revenue is recognised in the current reporting period related to the carried-forward contract liabilities.

	2024 \$'000	2023 \$'000
Opening balance of contract liabilities as at 1 July	7,256	10,407
Revenue recognised that was included in the contract liability balance at 1 July	(4,013)	(9,716)
Net additions during the year	4,993	6,565
<b>Closing balance of contract liabilities as at 30 June</b>	<b>8,236</b>	<b>7,256</b>

#### Accounting policy

Contract liabilities represents the Group's obligations to transfer goods and services to a customer and are recognised when a customer pays consideration before the Group has transferred the goods or services to the customer. Contract liabilities are amortised based on the contract period.

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## 4. Capital structure and risk management

This section sets out information about the policies and procedures adhered to in order to manage the capital structure and the financial risks that the Group is exposed to.

### 4.1 Borrowings

The bank loans are secured against all the assets and undertakings of Macquarie Technology Group Limited, Macquarie Technology Operations Pty Limited and Macquarie Data Centres Pty Ltd. This security is first ranking.

#### Loan covenants

Under the terms of the major borrowing facilities, the Group is required to conform to agreed fixed charge and leverage ratios and report on a bi-annual basis.

The Group has complied with these financial covenants throughout the reporting period (2023: complied).

#### Financing arrangements

The Group has a maximum debt facility of \$190.0m (2023: \$190.0m). As at 30 June 2024, \$190.0m (2023: \$190.0m) was available but unused at the reporting date. The facility remains available for further drawdowns in future.

The Group has bank guarantees of \$18.3m (2023: \$12.4m). As at 30 June 2024, \$6.7m (2023: \$2.6m) was available but unused at the reporting date.

#### Accounting policy

Loans and borrowings are initially recognised at the fair value of the consideration received, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

General and specific borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Qualifying assets are assets that necessarily take a substantial period of time to get ready for their intended use or sale.

Other borrowing costs are expensed in the period in which they are incurred.

### 4.2 Financial Liabilities

	2024 \$'000	2023 \$'000
<b>Financial liabilities – loan note</b>	92,187	-
	<b>92,187</b>	<b>-</b>

The financial liabilities include an unsecured debt obligation (loan note) with KDCR Australia Pte. Ltd with a face value of \$90.0m. Interest is payable monthly on an initial interest rate of 6.97% per annum with annual escalation linked to CPI. The loan note has an 8.5 year term with a bullet maturity on 24 December 2032.

# Notes to the Consolidated Financial Statements

## 4. Capital structure and risk management (cont'd)

### 4.3 Contributed and other equity

	2024 \$'000	2023 \$'000
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#### (a) Share capital

Ordinary shares authorised and fully paid	302,765	202,499
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	2024 Number	2024 \$'000	2023 Number	2023 \$'000
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#### (b) Movement in share on issue

Balance at beginning of year	24,344,268	202,499	21,565,277	45,159
Employee share scheme issued	50,153	886	43,948	278
Contributions to equity net of transaction costs and tax	1,379,311	99,380	2,735,043	157,062
<b>Balance at end of the year</b>	<b>25,773,732</b>	<b>302,765</b>	<b>24,344,268</b>	<b>202,499</b>

#### Terms and conditions of contributed equity

Ordinary shares have the right to receive dividends as declared and, in the event of winding up the Group, to participate in the proceeds from the sale of all surplus assets in proportion to the number of and amounts paid up on shares held.

Ordinary shares entitle their holder to one vote per share, either in person or by proxy, at a meeting of the Group.

	2024 Number	2024 \$'000	2023 Number	2023 \$'000
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#### (c) Other equity

Balance at beginning of year	(12,360)	(731)	-	-
Issuance of shares to the Trust	(50,153)	(886)	(43,948)	(278)
Purchase of shares under the LTI Scheme	-	-	(56,412)	(3,337)
Issue of shares under the LTI scheme	50,153	886	88,000	2,884
<b>Balance at end of the year</b>	<b>(12,360)</b>	<b>(731)</b>	<b>(12,360)</b>	<b>(731)</b>

#### Treasury shares

Treasury shares are shares in Macquarie Technology Group Limited that are held by the Macquarie Technology Group Limited Employee Share Trust for the purpose of issuing shares under the Macquarie Technology Employee share scheme and the executive long-term incentive (LTI) scheme. Shares issued to employees are recognised on a first-in-first-out basis.

Issued capital is recognised at the fair value of the consideration received by the Group. Any transaction costs arising on the issue of ordinary shares are recognised directly in equity as a reduction of the share proceeds received.

#### Accounting policy

Where any Group purchases the Company's equity instruments, the consideration paid, including any directly attributable incremental costs (net of income taxes), is deducted from equity attributable to the owners of Macquarie Technology Group Limited as treasury shares until the shares are cancelled or reissued. Where such ordinary shares are subsequently reissued, any consideration received, net of any directly attributable incremental transaction costs and the related income tax effects, is included in equity attributable to the owners of Macquarie Technology Group Limited.

#### Capital risk management

The Group's objective when managing capital is to safeguard its ability to continue as a going concern, so that it can continue to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

#### 4.4 Reserves and Retained Earnings

	2024 \$'000	2023 \$'000
<b>(a) Reserves</b>		
Foreign currency translation reserve	(145)	(117)
Share based payment reserve	7,584	4,546
	<b>7,439</b>	<b>4,429</b>
<b>(b) Movements in reserves</b>		
<b>(i) Foreign currency translation reserve:</b>		
Balance at beginning of year	(117)	(265)
Loss on translation of foreign controlled entity	(28)	148
<b>Balance at end of year</b>	<b>(145)</b>	<b>(117)</b>
<b>(ii) Share based payment reserve:</b>		
Balance at beginning of year	4,546	5,701
Share based payments expense	1,327	1,000
Deferred tax on vested cash settled rights	2,242	-
Deferred tax movements	(533)	(427)
Tax payable movement	888	1,156
Issue of treasury shares to employees	(886)	(2,884)
<b>Balance at end of year</b>	<b>7,584</b>	<b>4,546</b>
<b>(c) Retained earnings:</b>		
Balance at beginning of year	112,778	95,087
<b>Net profit for the year</b>	<b>33,001</b>	<b>17,691</b>
Total available for appropriation	145,779	112,778
Dividends paid or provided for	-	-
<b>Balance at end of year</b>	<b>145,779</b>	<b>112,778</b>

#### Accounting policy

##### Foreign currency translation

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). The consolidated financial statements are presented in Australian dollars, which is the Group's functional and presentation currency.

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit and loss.

The results and financial position of foreign operations (none of which has the currency of a hyperinflationary economy) that have a functional currency different from presentation currency are translated into the presentation currency at the closing rate at the date of the statement of financial position for assets and liabilities and at the monthly average exchange rates for income and expenses.

Exchange differences arising on translation of foreign subsidiaries are recognised in other comprehensive income and foreign translation reserve.

##### Share based payments reserve

The share based payments reserve is used to recognise the fair value of performance rights and options as an expense as described in Note 4.6.

# Notes to the Consolidated Financial Statements

## 4. Capital structure and risk management (cont'd)

### 4.5 Dividends

	2024 \$'000	2023 \$'000
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#### (a) Dividends paid during the reporting period

There was no interim dividend announced or paid for the year ended 30 June 2023.

	2024 \$'000	2023 \$'000
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#### (b) Franking account balance

The amount of franking credits available for the subsequent financial years based on a tax rate of 30% (2023: 30%)	10,580	11,365
--	--------	--------

The above amount represents balance of the franking account as at the reporting date, adjusted for:

- (i) franking credits that will arise from the payment of the amount of the income tax payable, and
- (ii) franking debits that arise from the receipt of income tax refunds during the financial period.

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# Notes to the Consolidated Financial Statements

## 4. Capital structure and risk management (cont'd)

### 4.6 Share based payments

The Group provides benefits to Key Management Personnel (“KMP”) and senior managers, including directors and employees, in the form of share-based payment transactions.

On 20 December 2023, the Group granted 81,000 equity settled share performance rights (30 Oct 2023: 58,450) which have a vesting date of 1 March 2026, to executives and senior managers as part of their long-term incentives. The performance conditions are linked to total shareholder return (“TSR”) and customer satisfaction based on Net Promoter Score (“NPS”). The performance rights were valued using Monte Carlo Simulation model which considered key assumptions of price volatility and dividend yield. The fair value at grant date of each right in Tranche 1 was \$31.93 equating to a total of \$1,341,060.

On 30 June 2023, the Group granted 14,000 performance rights which have a vesting date of 1 March 2026, to executives as part of their long-term incentives. The performance conditions are linked to total shareholder return (“TSR”) and customer satisfaction based on Net Promoter Score (“NPS”). The performance rights were valued using Monte Carlo Simulation model which considered key assumptions of price volatility and dividend yield. The fair value at grant date of each right was \$31.27 equating to a total of \$437,780.

Performance rights that were granted on 13 December 2019 totalling \$531,812 vested on 1 March 2023, resulting in issue of 88,000 shares from equity-settled rights based upon achievement of the target as per the plan. An additional 28,000 performance rights vested were cash-settled.

The total number of outstanding performance rights at 30 June 2024 is 188,740 (2023: 187,620) valued at \$4,780,391 (2023: \$4,304,592), amortised over the period to the vesting dates. The amount of performance rights amortisation expense for the period was \$1,637,380 (2023: \$1,525,346), \$310,136 for cash settled and \$1,327,244 for equity settled (2023: \$524,625 cash settled, and \$1,000,721 equity settled). The liability recognised at year end for the cash settled transactions is \$157,722 (2023: \$962,555).

Initial grant date	Vesting date	Share price at grant date	Balance at start of the year	Granted during the year	Exercised during the year	Forfeited during the year	Balance at end of the year
		\$	Number	Number	Number	Number	Number
<b>Year ended 30 June 2024</b>							
10 Nov 2020	1 Mar 2024	46.90	72,500	-	(63,745)	-	-
24 Jun 2021	1 Mar 2024	52.00	-	-	-	-	72,500
1 Dec 2021	1 Mar 2025	67.00	44,700	-	-	-	-
30 Oct 2022	1 Mar 2026	56.00	56,420	-	-	(2,700)	44,700
30 Jun 2023	1 Mar 2026	68.32	14,000	-	-	(2,030)	56,420
20 Dec 2023	1 Mar 2027	66.78	-	81,000	-	-	14,000
			<b>187,620</b>	<b>81,000</b>	<b>(63,745)</b>	<b>(16,135)</b>	<b>188,740</b>
<b>Year ended 30 June 2023</b>							
13 Dec 2019	1 Mar 2023	23.00	116,000	-	(116,000)	-	-
10 Nov 2020	1 Mar 2024	46.90	72,500	-	-	-	72,500
24 Jun 2021	1 Mar 2024	52.00	-	-	-	-	-
1 Dec 2021	1 Mar 2025	67.00	47,400	-	-	(2,700)	44,700
30 Oct 2022	1 Mar 2026	56.00	-	58,450	-	(2,030)	56,420
30 Jun 2023	1 Mar 2026	68.32	-	14,000	-	-	14,000
			<b>235,900</b>	<b>72,450</b>	<b>(116,000)</b>	<b>(4,730)</b>	<b>187,620</b>

Performance rights outstanding at the end of the year have the following vesting date.

Initial grant date	Vesting date	Performance conditions met	
1 <sup>st</sup> December 2021	1 <sup>st</sup> March 2025	Tranche 1	N/A
30 <sup>th</sup> October 2022	1 <sup>st</sup> March 2026	Tranche 1	N/A
30 <sup>th</sup> June 2023	1 <sup>st</sup> March 2026	Tranche 1	N/A
20 <sup>th</sup> December 2023	1 <sup>st</sup> March 2027	Tranche 1	N/A

### Accounting policy

The cash-settled performance rights are measured initially using the Monte Carlo Simulation model at grant date, subject to market performance hurdles. They are remeasured at the end of each reporting period. The cost of the equity-settled performance rights with employees is measured at the fair value of the instruments at grant date. The fair value is typically determined using the Monte Carlo Simulation model for those share performance rights subject to market performance hurdles.

The cost of equity-settled performance rights is recognised, together with a corresponding increase in equity, over the period in which the performance conditions are fulfilled, ending on the date on which the relevant employees become fully entitled to the award ("vesting date").

The cumulative expense recognised for equity-settled transactions at each reporting date until vesting reflects the extent to which the vesting period has expired, and the number of awards that, in the opinion of the directors, will vest ultimately.

This opinion is formed based on the best available information at balance date. No adjustment is made for the likelihood of market performance conditions being met, as the effect of those conditions are included in the fair value at grant date. No expense is recognised for awards that do not vest based on non-market conditions.

## 4.7 Financial risk management

### Objectives and policies

The Group's principal financial instruments, other than derivatives, comprise of cash, short-term deposits and borrowings. It also has various other financial instruments such as trade receivables and trade payables, which arise directly from its operations.

The main risks arising from the Group's financial instruments are market risk, credit risk and liquidity risk. The Board reviews and agrees policies from managing each of these risks which are summarised below:

#### (a) Market risk

##### (i) Foreign exchange risk

The Group operates primarily in Australia and is exposed to foreign exchange risk arising mainly from its international operations and overseas suppliers. Commercial transactions in Australia are mainly in Australian dollars. The Group minimises the volatility of foreign exchange rates by locking in foreign exchange rates for payment of invoices. The Group's exposure to foreign currency risk expressed in Australian dollars at the operating date was as follows:

	2024 AUD equivalent \$'000			2023 AUD equivalent \$'000		
	USD	SGD	NZD	USD	SGD	NZD
Cash and cash equivalents	-	-	-	-	-	-
Trade and other payables	2,339	-	81	112	-	74

Based on the financial instruments held at 30 June 2024, had the Australian dollar weakened/strengthened by 10% each of the denominated currencies above with all other variables held constant, the Group's post-tax profit would have been \$220,000 lower/\$269,000 higher (2023: \$17,000 lower/\$21,000 higher) as a result of foreign exchange gains/losses.

## Notes to the Consolidated Financial Statements

### 4. Capital structure and risk management (cont'd)

#### 4.7 Financial Risk Management (cont'd)

##### (ii) Interest rate risk

The Group's main interest rate risk arises from long-term borrowings. Borrowings obtained at variable rates expose the Group to interest rate risk. The Group also has cash at bank at variable rates.

The Group's borrowings outstanding, totalling \$0 (2023: \$0), are principal and interest payment loans. If interest rates had changed by + / - 10% from year end rates (or + / - 0.45%) with all other variables held constant, post-tax profit would have been \$0 lower/higher (2023: \$585,000 lower/higher) as a result of higher/lower interest expense from these borrowings.

The Group incurred \$0 (2023: \$0) during the year in interest expense from the Group's long-term borrowings which have been capitalised as property, plant and equipment.

##### (iii) Other market risk

The Group does not carry any other market risk.

##### (iv) Cash flow and fair value interest rate risk

	Floating interest rate		Fixed interest rate maturing in			
			1 year or less		Over 1 to 2 years	
	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000
<b>(i) Financial assets</b>						
Cash	29,787	12,514	-	-	-	-
Term deposit	-	-	85,000	46,000	-	-
Trade and other receivables	-	-	-	-	-	-
Accrued income	-	-	-	-	-	-
<b>Total financial assets</b>	<b>29,787</b>	<b>12,514</b>	<b>85,000</b>	<b>46,000</b>	<b>-</b>	<b>-</b>
<b>(ii) Financial liabilities</b>						
Payables	-	-	-	-	-	-
Lease Liabilities <sup>1</sup>	-	-	150	5,510	141	5,038
Borrowings <sup>2</sup>	-	-	-	-	-	-
Loan note <sup>3</sup>	92,187	-	-	-	-	-
<b>Total financial liabilities</b>	<b>92,187</b>	<b>-</b>	<b>150</b>	<b>5,510</b>	<b>141</b>	<b>5,038</b>

<sup>1</sup> Reduction in lease liabilities is a result of the purchase of land and buildings at Macquarie Park from Keppel DC REIT.

<sup>2</sup> Weighted average effective interest rate does not include other costs associated with the debt facility.

<sup>3</sup> Unsecured Keppel DC REIT loan note.

More than 2 years		Non-interest bearing		Total as per the Statement of Financial Position		Weighted average effective interest rate	
2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 % pa	2023 % pa
-	-	187	-	29,974	12,514	4.40	2.94
-	-	-	-	85,000	46,000	4.62	4.70
-	-	13,646	14,590	13,646	14,590	-	-
-	-	20,265	19,726	20,265	19,726	-	-
-	-	34,098	34,316	148,885	92,830		
-	-	49,955	45,990	49,955	45,990	-	-
38,307	122,308	-	-	38,598	132,856	1.89 - 7.7	1.71 - 7.27
-	-	-	-	-	-	-	4.54
-	-	-	-	92,187	-	6.97	-
38,307	122,308	49,955	45,990	180,740	178,846		

# Notes to the Consolidated Financial Statements

## 4. Capital structure and risk management (cont'd)

### 4.7 Financial Risk Management (cont'd)

#### (b) Credit risk

Credit risk is managed on a Group basis. Credit risk arises from cash and cash equivalents, deposits with financial institutions, and credit exposure to customers including receivable and committed transactions. Customers are assessed for their creditworthiness by using a third-party credit rating agency. If there are no independent credit ratings available, credit risk is assessed by taking into account the financial position of the Group, past experience and other factors. The credit quality of the financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings (if available) or to historical information about counterparty default rates. The maximum exposure to credit risk at the reporting date is the carrying amount of the financial assets as summarised in Note 4.7(a)(iv).

#### Impairment of financial assets

The Group has only one type of financial asset that is subject to the expected credit loss model, which are trade receivables from provision of services. While cash and cash equivalents are also subject to the impairment requirements of AASB 9 *Financial Instruments*, the identified impairment loss was immaterial. Refer to Note 3.6 for the policy on impairment of financial assets.

#### Trade receivables

The Group applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and a number of days past invoice date. The loss allowance as at 30 June 2024 and 30 June 2023 was determined as follows for trade receivables:

	Current <sup>1</sup> \$'000	15 - 30 days \$'000	31- 60 days \$'000	61 - 90 days \$'000	> 90 days \$'000	Total \$'000
<b>30 June 2024</b>						
Expected loss rate	<1%	2%	20%	25%	75%	
Gross carrying amount – trade receivables	7,835	4,275	718	488	330	13,646
Gross carrying amount – contract assets	20,265	-	-	-	-	20,265
<b>Loss Allowance</b>	<b>120</b>	<b>86</b>	<b>144</b>	<b>122</b>	<b>248</b>	<b>720</b>
<b>30 June 2023</b>						
Expected loss rate	<1%	2%	20%	25%	75%	
Gross carrying amount – trade receivables	7,893	5,932	557	145	63	14,590
Gross carrying amount – contract assets	19,726	-	-	-	-	19,726
<b>Loss Allowance</b>	<b>164</b>	<b>119</b>	<b>111</b>	<b>36</b>	<b>47</b>	<b>477</b>

<sup>1</sup>Current includes all invoices less than 15 days from invoice date which are not past due.

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**(c) Liquidity risk**

The Group manages liquidity risk by maintaining adequate reserves and banking facilities, by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. Surplus funds are generally invested in an 'at call' investment account.

Maturities of financial liabilities	Weighted average interest rate %	Less than 6 months \$'000	6–12 months \$'000	Between 1 and 2 years \$'000	Over 2 years \$'000	Total contractual cash flow \$'000
<b>At 30 June 2024</b>						
Non-interest bearing		49,955	-	-	-	49,955
Fixed rate						
Lease Liability <sup>1</sup>	1.89 - 7.7	2,634	2,835	5,550	44,123	55,142
		<b>52,589</b>	<b>2,835</b>	<b>5,550</b>	<b>44,123</b>	<b>105,097</b>
<b>At 30 June 2023</b>						
Non-interest bearing		45,990				45,990
Fixed rate						
Lease Liability <sup>1</sup>	1.71 - 7.27	5,671	5,573	10,972	204,536	226,752
		<b>51,661</b>	<b>5,573</b>	<b>10,972</b>	<b>204,536</b>	<b>272,742</b>

<sup>1</sup> Contractual cashflows over 2 years includes options on lease terms that are reasonably certain but yet to be exercised. Disposals of lease liabilities during the year include \$95.4m relating to Intellicentre 2 (IC2) and Intellicentre 3 (IC3E) at Macquarie Park, which were acquired as part of the transaction with Keppel DC REIT.

## Notes to the Consolidated Financial Statements

### 5. Taxation

This section provides information on the tax position for the Group.

#### 5.1 Income tax expense

	2024 \$'000	2023 \$'000
Current tax	21,291	2,048
Deferred tax	(7,023)	5,713
Prior year	(27)	20
<b>Total income tax expense</b>	<b>14,241</b>	<b>7,781</b>
Income tax expense is attributable to:		
Profit from continuing operations	14,241	7,781
Deferred income tax (credit)/expense included in income tax expense comprises:		
Decrease/(increase) in deferred tax assets	26,862	(2,075)
(Decrease)/increase in deferred tax liabilities	(33,885)	7,788
<b>Net (decrease)/increase in deferred tax liabilities</b>	<b>(7,023)</b>	<b>5,713</b>
<b>Numerical reconciliation of income tax expense to prima facie tax payable</b>		
Profit from continuing operations before income tax expense	47,242	25,472
Prima facie tax at the Australian tax rate of 30% (2023: 30%)	14,173	7,642
Tax effect of amounts which are not deductible/(taxable) in calculating taxable income:		
Expenditure (allowable)/not allowable for income tax purposes	120	119
Adjustments to tax in respect of prior years	(52)	20
<b>Income tax expense</b>	<b>14,241</b>	<b>7,781</b>
<b>Effective tax rate</b>	<b>30%</b>	<b>31%</b>

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## 5. Taxation (cont'd)

### 5.2 Current/deferred tax assets and liabilities

	2024 \$'000	2023 \$'000
<b>Current tax (payable)/receivable</b>		
Current tax (payable)/receivable	(20,073)	(641)
<b>Deferred tax assets</b>		
The balance comprises temporary differences attributable to:		
Depreciation due to timing differences for accounting purposes	2,353	335
Employee benefits	5,139	4,501
Accrued expenses	4,864	4,431
Provisions for impaired receivables and credit notes	216	413
Lease liabilities	11,611	39,857
Other assets	1,416	1,241
<b>Total deferred tax assets</b>	<b>25,599</b>	<b>50,778</b>
Set-off of deferred tax liabilities pursuant to set-off provisions	(25,599)	(50,778)
<b>Net deferred tax assets</b>	<b>-</b>	<b>-</b>
<b>Deferred tax liabilities</b>		
The balance comprises temporary differences attributable to:		
Depreciation due to timing differences for accounting purposes	21,950	28,618
Accrued income	-	218
Other receivables	666	830
Right of Use Assets	10,610	37,305
Prepayments	-	140
<b>Total deferred tax liabilities</b>	<b>33,226</b>	<b>67,111</b>
Set-off of deferred tax liabilities pursuant to set-off provisions	(25,599)	(50,778)
<b>Net deferred tax liabilities</b>	<b>7,627</b>	<b>16,333</b>

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# Notes to the Consolidated Financial Statements

## 5. Taxation (cont'd)

### Accounting policy

#### Income taxes

The income tax expense is the tax payable on the current period's taxable income based on the applicable income tax rate, adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses. Management periodically evaluate tax regulations that are subject to interpretation and establish provisions, where appropriate, on amounts expected to be paid to tax authorities.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Current and deferred tax is recognised in profit and loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

#### Tax consolidated group

Macquarie Technology Group Limited and its wholly owned Australian controlled entities, listed in note 6.3, have implemented the tax consolidation legislation with effect from 1 July 2002. The head entity, Macquarie Technology Group Limited, and the controlled entities in the tax consolidated group, account for their own current and deferred tax amounts. These tax amounts are measured as if each entity in the tax consolidated group continues to be a stand-alone taxpayer in its own right. In addition to its own current and deferred tax amounts, the head entity also recognises the

current tax liabilities or assets and the deferred tax assets arising from unused tax losses and unused tax credits assumed from controlled entities in the tax consolidated group. Assets and liabilities arising under tax funding agreements with the tax consolidated entities are recognised as amounts receivable from or payable to other entities in the Group. Any differences between the amounts assumed and amounts receivable or payable under the tax funding agreement are recognised as a contribution to (or distribution from) wholly owned tax consolidated entities.

#### Tax effect accounting by members of the tax consolidated group

Members of the tax consolidated group have entered into a tax funding agreement which provides for the allocation of current taxes to members of the tax consolidated group in accordance with their profit/(loss) for the period, while deferred taxes are allocated to members of the tax consolidated group in accordance with AASB 112 Income Taxes and UIG 1052 *Tax Consolidation Accounting*.

#### Goods and Services Tax ("GST")

Revenue, expenses and assets are recognised net of the amount of GST except:

- where the GST incurred on a purchase of goods and services is not recoverable from the taxation authority, in which case the GST is recognised as part of the cost of acquisition of the assets or as part of the expense item as applicable; and
- receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the Consolidated Statement of Cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

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## 6. Group structure

This section outlines the group structure and provides information about the parent entity and related parties.

### 6.1 Parent entity information

#### (a) Summary financial information

The individual financial statements for Macquarie Technology Group Limited, the parent entity, show the following aggregate amounts:

	2024 \$'000	2023 \$'000
<b>Statement of financial position</b>		
Current Assets	-	-
Total Assets	351,065	252,000
Current liabilities	7,569	9,199
Total liabilities	7,569	9,199
<b>Net assets</b>	<b>343,496</b>	<b>242,801</b>
Contributed equity	307,410	209,572
Other equity	(731)	-
Reserves – Share based payment	2,939	(2,205)
Retained earnings	33,878	35,434
<b>Equity</b>	<b>343,496</b>	<b>242,801</b>
Loss for the year	(1,556)	(489)
<b>Total comprehensive loss</b>	<b>(1,556)</b>	<b>(489)</b>

#### (b) Guarantee entered into by parent entity

Macquarie Technology Group Limited (the “Parent entity”), Macquarie Technology Operations Pty Ltd (“MT”), Macquarie Infratech Group Pty Limited (“MI”), Macquarie Digital Infrastructure Pty Ltd (“MDI”) and Macquarie Cloud Services Pty Limited (“MCS”) (the “Closed Group”) entered into a Deed of Cross Guarantee on 28 June 2005. The financial information of the Deed of Cross Guarantee group matches the consolidated financial statements. The effect of the deed is that the Parent entity has guaranteed to pay any deficiency in the event of winding up of MT, MI, MDI and MCS. MT, MI, MDI and MCS have also given a similar guarantee in the event that the Parent entity is wound up. The Deed of Cross Guarantee was amended on 20 July 2011 and 28 April 2020 to include Macquarie Cloud Pty Limited and Macquarie Data Centres Pty Limited respectively and, as such, both entities entered the Closed Group on their respective dates.

# Notes to the Consolidated Financial Statements

## 6. Group Structure (cont'd)

### (c) Contingent liabilities of the parent entity

The Parent entity has guaranteed MT's performance, including payments owed, under various wholesale supply agreements. It is not practical to disclose the maximum amount payable under guarantees.

### (d) Contractual commitments for the acquisition of property, plant or equipment

Macquarie Technology Group Limited did not have any contractual commitments for the acquisition of property, plant or equipment as at 30 June 2024 and 30 June 2023.

### (e) Going concern basis of accounting

Macquarie Technology Group Limited (the "Parent entity") has a current asset deficit of \$7.6 million at the end of the financial year (2023: \$(9.2) million (deficit)). The financial statements for the Parent entity have been prepared on a going concern basis as the directors believe the Parent entity can pay its debts as and when they fall due. This conclusion is based on the following factors:

- The current asset deficiency includes an amount payable to related parties of \$8.4 million, which the Parent entity can control the timing of the settlement; and
- The Parent entity's assets are receivable from a wholly owned entity which itself has a surplus of current assets sufficient to fund the remaining balance.

## 6.2 Related party transactions

	2024 \$	2023 \$
Short-term employee benefits	3,544,721	3,037,063
Post-employment benefits	161,152	135,752
Long-term benefits	45,069	(70,374)
Share-based payments	464,261	1,007,464
	<b>4,215,203</b>	<b>4,109,905</b>

There were no other related party transactions during the year. All transactions with key management personnel were made on normal commercial terms and conditions and at market rates.

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### 6.3 Interests in subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following 100% owned subsidiaries in accordance with the accounting policy described in note 1.2:

Name	Principal place of business/ Country of incorporation	Ownership interest	
		2024 %	2023 %
Macquarie Technology Operations Pty Limited	Australia	100.00	100.00
Macquarie Infratech Group Pty Limited	Australia	100.00	100.00
Macquarie Digital Infrastructure Pty Ltd	Australia	100.00	100.00
Macquarie Hosting (Singapore) Pte Limited	Singapore	100.00	100.00
Macquarie Cloud Services Pty Limited	Australia	100.00	100.00
Macquarie Cloud Pty Limited	Australia	100.00	100.00
Macquarie Data Centres Pty Limited <sup>1</sup>	Australia	100.00	100.00
Macquarie Data Centres Group Pty Ltd <sup>1</sup>	Australia	100.00	100.00
Macquarie Data Centres Manager Pty Ltd <sup>2</sup>	Australia	100.00	N/A
Macquarie Data Centres Macquarie Park Campus HoldCo Pty Ltd <sup>2</sup>	Australia	100.00	N/A
Macquarie Data Centres Macquarie Park Property TST Pty Ltd <sup>6</sup>	Australia	100.00	N/A
Macquarie Data Centres Macquarie Park Property Trust <sup>8</sup>	Australia	100.00	N/A
Macquarie Data Centres Macquarie Park Property SubTST Pty Ltd <sup>7</sup>	Australia	100.00	N/A
Macquarie Data Centres Macquarie Park Property SubTrust <sup>9</sup>	Australia	100.00	N/A
Macquarie Data Centres Macquarie Park HoldCo Pty Ltd <sup>5</sup>	Australia	100.00	N/A
Macquarie Data Centres Canberra Holdco Pty Ltd <sup>2</sup>	Australia	100.00	N/A
Macquarie Data Centres Canberra InfraCo Pty Ltd <sup>3</sup>	Australia	100.00	N/A
Macquarie Data Centres Sydney HoldCo Pty Ltd <sup>2</sup>	Australia	100.00	N/A
Macquarie Data Centres Sydney InfraCo Pty Ltd <sup>4</sup>	Australia	100.00	N/A

<sup>1</sup>100% owned subsidiary of Macquarie Technology Operations Pty Limited.

<sup>2</sup>100% owned subsidiary of Macquarie Data Centres Group Pty Ltd.

<sup>3</sup>100% owned subsidiary of Macquarie Data Centres Canberra Holdco Pty Ltd.

<sup>4</sup>100% owned subsidiary of Macquarie Data Centres Sydney HoldCo Pty Ltd.

<sup>5</sup>100% owned subsidiary of Macquarie Park Campus HoldCo Pty Ltd.

<sup>6</sup>100% owned subsidiary of Macquarie Park Campus HoldCo Pty Ltd.

<sup>7</sup>100% owned subsidiary of Macquarie Park Property TST Pty Ltd.

<sup>8</sup>100% owned subsidiary of Macquarie Data Centres Macquarie Park Campus HoldCo Pty Ltd

<sup>9</sup>100% owned subsidiary of Macquarie Data Centres Macquarie Park Property Trust

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## Notes to the Consolidated Financial Statements

### 7. Other

This section details other information and disclosures not included in earlier sections but required to comply with relevant Australian accounting standards and other regulatory bodies.

#### 7.1 Commitments

	2024 \$'000	2023 \$'000
<b>(a) Capital expenditure commitments</b>		
Estimated capital expenditure contracted for at reporting date but not recognised as liabilities is as follows:		
Not later than one year		
Property, plant and equipment <sup>1</sup>	112,444	6,670
Software	1,276	-
Later than one year and not later than five years		
Property, plant and equipment	169,841	-
	<b>283,561</b>	<b>6,670</b>

<sup>1</sup> Increase is attributable to commitments for the construction of IC3 SuperWest

#### (b) Other expenditure commitments

The Group has other expenditure commitments at the reporting date relating to support and maintenance costs:		
Not later than one year	11,616	11,618
Later than one year and not later than five years	664	518
	<b>12,280</b>	<b>12,136</b>

#### 7.2 Auditor's remuneration

The auditor of Macquarie Technology Group is PricewaterhouseCoopers.

	2024 \$	2023 \$
Amounts received or due and receivable by the auditor of Macquarie Technology Group for:		
An audit or review of the financial report of the Group and any other entity in the Group	506,940	484,500
Other services in relation to the Group and any other entity in the Group	19,500	18,500
	<b>526,440</b>	<b>503,000</b>

### 7.3 Events after the reporting period

The Group is not aware of any matter or circumstance that has arisen since the end of the financial year that, has significantly affected, the Group's operations, results or state of affairs, or may do so in future years.

### 7.4 Other material accounting policies

#### (a) New and amended accounting standards effective during the year

All accounting standards that are effective have been adopted during the year in the financial statements.

#### (b) New and amended accounting standards not yet effective

Certain new accounting standards and amendments have been published that are not mandatory for 30 June 2024 reporting periods. Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted. The Group expects there to be no material impact from the adoption of these new and amended accounting standards not yet effective.

#### (c) Other accounting policies

##### Accrued income

Accrued income represents the estimated amount of unbilled services provided to all customers as at the balance date after taking into account all discounts as applicable. Accrued income are treated as financial assets for impairment purposes.

##### Prepayments

Prepayment expenses are primarily related to expenses paid in advance and deferred over the life of the contract.

##### Make good provision

A provision has been made for the present value of anticipated costs for future restoration of leased land and buildings. The provision includes future cost estimates associated with closure of the premises. The calculation of this provision requires assumptions such as application of lease end dates and cost estimates. The provision recognised for each site is periodically reviewed and updated based on the facts and circumstances available at the time. Changes to the estimated future costs for sites are recognised in the statement of financial position by adjusting the asset and the provision. Reductions in the provision that exceed the carrying amount of the asset will be recognised in profit or loss.

## Consolidated Entity Disclosure Statement

### Consolidated Entity Disclosure Statement

This consolidated entity disclosure statement (CEDS) has been prepared in accordance with the Corporations Act 2001 and includes information for each entity that was part of the consolidated entity as at the end of the financial year in accordance with AASB 10 Consolidated Financial Statements.

Entity Name	Type of entity
Macquarie Technology Group Limited	Body corporate
Macquarie Technology Operations Pty Limited	Body corporate
Macquarie Infratech Group Pty Limited	Body corporate
Macquarie Digital Infrastructure Pty Ltd	Body corporate
Macquarie Hosting (Singapore) Pty Limited	Body corporate
Macquarie Cloud Services Pty Limited	Body corporate
Macquarie Cloud Pty Limited	Body corporate
Macquarie Data Centres Pty Limited	Body corporate
Macquarie Data Centres Group Pty Ltd	Body corporate
Macquarie Data Centres Manager Pty Ltd	Body corporate
Macquarie Data Centres Macquarie Park Campus HoldCo Pty Ltd	Body corporate
Macquarie Data Centres Macquarie Park Property TST Pty Ltd	Body corporate
Macquarie Data Centres Macquarie Park Property Trust	Trust
Macquarie Data Centres Macquarie Park Property SubTST Pty Ltd	Body corporate
Macquarie Data Centres Macquarie Park Property SubTrust	Trust
Macquarie Data Centres Macquarie Park HoldCo Pty Ltd	Body corporate
Macquarie Data Centres Canberra Holdco Pty Ltd	Body corporate
Macquarie Data Centres Canberra Infraco Pty Ltd	Body corporate
Macquarie Data Centres Sydney HoldCo Pty Ltd	Body corporate
Macquarie Data Centres Sydney InfraCo Pty Ltd	Body corporate

\* These subsidiaries are part of a tax consolidated group with Macquarie Technology Group Limited as the head entity and taxpayer in respect of the group.

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Trustee, partner or participant in JV	% of share capital	Country of incorporation	Australian resident or foreign resident	Tax Residency
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Singapore	Foreign	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
Trustee	100.00	Australia	Australian	Australia*
-	-	-	Australian	-
Trustee	100.00	Australia	Australian	Australia*
-	-	-	Australian	-
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australia	Australia*
-	100.00	Australia	Australian	Australia*
-	100.00	Australia	Australian	Australia*

## Directors Declaration

In accordance with a resolution of the directors of Macquarie Technology Group Limited, we state that:

1. In the opinion of the directors:
  - a. The financial statements and notes set out on pages 52 to 89 are in accordance with the *Corporations Act 2001*, including:
    - (i) Giving a true and fair view of the Group's financial position as at 30 June 2024 and of its performance for the year ended on that date; and
    - (ii) Complying with Accounting Standards and Corporations Regulations 2001 and other mandatory professional reporting requirements.
  - b. There are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.
  - c. The information provided in the Consolidated Entity Disclosure Statement, set out on page 90 to 91 of the financial report is true and correct.
2. The declaration has been made after receiving the declarations required to be made to the directors in with section 295A of the *Corporations Act 2001* for the financial period ended 30 June 2024.
3. In the opinion of the directors, as at the date of this declaration, there are reasonable grounds to believe that the members of the Closed Group identified in Note 6.1(b) will be able to meet any obligations or liabilities to which they are or may become subject, by virtue of the Deed of Cross Guarantee.

Note 1.2 confirms that the financial statements also comply with International Financial Reporting Standards as issues by the International Accounting Standards Board.

On behalf of the Board:



David Tudehope  
Chief Executive

Sydney, 28 August 2024

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## Independent auditor's report

To the members of Macquarie Technology Group Limited

### Report on the audit of the financial report

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#### Our opinion

In our opinion:

The accompanying financial report of Macquarie Technology Group Limited (the Company) and its controlled entities (together the Group) is in accordance with the *Corporations Act 2001*, including:

giving a true and fair view of the Group's financial position as at 30 June 2024 and of its financial performance for the year then ended

complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

#### *What we have audited*

The financial report comprises:

- the consolidated statement of financial position as at 30 June 2024
- the consolidated statement of comprehensive income for the year then ended
- the consolidated statement of changes in equity for the year then ended
- the consolidated statement of cash flows for the year then ended
- the notes to the consolidated financial statements, including material accounting policy information and other explanatory information
- the consolidated entity disclosure statement as at 30 June 2024
- the directors' declaration.

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#### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Independence*

We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

PricewaterhouseCoopers, ABN 52 780 433 757

One International Towers Sydney, Watermans Quay, Barangaroo, GPO BOX 2650, SYDNEY NSW 2001

T: +61 2 8266 0000, F: +61 2 8266 9999

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### Our audit approach

An audit is designed to provide reasonable assurance about whether the financial report is free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

We tailored the scope of our audit to ensure that we performed enough work to be able to give an opinion on the financial report as a whole, taking into account the geographic and management structure of the Group, its accounting processes and controls and the industry in which it operates.

### Audit scope

Our audit focused on where the Group made subjective judgements; for example, significant accounting estimates involving assumptions and inherently uncertain future events.

### Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the current period. The key audit matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. Further, any commentary on the outcomes of a particular audit procedure is made in that context.

Key audit matter	How our audit addressed the key audit matter
<p><b>Revenue recognition - Revenue from contracts with customers</b> (Refer to note 2.2) [\$362,688,000]</p> <p>The majority of the revenue from contracts with customers is generated from service revenue.</p> <p>We considered revenue recognition a key audit matter because:</p> <ul style="list-style-type: none"> <li>revenue is the most financially significant item in the consolidated statement of comprehensive income;</li> <li>there are high volumes of transactions with customers that may relate to more than just the current financial period; and</li> <li>revenue recognition relies on the successful interaction of systems and information from carriers for accurate billing to customers.</li> </ul>	<p>We performed the following procedures over revenue recognition, amongst others:</p> <ul style="list-style-type: none"> <li>evaluated the design and performed tests of operating effectiveness for selected controls related to revenue recognition including unit pricing, verification of customer usage and reconciliation of revenue data between IT systems.</li> <li>for a selection of journal entries with specific risk characteristics that impact revenue balances, our procedures included agreeing selected journal entries to supporting documentation and discussing with management the underlying rationale for those journal entries.</li> <li>for a sample of revenue transactions, we evaluated whether revenue had been recorded at the correct amount and in the correct financial period, in accordance with the Group's revenue</li> </ul>



**Key audit matter**

**How our audit addressed the key audit matter**

recognition policy. This included agreeing transactions recorded to invoice, cash receipts and customer contracts to assess whether:

- evidence of an underlying arrangement with the customer existed; and
  - the performance obligations had been met by the Group
- agreed a sample of year end accounts receivable and accrued income balances to subsequent cash receipts.
  - evaluated the reasonableness of the Group's revenue disclosures in light of the requirements of the Australian Accounting Standards.

**Other information**

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon. Prior to the date of this auditor's report, the other information we obtained included the Directors' Report, Environmental, Social and Governance (ESG) Report and Corporate Governance Statement. We expect the remaining other information to be made available to us after the date of this auditor's report.

Our opinion on the financial report does not cover the other information and we do not and will not express an opinion or any form of assurance conclusion thereon through our opinion on the financial report. We have issued a separate opinion on the remuneration report.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

When we read the other information not yet received, if we conclude that there is a material misstatement therein, we are required to communicate the matter to the directors and use our professional judgement to determine the appropriate action to take.



---

### Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report in accordance with Australian Accounting Standards and the *Corporations Act 2001*, including giving a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

---

### Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: [https://www.auasb.gov.au/admin/file/content102/c3/ar1\\_2020.pdf](https://www.auasb.gov.au/admin/file/content102/c3/ar1_2020.pdf). This description forms part of our auditor's report.

### Report on the remuneration report

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#### Our opinion on the remuneration report

We have audited the remuneration report included in the directors' report for the year ended 30 June 2024.

In our opinion, the remuneration report of Macquarie Technology Group Limited for the year ended 30 June 2024 complies with section 300A of the *Corporations Act 2001*.



---

### Responsibilities

The directors of the Company are responsible for the preparation and presentation of the remuneration report in accordance with section 300A of *the Corporations Act 2001*. Our responsibility is to express an opinion on the remuneration report, based on our audit conducted in accordance with Australian Auditing Standards.

A handwritten signature in black ink, appearing to read 'PricewaterhouseCoopers', written in a cursive style.

PricewaterhouseCoopers

A handwritten signature in black ink, appearing to read 'Marc Upcroft', written in a cursive style.

Marc Upcroft  
Partner

Sydney  
28 August 2024

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## ASX Additional Information

Additional information required by the Australian Securities Exchange and not shown elsewhere in the Annual Report as follows:  
The shareholder information set out below was applicable as at 8 October 2024.

### A. Distribution of Equity Securities; Analysis of numbers of equity security holders by size of holding:

Fully Paid Ordinary Shares			
Holding Ranges	Holders	Total Units	%
1 - 1,000	5,380	1,064,330	4.13
1,001 - 5,000	433	889,244	3.45
5,001 - 10,000	44	328,368	1.27
10,001 - 100,000	38	1,394,089	5.41
100,001 - 999,999,999	16	22,097,701	85.74
<b>Total</b>	<b>5,911</b>	<b>25,773,732</b>	<b>100.00</b>
The number of shareholders holding less than a marketable parcel of shares			154

### B. Equity Security Holders

**Twenty largest shareholders;** The names of the 20 largest holders of quoted shares:

Ordinary Shares		
	Number shares	% Held
1 Claiward Pty Limited	10,650,990	41.32
2 J P Morgan Nominees Australia Pty Limited	4,287,886	16.64
3 HSBC Custody Nominees (Australia) Limited	2,501,274	9.70
4 Citicorp Nominees Pty Limited	1,782,810	6.92
5 National Nominees Limited	770,177	2.99
6 Mirrabooka Investments Limited	415,850	1.61
7 Australian Foundation Investment Company Limited	316,196	1.23
8 Ms Elizabeth Dibbs	236,715	0.92
9 Warbont Nominees Pty Ltd <UNPAID ENTREPOT A/C>	216,154	0.84
10 Amcil Limited	199,110	0.77
11 Bond Street Custodians Limited <SASA - D87616 A/C>	135,100	0.52
12 BNP Paribas Nominees Pty Ltd <HUB24 CUSTODIAL SERV LTD>	128,472	0.50
13 HSBC Custody Nominees (Australia) Limited <NT-COMNWLTH SUPER CORP A/C>	125,418	0.49
14 Bond Street Custodians Limited <DELIAS - D83505 A/C>	114,321	0.44
15 BNP Paribas Nominees Pty Ltd <AGENCY LENDING A/C>	111,143	0.43
16 Djerriwarrh Investments Limited	106,085	0.41
17 Mr Neville Clyde Martin & Mrs Lauren Carol Martin <The Martin Superfund A/C>	96,000	0.37
18 Bond Street Custodians Limited <MATZAN - D78834 A/C>	89,000	0.35
19 Moat Investments Pty Ltd <MOAT INVESTMENT A/C>	85,896	0.33
20 Maaku Pty Ltd <HMHA FAMILY A/C>	85,000	0.33
<b>Total Securities of Top 20 Holdings</b>	<b>22,453,597</b>	<b>87.12</b>
<b>Total of Securities</b>	<b>25,773,732</b>	<b>100.00</b>

### C. Substantial Shareholders; Substantial holders in the company are set out below:

Ordinary Shares		
	Number shares	% Held
1 Claiward Pty Limited	10,650,990	41.32
2 Viburnum Funds Ltd	1,375,147	5.34

### D. Voting Rights; All ordinary shares carry one vote per share without restriction.

### E. Performance rights; Performance rights issued under plans are set out below:

	Securities on issue	Holders
1 Performance rights under the FY22 Performance Rights Plan (vesting on 1 March 2025, subject to vesting criteria)	33,850	15
2 Performance rights under the FY23 Performance Rights Plan (vesting on 1 March 2026, subject to vesting criteria)	54,390	17
3 Performance rights under the FY24 Performance Rights Plan (vesting on 1 March 2027, subject to vesting criteria)	64,000	23

In the year ended 30 June 2023, the Employee Share Trust purchased 56,412 shares on market at an average price of \$59.03. In March 2024, 44,052 of the shares held by the Employee Share trust were utilised to settle performance rights which vested under the FY21 Performance Rights Plan. Since 30 June 2024, the Employee Share Trust has acquired a further 51,220 shares at an average price of \$79.21 per share. The Employee Share Trust currently holds a total of 63,580 shares for the satisfaction of future performance rights under the Company's Long Term Incentive Schemes (subject to meeting the vesting conditions).

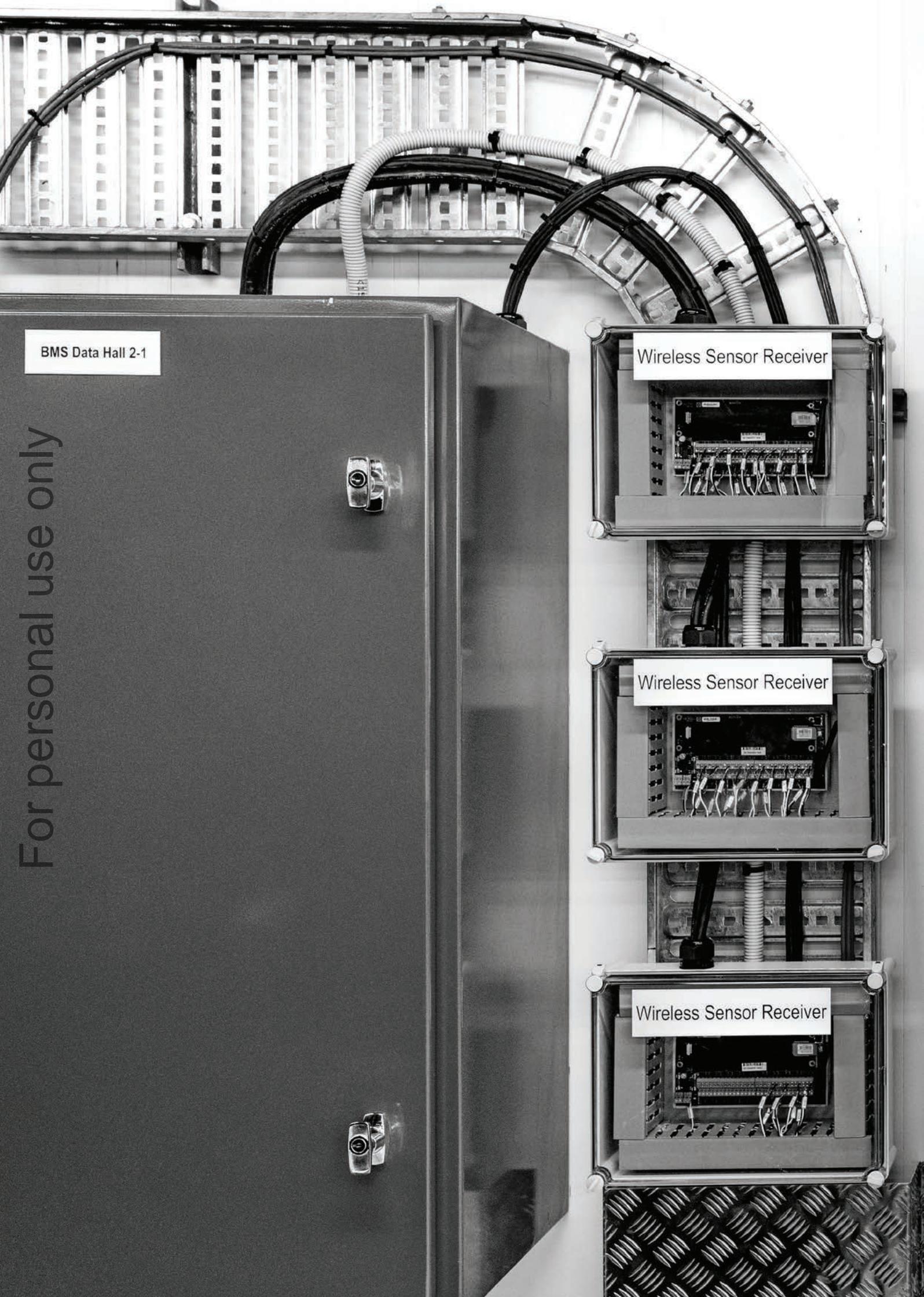
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BMS Data Hall 2-1

Wireless Sensor Receiver

Wireless Sensor Receiver

Wireless Sensor Receiver



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## Macquarie Technology Group

### Sydney Head Office

Level 15, 2 Market St  
Sydney NSW 2000  
T 02 8221 7777

### Sydney Telecom

Level 14, 2 Market St  
Sydney NSW 2000  
T 1800 004 943

### Melbourne

Level 1, 441 St Kilda Rd  
Melbourne VIC 3004  
T 03 9206 6800

### Brisbane

Level 12, 100 Creek St  
Brisbane QLD 4000  
T 1800 004 943

### Perth

Level 10, 251 Adelaide Tce  
Perth WA 6000  
T 08 9229 0000

### Canberra

Level 12, 221 London Circuit  
Canberra ACT 2600  
T 02 6103 3600

## Intellicentres

### Intellicentre 1

Level 16, 477 Pitt St  
Sydney NSW 2000  
T 1800 789 999

### Intellicentre 2 and 3 East

Macquarie Park Data Centre Campus  
17–23 Talavera Rd  
Macquarie Park NSW 2113  
T 02 8221 7256

### Intellicentre 4 Bunker and Intellicentre 5 South Bunker

Canberra Data Centre Campus  
Fairbairn ACT 2609

