

2025 Annual Report.

For person



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 21 November 2025 at 9am.

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Company Highlights.

\$369.6m

REVENUE

\$113.6m

EBITDA

135.2

EPS / CPS

87+

Net Promotor Score

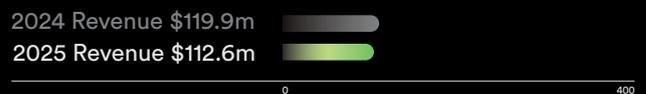
For customer service in FY25,
means we are delivering an
outstanding customer experience.

Financial Year \$'m	'22	'23	'24	'25
Consolidated Revenue	309.3	345.1	363.3	369.6
EBITDA	88.4	103.1	109.1	113.6
EBIT	21.7	38.2	51.1	57.4
Net Profit After Tax	8.5	17.7	33.0	34.9
Operating Cash Flow	98.0	108.9	117.8	109.9

Macquarie Technology Group



Macquarie Telecom



Cloud Services and Government



Macquarie Data Centres



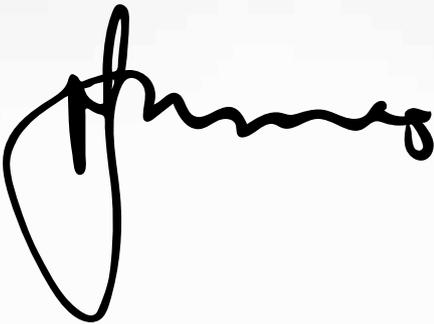
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Foreign Compliance

Chairman's Message

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Peter James



It gives me great pleasure to present Macquarie Technology Group's annual report for the year ended 30 June 2025. Our eleventh consecutive year of EBITDA growth is underpinned by the consistent execution of our digital infrastructure strategy.

The Group completed a financing of a new undrawn \$450.0m debt facility to support growth in the Group's data centre portfolio and the construction of IC3 Super West.

Revenue increased 1.7% to \$369.6 million and EBITDA increased by 4.1% to \$113.6 million compared to fiscal year 2024. Macquarie Technology Group delivered a net profit after tax of \$34.9 million.

Our strong conversion of EBITDA to cash resulted in operating cash flows of \$109.9 million for the year. The Group paid \$25.5m in income tax for the year. Receipts from customers less payments to suppliers and employees was \$130.3 million, when compared to EBITDA this represents a cash flow conversion of 115%.

Construction of IC3 Super West core and shell remains on time and on budget with expected completion in September 2026. Topping out of the structure will occur before the end of 2025. Total capital expenditure of \$150.1 million in the fiscal year 2025 included growth capex of \$111.0 million (including

\$106.0 million in construction costs for IC3 Super West), customer related capex of \$18.9 million and maintenance capex of \$20.2 million.

Our Data Centres segment contributed \$79.9 million in revenue, an increase of 14.1% compared to last year, and EBITDA of \$36.6 million equating to an increase of 5.5%. The MDC platform will be strategically placed to provide a continuous pipeline of available capacity for its customers over the next 7-10 years.

The Cloud Services and Government segment contributed \$211.9 million in revenue, an increase of 2.7% compared to last year, and EBITDA of \$53.0 million equating to an increase of 4.3%. The Cloud Services and Government segment continues to focus on cloud, cyber and AI requirements of our corporate and government customers.

The Telecom segment delivered \$112.6 million in revenue and EBITDA of \$24.0 million, representing EBITDA growth of 1.7%. Telecom remains an important channel for securing CS&G services. Traditional voice services continue to decline in line with the rest of the industry. Telecom continues to optimise cost efficiencies to generate free cash flow.

The Company's EBITDA is expected to have marginal growth in 2026. The investments in our capability and data centre pipeline will continue to provide great value for our shareholders.

Chief Executive's Message

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David Tudehope

Our eleventh straight year of profitable growth is a result of our unwavering commitment to delivering exceptional customer experiences and building digital infrastructure that empowers Australia's future. Our purpose remains clear: to make a difference in markets that are underserved and overcharged.

This year, we continued to build momentum across all segments. Our Net Promoter Score of +87 remains among the highest in the industry, a clear indicator of our culture and commitment to customer satisfaction that has been earned through consistent service delivery.

In our data centre business, we've made major strides. Construction of IC3 Super West is progressing on schedule, with Phase 1 to deliver 6MW of IT load and a powered core and shell by September 2026. With 47MW of approved capacity this facility is designed to meet the rising demand driven by AI and hyperscale computing.

We also entered into a put and call option to acquire land for a new Sydney data centre campus, expected to deliver more than 150MW of IT load. This strategic move ensures a long-term runway for capacity and positions us to meet future demand with sovereign, high-density infrastructure. Over the next decade, our platform will support more than 215MW of capacity.



Our Cloud Services & Government business continues to lead in cyber security and hybrid cloud innovation. We're investing in AI capabilities to enhance both customer outcomes and internal efficiency. Macquarie Government remains aligned with national priorities around sovereign capability and critical infrastructure protection, including the rollout of Essential 8 security products.

Macquarie Telecom has evolved into a managed connectivity and network security business, delivering strong free cash flow and margin growth. It remains a vital channel for securing cloud services to existing customers and continues to optimise cost efficiencies in a challenging market.

We're proud to again be recognised with the Gallup Exceptional Workplace Award, placing us among the top 60 companies globally. We were again ranked #1 in our category in the Best Workplaces in Australia in 2025. This reflects the strength of our culture and the dedication of our people.

With a stable and experienced executive team, a strong balance sheet, and a strong development pipeline, we are well-positioned to continue our growth journey and deliver long-term value to our customers, shareholders, and the communities we serve.



A measurable difference.

United Way has long been recognised as a global leader in early literacy. Their focus on evidence-based programs ensures initiatives like Dolly Parton's Imagination Library are designed to make a measurable difference.

Their commitment to rigorous research has been pivotal in assessing how shared book-reading impacts early literacy. A recent study that began in Tamworth, NSW and has since expanded globally, evaluated the Imagination Library's effectiveness across Australia, the United States, Canada, Ireland, and the United Kingdom.

The research

The research has delivered valuable insights on shared book-reading, including these key findings based on the world's largest dataset of its kind:

- ✓ **Higher Frequency of Reading:** Children enrolled in the Imagination Library are more likely to be read to four or more days a week compared to children not in the program.
- ✓ **Greater Interest in Books:** Participation significantly increases children's interest in books, fostering a lifelong love of reading.
- ✓ **Improved Literacy Skills:** After receiving 10 books, children in the program are more likely to demonstrate critical, emerging literacy skills.

Macquarie Technology Group and United Way

For more than 30 years, Macquarie has proudly supported United Way's efforts to create meaningful change for children aged 0-5 years in the Ryde local government area.

By championing initiatives like the Imagination Library, Macquarie helps empower parents and children with the tools needed for success. This shared vision of fostering access to education and cultivating a love of reading continues to lay the foundation for brighter futures.

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Number One.

**Second year running,
we're so very proud.**

We're honoured to have been awarded both the 2025 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 recognised with both awards, placing us in the Top 60 Exceptional Workplaces Worldwide and among the Top 9 globally for our strengths-based culture. 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. **This achievement acknowledges our success in fostering a workplace where employees are motivated, valued, and proud of what they do.**

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.





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**Building Australia's
First Purpose-Built AI
and Cloud Data Centre,
IC3 Super West.**

Secured Energised Future.

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In FY25, we made major progress on the construction of Australia's first purpose-built AI and cloud data centre IC3 Super West 47MW. Located in our sovereign and secure Macquarie Park Data Centre Campus with 65MW IT load in Sydney's north zone. IC3 Super West is part of our long-term strategy to deliver more high-density capacity where our enterprise, government and hyperscale customers need it most.

With five levels of concrete poured and the sixth and final level underway, the building structure is on track to be ready in Q2 FY26. Long-lead equipment was secured, and our team conducted extensive Factory Acceptance Testing before it began being shipped to site.

Power Secured. Future Energised. IC3 Super West 47MW.

The entire end-state power has been secured for IC3 Super West, bringing the total capacity for the Macquarie Park Data Centre Campus to 65MW. A major FY25 milestone was the successful completion of high-voltage (HV) cabling works. Over 4,700 metres of 33kV high-voltage cabling was laid and tested from Ausgrid's substation to our campus.

Future-Focused Growth. Put and Call Option for 150MW+ Site.

Our long-term growth strategy remains focused on providing more sovereign, scalable infrastructure to power Australia's AI and cloud driven future.

In FY25 we took a bold step toward expanding our footprint by entering into a put and call option to purchase a large parcel of land for a new data centre campus in Sydney.

Subject to development approval and further board approvals, Macquarie Data Centres intends to construct a new data centre campus in stages that is expected to deliver more than 150 MW of IT load. The campus will be designed for hyperscale customers, AI, cloud and government workloads. The proposed acquisition aligns with our Company's strategy to develop campus style data centres in city locations that are highly desired by our clients. The campus is within an existing "Availability Zone" and is in close proximity to a major electricity substation.

The new campus requires subdivision of the land, which is expected to take a number of months to receive planning approval. If the subdivision process is successful and the Option is exercised, then the purchase price of \$240 million is intended to be funded through existing cash reserves and the Group's corporate debt facility. Macquarie will consider a range of funding alternatives including project finance and new longer term infrastructure investors in our data centres.

Operational Excellence Sustained

While we plan for the future, we continue to deliver today. In FY25 our operating data centres upheld our 25-year track record for Uptime and Operational Excellence. We also saw continued customer growth across our existing facilities, highlighting sustained demand for our trusted, sovereign data centres.



Maddocks

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Navigating growing demands.

Situation

Maddocks, one of Australia's leading independent law firms, had relied on IT services that, while functional, presented opportunities for improvement.

Given the critical role IT plays in safeguarding data, streamlining case workflows, and delivering exceptional client service, Maddocks recognised the need for a more proactive and integrated support model.

The existing processes, though technically capable, operated within a rigid scope and were slow to adapt to evolving needs. This left Maddocks' IT team frequently managing escalations and navigating the demands of a growing organisation of over 700 employees across Canberra, Melbourne, and Sydney.

A partner who would act as an extension of its own team.

Solution

Macquarie Telecom emerged as the clear choice for multiple reasons. Foremost among them were the strength of the people, the depth of technology leadership, and the alignment of values. From the earliest stages of engagement, Macquarie Telecom demonstrated a genuine commitment to building a long-term relationship.

The technical solution delivered was equally compelling and one of the key differentiators during the selection process. At the core was a hybrid infrastructure that combined private cloud hosting with Azure services, underpinned by a unique and hard to replicate disaster avoidance architecture – an element that stood out immediately as it went far beyond legacy disaster recovery solutions. This model eliminated the need for traditional active/passive failover systems and instead ensured seamless, continuous service delivery. This exceeded Maddocks' expectations at the time and has since become a benchmark when evaluating contract renewals.

According to Brad Kay, Chief Information Officer at Maddocks, over the four years since the partnership began, the infrastructure has delivered exceptional reliability, with zero hosting-related outages – a dramatic improvement from the previous environment.

“That kind of consistency is rare, and it’s made a massive difference in how we operate and where we focus our time,” Brad Kay

The onboarding process, which had historically been a major source of disruption and anxiety, was executed with precision and care. Macquarie Telecom worked closely with Maddocks' internal teams to manage the complex cutover project, which involved thousands of moving parts. The collaboration between both organisations ensured risks were managed, timelines were met, and internal users experienced minimal impact.

“Thousands of things need to go right to make this kind of project a success. It was 12 months in the making, and when the cutover finally happened, everything just worked. In fact, I was on leave during the go-live, and I didn't need to check my phone once. That kind of confidence in a migration of this scale is unheard of.”

Beyond infrastructure, Macquarie Telecom's role expanded to include ongoing network management and, more recently, cybersecurity. The addition of the Security Operations Centre (SOC) was a transformative step. With 24/7 monitoring and incident response, Maddocks' internal IT team gained a sense of assurance they hadn't experienced before. Where once there had been sleepless nights and uncertainty about how alerts were handled, there was now clarity, confidence, and the freedom to focus on strategic work.

Equally important was the cultural integration. Macquarie didn't just provide services; they became part of the Maddocks team. The staff engaged directly with Maddocks' broader workforce and were invited to participate in events and internal planning sessions. The relationship was based on trust, accessibility, and a shared sense of accountability.

“We involve Macquarie Telecom in strategy and roadmap conversations all the time. They're not just fixing problems; they're helping shape how we think about the future.”

Results

The transformation Maddocks experienced through its partnership with Macquarie Telecom has been significant and sustained. Where once the IT team was focused on fighting fires and mitigating risk, it is now empowered to innovate and drive change.

Crucially, Macquarie Telecom's support has enabled Maddocks to deliver better outcomes for its own clients. In practice areas like property law, where the technology plays a central role in managing complex transactions and client interfaces, the reliability of systems has become a point of competitive differentiation. With Macquarie Telecom backing its infrastructure and network, Maddocks has been able to modernise nearly every aspect of its core technology stack, improving efficiency and visibility for both staff and clients.

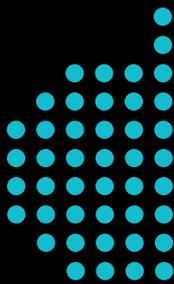
Maddocks works with numerous clients across government and critical infrastructure, where compliance, transparency, and cybersecurity are paramount. In responding to security audits and client questionnaires, being able to cite Macquarie Telecom as the infrastructure partner has added credibility and confidence. Macquarie Telecom's established reputation has helped reassure clients that Maddocks meets the highest standards for security and governance, according to Kay.



Maddocks



IMB Bank: Proactively Securing Members' Data for the Future.



Cyber focused. Future ready.

IMB Bank (IMB), a leading NSW-based mutual bank, is deeply committed to the financial well-being of its members. With a rich history spanning over 140 years, IMB is focused on delivering world-class, highly available, resilient, modern and secure IT systems and services. Their proactive stance on cyber security is driven by a vision to keep member and bank data safe, while supporting the success of the business.

The challenge.

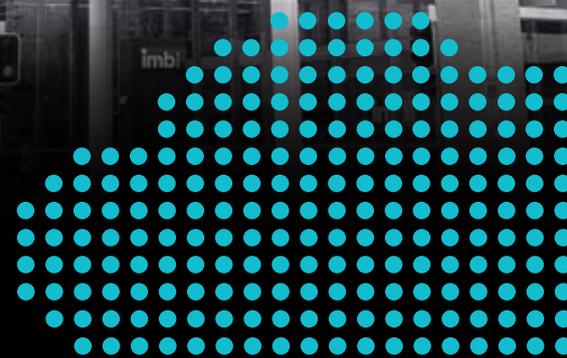
IMB has long understood the need to anticipate future cyber security challenges, rather than just reacting to immediate threats. With a long-term security vision, the bank recognised that staying ahead in an evolving threat landscape required more than just maintaining their current security posture. They also needed a partner to help them as they continue to mature their operations to meet future needs. Enrico Conte, Manager Information Security Officer at IMB Bank, emphasised the importance of being prepared: “We didn’t want to wait until something forced us to take action. Our goal was to set ourselves up for the future, knowing that the decisions we make today will serve us in staying secure in 3, 5, or even 10 years from now.”

The solution.

After a thorough evaluation process, IMB selected Microsoft Sentinel as their preferred SIEM solution, which would allow them to build on their already robust security monitoring and incident response capabilities. However, deploying and managing the Sentinel platform required expertise, and for this, IMB partnered with Macquarie Cloud Services. The Macquarie team took charge of Sentinel’s deployment, providing continuous oversight, optimisation and management through their 24/7 Security Operations Centre (SOC) to ensure seamless performance. Enrico reflected on the decision to partner with Macquarie Cloud Services:

“We wanted a solution that could grow with us and offer flexibility in the future. Microsoft Sentinel was a perfect fit because it allowed us to have control over our security infrastructure, but it was Macquarie Cloud Services’ expertise and management that completed the solution.”

Enrico and team appreciated the fact that Macquarie Cloud Services didn’t just deploy the solution and walk away. Instead, they integrated their operations closely with IMB’s existing infrastructure, creating a seamless partnership.



Outcomes.

Macquarie Cloud Services' approach includes proactive monitoring and ongoing reviews, integrated with IMB's infrastructure. They conducted workshops to design and implement SIEM components tailored to IMB's systems, from configuring Azure Sentinel Workspace to on-boarding logs and enabling threat feeds. This hands-on engagement allowed IMB to rely on Sentinel's security capabilities without direct management, freeing up IMB's resources to focus on member services.

"The partnership with Macquarie Cloud Services allows us to concentrate on our mission of serving members while knowing our security is in expert hands," said Enrico.

However, IMB's decision to partner with Macquarie Cloud Services wasn't just about meeting their immediate security needs; it was also about setting themselves up for long-term success with a future-proofed security infrastructure. With the new partnership in place, IMB has a security solution that will scale with them as they grow and evolve in the years to come.

"We asked ourselves one key question throughout the process - if we doubled in size tomorrow, would our security infrastructure be able to handle it? Thanks to Macquarie Cloud Services and Microsoft, the answer is yes. We're ready for whatever the future holds," Enrico said.

Another key element of the partnership with Macquarie Cloud Services is regular reviews of IMB's systems, with recommendations for optimisation.

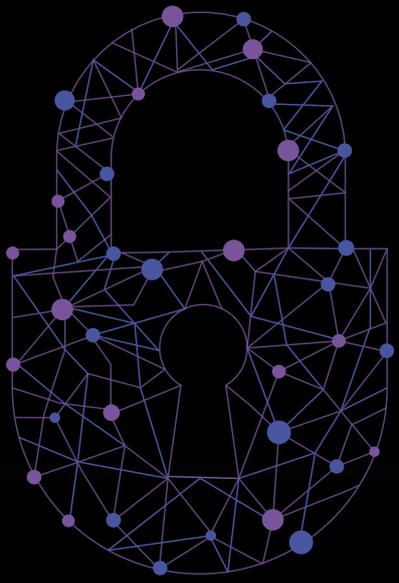
"What I really appreciate about working with Macquarie Cloud Services is their focus on continuous improvement.

They don't just monitor the system; they proactively suggest ways we can improve it, and that's what we need in today's fast-evolving threat landscape," said Enrico.

Finally, another significant advantage for IMB has been the access to Macquarie Cloud Services' extensive pool of talent and expertise - a perfect complement to IMB's in-house experts. Whenever IMB has a question or a new challenge, Macquarie Cloud Services' team taps into their broader network to find the right solution.

"It's like having an entire extended team of experts that we can call on at any time. Whether it's engineering support, security operations, or advice on best practices, Macquarie Cloud Services has the expertise we need," said Enrico.

Macquarie Government





How Macquarie Government Ensures Smooth Sailing for the ATO During Tax Time.

Each year, as millions of Australians sit down to complete their tax returns, the Australian Taxation Office (ATO) gears up for an intense period of heightened digital activity. Behind the scenes, this colossal operation is supported by Macquarie Government, whose robust planning, advanced cybersecurity measures, and skilled teams work seamlessly to ensure the process runs smoothly.

A Year-Round Strategy for Success

Ensuring stability during the critical 'tax time' period is no small feat. Macquarie Government doesn't merely react to challenges as they arise. Instead, the company adopts a proactive, 12-month planning cycle to prepare for the July to November crunch. Known internally as the "Match Fit" initiative, this strategy kicks off early in March. During this phase, Macquarie Government brings together technical experts across the organization to strengthen systems and processes in preparation for the surge in activity.

The planning isn't limited to technological concerns. Macquarie Government collaborates closely with the ATO to refine a comprehensive cadence calendar that charts key milestones, risk assessments, and system readiness reviews over the year. This collaborative approach ensures that no component of the critical infrastructure is overlooked, enabling the ATO to stay ahead of potential disruptions.

A Fortress of Cybersecurity

At the heart of Macquarie Government's support is a strong focus on cybersecurity. Tax time isn't just a busy period for Australians, it's also a target window for cybercriminals and state-based threat actors. Macquarie Government and the ATO leverage a cloud-centric, 'Zero-Trust' architecture to safeguard their systems. This ensures that data, applications, and users are protected regardless of where information is stored or transmitted.

Quarterly cybersecurity assessments are an essential part of Macquarie Government's broader commitment to electronic integrity. These audits meticulously evaluate emerging cyber threats and compliance with key standards, keeping the ATO's infrastructure fortified against rising attack volumes.

Human Expertise Meets High Engagement

Critical to Macquarie Government's success is the role played by its security cleared teams. These highly skilled professionals undergo rigorous vetting, ensuring that only the most qualified personnel are assigned to this Tier 1 agency. The stability of these teams is a standout feature as they remain engaged and dedicated to the ATO, enabling strong institutional knowledge and seamless operations.

Keeping Australians Connected

It's the behind-the-scenes collaboration with the ATO that makes the submission of millions of tax returns possible each year. Macquarie Government's year-round planning, robust cybersecurity, and skilled teams ensure that tax time is successful and secure. By helping safeguard Australia's financial data and maintaining seamless operations, Macquarie Government bolsters the nation's digital resilience when it matters most.



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Directors' 2025.

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 2025.

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 Droneshield, Halo Food Co, Probe CX and MYOB.

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. David and Aidan were jointly awarded Australia's most prestigious award in the ICT industry the "Pearcey Medal" for a lifetime of achievement and contribution to the development and growth of the ICT industry. 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. Aidan and David were jointly awarded Australia's most prestigious award in the ICT industry the "Pearcey Medal" for a lifetime of achievement and contribution to the development and growth of the ICT industry. In December 2024 he joined the Board of the Cyber Security Private Sector Forum under the auspice of the Office of the National Cyber Security Coordinator within the Department of Home Affairs. He holds a Bachelor of Commerce degree.

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 a member of 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, BAI Communications and Scalare Partners, and is a member of the advisory board of FreeGuides. 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 became Chair of the Audit and Risk Management Committee on 1 January 2025, prior to that Lisa was a member of the Audit and Risk Management Committee. Lisa remains a member of 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 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.

Bart Vogel, Retired Director
Retired as a Director of the Company on 31 December 2024 after serving on the board since 22 July 2014.

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 2025 and the date of this report.

Remuneration report

The Remuneration Report is set out on pages 27-44 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
Number of meetings held:	17	6	8
Number of meetings attended:			
Peter James – Chairman	17	6	8
David Tudehope – Chief Executive	17	N/A	N/A
Aidan Tudehope - Managing Director	16	N/A	N/A
Bart Vogel - Non-Executive Director ¹	9	3	6
Adelle Howse - Non-Executive Director	17	6	8
Lisa Brock – Non-Executive Director	17	6	8

¹ Resigned 31 December 2024. During the period whilst serving as a Director of the Company, Bart Vogel attended 9 of 9 Directors meetings held, 3 of 3 Audit & Risk Management Committee meetings held and 6 of 6 People, Remuneration and Culture meetings held.

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 Lisa Brock (chair of the Committee), Peter James and Adelle Howse.

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

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.

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.

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macquarie
DATA CENTRES

Directors' Report

Review and results of operations

During the 2025 financial year the Group delivered EBITDA of \$113.6m, up from \$109.1m in the prior year.

The Group completed a financing of a new undrawn \$450.0m debt facility to support the growth in Group's data centre portfolio and the construction of IC3 Super West.

Macquarie Data Centres is a proven platform for developing and operating data centres in Australia. We continue to invest in both its development and operations to create a continuous pipeline of sought after capacity.

In July 2025, the Group entered into a put and call option agreement to acquire a substantial parcel of land intended for a new data centre campus in Sydney for \$240 million. If completed, the new campus is expected to be developed in stages and deliver over 150 MW of IT load, serving hyperscale, AI, cloud and government clients. The proposed development is aligned with the Group's strategic objective of building campus-style data centres in central city locations.

Construction of IC3 Super West core and shell remains on time and on budget with expected completion in September 2026. Fitout of the first 6MWs of mechanical and electrical plant has commenced.

The Group generated revenue and other revenue of \$369.6 million for the year ended 30 June 2025 ("FY25"), compared to revenue and other revenue of \$363.3 million (1.7%) in the prior year. The Group generated a net profit after tax of \$34.9 million for the year ended 30 June 2025, compared to a net profit after tax of \$33.0 million in the prior year.

Earnings before interest, tax, depreciation and amortisation ("EBITDA") for the full year was \$113.6 million, representing an increase of \$4.5 million (4.1%) compared to the prior year. EBITDA margin for the full year was 30.7%, representing an increase of 0.7% compared to the prior year EBITDA margin of 30.0%.

Receipts from customers less payments to suppliers and employees was \$130.3 million, when compared to EBITDA this represents a cash flow conversion of 115%. The Group paid income tax of \$25.5 million during the period, compared to \$0.8 million income tax received in the prior year. After the inclusion of income tax paid and interest received, the Group had total net cash flows from operating activities of \$109.9 million.

The Group has generated operating cash flows of \$109.9 million and held cash and cash equivalents of \$6.2 million, as well as cash on deposit of \$56.2 million as at 30 June 2025, with \$0 million drawn from its \$450.0m secured debt facility.

The Group employed 449 employees at 30 June 2025 (2024: 470).

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

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Consolidated revenue		
(A\$ million)	Full Year 2025	Full Year 2024
Cloud Services & Government	211.9	206.3
Data Centres	79.9	70.0
Telecom	112.6	119.9
Intersegment elimination	(34.8)	(32.9)
Consolidated Revenue	369.6	363.3

EBITDA		
(A\$ million)	Full Year 2025	Full Year 2024
Cloud Services & Government	53.0	50.8
Data Centres	36.6	34.7
Telecom	24.0	23.6
Total EBITDA	113.6	109.1

Reconciliation of EBITDA to profit before income tax		
(A\$ million)	Full Year 2025	Full Year 2024
Total EBITDA	113.6	109.1
Depreciation and amortisation expense	(56.2)	(58.0)
Finance income	5.0	4.1
Finance costs	(11.7)	(8.0)
Profit before income tax	50.7	47.2

Earnings per share

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

	2025 cents	2024 cents
Basic earnings per share	135.2	134.7
Diluted earnings per share	134.4	134.1

Directors' Report

Dividends

No interim dividend for FY25 was declared and no final dividend for FY25 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.

Climate change risk

Climate change poses both physical and transitional risks to the Group. Extreme weather events, rising temperatures, and energy and water demand may impact the resilience and cost of operating data centres, cloud computing and telecommunications infrastructure. These risks could impact financial performance, service continuity, and long-term competitiveness however uncertainty remains around the scale and timing of climate-related impacts.

Likely developments and expected results

The Group will prioritise the execution of the following in fiscal year 2026:

- Construction of IC3 Super West phase 1 with completion of construction scheduled for September 2026;
- Sale of capacity in IC3 Super West;
- Completion of the conditions required to exercise its rights under the put and call option agreement to acquire a substantial parcel of land intended for a new data centre campus in Sydney;
- Developing the pipeline for further new sites for additional data centres; and
- Maintaining industry leading Net Promoter Score greater than +70 across all business segments.

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

During the 2025 fiscal year, the Group completed a financing of a new undrawn \$450.0m debt facility to support the growth in Group's data centre portfolio and the construction of IC3 Super West.

Significant events after the balance date

In July 2025, a wholly owned subsidiary of the Group entered into a put and call option agreement (the Option) to purchase a large parcel of land for a new data centre campus in Sydney.

The proposed acquisition is subject to development approvals and includes subdivision of the land, which is expected to take a number of months to obtain planning approval. If the subdivision is successful and the Option is exercised, the Group intends to fund the \$240 million purchase price through a combination of existing cash reserves and its corporate debt facility. A nominal fee was paid by both parties on entering into the Option. The Group is not aware of any other 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.

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*.

Directors' Report

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 53.

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: \$21,300 (2024: \$19,500) 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.

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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 69.4% of targeted STI opportunity based on the various metrics required to be achieved. The Managing Director Hosting achieved a payout of 52.4% on the targeted STI opportunity. All KMP achieved nil payout of the potential LTI opportunity under the FY22 Plan as the TSR performance related targets were not met. Board discretion has not been used in determining these payouts.

The Chief Executive and Managing Director Hosting were set Overachievement Targets during the year based on the overachievement of specific stretched EBITDA targets. Nil was achieved.

The Chief Financial Officer was set two Overachievement Targets. On the first target based on the overachievement of specific stretched EBITDA targets, nil was achieved. On the second target based on completing a \$450 million debt raising by 31 Dec 2024 on terms approved by the Board, this was achieved in full.

The Overachievement Targets were set to incentivise the KMP to pursue additional earnings growth, and for the Chief Financial Officer to also complete the financing of the Group’s \$450m debt facility, vital for securing the Group’s plans to acquire and construct new data centres. The Board considers that the financing outcome was a significant milestone for the business. (see section “Achievement of STI” for additional information)

Responses to shareholder feedback

Over the 2024 and 2025 years, the Group has consulted with shareholders and their advisors to enhance the information presented in the Remuneration Reports in relation to Short Term Incentive (“STI”) and Long Term Incentive (“LTI”) plans. The enhancements made to the 2024 and 2025 Remuneration Reports are outlined in the table below.

In addition to the STI and LTI disclosures listed below, the Group provides a skills matrix for the Board of Directors in its Corporate Governance Statement, in addition to confirmation of the Board’s oversight of ESG and cyber security.

Enhancements identified	Additional information included in FY25 remuneration report
Short Term Incentives - KMP	
Inclusion of malus and clawback provisions	Based on investor feedback, malus and clawback provisions are being introduced to STI plans for the FY26 year onwards.
Overachievement Target	Disclosure of Overachievement Targets for KMP, including a description of the target and potential achievement against overachievement targets.

Directors' Report

Remuneration report (audited) (cont'd)

Long Term Incentives – KMP

The Board confirms that it continues to review absolute TSR as an appropriate metric for the LTI. For the FY25 year with no suitable comparable market equivalents to benchmark against, absolute TSR remains an appropriate measure for LTI.

In the FY24 year, the Group enhanced its disclosures relating to STI and LTI of Key Management Personnel. The table below has been provided to summarise these enhancements for shareholders.

Enhancements identified	Additional information included in the FY24 and subsequent remuneration reports
Short Term Incentives - KMP	
General comment regarding overall disclosures for STI	Disclosures included additional descriptions of the metrics, weightings, gateways and stretch outcomes under the STI Plans for KMP. Base STI achievable and performance against the metrics was included to enable investors to understand the linkages between company performance and executive performance.
Specific disclosure regarding the performance hurdles under the STI	Enhanced descriptions of performance hurdles were provided. Weightings, gateway and stretch potential provided for the targets of each KMP member were included. These metrics are set annually based on business conditions relevant to the year. The dollar amounts set for each target and gateway are not provided due to competitive sensitivity and to prevent unintended guidance.
Weightings for performance hurdles	Weightings of each metric, including potential payouts at gateway and stretch targets were included in the remuneration report.
Outcomes and achievements against the targets	Actual outcomes and percentage achievements against each metric, and in total, were included in the report.
Remuneration base package details for KMP	A table summarising the base remuneration, STI potential and percentage increases provided to each KMP. With the increases effective from 1 February each year to provide transparency on annual increases to the total remuneration package for each KMP
Disclose the stretch amount that can be earned under the plan	Percentage achievable at stretch target was included in the report. The base remuneration and STI potential was included in a new table, enabling investors to determine the dollar amounts payable under different scenarios.

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Remuneration report (audited) (cont'd)

Enhancements identified	Additional information included in the FY24 and subsequent remuneration reports
Long Term Incentives - KMP	
General comment regarding overall disclosures for LTI	Additional information relating to active LTI plans were provided in the remuneration report. This includes descriptions of the metrics and gateways for each plan, including the method for measurement of starting price (VWAP).
Absolute TSR and NPS weightings	Weightings for the TSR and NPS metrics were provided, including descriptions of the metrics and their effect on LTI achievement
Details relating to vested rights during the year	Payout % included in the report. Remuneration tables included the number of vested rights awarded to the KMP.
Absolute TSR as a metric for LTI	The company views this as an appropriate measure due to its unique product mix.
Disclose the performance hurdles under the plan	Descriptions and weightings were provided in the Remuneration Report. The basis of the initial measurement was also provided, including fair values at grant date, share prices at grant and number of rights issued.
Outcomes and achievement under past PTI grants	The report included the FY21 grant achievement percentage and number of rights awarded to KMP.
The grant date value of LTI awards	The grant date values have were included in the Remuneration Report. This was previously available in the notes to the financial report, however for ease of access, this was included in the remuneration report also.

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 2025;

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 (Retired 31 December 2024)
- Adelle Howse – Non-Executive Director
- Lisa Brock – Non-Executive Director

The Board is actively seeking to appoint a Non-Executive Director to complement the strength of our existing Board members following the retirement of Bart Vogel.

Directors' Report

Remuneration report (audited) (cont'd)

Remuneration of Key Management Personnel

Objective

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

- 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.

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.

Structure

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

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 34.

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 37.

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.

Remuneration report (audited) (cont'd)

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:

Categories	Description of measure	FY25				
		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 91.4% 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 73.6% 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%

Overachievement Target

An Overachievement Target was set for the Chief Executive for specific stretched EBITDA targets across all operating segments. For the 2025 year the Chief Executive could potentially earn \$150,000 for overachievement.

The Chief Financial Officer was set two Overachievement Targets based on specific stretched EBITDA targets across all operating segments and successful achievement of a \$450 million debt raising by 31 December 2024. For the 2025 year the Chief Financial Officer could potentially earn \$75,000 for overachievement of the stretched EBITDA target and \$75,000 for successful completion of the debt raising.

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Directors' Report

Remuneration report (audited) (cont'd)

For the Managing Director Hosting, the primary measures are classified under the following categories. Half of the Managing 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	FY25				
		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	44.0%	A minimum of 87.7% of EBITDA target must be met to achieve the award for this measure	50%	150%	66.0%
Sales Growth	A measure based on Net Sales Performance (NSP) against Board approved targets	38.0%	A minimum of 71.8% of NSP target must be met to achieve the award for this measure	50%	150%	57.0%
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	8.0%	Minimum hurdles set based on project-based outcomes	50%	150%	12.0%
		100%				145.0%

Overachievement Target

An Overachievement Target was set for the Managing Director Hosting for specific stretched EBITDA for relevant operating segments. For the 2025 year the Managing Director Hosting could potentially earn \$150,000 for overachievement.

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 FY22 are cash settled, whereas the rights issued in FY23, FY24 and FY25 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 achievement of hurdles based on total shareholder return (“TSR”)

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Remuneration report (audited) (cont'd)

performance. Net Promoter Score (“NPS”) is used to moderate the number of Performance Rights available to vest according to TSR targets, should the minimum NPS hurdle not be met.

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.

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

Categories	Description of measure	Weighting	Minimum vesting outcome at Gateway	Pro rata	Maximum
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
Total shareholder return (TSR) – FY25 Plan	Measured consistently with the FY23 and FY24 Plans, with the performance period commencing September 2024 and ending September 2027.	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 continues to review absolute TSR and 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 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 2025 is detailed in the table on page 40 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 2025:

Name and Position	Year				
		Salary and Fees ¹	STI ²	Other STI ³	Annual Leave ⁴
D Tudehope – Chief Executive	2025	972,661	344,210	-	(99,422)
	2024	873,564	289,477	-	46,736
A Tudehope – Managing Director, Hosting	2025	738,433	142,531	-	8,179
	2024	677,010	154,698	-	(2,702)
H Cox – Chief Financial Officer	2025	569,852	111,047	75,000	3,382
	2024	476,500	98,150	-	5,654
Total Executive KMP Remuneration	2025	2,280,946	597,788	75,000	(87,861)
	2024	2,027,074	542,325	-	49,688

¹ The category "Salary and Fees" includes travel and motor vehicle allowance and excludes amounts accrued and released in respect of annual leave. Includes amounts for unpaid leave.

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

³ The category "Other STI" includes FY25 Overachievement Target amount awarded with the current year.

⁴ 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.

Executive Key Management Personnel

Name	Year	Fixed	Variable ¹	Total
Current Executive KMP				
D Tudehope – Chief Executive	2025	67%	33%	100%
	2024	64%	36%	100%
A Tudehope – Managing Director Hosting	2025	76%	24%	100%
	2024	63%	37%	100%
H Cox – Chief Financial Officer	2025	64%	36%	100%
	2024	69%	31%	100%

¹ Variable consideration of actual remuneration received in the year 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.

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Short Term	Post Employment	Long Term	Share Based Payments			
Non – Monetary Benefits ⁵	Superannuation	Long Service Leave	Equity Settled & Other Performance Rights ⁶	Cash Performance Rights ⁷		Total
13,729	29,932	(20,234)	182,588	(78,861)		1,344,603
13,729	27,399	25,461	111,893	155,068		1,543,327
13,729	29,932	(14,083)	182,588	(78,861)		1,022,448
13,729	27,399	9,389	111,893	155,068		1,146,484
13,729	29,932	16,172	176,612	-		995,726
13,729	27,399	10,220	138,729	-		770,381
41,187	89,796	(18,145)	541,788	(157,722)		3,362,777
41,187	82,197	45,070	362,515	310,136		3,460,192

⁵ 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.

⁶ 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.

⁷ The Group has issued cash settled performance rights to the Chief Executive and Managing Director Hosting as part of their long-term incentives.

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 ¹	Allowance ²	STI Potential at 100%	Total	% increase
D Tudehope – Chief Executive	2025	947,900	33,172	495,950	1,477,022	4.6%
	2024	882,900	33,172	495,950	1,412,022	8.8%
	2023	810,000	33,172	455,000	1,298,172	-
A Tudehope – Managing Director Hosting	2025	733,067	31,592	271,875	1,036,534	5.6%
	2024	678,067	31,592	271,875	981,534	8.6%
	2023	622,080	31,592	250,000	903,672	-
H Cox – Chief Financial Officer	2025	612,600	5,600	160,000	778,200	14.8%
	2024	512,560	5,600	160,000	678,160	17.3%
	2023	412,560	5,600	160,000	578,160	-

¹ We reviewed the CFO's salary to better align with market salaries of experienced CFOs in ASX 200 to ASX 300 companies particularly in the tech sector.

² Includes travel and motor vehicle allowances. Base and Allowance are included in the ‘Salary & Fees’ in the ‘Remuneration of Executive Key Management Personnel’

Directors' Report

Remuneration report (audited) (cont'd)

Achievement of STI

Performance against the operational targets for FY25 set for KMP resulted in STI achievement for David Tudehope being 69.4% of potential award with 30.6% not achieved (FY24: 61.3% achieved and 38.7% not achieved). STI achievement for FY25 for Aidan Tudehope was 52.4% of potential award with 47.6% not achieved (FY24: 59.7% achieved and 40.3% not achieved). STI achievement for FY25 for Helen Cox was 69.4% of potential award with 30.6% not achieved (FY24: 61.3% achieved and 38.7% not achieved).

Categories	Chief Executive & Chief Financial Officer		Managing Director Hosting	
	Weighting	Payout of base incentive ¹	Weighting	Payout of base incentive ¹
Profitability (Underlying EBITDA)	42.5%	19.7%	44.0%	22.6%
Sales Growth (NSP)	37.5%	33.2%	38.0%	16.6%
Customer-related (NPS)	10.0%	10.0%	10.0%	10.0%
Projects	10.0%	6.5%	8.0%	3.2%
	100%	69.4%	100.0%	52.4%

¹ Achievement measured at an individual business unit level.

Overachievement target

The Chief Executive and Managing Director Hosting achieved nil of the Overachievement target set. The Chief Financial Officer earned \$75,000 for the achievement of the debt raising Overachievement targets. The EBITDA target was not met.

Achievement of LTI

The FY22 Plan lapsed during the year. The outcome for LTI vesting of the FY22 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)	100%	0%
Net Promoter Score (NPS)	Binary (-15%)	-
Weighted average achievement	100%	0%



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Directors' Report

Remuneration report (audited) (cont'd)

Remuneration of Non-Executive Directors for the year ended 30 June 2025

Name and Position (\$)	Year	Short Term		
		Salary and Fees	STI	Non – Monetary Benefits
P James – Chairman	2025	260,243	-	-
	2024	251,200	-	-
B Vogel – Non-Executive Director ¹	2025	76,291	-	-
	2024	161,800	-	-
A Howse – Non-Executive Director	2025	167,625	-	-
	2024	161,800	-	-
L Brock – Non-Executive Director	2025	158,975	-	-
	2024	145,100	-	-
Total Non-Executive Directors' Remuneration	2025	663,134	-	-
	2024	719,900	-	-

¹ Ceased to be a Non-Executive Director 31 December 2024.

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Post Employment	Long Term	Share Based Payments		Total
		Superannuation	Long Service Leave	
29,928	-	-	-	290,171
27,399	-	-	-	278,599
8,774	-	-	-	85,065
17,798	-	-	-	179,598
19,277	-	-	-	186,902
17,798	-	-	-	179,598
18,282	-	-	-	177,257
15,961	-	-	-	161,061
76,261	-	-	-	739,395
78,956	-	-	-	798,856

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 2024 #	Performance rights granted #	Vested & Exercised #	Lapsed or not achieved #	Holdings at 30 June 2025 #	Amount Yet to Vest \$
Cash settled						
David Tudehope	4,750	-	-	(4,750)	-	\$-
Aidan Tudehope	4,750	-	-	(4,750)	-	\$-
Other settlement						
David Tudehope	13,500	6,000	-	-	19,500	\$337,508
Aidan Tudehope	13,500	6,000	-	-	19,500	\$337,508
Helen Cox	18,250	6,000	-	(4,750)	19,500	\$323,351
Total	54,750	18,000	-	(14,250)	58,500	\$998,367

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
Other settlement					
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
31 Oct 2024	1 Mar 2028	1 Sept 2024 to 1 Sept 2027	\$82.54	\$42.88	18,000
Total					58,500

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 2024	Acquired on market	Other changes ³	Holdings at 30 June 2025
Non-Executive Directors:				
Peter James	22,485	1,465	-	23,950
Bart Vogel	22,922	-	(22,922)	-
Adelle Howse	1,736	-	-	1,736
Lisa Brock	1,100	-	-	1,100
Executive KMP:				
David Tudehope ^{1,2}	236,890	-	-	236,890
Aidan Tudehope ¹	41	-	-	41
David & Aidan Tudehope ¹	10,650,990	-	-	10,650,990
Helen Cox	20,796	-	-	20,796
Total	10,956,960	1,465	(22,922)	10,935,503

¹ Includes holdings by director-related entities.

² Includes holdings by a related party.

³ Represents reduction in shareholding due to individual ceasing to be Non-Executive Director during the year.

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 2025 apart from the disposal of shares disclosed in this report.

Performance of Macquarie Technology Group Limited

	REVENUE	EBITDA	NPAT	Dividends Declared	Share Price	Share Price Movement	KMP STI as % of NPAT
Year ended 30 June	(A\$ million)	(A\$ million)	(A\$ million)	(cents)	ASX Code: MAQ		%
2025	369.6	113.6	34.9	-	66.54	-28.03	1.9%
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%

¹ 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, 27 August 2025

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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 a 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 reports¹ 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 Super West' 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 number 1 Tech Workplace in Australia in 2025.

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, together with all other information which the Principles and Recommendations recommend be made publicly available.

Based on feedback from our investors, the Corporate Governance Statement has been enhanced to include a Board skills matrix and to confirm the Board and its sub-committees' responsibility to oversee ESG policies and cyber security risks.

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 ¹	109	27%
Number of females in people management positions ¹	20	27%
Number of females on the Macquarie Technology Group Board ¹	2	40%

¹ Workplace Gender Equality Agency report, August 2025

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% prior to the retirement of Bart Vogel on 31 December 2024.

Currently female representation on our Board is at 40% and Non-Executive directors at 67%.

General

Objective Outcome

Ensure that Macquarie Technology continues to have a Diversity Officer responsible for reviewing progress and report annually to the Board.

A 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 27%.

Aim to maintain proportion of female people managers of total at 30.0%.

The proportion of female people managers is currently 20%

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

Corporate Governance Statement

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.

Principle 2

Structure the Board to be effective and add value

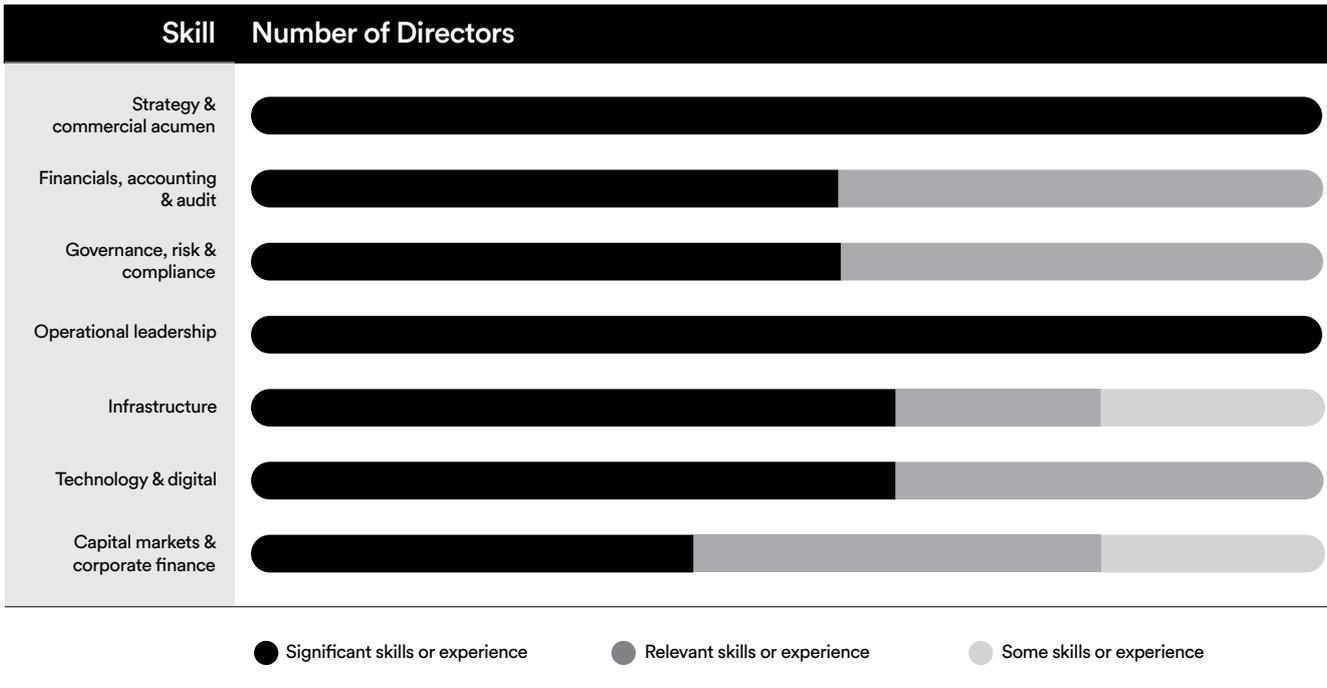
The Board has a People, Remuneration and Culture Committee. The members of the Committee are the independent Non-executive Directors. The names of the members of the Committee and their attendances at meetings of the Committee appear in the Directors' Report. The People, Remuneration and Culture Committee 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;
- assessing the extent to which the required skills are represented 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.

Board Skills Matrix

The Board encourages a mix of skills in its makeup. It currently has a diverse range of experience amongst its directors including extensive Information Technology, Telecommunications industry and Government experience. The Group's 'Board Skills Matrix' is reviewed annually.



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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 Board considers that Peter James (Chairman, member of the Audit and Risk Management Committee, and Chair of the People, Remuneration and Culture Committee), Lisa Brock (Chair of the Audit and Risk Management Committee and member of the People, Remuneration and Culture Committee, and Adelle Howse (member of the Audit and Risk Management Committee and the People, Remuneration and Culture Committee) are independent directors free from any interest, position or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of the Company as a whole rather than in the interests of an individual shareholder or other party. Peter James joined the Board in 2012 and was appointed Chair in July 2014. The Board, absent Mr James, has considered his tenure when assessing whether he should be considered to be independent, in addition to his conduct to date on the Board. The Board continues to consider Peter James to be independent.

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.

Corporate Governance Statement

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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. The Charter incorporates the Committee's structure, purpose, duties and responsibilities, financial oversight and risk management including its oversight of ESG policies, reporting systems to manage risk. Based on feedback from investors Committee's Charter has been updated to incorporate ESG policies and risk. 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.

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

Corporate Governance Statement

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, including Cyber Security;
- 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 27 August 2025 and has been approved by the Board of Macquarie Technology Group Limited.

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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 2025, 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
27 August 2025

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Consolidated Statement of Comprehensive Income

Year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Revenue	2.2	369,649	363,294
Expenses	2.3	(312,275)	(312,240)
Operating profit		57,374	51,054
Finance income		4,974	4,135
Finance costs	2.3	(11,686)	(7,947)
Profit before income tax		50,662	47,242
Income tax expense	5.1	(15,807)	(14,241)
Profit after income tax for the year attributable to owners of the parent		34,855	33,001
Other comprehensive income			
Items that may be reclassified to profit and loss:			
Exchange difference on translation of foreign operations		30	(28)
Total comprehensive income for the year attributable to owners of the parent		34,885	32,973

	Notes	2025 cents	2024 cents
Earnings per share for profit attributable to the ordinary equity holders of the Group:			
Basic earnings per share	2.4(a)	135.2	134.7
Diluted earnings per share	2.4(b)	134.4	134.1

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 2025

	Notes	2025 \$'000	2024 \$'000
Current assets			
Cash and cash equivalents	3.1	6,202	29,974
Trade and other receivables	3.2	11,501	12,946
Accrued income		20,940	20,265
Prepayments		17,280	19,538
Other current assets		1,527	2,224
Financial assets	3.3	56,160	85,000
Total current assets		113,610	169,947
Non-current assets			
Property, plant and equipment	3.5	552,251	453,956
Intangible assets	3.6	17,163	16,620
Right-of-use assets	3.7	31,797	35,261
Prepayments		12,724	12,869
Other non-current assets		2,243	1,233
Total non-current assets		616,178	519,939
Total assets		729,788	689,886
Current liabilities			
Trade and other payables	3.4	65,014	49,955
Provisions	3.8	7,328	8,058
Lease liabilities	3.7	4,544	3,880
Other current liabilities	3.9	12,140	3,103
Current tax liabilities	5.2	10,476	20,073
Total current liabilities		99,502	85,069
Non-current liabilities			
Trade and other payables	3.4	3,830	4,266
Provisions	3.8	5,890	5,634
Lease liabilities	3.7	31,486	34,718
Borrowings	4.1	-	-
Financial liabilities	4.2	92,852	92,187
Deferred tax liability	5.2	4,104	7,627
Other non-current liabilities	3.9	5,123	5,133
Total non-current liabilities		143,285	149,565
Total liabilities		242,787	234,634
Net assets		487,001	455,252
Equity			
Contributed equity	4.3	302,765	302,765
Other equity	4.3	(7,507)	(731)
Reserves	4.4	11,109	7,439
Retained earnings	4.4	180,634	145,779
Total equity		487,001	455,252

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 2025

	Notes	Contributed Equity \$'000	Other Equity \$'000	Reserves \$'000	Retained Earnings \$'000	Total \$'000
Balance at 1 July 2023		202,499	(731)	4,429	112,778	318,975
Profit for the year		-	-	-	33,001	33,001
Other comprehensive income		-	-	(28)	-	(28)
Total comprehensive income for the year		-	-	(28)	33,001	32,973

Transactions with owners in their capacity as owners:

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(c)	-	-	-	-	-
Share based payment	4.4	-	-	3,924	-	3,924
Issue of treasury share to employees	4.3(c)	-	886	(886)	-	-
Total		100,266	-	3,038	-	103,304
At 30 June 2024		302,765	(731)	7,439	145,779	455,252

Balance at 1 July 2024		302,765	(731)	7,439	145,779	455,252
Profit for the year		-	-	-	34,855	34,855
Other comprehensive income		-	-	30	-	30
Total comprehensive income for the year		-	-	30	34,855	34,885

Transactions with owners in their capacity as owners:

Dividends provided for or paid		-	-	-	-	-
Contributions of equity net of transaction costs		-	-	-	-	-
Issuance of shares into employee share trust	4.3(b)	-	-	-	-	-
Purchase of shares in employee share trust	4.3(c)	-	(6,776)	-	-	(6,776)
Share based payment	4.4	-	-	3,640	-	3,640
Issue of treasury share to employees	4.3(c)	-	-	-	-	-
Total		-	(6,776)	3,640	-	(3,136)
At 30 June 2025		302,765	(7,507)	11,109	180,634	487,001

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 2025

	Notes	2025 \$'000	2024 \$'000
Cash flow from operating activities			
Receipts from customers		415,402	399,856
Payments to suppliers and employees		(285,127)	(286,632)
		130,275	113,224
Interest received		5,141	3,751
Income tax (paid)/received		(25,492)	846
Net cash flows from operating activities	3.1	109,924	117,821
Cash flows from investing activities			
Receipts from/(payments for) financial assets		28,840	(39,000)
Acquisition of non-current assets:			
Property, Plant & Equipment		(127,228)	(136,738)
Intangibles		(10,194)	(9,164)
Net cash flows from investing activities		(108,582)	(184,902)
Cash flows from financing activities			
Proceeds from issues of shares, net of transaction costs		-	97,863
Purchase of shares in employee share trust		(6,776)	-
Principal elements of lease payments		(4,154)	(4,932)
Interest and other finance costs paid		(14,184)	(8,390)
Net cash flows (used in)/from financing activities		(25,114)	84,541
Net (decrease)/increase in cash and cash equivalents		(23,772)	17,460
Cash and cash equivalents at the beginning of the financial year		29,974	12,514
Cash and cash equivalents at the end of the year	3.1	6,202	29,974

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 2025

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 2025 was authorised for issue in accordance with a resolution of directors on 27 August 2025. 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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Notes to the Consolidated Financial Statements

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	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Revenue								
External revenue	208,153	203,425	47,706	39,558	112,564	119,705	368,423	362,688
Inter-segment revenue	3,227	2,463	31,515	30,398	-	-	34,742	32,861
Other revenue	501	373	677	57	48	176	1,226	606
Total segment revenue and other revenue	211,881	206,261	79,898	70,013	112,612	119,881	404,391	396,155
Inter-segment elimination	(3,227)	(2,463)	(31,515)	(30,398)	-	-	(34,742)	(32,861)
Total consolidated revenue and other revenue	208,654	203,798	48,383	39,615	112,612	119,881	369,649	363,294
Results								
EBITDA	53,031	50,771	36,608	34,669	23,968	23,628	113,607	109,068
Depreciation and amortisation	(22,664)	(20,725)	(22,353)	(24,075)	(11,216)	(13,214)	(56,233)	(58,014)
Segment results before interest and tax	30,367	30,046	14,255	10,594	12,752	10,414	57,374	51,054
Finance income							4,974	4,135
Finance costs							(11,686)	(7,947)
Consolidated entity profit from ordinary activities before income tax expense							50,662	47,242
Income tax expense							(15,807)	(14,241)
Net profit							34,855	33,001
Acquisition of non-financial assets								
Allocated acquisitions	22,384	17,037	116,232	203,035	6,371	5,080	144,987	225,152
Unallocated acquisitions	-	-	-	-	-	-	5,107	4,986
Total acquisition of non-financial assets	22,384	17,037	116,232	203,035	6,371	5,080	150,094	230,138
Segment assets								
Segment assets	46,488	44,273	530,152	435,997	16,428	17,592	593,068	497,862
Unallocated							136,720	192,024
Total assets							729,788	689,886
Segment liabilities								
Segment liabilities	3,268	4,235	121,972	122,446	3,641	4,104	128,881	130,785
Unallocated							113,906	103,849
Total liabilities							242,787	234,634

There are no material unusual items requiring separate disclosure in the segment results.

Notes to the Consolidated Financial Statements

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. Interest income and finance cost are not allocated to segments, because financing and cash management activities are the responsibility of the group's central treasury function. Segment assets comprise Property, Plant and Equipment, Intangible assets and Right-of-use assets which are directly attributable to a segment and can be allocated on a reasonable basis. Cash and Cash equivalents, trade and other receivables, accrued income, prepayments, financial assets and other assets are not allocated to a segment. Segment liabilities comprise Lease Liabilities and Financial Liabilities which are directly attributable to a segment and can be allocated on a reasonable basis. Trade and other payables, provisions, current tax liabilities, deferred tax liabilities and other liabilities are not allocated to a segment. The Group's Chief Operating Decision Maker is the Chief Executive.

2.2 Revenue

	2025 \$'000	2024 \$'000
Revenue from contracts with customers	368,423	362,688
Other revenue	1,226	606
Total revenue and other revenue	369,649	363,294

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.

	2025	2024		
	Service revenue \$'000	Hardware revenue \$'000	Other revenue \$'000	Total \$'000
2025				
Cloud Services and Government	208,153	-	501	208,654
Data Centres	47,706	-	677	48,383
Telecom	112,285	279	48	112,612
	368,144	279	1,226	369,649
2024				
Cloud Services and Government	203,425	-	373	203,798
Data Centres	39,558	-	57	39,615
Telecom	119,274	431	176	119,881
	362,257	431	606	363,294

2. Group performance (cont'd)

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.



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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

	2025 \$'000	2024 \$'000
Amortisation of non-financial assets		
Intangibles	10,718	11,477
Depreciation of non-financial assets		
Property, plant and equipment	40,506	38,468
Right-of-use Asset – Plant and Equipment	380	295
Right-of-use Asset – Buildings	4,629	7,774
Total depreciation and amortisation expense	56,233	58,014
Employment costs	96,746	96,860
Supplier costs for network and service delivery	106,269	105,301
Marketing	1,779	2,627
Other people costs	4,546	5,546
Repairs and Maintenance	8,582	7,271
Other expenses	38,120	36,621
	256,042	254,226
Total expenses	312,275	312,240
Finance costs – borrowing costs	9,843	1,456
Finance costs – lease liabilities	1,843	6,491
Total finance costs	11,686	7,947

The total cash outflow for leases in 2025 was \$5.9m (2024: \$11.9m).

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2.4 Earnings per share

	2025 cents	2024 cents
(a) Basic earnings per share		
Basic earnings per share attributable to the ordinary equity holders of the Group	135.2	134.7
(b) Diluted earnings per share		
Diluted earnings per share attributable to the ordinary equity holders of the Group	134.4	134.1

	2025 \$000	2024 \$000
(c) Reconciliation of earnings used in calculating earnings per share		
Profit attributable to the ordinary equity holders of the Group used in calculating basic and diluted earnings per share	34,855	33,001

	2025 No. of shares	2024 No. of shares
(d) Weighted average number of ordinary shares used in calculating basic earnings per share		
Weighted average number of ordinary shares ¹	25,773,732	24,504,697
Effect of dilutive securities of share performance rights	156,859	109,048
Adjusted weighted average number of ordinary shares used in calculating diluted earnings per share:	25,930,591	24,613,745

¹ 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

	2025 \$'000	2024 \$'000
Cash at bank	6,202	29,974

	2025 \$'000	2024 \$'000
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(a) Reconciliation of profit after income tax expense to net cash inflow from operating activities

Profit after income tax expense	34,855	33,001
Amortisation of non-financial assets	10,718	11,477
Depreciation of non-financial assets	40,506	38,468
Depreciation of right-of-use asset	5,009	8,069
Share based payment	2,279	1,327
Finance costs	11,686	7,947
Loss on disposal of non-current assets	32	-
Changes in operating assets and liabilities		
Decrease in trade and other receivables	1,445	822
(Increase) in accrued income	(675)	(539)
Decrease/(increase) in prepayments	5,569	(748)
(Decrease) in net deferred tax liabilities	(132)	(6,464)
(Increase) in other assets	(313)	(503)
Increase in trade and other payables	294	3,897
(Decrease)/increase in current tax liabilities	(9,597)	19,432
(Decrease)/increase in provisions	(433)	655
Increase in other liabilities	8,681	980
Net cash inflow from operating activities	109,924	117,821

(b) Non-cash investing and financing activities

Additions to the right-of-use asset of \$1.5m (2024: \$0.6m) and shares issued under the employee share scheme of \$0m (2024: \$1.3m) are 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

	2025 \$'000	2024 \$'000
Current		
Trade receivables	12,037	13,646
Expected credit loss allowance	(56)	(472)
Provision for credit notes	(498)	(248)
Other receivables	18	20
	11,501	12,946

The net movement in expected credit loss allowance and provision for credit notes was a decrease of \$0.2m (2024: decrease of \$0.1m).

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 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 2025 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

	2025 \$'000	2024 \$'000
(a) Current		
Term deposits	56,160	85,000
	56,160	85,000

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

	2025 \$'000	2024 \$'000
(a) Current		
Trade payables	39,175	35,130
Other payables and accruals	25,839	14,825
	65,014	49,955
b) Non-current		
Trade payables – Non-current	3,830	4,266

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 14, 30 and 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
Year ended 30 June 2025				
Opening net book value	69,391	129,965	254,600	453,956
Asset reclass	(1,731)	1,195	(532)	(1,068)
Additions	1,600	68,048	70,253	139,901
Disposals	-	(32)	-	(32)
Depreciation expense	(5,049)	(29,510)	(5,947)	(40,506)
Closing net book value	64,211	169,666	318,374	552,251
At 30 June 2025				
Cost	110,234	348,846	351,680	810,760
Accumulated depreciation	(46,023)	(179,180)	(33,306)	(258,509)
Net book value	64,211	169,666	318,374	552,251
Year ended 30 June 2024				
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)
Closing net book value	69,391	129,965	254,600	453,956
At 30 June 2024				
Cost	111,235	348,914	270,685	730,834
Accumulated depreciation	(41,844)	(218,949)	(16,085)	(276,878)
Net book value	69,391	129,965	254,600	453,956

Assets in the course of construction

The carrying value of property, plant and equipment and intangibles includes \$128.7m (2024: \$42.1m) 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
Year ended 30 June 2025			
Opening net book value	4,903	11,717	16,620
Asset reclass	629	439	1,068
Additions	1,302	8,891	10,193
Amortisation	(3,276)	(7,442)	(10,718)
Closing net book value	3,558	13,605	17,163
At 30 June 2025			
Cost	54,086	64,864	118,950
Accumulated amortisation	(50,528)	(51,259)	(101,787)
Net book value	3,558	13,605	17,163
Year ended 30 June 2024			
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)
Closing net book value	4,903	11,717	16,620
At 30 June 2024			
Cost	64,060	54,623	118,683
Accumulated amortisation	(59,157)	(42,906)	(102,063)
Net book value	4,903	11,717	16,620

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	2025 \$'000	2024 \$'000
Land and buildings - right-of-use	54,746	53,847
Less: Accumulated depreciation	(23,654)	(19,025)
	31,092	34,822
Plant and equipment - right-of-use	1,235	695
Less: Accumulated depreciation	(530)	(256)
	705	439
Total Right-of-use assets	31,797	35,261

Additions to the right-of-use assets during the year were \$1.5m. Refer to Note 2.3 for depreciation recognised on right-of-use assets.

Notes to the Consolidated Financial Statements

3. Operating assets and liabilities (cont'd)

Lease Liabilities	2025 \$'000	2024 \$'000
(a) Current liabilities		
Lease Liabilities	4,544	3,880
(b) Non-current liabilities		
Lease Liabilities	31,486	34,718

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 FY25 was \$5.9m.

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

	2025 \$'000	2024 \$'000
(a) Current liabilities		
Employee benefits – Annual Leave	3,189	3,873
Employee benefits - Long Service Leave	4,139	4,185
	7,328	8,058
(b) Non-current liabilities		
Employee benefits – Long Service Leave	1,833	1,536
Make good provision	4,057	4,098
	5,890	5,634
(c) A reconciliation of the movement in the employee benefits provision balance are as follows:		
At 1 July	9,594	8,822
Net additional amounts provided	7,063	6,862
Amounts used during the period	(7,496)	(6,090)
At 30 June	9,161	9,594
(d) The aggregate employee benefits liability is comprised of:		
Accrued wages, salaries and on costs - current	6,770	5,407
Provision – current	7,328	8,058
Provision – non-current	1,833	1,536
	15,931	15,001

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

	2025 \$'000	2024 \$'000
(a) Current		
Contract liability	12,140	3,103
	12,140	3,103
(b) Non-current		
Contract liability	5,123	5,133
	5,123	5,133

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.

	2025 \$'000	2024 \$'000
Opening balance of contract liabilities as at 1 July	8,236	7,256
Revenue recognised that was included in the contract liability balance at 1 July	(2,871)	(4,013)
Net additions during the year	11,898	4,993
Closing balance of contract liabilities as at 30 June	17,263	8,236

Accounting policy

Contract liabilities represents the groups 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

During the 2025 fiscal year, the Group completed a refinancing of a new undrawn \$450.0m debt facility to support the growth in Group's data centre portfolio and the construction of IC3 Super West.

The bank loans are secured against all the assets and undertakings of Macquarie Technology Group Limited, Macquarie Technology Operations Pty Limited, Macquarie Data Centres Group Pty Ltd and all subsidiaries of Macquarie Data Centres Group 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 interest cover and leverage ratios and report on a bi-annual basis.

The Group has complied with these financial covenants throughout the reporting period (2024: complied).

Financing arrangements

The Group has a maximum debt facility of \$450.0m (2024: \$190.0m). As at 30 June 2025, \$450.0m (2024: \$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 \$7.3m (2024: \$18.3m). As at 30 June 2025, \$17.7m (2024: \$6.7m) 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

	2025 \$'000	2024 \$'000
Financial liabilities – loan note	92,852	92,187
	92,852	92,187

The financial liabilities include an unsecured debt obligation (loan note) with KDCR Australia Pte. Ltd with a face value of \$90.0m. The initial interest rate was 6.97% per annum with annual escalation linked to CPI and interest is payable monthly. 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

	2025 \$'000	2024 \$'000
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(a) Share capital

Ordinary shares authorised and fully paid	302,765	302,765
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	2025 Number	2025 \$'000	2024 Number	2024 \$'000
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(b) Movement in share on issue

Balance at beginning of year	25,773,732	302,765	24,344,268	202,499
Employee share scheme issued	-	-	50,153	886
Contributions to equity net of transaction costs and tax	-	-	1,379,311	99,380
Balance at end of the year	25,773,732	302,765	25,773,732	302,765

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.

	2025 Number	2025 \$'000	2024 Number	2024 \$'000
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(c) Other equity

Balance at beginning of year	(12,360)	(731)	(12,360)	(731)
Issuance of shares to the Trust	-	-	(50,153)	(886)
Purchase of shares in employee share trust	(83,927)	(6,776)	-	-
Purchase of shares under the LTI Scheme	-	-	-	-
Issue of shares under the LTI scheme	-	-	50,153	886
Balance at end of the year	(96,287)	(7,507)	(12,360)	(731)

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

	2025 \$'000	2024 \$'000
(a) Reserves		
Foreign currency translation reserve	(115)	(145)
Share based payment reserve	11,224	7,584
	11,109	7,439
(b) Movements in reserves		
(i) Foreign currency translation reserve:		
Balance at beginning of year	(145)	(117)
Loss on translation of foreign controlled entity	30	(28)
Balance at end of year	(115)	(145)
(ii) Share based payment reserve:		
Balance at beginning of year	7,584	4,546
Share based payments expense	2,437	1,327
Deferred tax on vested cash settled rights	-	2,242
Deferred tax movements	(635)	(533)
Tax payable movement	1,838	888
Issue of treasury shares to employees	-	(886)
Balance at end of year	11,224	7,584
(c) Retained earnings:		
Balance at beginning of year	145,779	112,778
Net profit for the year	34,855	33,001
Total available for appropriation	180,634	145,779
Dividends paid or provided for	-	-
Balance at end of year	180,634	145,779

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

	2025 \$'000	2024 \$'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 2025.

	2025 \$'000	2024 \$'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% (2024: 30%)	36,072	10,580
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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 22 October 2024, the company granted 12,000 equity share performance rights (31 December 2023: nil) which have a vesting date of 31 March 2027, to senior managers as a project based incentive. The performance conditions are linked to delivery of project milestones related to the construction of IC3 Super West and to the delivery of customer contracts. The performance rights were valued using a binomial tree methodology. The average fair value at grant date of each right was \$82.02 equating to a total of \$984,240.

On 31 October 2024, the company granted 71,000 equity share performance rights (31 December 2023: 81,000) which have a vesting date of 1 March 2028, 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 average fair value at grant date of each right was \$42.88 equating to a total of \$3,044,480.

The total number of outstanding performance rights as at 30 June 2025 is 220,580 (2024: 188,740) valued at \$7,829,048 (2024: \$4,780,391), amortised over the period to the vesting date. The amount of performance rights amortisation expense for the period was \$2,279,260 (2024: \$1,637,380), \$157,722 benefit for cash settled and \$2,436,983 expense for equity settled (2024: \$310,136 cash settled, and \$1,327,244 equity settled). The liability recognised at year end for the cash settled transactions is nil (2024: \$157,722).

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
Year ended 30 June 2025							
1 Dec 2021	1 Mar 2025	67.00	43,350	-	-	(43,350)	-
30 Oct 2022	1 Mar 2026	56.00	54,390	-	-	(4,060)	50,330
30 Jun 2023	1 Mar 2026	68.32	14,000	-	-	-	14,000
20 Dec 2023	1 Mar 2027	66.78	77,000	-	-	(2,000)	75,000
22 Oct 2024	31 Mar 2027	82.02	-	12,000	-	-	12,000
31 Oct 2024	1 Mar 2028	82.57	-	71,000	-	(1,750)	69,250
			188,740	83,000	-	(51,160)	220,580
Year ended 30 June 2024							
10 Nov 2020	1 Mar 2024	46.90	72,500	-	(63,745)	(8,755)	-
24 Jun 2021	1 Mar 2024	52.00	-	-	-	-	-
1 Dec 2021	1 Mar 2025	67.00	44,700	-	-	(1,350)	43,350
30 Oct 2022	1 Mar 2026	56.00	56,420	-	-	(2,030)	54,390
30 Jun 2023	1 Mar 2026	68.32	14,000	-	-	-	14,000
20 Dec 2023	1 Mar 2027	66.78	-	81,000	-	(4,000)	77,000
			187,620	81,000	(63,745)	(16,135)	188,740

Performance rights outstanding at 30 June 2025 have the following performance period and vesting date.

Grant date	Performance period start	Performance period end	Vesting date	Performance rights 30 June 2025	Performance rights 30 June 2024
1 December 2021	1 September 2021	1 September 2024	1 March 2025	-	43,350
30 October 2022	1 September 2022	1 September 2025	1 March 2026	50,330	54,390
30 June 2023	1 September 2022	1 September 2025	1 March 2026	14,000	14,000
20 December 2023	1 September 2023	1 September 2026	1 March 2027	75,000	77,000
22 October 2024	1 July 2024	31 March 2027	31 March 2027	12,000	-
31 October 2024	1 September 2024	1 September 2027	1 March 2028	69,250	-
				220,580	188,740

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:

Notes to the Consolidated Financial Statements

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

4.7 Financial Risk Management (cont'd)

	2025 AUD equivalent \$'000			2024 AUD equivalent \$'000		
	USD	SGD	NZD	USD	SGD	NZD
Cash and cash equivalents	-	-	-	-	-	-
Trade and other payables	2,870	-	67	2,339	-	81

Based on the financial instruments held at 30 June 2025, 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 \$267,000 lower/\$326,000 higher (2024: \$220,000 lower/\$269,000 higher) as a result of foreign exchange gains/losses.

(ii) Interest rate risk

The Group's interest rate risk arises from long-term borrowings and financial liabilities. Borrowings obtained at variable rates expose the Group to interest rate risk. Financial liabilities are linked to an annual CPI escalation. The Group also has cash at bank at variable rates.

	Floating interest rate		Fixed interest rate maturing in			
			1 year or less		Over 1 to 2 years	
	2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 \$000	2024 \$000
(i) Financial assets						
Cash	6,201	29,787	-	-	-	-
Term deposit	-	-	56,160	85,000	-	-
Trade and other receivables	-	-	-	-	-	-
Accrued income	-	-	-	-	-	-
Total financial assets	6,201	29,787	56,160	85,000	-	-
(ii) Financial liabilities						
Payables	-	-	-	-	-	-
Lease Liabilities	-	-	23	150	4,665	141
Borrowings ¹	-	-	-	-	-	-
Loan note ²	92,852	92,187	-	-	-	-
Total financial liabilities	92,852	92,187	23	150	4,665	141

¹Weighted average effective interest rate does not include other costs associated with the debt facility.

²Unsecured Keppel DC REIT loan note.

The Group's borrowings outstanding, totalling \$0 (2024: \$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 (2024: \$0 lower/higher) as a result of higher/lower interest expense from these borrowings.

The Group incurred \$0 (2024: \$0) during the year in interest expense from the Group's long-term borrowings which have been capitalised as property, plant and equipment.

The Group's financial liabilities totalling \$92.9 million (2024: \$92.2 million) is loan note with interest payable monthly and a bullet payment at maturity. If CPI had changed by + / - 10% from year end rates with all other variables held constant, post-tax profit would have been \$27,199 lower/higher (2024: \$0 lower/higher) as a result of higher/lower interest expense from these financial liabilities.

(iii) Other market risk

The Group does not carry any other market risk.

(iv) Cash flow and fair value interest rate risk

More than 2 years		Non-interest bearing		Total as per the Statement of Financial Position		Weighted average effective interest rate	
2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 % pa	2024 % pa
-	-	1	187	6,202	29,974	2.99	4.40
-	-	-	-	56,160	85,000	4.73	4.62
-	-	11,501	13,646	11,501	13,646	-	-
-	-	20,940	20,265	20,940	20,265	-	-
-	-	32,443	34,098	94,803	148,885		
-	-	65,014	49,955	65,014	49,955	-	-
31,342	38,307	-	-	36,030	38,598	3.03-8.43	1.89-7.7
-	-	-	-	-	-	-	-
-	-	-	-	92,852	92,187	7.26	6.97
31,342	38,307	65,014	49,955	193,896	180,740		

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 2025 and 30 June 2024 was determined as follows for trade receivables:

	Current ¹ \$'000	15 - 30 days \$'000	31- 60 days \$'000	61 - 90 days \$'000	> 90 days \$'000	Total \$'000
30 June 2025						
Expected loss rate	1.5%	0%	4%	26%	47%	
Gross carrying amount – trade receivables	9,816	1,743	202	161	115	12,037
Gross carrying amount – contract assets	20,940	-	-	-	-	20,940
Loss Allowance	450	-	8	42	54	554
30 June 2024						
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
Loss Allowance	120	86	144	122	248	720

¹Current 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
At 30 June 2025						
Non-interest bearing		65,014	-	-	-	65,014
Fixed rate						
Lease Liability ¹	3.03-8.43	2,999	3,046	5,174	46,229	57,448
		68,013	3,046	5,174	46,229	122,462
At 30 June 2024						
Non-interest bearing		49,955				49,955
Fixed rate						
Lease Liability ¹	1.89-7.7	2,634	2,835	5,550	44,123	55,142
		52,589	2,835	5,550	44,123	105,097

¹ Contractual cashflows over 2 years includes options on lease terms that are reasonably certain but yet to be exercised.

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Notes to the Consolidated Financial Statements

5. Taxation

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

5.1 Income tax expense

	2025 \$'000	2024 \$'000
Current tax	21,889	21,291
Deferred tax	(4,550)	(7,023)
Prior year	(1,532)	(27)
Total income tax expense	15,807	14,241
Income tax expense is attributable to:		
Profit from continuing operations	15,807	14,241
Deferred income tax (credit)/expense included in income tax expense comprises:		
Decrease/(increase) in deferred tax assets	278	26,862
(Decrease)/increase in deferred tax liabilities	(4,828)	(33,885)
Net (decrease)/increase in deferred tax liabilities	(4,550)	(7,023)
Numerical reconciliation of income tax expense to prima facie tax payable		
Profit from continuing operations before income tax expense	50,662	47,242
Prima facie tax at the Australian tax rate of 30% (2024: 30%)	15,199	14,173
Tax effect of amounts which are not deductible/(taxable) in calculating taxable income:		
Expenditure not allowable for income tax purposes	416	120
Adjustment to tax in respect of prior years	192	(52)
Income tax expense	15,807	14,241
Effective tax rate	31%	30%

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5. Taxation (cont'd)

5.2 Current/deferred tax assets and liabilities

	2025 \$'000	2024 \$'000
Current tax payable		
Current tax payable	(10,476)	(20,073)
Deferred tax assets		
The balance comprises temporary differences attributable to:		
Depreciation due to timing differences for accounting purposes	2,543	2,353
Employee benefits	4,822	5,139
Accrued expenses	4,969	4,864
Provisions for impaired receivables and credit notes	166	216
Lease liabilities	10,809	11,611
Other assets	985	1,416
Total deferred tax assets	24,294	25,599
Set-off deferred tax liabilities pursuant to set-off provisions	(24,294)	(25,599)
Net deferred tax assets	-	-
Deferred tax liabilities		
The balance comprises temporary differences attributable to:		
Depreciation due to timing differences for accounting purposes	18,005	21,950
Other receivables	854	666
Right of Use Assets	9,539	10,610
Total deferred tax liabilities	28,398	33,226
Set-off of deferred tax liabilities pursuant to set-off provisions	(24,294)	(25,599)
Net deferred tax liabilities	4,104	7,627

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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:

	2025 \$'000	2024 \$'000
Statement of financial position		
Current Assets	-	-
Total Assets	345,846	351,065
Current liabilities	7,164	7,569
Total liabilities	7,164	7,569
Net assets	338,682	343,496
Equity		
Contributed equity	307,410	307,410
Other equity	(7,507)	(731)
Reserves – Share based payment	6,579	2,939
Retained earnings	32,200	33,878
Equity	338,682	343,496
Income Statement		
Loss for the year	(1,772)	(1,556)
Total comprehensive loss	(1,772)	(1,556)

(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”), Macquarie Cloud Services Pty Limited (“MCS”) (together the “Closed Group”) entered into a Deed of Cross Guarantee dated 28 June 2005.

The financial information of the Deed of Cross Guarantee Closed Group materially 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 the other Deed of Cross Guarantee Closed Group members, which 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 to include Macquarie Cloud Pty Limited (“MC”), on 28 April 2020 to include Macquarie Data Centres Pty Limited (“MDC”), and on 2 February 2025 to include Macquarie Data Centres Group Pty Ltd (“MDCG”), Macquarie Data Centres Macquarie Park Campus Holdco Pty Ltd (“MDCMPCH”), Macquarie Data Centres Manager Pty Ltd (“MDCM”), Macquarie Data Centres Macquarie Park Property TST Pty Ltd (“MDCMPPT”), Macquarie Data Centres Macquarie Park Property SubTST Pty Ltd (“MDCMPPS”), Macquarie Data Centres Macquarie Park HoldCo Pty Ltd (“MDCMPH”), Macquarie Data Centres Canberra HoldCo Pty Ltd (“MDCCH”), Macquarie Data Centres Canberra InfraCo Pty Ltd (“MDCCI”), Macquarie Data Centres Sydney HoldCo Pty Ltd (“MDCSH”) and Macquarie Data Centres Sydney InfraCo Pty Ltd (“MDCSI”), respectively and, as such, all these entities have 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

Macquarie Technology Group Limited (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

The Parent entity did not have any contractual commitments for the acquisition of property, plant or equipment as at 30 June 2025 and 30 June 2024.

(e) Going concern basis of accounting

The Parent entity has a current asset deficit of \$7.2 million at the end of the financial year (2024: \$7.6 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

	2025 \$	2024 \$
Short-term employee benefits	3,570,194	3,544,721
Post-employment benefits	166,057	161,152
Long-term benefits	(18,145)	45,069
Share-based payments	384,066	464,261
	4,102,172	4,215,203

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	
		2025 %	2024 %
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 Macquarie Park InfraCo Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Group Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Manager Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Macquarie Park Campus HoldCo Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Macquarie Park Property TST Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Macquarie Park Property Trust	Australia	100.00	100.00
Macquarie Data Centres Macquarie Park Property SubTST Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Macquarie Park Property SubTrust	Australia	100.00	100.00
Macquarie Data Centres Macquarie Park HoldCo Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Canberra Holdco Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Canberra InfraCo Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Sydney HoldCo Pty Ltd	Australia	100.00	100.00
Macquarie Data Centres Sydney InfraCo Pty Ltd	Australia	100.00	100.00
MDC New Site HoldCo Pty Ltd	Australia	100.00	100.00
MDC New Site TopTST Pty Ltd	Australia	100.00	100.00
MDC New Site TopTrust	Australia	100.00	100.00
MDC New Site MidTST Pty Ltd	Australia	100.00	100.00
MDC New Site MidTrust	Australia	100.00	100.00
MDC New Site SubTST Pty Ltd	Australia	100.00	100.00
MDC New Site SubTrust	Australia	100.00	100.00
MDC New Site TopCo Pty Ltd	Australia	100.00	100.00
MDC New Site MidCo Pty Ltd	Australia	100.00	100.00
MDC New Site OpCo Pty Ltd	Australia	100.00	100.00

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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

	2025 \$'000	2024 \$'000
(a) Capital expenditure commitments		
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	180,018	112,444
Software	1,225	1,276
Later than one year and not later than five years		
Property, plant and equipment	30,057	169,841
	211,300	283,561

(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	44,239	11,616
Later than one year and not later than five years	25	664
	44,264	12,280

7.2 Auditor's remuneration

The auditor of Macquarie Technology Group is PricewaterhouseCoopers.

	2025 \$	2024 \$
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	484,000	506,940
Other services in relation to the Group and any other entity in the Group	21,300	19,500
	505,300	526,440

7.3 Events after the reporting period

In July 2025, a wholly owned subsidiary of the Group entered into a put and call option agreement (the Option) to purchase a large parcel of land for a new data centre campus in Sydney. The proposed acquisition is subject to development approvals and includes subdivision of the land, which is expected to take a number of months to obtain planning approval. If the subdivision is successful and the Option is exercised, the Group intends to fund the \$240 million purchase price through a combination of existing cash reserves and its corporate debt facility. A nominal fee was paid by both parties on entering into the Option.

The Group is not aware of any other 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 2025 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

Name of entity	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 Macquarie Park InfraCo Pty Ltd	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
MDC New Site HoldCo Pty Ltd	Body corporate
MDC New Site TopTST Pty Ltd	Body corporate
MDC New Site TopTrust	Trust
MDC New Site MidTST Pty Ltd	Body corporate
MDC New Site MidTrust	Trust
MDC New Site SubTST Pty Ltd	Body corporate
MDC New Site SubTrust	Trust
MDC New Site TopCo Pty Ltd	Body corporate
MDC New Site MidCo Pty Ltd	Body corporate
MDC New Site OpCo 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	Place of incorporation	Australian resident	Foreign jurisdiction
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Singapore	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
Trustee	100.00	Australia	Yes	n/a*
-	n/a	n/a	Yes	n/a
Trustee	100.00	Australia	Yes	n/a*
-	n/a	n/a	Yes	n/a
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
-	100.00	Australia	Yes	n/a*
Trustee	100.00	Australia	Yes	n/a
-	n/a	n/a	Yes	n/a
Trustee	100.00	Australia	Yes	n/a
-	n/a	n/a	Yes	n/a
Trustee	100.00	Australia	Yes	n/a
-	n/a	n/a	Yes	n/a
-	100.00	Australia	Yes	n/a
-	100.00	Australia	Yes	n/a
-	100.00	Australia	Yes	n/a

Consolidated Entity Disclosure Statement (cont'd)

Basis of preparation

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.

Determination of tax residency

Section 295 (3B)(a) of the Corporation Act 2001 defines tax residency as having the meaning in the Income Tax Assessment Act 1997. The determination of tax residency involves judgement as there are different interpretations that could be adopted, and which could give rise to a different conclusion on residency.

In determining tax residency, the consolidated entity has applied the following interpretations:

Australian tax residency:

- The consolidated entity has applied current legislation and judicial precedent, including having regard to the Tax Commissioner's public guidance in Tax Ruling TR 2018/5.

Trusts

For the purpose of this CEDS, Macquarie Data Centres Macquarie Park Property Trust, Macquarie Data Centres Macquarie Park Property SubTrust, MDC New Site TopTrust, MDC New Site MidTrust and MDC New Site SubTrust are determined to be Australian residents as they are resident trust estates within the meaning of Division 6 of Part III of the Income Tax Assessment Act 1936.

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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 56 to 95 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 2025 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 pages 96 to 98 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 2025.
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
27 August 2025

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Independent auditor's report

To the members of Macquarie Technology Group Limited

Report on the audit of the financial report

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:

- a. giving a true and fair view of the Group's financial position as at 30 June 2025 and of its financial performance for the year then ended
- b. 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 2025
- 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 2025
- 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.

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>Revenue recognition - Revenue from contracts with customers</p> <p>(Refer to note 2.2)</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"> • revenue is the most financially significant item in the consolidated statement of comprehensive income; • there are high volumes of transactions with customers that may relate to more than just the current financial period; and • revenue recognition relies on the successful interaction of systems and information from carriers for accurate billing to customers. 	<p>We performed the following procedures over revenue recognition, amongst others:</p> <ul style="list-style-type: none"> • 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. • 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. • 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 recognition policy. This included agreeing transactions recorded to invoice, cash receipts and customer contracts to assess whether: <ul style="list-style-type: none"> - 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.

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Key audit matter

How our audit addressed the key audit matter

- 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 2025, 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 Director 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.

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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://auasb.gov.au/media/bwvjcgre/ar1_2024.pdf. This description forms part of our auditor's report.

Report on the remuneration report

Our opinion on the remuneration report

We have audited the remuneration report included in the directors' report for the year ended 30 June 2025.

In our opinion, the remuneration report of Macquarie Technology Group Limited for the year ended 30 June 2025 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 stylized, handwritten signature in black ink that reads 'PricewaterhouseCoopers'.

PricewaterhouseCoopers

A handwritten signature in black ink that reads 'Marc Upcroft'.

Marc Upcroft
Partner

Sydney
27 August 2025

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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 25 September 2025.

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	6,624	1,277,830	4.96
1,001 - 5,000	481	996,819	3.87
5,001 - 10,000	45	324,410	1.26
10,001 - 100,000	44	1,762,135	6.84
100,001 - 999,999,999	12	21,412,538	83.07
Total	7,206	25,773,732	100.00
The number of shareholders holding less than a marketable parcel of shares			383

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	3,849,235	14.93
3 HSBC Custody Nominees (Australia) Limited	3,287,085	12.75
4 Citicorp Nominees Pty Limited	1,375,855	5.34
5 Mirrabooka Investments Limited	683,398	2.65
6 Australian Foundation Investment Company Limited	568,651	2.21
7 Ms Elizabeth Dibbs	236,715	0.92
8 Djerriwarrh Investments Limited	200,585	0.78
9 Amcil Limited	199,652	0.77
10 BNP Paribas Nominees Pty Ltd	132,511	0.51
11 HSBC Custody Nominees (Australia) Limited	123,540	0.48
12 Bond Street Custodians Limited	104,321	0.40
13 BNP Paribas Noms Pty Ltd	98,445	0.38
14 Certane CT Pty Ltd	96,287	0.37
15 Mr Neville Clyde Martin & Mrs Lauren Carol Martin	96,000	0.37
16 Warbont Nominees Pty Ltd	87,109	0.34
17 Moat Investments Pty Ltd	85,896	0.33
18 Maaku Pty Ltd	85,000	0.33
19 Netwealth Investments Limited	79,739	0.31
20 Mr Sean Patrick Martin	77,582	0.30
Total Securities of Top 20 Holdings	22,118,596	85.82
Total of Securities	25,773,732	100.00

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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	1,314,790	5.10

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 FY23 Performance Rights Plan (vesting on 1 March 2026, subject to vesting criteria)	64,330	17
2 Performance rights under the FY24 Performance Rights Plan (vesting on 1 March 2027, subject to vesting criteria)	75,000	24
3 Performance rights under the FY25 Performance Rights Plan (vesting on 1 March 2027, subject to vesting criteria)	12,000	4
4 Performance rights under the FY25 Performance Rights Plan (vesting on 1 March 2028, subject to vesting criteria)	69,250	25

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 83,927 shares at an average price of \$77.80 per share. The Employee Share Trust currently holds a total of 96,287 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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Intellicentres

Intellicentre 1

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Intellicentre 2 and 3 East

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Macquarie Park NSW 2113
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Intellicentre 4 Bunker and Intellicentre 5 South Bunker

Canberra Data Centre Campus
Fairbairn ACT 2609

