28 October 2026

Sustainability Report

Covering the Period of
November 2024 – October 2025



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Independent software maintenance
for IBM, HCL, VMware, and SAP

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A Message from our CEO

Every enterprise server runs on two clocks. One measures how long the hardware can keep working physically. The other measures how long its software vendor is prepared to support it. The second almost always runs out first, and companies replace the equipment. The carbon spent manufacturing it is written off years early. Free ICT Europe's illustrative data-centre scenario estimates roughly 40% lower annualized embodied carbon when a server's useful life stretches from three years to five.

Origina exists to stop unnecessary technology changes that cause waste. Our engineers keep IBM, HCL, VMware and SAP software supported beyond the vendor's end-of-support dates, so customers upgrade when their business needs it. While the software stays supported, the servers, storage and networking beneath it stay in productive use. Our first Double Materiality Assessment, completed this year, ranked extending the life of IT assets third of the 12 topics material to Origina. Only data security and service resilience ranked higher.

This year we also began asking customers how extended support changes their hardware decisions. Two quantified savings from avoided or deferred upgrades, of roughly €5m and €200,000. The environmental effect is harder to pin down across very different IT estates, and we would rather build that evidence properly than overclaim.

Changing how the market works matters as much. As President of Free ICT Europe, I argue for the right to own, repair and maintain ICT hardware and software, and to choose independent maintenance partners. This year, its position paper, Restoring Balance to the Enterprise ICT Market, set out how the EU's Digital Product Passport and Ecodesign for Sustainable Products Regulation could keep repair and reuse viable.

Together with Free ICT US, it challenges vendor-imposed policies and outdated support models on both sides of the Atlantic.

We hold ourselves to the same standard. Origina runs no fixed refresh cycle for its own IT: the oldest device on our recycling register is 10 years old, and we reused 25 laptops in the last financial year. In January 2026, the Science Based Targets initiative approved our near-term climate targets. Scope 3 accounts for 99.7% of our 634.8 tonnes of CO2e, and business travel alone accounts for 62%, which is why our new Regen Travel Policy matters. In March, EcoVadis upgraded us to Silver, placing Origina in the top 15% of companies it assesses.

Sustainability also means the community on our doorstep. In Dublin, our funding supports Solas Project's Solas@School programme, which helps pupils in fifth, and sixth class prepare for secondary school. In 2025, 260 young people took part in its sport programmes, and a new wellness programme reached 53 pupils. Origina colleagues volunteer as Step-Up mentors, and some judged the Community Business Final.

Last year I ended this letter by saying we were just getting started. Twelve months on, our climate targets are approved, and the first customer evidence is in. Next year, I want this letter to report a figure we have measured ourselves: how much working hardware our customers kept in service because their software stayed supported.



Origina CEO and Founder,
Tomás O'Leary

Executive Summary

This Sustainability Report reflects Origina's continued progress in embedding sustainability across its business during FY2025, building on the foundations of our inaugural interim report. Throughout the reporting period, we strengthened our approach to environmental measurement, responsible business practices, employee wellbeing and inclusion, and community engagement, while continuing to develop the sustainability opportunities associated with our core business model.

Origina's approach to sustainability is closely connected to the independent software support we provide. By supporting enterprise software beyond original equipment manufacturer (OEM) support timelines, we give customers greater choice over when and how they upgrade their systems. This creates opportunities to extend the productive life of existing IT infrastructure, with the potential to defer premature hardware replacement and associated resource use, embodied emissions and e-waste.

FY2025 performance and progress

During FY2025, Origina continued to strengthen its greenhouse gas emissions inventory, reporting a total carbon footprint of approximately 635 tCO_2e, a 4% decrease compared with the restated FY2024 baseline. Scope 3 emissions accounted for approximately 99.7% of the total, with business travel remaining the largest contributor. These findings are helping to inform priorities for emissions management and future reduction initiatives.

Alongside environmental reporting, Origina continued to develop its approach to responsible sourcing, information security, ethical business conduct and employee wellbeing. Our people and community initiatives supported inclusion, learning and development, employee engagement and volunteering, while internal circular IT practices promoted responsible management of technology assets.

Beyond our own operations, Origina continued to support wider industry dialogue through Free ICT Europe, advocating for customer choice, repair, serviceability and longer technology lifecycles.

Notable developments since FY2025

Following the reporting period, Origina achieved several important sustainability milestones in 2026. These included the approval of our near-term greenhouse gas emissions reduction targets by the Science Based Targets initiative (SBTi), completion of our first Double Materiality Assessment, which identified 12 material sustainability topics, and achievement of an EcoVadis Silver rating, placing Origina in the 90th percentile of companies assessed. In parallel, we began developing a stronger evidence base to better understand the potential environmental benefits enabled by extended software support, including opportunities to measure deferred hardware replacement, embodied emissions and e-waste.

Looking ahead

Our focus remains on translating commitments into measurable outcomes, improving data quality and strengthening sustainability governance. Through our participation in the United Nations Global Compact and commitment to its Ten Principles, we will continue to advance responsible business practices while exploring opportunities to create positive environmental and social impact.

Regen Team

FY2025 Performance & 2026 Milestones

- **635 tCO_2e - FY2025 Total GHG Footprint**
- **Gender Diversity Targets Achieved In FY25**
- **SBTi Targets Approved**
- **12 Double-material Topics Identified**
- **Achieved EcoVadis Silver**
- **Customer Impact Research Initiated (2026)**

About Origina



Origina has been recognized by Gartner every year since 2019 as an independent software maintenance provider supporting business-critical systems for more than 300 of the world's largest enterprises.

Founded to challenge the traditional software model, Origina helps organizations take back control of technology decisions, reduce unnecessary change, and maximize the value of software they already own.

Stopping Unnecessary Technology Change

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Mission-Led

At Origina, sustainability is closely connected to our core business model and the way we operate. Our independent software support model gives organizations greater choice over when and how they upgrade, helping customers maximize the value of existing technology and potentially extend the productive life of associated IT assets.

By enabling technology to remain in productive use for longer, extended software support can help defer premature hardware replacement and the associated demand for resources, embodied carbon emissions and e-waste.

Alongside our core business model, we seek to embed environmental, social and ethical considerations across our operations, people, partnerships and governance.

Origina also supports wider industry action focused on customer choice, serviceability and longer technology lifecycles through Free ICT.

Our Mission is to empower organizations with control over their software investments by offering an alternative to traditional vendor-driven support. We aim to change the software world by helping organizations eliminate technical debt, maximize the value of their existing IT investments by extending their lifespan, and put control back in the hands of the customer, enabling future-ready growth on their terms.

Our Vision is to change the software world by advocating for freedom of choice and the Right to Repair movement.

Values-Driven

Our values are fundamental in shaping our identity as a business. The values listed below serve as our guiding principles, driving our competitive edge and steering our moral compass and actions.

Fairness

By treating others with respect and kindness we can curate an inclusive and empathetic culture that celebrates and recognizes the achievements of others.

Relationships

By doing the right thing, we hold ourselves accountable to the highest ethical standards. We act with consistency, fairness, and transparency in all our decisions and interactions.

Trust

By communicating openly with honesty and integrity we earn and build trust internally with our colleagues and teams and externally with our clients and customers, building lasting relationships.

Opportunities

By embracing curiosity, creativity, and continuous improvement, we proactively seek new and better ways to solve problems, challenge assumptions and create value. We don’t wait to be told, we lead, experiment, and take smart risks to move ourselves, our customers, and our company forward.

About This Report

About Origina

Legal Name: Origina Ltd.

Ownership: Privately owned limited company within the Origina Group

HQ: Dublin, Ireland

Office Locations: Dublin, Ireland & Plano, Texas, United States

Global Reach: Remote employees, customers and contractor activity across North America, Europe and other international markets

About this Report

Reporting entity: Origina Ltd

Reporting period: November 1 2024 – October 31 2025 aligned with Origina's Financial reporting period

Subsequent developments: Significant sustainability developments occurring after the FY2025 reporting period and before publication in October 2026 are included where relevant and clearly identified.

Reporting frequency: Annual

Publication date: October 28th 2026

Reporting boundary: Origina Ltd and subsidiaries included in the sustainability reporting:

- Origina Inc including its 100% owned subsidiary Origina Market Research Inc.
- Origina UK Ltd
- Origina GmbH
- Origina Pty

Reporting approach: With reference to the GRI Standards



Restatements: FY2024 GHG inventory restated following improvements to underlying data and methodology. See "Managing Our Carbon Footprint" pgs. 47 & 48.

Contact point: For enquiries relating to this Sustainability Report, please email salesops@origina.com

Reporting Boundary

This report presents sustainability information for Origina Ltd and its subsidiaries as listed above and is aligned with the boundary used for the Company's consolidated financial reporting. Unless otherwise stated, sustainability information is consolidated across these entities. Where a disclosure relates to a more limited operational or geographic boundary, this is identified alongside the relevant information.



Our Sustainability Framework

Regeneration in Action

MATERIAL TOPICS **Transparent & Responsible Communications**

Established in 2024, Origina's Regenerative (Regen) Team is a cross-functional working group responsible for advancing the Company's sustainability strategy and embedding regenerative thinking across the business. Comprised of employees and leaders from multiple functions, the team serves as a central coordination point for sustainability activities, supporting the development of policies, targets and initiatives and helping integrate ESG considerations into decision-making, operations and long-term business planning.

Through collaboration with colleagues, leadership teams and external partners, the Regen Team promotes engagement and accountability, monitors sustainability performance and helps identify opportunities and manage sustainability-related risks.

Governance and Accountability

Origina's sustainability programme is governed through a structured framework that combines Board oversight, executive accountability and cross-functional implementation.

Ultimate oversight of sustainability rests with the Board of Directors, which is responsible for reviewing and approving key sustainability policies, strategic priorities and annual reporting disclosures. The Board considers sustainability-related risks and opportunities as part of its broader governance and strategic decision-making responsibilities.

The C-Suite provides operational leadership and accountability for the implementation of sustainability objectives across the business. This includes monitoring performance, reviewing progress against targets, allocating resources and ensuring sustainability considerations are integrated into business planning and operational decision-making.

Supporting both, is the Regen Team, which is responsible for coordinating sustainability initiatives, monitoring performance, identifying emerging risks and opportunities, and recommending actions to the C-Suite and the Board. The team provides regular updates to the C-Suite and escalates strategic matters and recommendations through the Company's governance structure as appropriate.

> "For me, sustainability is about turning ambition into action. Over the past year, we've continued to embed sustainability into how we work at Origina – from strengthening our governance and environmental commitments to engaging our people, customers and suppliers. What's particularly exciting is seeing sustainability become part of everyday conversations and decision-making across the business. Our focus now is to keep building on that momentum, measuring our impact and finding practical ways to make a positive difference for our people, our communities and the planet."
>
> – ***Paula Myler***, *Origina Regen Team*



Sustainability Reporting

Transparent and responsible communication forms part of Origina's sustainability governance approach. The annual Sustainability Report is coordinated through the Regen Team and reviewed by the team's Executive Sponsor, Origina's Chief Legal Officer, prior to publication, with final review and sign-off by the Board. This process supports the accuracy, consistency and appropriate oversight of the Company's sustainability disclosures.

As a participant in the United Nations Global Compact (UNGC), Origina is committed to advancing responsible business practices aligned with the UNGC's Ten Principles covering human rights, labour, environment and anti-corruption. The Company also aligns its sustainability activities with the United Nations Sustainable Development Goals (SDGs), helping to ensure that our sustainability efforts contribute to broader global priorities. SDG icons are used throughout this report to indicate areas of alignment, with further detail provided in the SDG Index.

Regeneration in Action

Governance Level	Sustainability Responsibility
Board of Directors	Strategic oversight and approval
C-Suite	Operational accountability and performance monitoring
Regen Team	Coordination, implementation support and reporting
Business Functions	Delivery of initiatives and objectives

Progress and Recognition

During FY2025, Origina continued to strengthen its sustainability programme, building on the governance structures established in 2024. Progress included improvements in environmental reporting, responsible business practices, employee engagement and the integration of sustainability considerations across the organization.

Building on this foundation, Origina completed its first Double Materiality Assessment (DMA) in the first half of 2026. The assessment provides a structured process for identifying and prioritising the environmental, social and governance topics most relevant to our business and stakeholders. The results of the assessment now inform our sustainability priorities, reporting approach and future target-setting activities.

In January 2026, Origina's near-term greenhouse gas emissions reduction targets were approved by the Science Based Targets initiative (SBTi), marking an important milestone in our climate action programme and establishing a science-based framework for future emissions reductions.

Origina continued to strengthen its sustainability management systems and external performance. Following a Bronze EcoVadis rating in 2025, the Company improved its score to 75/100 and achieved a Silver rating in March 2026, placing it in the 90th percentile of companies assessed. The rating provides an independent assessment of Origina's sustainability management across environmental management, labour and human rights, ethics and sustainable procurement and a benchmark for continued improvement.

Together, these achievements represent important milestones in Origina's sustainability journey and provide a strong foundation for continued improvement, enhanced stakeholder engagement and long-term value creation for customers, employees, partners and communities.





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Double Materiality Assessment

To support the preparation of this report and strengthen its sustainability governance framework, Origina completed a Double Materiality Assessment (DMA) during the first half of 2026. The assessment was undertaken to identify and prioritise the environmental, social and governance (ESG) topics most relevant to the business and its stakeholders, and to inform future sustainability strategy, reporting and target-setting activities.

The DMA was conducted at a topic level, drawing on impacts, risks and opportunities (IROs) informed by Origina's Sustainability Risk Register, developed in November 2025. The register focuses specifically on ESG-related risks and complements the company's wider corporate risk management processes. It documents risk likelihood and severity, ownership, mitigation actions and review requirements.

This approach aligns with EFRAG guidance, which recognizes that the level of granularity applied should reflect an organization’s size, complexity and sustainability reporting maturity. As Origina’s sustainability programme continues to mature, future reporting cycles may include further refinement of the assessment methodology and more detailed IRO-level analysis.

The DMA provides the foundation for Origina's sustainability strategy and reporting, ensuring that both stakeholder impacts and business risks and opportunities are considered when determining our sustainability priorities.

Methodology:

The assessment began with the development of a topic universe informed by Origina's Sustainability Risk Register, existing ESG commitments, industry guidance and stakeholder expectations. Nineteen ESG topics spanning environmental, social and governance themes were identified for assessment.

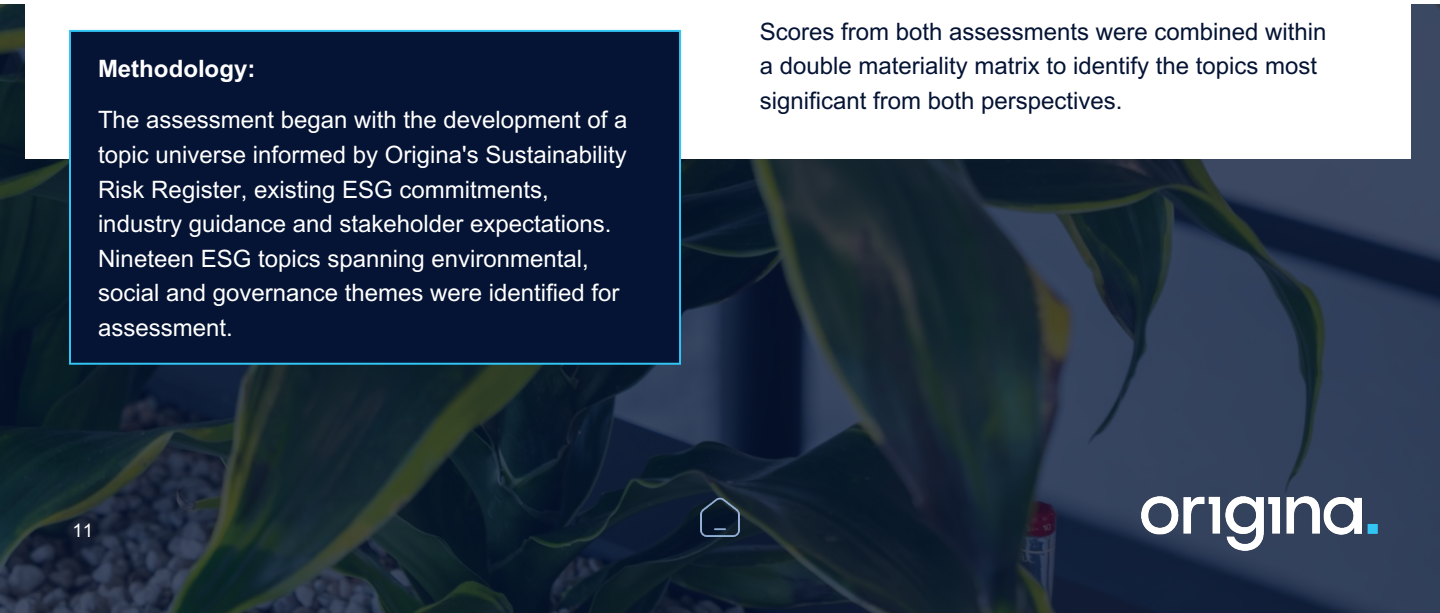
Impact materiality was evaluated through a stakeholder engagement survey, with participants asked to assess the significance of Origina's positive and negative impacts across each topic area. Stakeholders engaged included employees, suppliers and contractors and community partners.

Recognizing that customers are best positioned to understand how Origina’s services influence technology lifecycle decisions, the Company initiated a separate Customer Impact Assessment alongside the Double Materiality Assessment. This targeted engagement sought to better understand Origina’s sustainability-enabling impact, including whether extended software support has helped customers defer hardware replacement, extend the productive use of enterprise IT assets and support more sustainable technology management practices.

The assessment is intended to support the continued development of Origina’s approach to measuring customer-enabled environmental impacts. An overview of the approach and emerging insights from this work is presented in the Digital Sustainability section of this report.

Financial materiality was assessed separately through an internal management review. Participants considered the extent to which each topic could create financial risks or opportunities for Origina, including impacts on revenue, costs, operational resilience, customer relationships, regulatory compliance, reputation and long-term business strategy.

Scores from both assessments were combined within a double materiality matrix to identify the topics most significant from both perspectives.



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DMA Methodology Flowchart

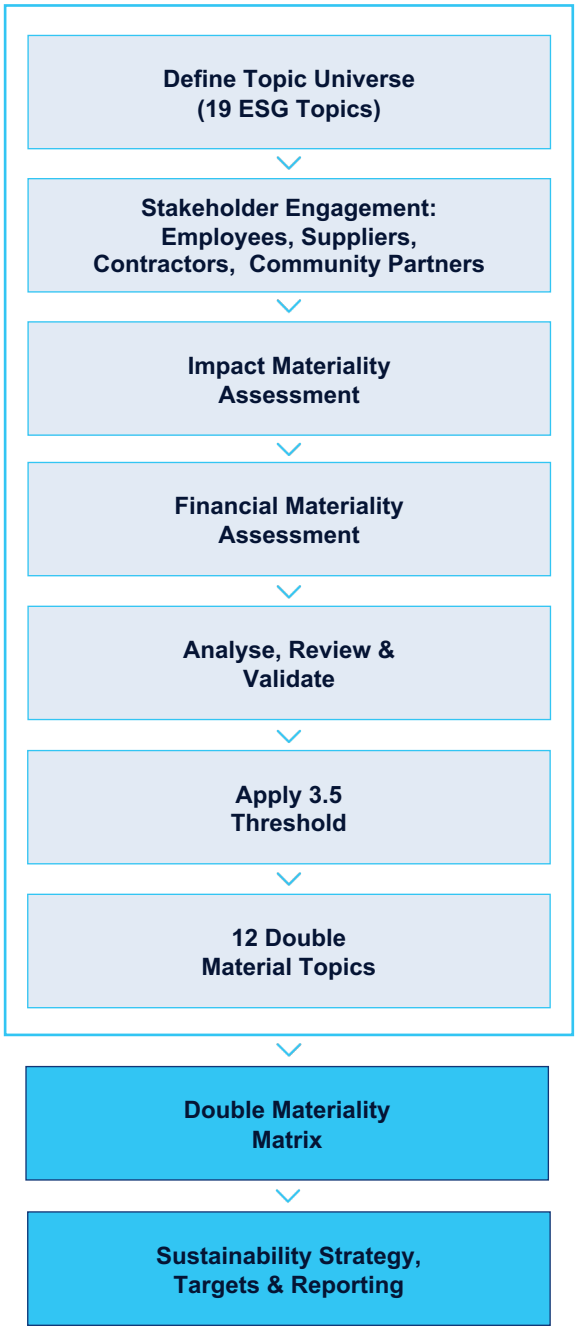


Figure 1– DMA Flowchart

Materiality Threshold

A threshold score of 3.5 out of a possible 5, was applied to both impact and financial materiality scores to identify topics considered material for reporting and management purposes. The assessment used a five-point scoring scale, where scores of 1–2 represented lower significance, 3 represented a moderate level of significance, and scores of 4–5 represented topics considered important, significant or critical.

The 3.5 threshold was selected as it represents the transition point between a topic being assessed as moderately important and being considered important. This approach ensures that topics rated above moderate significance by stakeholders or internal assessors are captured within the materiality assessment.

As this is Origina's first full Double Materiality Assessment, a 3.5 threshold provides an appropriate and proportionate baseline. It allows the Company to identify a broad range of relevant sustainability topics while avoiding an overly restrictive approach that could exclude emerging issues.

The threshold also reflects the clustering of several topics around the 3.5 boundary, including electronic waste management and influence on customers' environmental impacts, ensuring these interconnected sustainability issues are appropriately recognised within the assessment.

Topics scoring 3.5 or higher on both dimensions were classified as Double Material. The assessment identified 12 Double Material topics, representing the ESG issues considered most significant from both an impact and financial perspective.

As Origina's sustainability programme and stakeholder engagement processes continue to mature, the materiality threshold and methodology may be reviewed and refined in future reporting cycles.

Separate Customer Impact Assessment

Evaluating the sustainability outcomes delivered through Origina's services. Early insights reported separately in the Digital Sustainability section.

Related, but outside the DMA methodology

Double Materiality Matrix



Figure 2 – Origina Double Materiality Matrix

The matrix plots each ESG topic according to its impact materiality score and financial materiality score. Topics located in the upper-right quadrant represent issues that are material from both perspectives and form the focus of Origina's sustainability strategy and reporting.

Topics in the lower-right quadrant are considered impact priority topics while topics in the lower-left quadrant are considered as topics to be monitored over time.

Ranked Double Materiality Topics

Origina's Double Materiality Assessment identified twelve sustainability topics that are considered material from both an impact and financial perspective. These topics have been prioritized based on their overall significance, providing a clear hierarchy of the issues most relevant to Origina's business, stakeholders and long-term value creation. This prioritization guides the company's sustainability strategy, resource allocation, performance monitoring and external reporting.

Rank	Double Material Topic	Theme
1	Data Security & Privacy	Governance
2	Service Reliability, Cybersecurity & Operational Resilience	Governance
3	Extending the Life of IT Assets	Environmental
4	Compliance with Laws & Regulations	Governance
5	Responsible & Ethical Behaviour as a Business Partner	Governance
6	Transparent & Responsible Communication	Governance
7	Wellbeing & Working Conditions	Social
8	Governance & Management of Sustainability	Governance
9	Influence on Customers' Environmental Impacts	Environmental
10	Anti-Corruption & Ethical Conduct	Governance
11	Responsible Sourcing & Supplier Practices	Environmental
12	Electronic Waste Management & End-of-Life Practices	Environmental

Table 1 – Ranked Double Materiality Topics

Stakeholder Engagement

As part of the process Origina engaged with twenty stakeholders through its impact materiality survey. This included thirteen employees drawn from various business functions, five respondents from its contractor and supplier network, and two community partners. A separate financial materiality assessment, involved ten internal stakeholders, predominantly from management positions, representing functions including Finance, HR, Legal, Risk, Information Security, Engineering and Customer Account Management, representing both Irish and US operations. Together, these perspectives informed the identification and prioritization of sustainability-related impacts, risks and opportunities.

The Double Materiality Assessment identified governance-related topics as the highest overall priorities for Origina, reflecting the critical importance of trust, cybersecurity, regulatory compliance and operational resilience within the enterprise software support sector. Data Security & Privacy, Service Reliability & Cybersecurity, and Compliance with Laws & Regulations emerged among the highest-ranked topics across both impact and financial materiality.

Environmental topics linked directly to Origina's business model also scored highly. In particular, extending the life of IT assets was identified as one of the most significant sustainability opportunities, reflecting Origina's role in helping customers maximize the value of existing technology investments and potentially avoid unnecessary system replacement and associated environmental impacts.

Stakeholders also recognized the importance of responsible sourcing, e-waste management and Origina's ability to influence customers' environmental performance through sustainable IT lifecycle management practices.

Key Insight
Stakeholders recognized that Origina's sustainability contribution extends beyond its own operational footprint, through enabling customers to make informed technology lifecycle decisions and extend the productive life of enterprise software, thereby potentially deferring the replacement of physical IT assets and associated environmental impacts.

Qualitative Feedback Supported the Assessment Findings

In addition to the quantitative scoring, stakeholders were invited to provide qualitative feedback on the sustainability issues they considered most important to Origina. These responses provided valuable context to the assessment, helping to explain stakeholder priorities and identify emerging risks, opportunities and expectations.

Overall, the qualitative feedback broadly aligned with the quantitative assessment, reinforcing the importance of governance, extending the life of IT assets, customer environmental impact, responsible business practices and employee wellbeing.

What we heard from Stakeholders

Extending the life of IT assets

Helping customers maximize technology value while supporting longer technology cycles and potentially reducing e-waste.

Trust, security & resilience

Protecting customer data and supporting secure, reliable service delivery.

Ethics & governance

Strong governance and ethical business practices underpin stakeholder trust and responsible growth.

Customer environmental impact

Enabling longer technology lifecycles through extended software support, with the potential to reduce environmental impacts associated with premature replacement.

Employee wellbeing

Supporting the wellbeing, development and retention of a skilled workforce.

Stakeholder Insights

Building on the stakeholder feedback outlined on the previous page, the table below presents the key qualitative insights gathered through Origina's Double Materiality Assessment and links them to the corresponding material topics. These insights provide further context to the quantitative findings, highlighting the considerations and priorities raised by stakeholders. Responses have been summarised and anonymised for reporting purposes.

Key Stakeholder Insight	Related Double Material Topic(s)
Data security, privacy and service resilience were identified as fundamental to maintaining customer trust and managing regulatory and business risk.	Data Security & Privacy; Service Reliability, Cybersecurity & Operational Resilience
Stakeholders identified growing interest in extending the useful life of existing IT assets, supporting a shift away from unnecessary replacement and upgrade cycles.	Extending the Life of IT Assets
The ability to extend IT asset lifecycles was identified as an opportunity for Origina to support customers in potentially reducing the environmental impacts associated with premature technology replacement.	Extending the Life of IT Assets; Influence on Customers' Environmental Impacts
Strong ethical governance and compliance were viewed as important to maintaining stakeholder trust and supporting responsible, long-term business relationships.	Compliance with Laws & Regulations; Anti-Corruption & Ethical Conduct; Governance & Management of Sustainability
Stakeholders noted that sustainability considerations are increasingly influencing enterprise technology purchasing and upgrade decisions.	Influence on Customers' Environmental Impacts
Employee wellbeing and retention were identified as important to maintaining a skilled, resilient workforce and supporting business continuity.	Wellbeing & Working Conditions
Clear, accurate and responsible communication was identified as important to maintaining trust and supporting effective stakeholder relationships.	Transparent & Responsible Communication

Table 2 – Key Stakeholder Insights

Our Material Sustainability Priorities

The double materiality assessment identified 12 topics that are material from both an impact and financial perspective. Together, these topics represent the sustainability issues that are most significant to Origina's stakeholders and business success.

The assessment also identified five topics that were impact priorities. While these did not meet the financial materiality threshold, stakeholders considered them to have significant environmental or social impacts and they remain important components of Origina’s sustainability framework.

To support implementation and reporting, these topics have been organized into four strategic sustainability pillars which reflect Origina's business model, governance approach and sustainability ambitions. Together these pillars provide the structure for the remainder of this report.

Strategic Pillar	Double Material Topics
Digital Sustainability	▪ Extending the Life of IT Assets ▪ Influence on Customers' Environmental Impacts ▪ Responsible Sourcing & Supplier Practices ▪ Electronic Waste Management & End-of-Life Practices These topics reflect Origina’s purpose-driven business model and its role in helping customers maximize the value of existing enterprise software and extend technology lifecycles. Together, they reflect Origina’s potential to create positive environmental impact through circularity by supporting customers in making informed upgrade decisions, extending the productive life of IT assets and exploring opportunities to reduce lifecycle-related environmental impacts.
Governance & Responsible Business	▪ Data Security & Privacy ▪ Service Reliability, Cybersecurity & Operational Resilience ▪ Compliance with Laws & Regulations ▪ Governance & Management of Sustainability ▪ Transparent & Responsible Communication ▪ Responsible Sourcing & Supplier Practices ▪ Anti-Corruption & Ethical Conduct ▪ Responsible & Ethical Behaviour as a Business Partner Strong governance underpins Origina's ability to deliver secure, reliable and trusted services. These topics reflect the importance of ethical business conduct, effective governance, regulatory compliance and responsible business practices, while supporting the long-term resilience of the business and maintaining the confidence of customers, employees and other stakeholders.

Our Material Sustainability Priorities

Strategic Pillar	Double Material Topics
People & Culture	▪ Wellbeing & Working Conditions ▪ Employee and Contractor Engagement* ▪ Training & Skills Development* ▪ Workforce Diversity & Inclusion* ▪ Community Contribution and Social Impact* The four topics marked with an asterisk did not meet the criteria for double materiality, as they fell below the financial materiality threshold. However, they were identified as impact priorities through the assessment process and remain important indicators of Origina's sustainability performance. In the interest of transparency, these topics are addressed within the relevant sections of this report, including the People & Culture chapter.
Managing our Carbon Footprint	▪ Energy & Climate* This section outlines Origina's approach to managing its operational carbon footprint, including greenhouse gas emissions, progress towards its Science Based Targets initiative (SBTi) commitments and the actions being taken to reduce emissions across the business. Although Energy Use & Climate Impact did not meet the threshold for double materiality, it was identified as an impact priority through the assessment process. In line with Origina's commitment to transparency and continuous improvement, this topic remains an important area of sustainability performance and is therefore included within this report.

Table 3 – Material Topics by Strategic Pillar


Digital
Sustainability

Digital Sustainability
Extending the Life of IT Assets



MATERIAL TOPICS Extending the Life of IT Assets | Influence on Customers' Environmental Impacts

What Digital Sustainability means to Origina

At Origina, digital sustainability means enabling technology to deliver long-term value while reducing the environmental impacts associated with unnecessary replacement and resource consumption. Extending the productive life of existing technology can support a more circular and resource-efficient ICT system by reducing pressure for premature replacement.

How Origina's business model contributes

Origina's independent software support model enables customers to continue operating supported enterprise software beyond OEM support timelines where this remains appropriate for their business. This gives organizations greater choice over when and how they upgrade, allowing technology decisions to be based on business need, performance, security and wider IT strategy rather than being driven primarily by the availability of OEM support.

Where continued software support enables a customer to defer a major upgrade or migration, associated physical infrastructure including servers, hosts, storage and networking equipment, may also remain in productive use for longer. This creates the potential to defer hardware replacement and the associated demand for new equipment, embodied emissions, resource consumption and e-waste.

Extended Software Support

- Greater choice over upgrade timing
- Technology remains in productive use for longer
- Potentially deferred hardware replacement
- Potentially deferred embodied emissions & e-waste

2026 Customer Impact Assessment

In 2026, Origina began engaging customers to better understand how extended software support influences technology lifecycle decisions and the wider environmental, economic and operational impacts of lifecycle extension.

This work explores whether extended support can enable customers to defer major upgrades or hardware replacement, retain physical IT assets in productive use for longer, and reduce associated embodied emissions and end-of-life impacts. It also considers wider customer outcomes, including upgrade costs, operational disruption, workforce impacts, cybersecurity and continuity of business-critical systems.

Initial findings provide early evidence of greater lifecycle flexibility, financial savings and business continuity benefits, while highlighting the complexity of quantifying customer-enabled environmental impacts. These findings are explored further on page 24.

Our Approach to Digital Sustainability

Our Operations	Our Customers	Our Industry
Applying circular principles to our own technology	Enabling longer technology cycles	Supporting wider change through Free ICT Europe and Free ICT US

Shaping A More Sustainable ICT Market



MATERIAL TOPICS Extending the Life of IT Assets | E-Waste Management & End-of-Life Practices

Extending technology lifecycles requires more than individual business action. It also depends on an ICT market that supports repair, maintenance, reuse and customer choice throughout the practical life of technology.

Origina supports this wider transition through FreeICT Europe, which, for more than a decade has convened and represented the interests of the ICT secondary market seeking a fair, open and competitive landscape. It advocates for the right to own, repair and maintain ICT hardware and software, including the freedom to choose independent maintenance, repair and resale partners. Origina's CEO Tomás O'Leary serves as President of Free ICT Europe and is one of Free ICT's founding members.

A more circular ICT market

In 2026, Free ICT Europe developed a position paper: Restoring Balance to the Enterprise ICT Market, setting out proposals to support a fairer, more competitive and sustainable European ICT aftermarket.

The paper was focuses particularly on the implementation of the Digital Product Passport (DPP) and the Ecodesign for Sustainable Products Regulation (ESPR), alongside developments in Right to Repair. It was developed with the aim of supporting policymakers in these areas.

Free ICT's proposals seek to strengthen lifecycle transparency and ensure that repair, maintenance and reuse remain viable throughout the practical life of ICT equipment. Recommendations include incorporating repair and reuse relevant information into Digital Product Passports, supporting non-discriminatory access to lifecycle data, strengthening independent support requirements and using procurement to encourage refurbished and remanufactured ICT.

Free ICT Europe - 4 x Pillars

Improved industry practices

Supporting fairer, more competitive markets

Right to service ability

Enabling repair, maintenance and continued use

Thriving and robust secondary market

Supporting reuse, refurbishment and remanufacturing

Legal transparency

Greater access to lifecycle information and data

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Shaping A More Sustainable ICT Market



MATERIAL TOPICS Extending the Life of IT Assets | E-Waste Management & End-of-Life Practices

The impact of premature replacement

Between 20–30% of the ICT sector's greenhouse gas footprint has been estimated to come from embodied carbon emissions.[1]

In the aforementioned position paper, FreeICT uses an illustrative enterprise data-centre scenario to demonstrate the potential scale of environmental impacts associated with server replacement. Calculations estimated approximately 40% lower annualised embodied carbon when the useful life of the same server is extended from three to five years.[2]

From advocacy to action

FreeICT Europe's objectives closely align with Origina's approach to independent software support. Greater lifecycle transparency, long-term serviceability and customer choice can help create the conditions in which functioning enterprise technology remains in productive use for longer.

Through its customer impact research, Origina is building evidence of how these principles translate into practice, including how extended software support influences hardware refresh decisions and the associated environmental impacts. Initial findings from this work are presented on page 24.

The Potential Scale of Premature Replacement – Data Centre Estate Case Study

~7,500

Servers typically replaced every 3 years in the illustrative scenario

~150–225 Tonnes

Potential E-Waste from replacement – only 42.8% of e-waste in Europe is formally documented as collected and recycled. That figure drops to 22.3% globally.[3]

~5,250–9,000 tCO_2e

Estimated embodied carbon associated with replacement hardware

€60–150m

Estimated replacement cost ~€8,000–€20,000 per server

~40%

40% lower annualized embodied carbon when server refresh cycle extends from 3 to 5 yrs

[1] Freitag, C., Berners-Lee, M., Widdicks, K., Knowles, B., Blair, G.S., and Friday, A. (2021). The real climate and transformative impact of ICT: A critique of estimates, trends, and regulations. Patterns, Vol 2, 100340

[2] Illustrative scenario from Free ICT Europe (2026), Restoring Balance to the Enterprise ICT Market. Figures are illustrative, however the case study uses an actual data centre as the basis for its calculations.

[3] Global E-waste Monitor 2024, ITU & UNITAR. Based on 2022 European e-waste data.

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Circular IT
Our Internal Operations

MATERIAL TOPICS Extending the Life of IT Assets | Influence on Customers' Environmental Impacts | E-Waste Management & End-of-Life Practices

Applying lifecycle principles to our own technology

While Origina's services can enable customers to extend the productive life of enterprise technology, we also seek to apply circularity principles to the management of our own IT assets.

Our approach prioritizes keeping equipment in productive use for as long as it remains functional, secure and appropriate for business needs, while reducing unnecessary replacement and ensuring responsible management at end of life.

Rather than operating a fixed device refresh cycle, equipment is assessed on a case-by-case basis, with upgrades, repairs and opportunities for reuse considered before replacement. Origina also seeks to reduce unnecessary hardware demand through practices including BYOD for mobile devices and virtual desktop infrastructure (VDI) for contractor access.

When equipment requires repair, warranty coverage and available replacement components are considered first, including the reuse of parts from other equipment where appropriate.

Where equipment can no longer be retained internally, Origina works with approved partners to identify the most appropriate next step, prioritizing reuse, refurbishment or charitable donation where equipment remains suitable for use, before responsible recycling and material recovery at end of life. Data-bearing equipment is subject to secure data-erasure requirements and certificates of destruction.

Circular IT in practice

Origina monitors its approach through an Annual IT E-Waste Report and IT Recycling Register, tracking equipment identified for repair, reuse, charitable donation or recycling. During FY2025, recorded devices ranged from approximately three to ten years old, demonstrating that equipment is not automatically retired according to a fixed age-based replacement cycle.

In August 2025, 147 kg of IT equipment was processed through Origina's Irish IT asset-disposal partner, with equipment directed to reuse, recycling or secure hard-drive management as appropriate.

Circular IT – FY2025 at a Glance

No fixed refresh cycle

Equipment assessed case-by-case

10 years

Age of oldest device recorded in the current recycling register

25kg reuse / 122kg recycled

IT equipment processed through approved disposal partner Vyta in FY2025. 25kg designated as reuse (25 laptops) & 122kg recycled

0.001 tCO_2e

Associated disposal emissions from e-waste for FY2025

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Circular IT
Our Internal Operations

MATERIAL TOPICS | Extending the Life of IT Assets | Influence on Customers' Environmental Impacts | E-Waste Management & End-of-Life Practices

Extending the lifecycle of our own IT

AVOID AND USE LONGER

No automatic refresh cycle

BYOD and VDI reduce additional hardware requirements

REPAIR

Warranty → parts → repair assessment

Upgrade before replacement where possible

REUSE

Redeploy equipment and reuse components internally

DONATE

Usable equipment given a second life through approved partners

RECYCLE RESPONSIBLY

Certified partners manage remaining equipment, with secure data destruction

Looking ahead

Origina will continue to strengthen its circular IT approach by bringing environmental considerations further upstream into procurement decisions. Opportunities include considering repairability, expected lifespan and embodied carbon when purchasing equipment, as well as assessing appropriate use of certified refurbished devices and improving lifecycle data for IT assets.

Customer Impact
Early Evidence from our 2026 Survey

MATERIAL TOPICS Extending the Life of IT Assets | Influence on Customers' Environmental Impacts | E-Waste Management & End-of-Life Practices

Understanding the impact of lifecycle extension

In 2026, Origina began engaging customers to better understand the wider environmental, operational and economic impacts associated with extended software support. The initial survey explored whether continued support influences hardware replacement decisions, IT equipment lifecycles and associated environmental impacts, alongside effects on upgrade costs, operational disruption, workforce planning, cybersecurity and business continuity.

The initial responses provide early insight into how customers experience the benefits of lifecycle extension. While the current sample remains small and the availability of detailed hardware data varied considerably between organizations, the findings highlight the different ways extended support can provide customers with greater flexibility over technology lifecycle decisions with individual customers also reporting financial savings, reduced staff time requirements and lower operational disruption associated with major upgrade cycles.

Customers reported significant financial value from avoiding or deferring upgrades

Financial flexibility emerged as one of the clearest customer benefits. Two respondents quantified savings associated with avoided or deferred upgrades, reporting approximately €5 million and €200,000 respectively.

Both also reported significant reductions in financial pressure associated with vendor-driven upgrade cycles.

Lifecycle extension can support continuity of business-critical systems

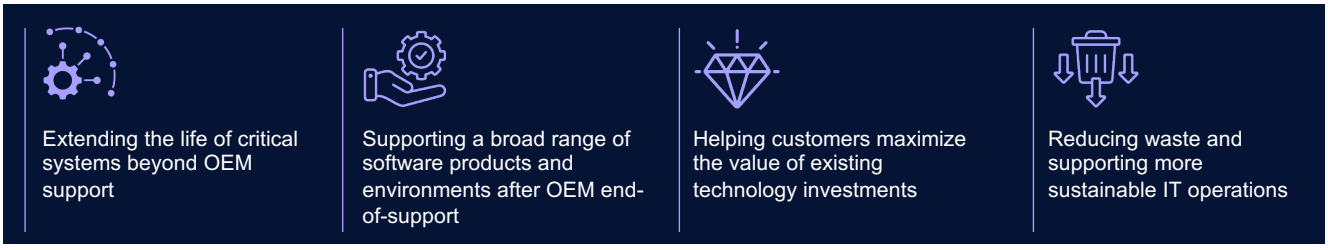
Customer responses also indicate that extended support can contribute to technology resilience and continuity. Multiple respondents identified continued support for business-critical applications or systems, demonstrating the role lifecycle extension can play in maintaining existing technology environments while organizations determine the appropriate timing for future transitions.

Operational and workforce benefits are present, but vary by customer

Operational impacts varied between customers, reflecting differences in their technology environments and upgrade strategies. However, individual respondents identified benefits including reduced system and employee disruption, improved workforce-planning predictability and reduced upgrade-related workload.

- **Greater lifecycle flexibility**
- **€5m and €200k estimated savings reported by 2 customers**
- **Continued support for business-critical systems**

Lifecycle Extension at a Glance



Understanding the environmental opportunity

Origina is seeking to better understand how extended software support can enable customers to retain physical IT equipment in productive use for longer, reducing the frequency of hardware replacement and potentially avoiding associated embodied emissions while deferring equipment from end-of-life processing and reducing overall e-waste.

Initial customer engagement has provided valuable insight into the relationship between software lifecycle extension and wider technology lifecycle decisions, while also highlighting the complexity of quantifying these impacts across different IT environments and ownership models. Building on this work, Origina will continue to develop its approach to measuring and quantifying the environmental value associated with software lifecycle extension as customer data and evidence improve.



Governance and Responsible Business

Governance & Responsible Business

Effective governance and responsible business practices underpin Origina's ability to deliver secure, reliable and trusted services while maintaining the confidence of customers, employees, partners and other stakeholders.

Origina's Double Materiality Assessment identified several governance-related topics among the Company's most significant sustainability priorities, including Compliance with Laws & Regulations, Anti-Corruption & Ethical Conduct, Responsible & Ethical Behaviour as a Business Partner, Governance & Management of Sustainability, Data Security & Privacy, and Service Reliability, Cybersecurity & Operational Resilience.

This section outlines the governance structures, policies, controls and management systems through which Origina manages these priorities, alongside developments made during the reporting period.

Governance & Accountability | **Ethics & Compliance** | **Information Security & Resilience** | **Responsible Supply Chain** | **Responsible Contractor Governance**

Responsible Business in Practice

Origina's approach to responsible business extends beyond internal governance and compliance. It also reflects how the company engages with customers, partners and the wider technology sector to promote more responsible and sustainable business practices. Through collaboration, advocacy and industry engagement, Origina seeks to contribute to wider progress on issues including technology lifecycle extension, e-waste reduction and responsible consumption.

Industry engagement

Through Free ICT, Origina contributes to wider industry dialogue around customer choice, serviceability, repair and longer technology lifecycles. This engagement complements Origina's own business model and its focus on enabling customers to maximise the productive life of enterprise technology.

Ideas into action

Origina also engages with organizations and thought leaders exploring how business can respond to wider social, environmental and technological challenges. Through its partnership with Thinkers50, Origina supports conversations that connect new thinking with practical action, including sustainability, responsible innovation, technology and organizational change.

Ideas into Action: Partnering with Thinkers50

Connecting Ideas, People and Action

In 2025, Origina partnered with Thinkers50, a global platform bringing together leading management thinkers, authors, academics and business leaders. The partnership provides opportunities to engage with new ideas, challenge established thinking and explore how organizations can create lasting value for people, the planet and wider society.

The 2025 Thinkers50 London Summit, themed Regeneration, explored how organizations can move beyond reducing harm towards creating positive value. For Origina, these conversations reinforce an important principle underpinning its approach to sustainability: meaningful progress requires both new thinking and practical action.



"Big ideas get shaped by big conversations and lead to big realizations."

Antonia Ellis
Chief Revenue Officer, Origina

Conversations that create opportunity at Thinkers50

During the 2025 Thinkers50 London Summit, Antonia Ellis spoke with four leading thinkers. The summaries below capture themes from those conversations.

Paolo Taticchi
Sustainability & tangible value

Linda Hill
Innovation, people & technology

Sam Horn
The power of storytelling

Darshana Myronidis
Environmental impacts of unnecessary technology change

Ideas into Action: Partnering with Thinkers50

Partnering with Purpose

As an official partner of the Thinkers50 Strategy Award 2025, Origina supported recognition of original strategic thinking that challenges established models and creates new approaches to how organizations compete, grow and create value.

Origina CEO Tomás O'Leary presented the 2025 Strategy Award to Sangeet Paul Choudary, author of Reshuffle: Who Wins When AI Restacks the Knowledge Economy, recognizing his work exploring the changing nature of strategy and value creation in an increasingly AI-driven economy.



Supporting a more sustainable future

In 2026, we continued our partnership with Thinkers50 to explore one of the most important questions in enterprise software: do organizations have as much choice as they think they do?

Through our co-authored Software Tax research series, we are examining how unnecessary upgrades, migrations and software-driven change consume budget, engineering capacity and working technology assets that organizations would not otherwise choose to replace.

By combining academic research, practitioner insight and customer experience, we are helping to shine a light on avoidable waste within enterprise software and broaden the conversation around choice, freedom and sustainability.



Challenging the model

Origina's ***Challenging the Model*** podcast brings academic thinking into conversation with real-world leadership, translating new ideas and research into practical business discussion.

Listen to the podcast →

Governance and Accountability

MATERIAL TOPICS Governance & Management of Sustainability

Board Oversight and Sustainability Governance

Origina's governance structure combines independent strategic oversight with operational leadership and cross-functional implementation. The Board provides strategic oversight and approval, while the C-Suite is responsible for day-to-day executive leadership, operational accountability and performance. Sustainability is integrated within this structure rather than managed as a standalone activity.

Board of Directors

The Board provides strategic oversight of Origina's business, including the review and approval of key policies, strategic priorities and material sustainability matters. At the end of FY2025, the Board comprised three members, including two executive and one non-executive director.

Board composition expanded during 2026, with three additional non-executive directors appointed. The Board currently comprises six members, including two executive and four non-executive directors, bringing together experience across enterprise technology, corporate strategy, financial management, business transformation and governance. The first female director was appointed in August 2026.

C-Suite

The C-Suite provides executive leadership and is responsible for translating strategic priorities into business planning and operational delivery. During FY2025 the C-Suite comprised eight members, with **50% female representation**, reflecting an equal balance of female and male executive leaders.

Legal Panel

Origina also has a legal panel comprising internal and external legal expertise, providing advisory support on legal, regulatory and governance matters.

Sustainability Accountability

Sustainability governance was further strengthened in Q4 2025 through the appointment of Origina's Chief Counsel as Executive Sponsor for the Regen Team. The Executive Sponsor provides senior-level sponsorship and supports the escalation of sustainability priorities within the Company's governance structure, while the cross-functional Regen Team coordinates implementation, performance monitoring and reporting across the business.

Training & Awareness

Sustainability training supports the Regen team's role in embedding sustainability knowledge and accountability across business.

100/140 employees	116/140 employees	
Completed FY25 Sustainability Training	Completed FY26 Sustainable Supply Chain Training as of August 2026	**Note on training figures:** Historical completion figures are affected by employee turnover during the training period and are therefore presented as participation figures rather than a formal completion rate.

Sustainability Risk Management

Complementing Origina's wider corporate risk management processes, a dedicated Sustainability Risk Register was introduced in November 2025. The register supports the identification, assessment and ongoing monitoring of ESG-related risks, with assigned ownership, mitigation actions and review timelines.

Regeneration Policy

In January 2026, Origina updated and expanded its internal Regeneration Policy, bringing together commitments across environmental management, digital sustainability, people and inclusion, ethical business practices and responsible supply chain management. The policy also supports ongoing performance monitoring, review and continuous improvement.

Further detail on the Regen Team and Origina's sustainability governance framework is provided in Regeneration in Action (Pgs. 9 & 10.)

Ethical Business Conduct & Compliance

MATERIAL TOPICS Compliance with Laws & Regulations | Anti-Corruption & Ethical Conduct

Ethics & Compliance Framework

Origina maintains a comprehensive ethics and compliance framework supported by its Code of Conduct, Employee Handbook, Protected Disclosures Policy, Anti-Bribery, Anti-Fraud and Anti-Corruption Policy, Supplier Code of Conduct and Regeneration Policy. Together, these establish expectations for ethical behaviour, accountability, transparency, anti-corruption, compliance with applicable laws and regulations, and respect for human rights across the business and supply chain.

Anti-Corruption & Speak-up

During 2025/26, Origina strengthened its ethics and compliance framework through updates to its Anti-Bribery, Anti-Fraud and Anti-Corruption Policy and its whistleblowing and protected disclosure framework. The updated policies and standards strengthen internal reporting processes, provide clearer controls for the approval of sensitive transactions, and align Origina's approach with applicable EU and Irish protected disclosures requirements.

Origina's speak-up framework provides confidential reporting channels and protection against retaliation for employees and relevant non-employee workers. Training and awareness form an important part of Origina's ethics and compliance framework, with 100% completion of Code of Conduct and Ethics training during FY2025 and the base year. Updated whistleblowing and protected disclosure training materials have been developed for delivery through Origina's Learning Management System, while broader anti-corruption training is being developed for employees, building on existing training provided to selected roles.

No material ethics, whistleblowing, corruption, bribery, human rights or protected disclosure incidents were identified during the reporting period or base year. Furthermore, no significant instances of non-compliance with applicable laws and regulations were identified during FY2025 and no related fines or monetary sanctions were imposed. Origina continues to strengthen its policies, training and oversight to promote ethical conduct, awareness of individual responsibilities and confidence in raising concerns.

Responsible Business Due Diligence

Origina applies screening and due diligence controls to support responsible business relationships and regulatory compliance. WorldCheck screening is undertaken for customers and business counterparties as part of onboarding and due diligence processes, supporting sanctions, adverse media and fraud-risk screening.

Background screening through HireRight is also undertaken for employees and assigned Global Independent Experts (GIEs) prior to engagement. Together, these controls strengthen Origina's approach to responsible business conduct and help protect customers, employees and the Company's reputation.

Ethics & Compliance Performance

- **0** material ethics, whistleblowing, corruption, bribery, human-rights or protected-disclosure incidents identified during FY2025
- **100%** Code of Conduct / Ethics training completion
- **Updated** whistleblowing and protected-disclosure framework
- **Enhanced** business-counterparty screening

Information Security, Data Privacy & Operational Resilience

MATERIAL TOPICS Data Security & Privacy | Service Reliability, Cybersecurity & Operational Resilience

Information security, data privacy and operational resilience are fundamental to Origina's ability to deliver secure, reliable and trusted services. Origina applies a risk-based approach across its operations to safeguard customer, employee and partner data, maintain business continuity, support regulatory compliance and strengthen long-term organizational resilience.



Information Security & Cybersecurity

Origina maintains an Information Security Management System (ISMS) certified to ISO/IEC 27001:2022, covering all business operations, processes and supporting infrastructure involved in the delivery of independent software support services. The ISMS applies across business functions and locations, providing a consistent framework for identifying, assessing and managing information security risks.

Complementing ISO 27001, Origina holds Cyber Essentials Plus certification, providing independent assurance that key technical security controls have been implemented and assessed against recognized cybersecurity standards.

Together, these certifications provide assurance that security controls are actively implemented and continuously maintained across the organization.



Data Privacy & Responsible Data Management

Origina is committed to protecting the confidentiality, integrity and availability of information entrusted to the company. Personal data is managed in accordance with the General Data Protection Regulation (GDPR) and other applicable data protection legislation, with privacy-by-design principles embedded into systems, processes and service delivery.

Responsible data management extends throughout the information lifecycle, from secure storage and controlled access to appropriate retention and disposal. These practices help minimize the risk of unauthorized access, data loss and regulatory non-compliance while maintaining customer trust.



Operational Resilience & Continuous Improvement

Maintaining resilient digital operations is essential to delivering uninterrupted support services and protecting customer confidence. Origina continually reviews and strengthens its information security framework through regular internal audits, management reviews, employee awareness training and policy updates, ensuring controls evolve alongside emerging cyber threats, changing technologies and regulatory requirements.
By embedding information security, privacy and operational resilience into its governance framework, Origina not only protects its stakeholders but also enables sustainable business growth, responsible innovation and the long-term resilience of its digital services.

Information Security, Data Privacy & Operational Resilience

Information Security Performance	FY2025	FY2026 to date
ISO/IEC 27001:2022 certified	✓	✓
Cyber Essentials Certification	✓ Cyber Essentials	✓ Cyber Essentials Plus
Significant information security incidents	0	0
Reportable personal data breaches	0	0
Substantiated complaints concerning breaches of customer privacy	0	-
Identified leaks, thefts or losses of customer data	0	-
Mandatory employee security awareness training completion	>95%	>95%



AMTIVO

CERTIFICATE OF REGISTRATION

The management system of certificate number **527879**

Origina Ltd

Termini 2nd Floor 3 Arkle Road Sandyford Business Park, Dublin 18, D18 T6T7, Ireland

has been assessed and certified as meeting the requirements of:

ISO/IEC 27001:2022

Origina delivers secure, comprehensive support and maintenance services for third-party software products. The scope of our ISO 27001:2022 certification covers all aspects of service delivery, including customer interaction, data handling, systems support, and related business processes. This applies to all services provided to our customers globally, across our headquarters, regional offices, and remote operations.

This is in accordance with the Statement of Applicability **version 1.6, approved 29th August 2025**.

Further clarifications regarding the scope of this certificate and the applicability of requirements may be obtained by consulting the certifier.

Valid from:
Initial certification: 25 October 2019
Latest issue: 06 October 2025
Expiry date: 24 October 2028
Recertification before: 24 October 2028
Subject to annual assessments.

Authorised by

Mike Tims
Chief Executive Officer

amtivo.ie
Certificate issued by Amtivo (Ireland)

Certification is conditional on maintaining the required performance standards throughout the certified period of registration. Amtivo (Ireland) Limited, Block 20A, Beckett Way, Parkwest Business Park, Dublin 12, D12 P8R2.



CYBER ESSENTIALS PLUS

CERTIFICATE OF ASSURANCE

Origina Limited and its subsidiaries (Origina Inc, Origina UK, Origina GMBH, Origina PTY Ltd & Origina Market Research Inc)
Burton Court Burton Hall Road Dublin D18 Y2T8

COMPLIES WITH THE REQUIREMENTS OF THE CYBER ESSENTIALS PLUS SCHEME

NAME OF ASSESSOR : Gary Weller
CERTIFICATE NUMBER : a7ad801f-8fc4-43d2-b8d1-2e06b318f5d1
DATE OF CERTIFICATION : 2026-01-12
PROFILE VERSION : 3.2 (Willow)
RECERTIFICATION DUE : 2027-01-12
SCOPE : Whole Organisation

SCAN QR CODE TO VERIFY THE AUTHENTICITY OF THIS CERTIFICATE

CERTIFICATION MARK | CERTIFICATION BODY | CYBER ESSENTIALS PARTNER

ASCENTOR | iasme

The Certificate certifies that the organisation was assessed as meeting the Cyber Essentials Plus implementation profile and thus that, at the time of testing, the organisations ICT defences were assessed as satisfactory against commodity based cyber attack. However, this Certificate does not in any way guarantee that the organisations defences will remain satisfactory against a cyber attack.



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Responsible Sourcing and Supplier Governance

MATERIAL TOPICS Responsible Sourcing & Supplier Practices | Responsible & Ethical Behaviour as a Business Partner

Supplier Footprint

Given the nature of Origina's business, its principal supplier footprint comprises cloud, software and IT service providers. This includes approximately 70 active or approved software and utility-software supplier records, the majority of which are smaller cloud and support providers. Other procurement categories include hardware, travel, office services and utilities, which are managed through relevant operational and sustainability processes.

Risk-Based Supplier Review

Through its' Sustainable Supply Chain Management Framework Origina applies a tiered, risk-based approach to sustainability due diligence, recognizing that suppliers vary significantly in spend, business criticality and potential ESG impact. The framework is supported by Origina's Supplier Code of Conduct, which establishes expectations relating to labour practices, health and safety, environmental responsibility, ethical business conduct and human rights, in line with recognised international standards.

The supplier review process includes:

- a structured ESG Due Diligence Questionnaire (DDQ) for suppliers selected for review;
- an Internal Desktop Review for larger or strategic suppliers that are unable to complete Origina's DDQ or sign its Supplier Code of Conduct due to their own established compliance frameworks; and
- ongoing monitoring, documentation and internal reporting to support the identification and management of ESG risks across the supplier base.

To support implementation of the framework across the business, Origina introduced a Sustainable Supply Chain training module in Q4 2025.

The module was designed to build awareness of the Sustainable Supply Chain Management Framework and strengthen understanding of Origina's approach to responsible sourcing and supplier due diligence.

FY2025 Supplier Review

During FY2025, six suppliers were prioritised for assessment through the Sustainable Supply Chain Management Framework, including five key cloud suppliers prioritised based on factors including major spend and cloud usage, aligned with Origina's existing ISO 27001 vendor-management processes.

Of the six suppliers assessed, two were classified as Tier 1 – Critical/High Risk and four as Tier 2 – Mid-Risk/Operational Support. Supplier tiers reflect business criticality and/or inherent risk and are distinct from the ESG risk rating assigned following due diligence. Four suppliers completed Origina's ESG Due Diligence Questionnaire, while internal desktop due-diligence reviews were undertaken for the two Tier 1 suppliers where completion of the questionnaire was not possible. Following assessment, all six suppliers reviewed were assigned a Low ESG risk rating.

Origina recognizes that, as a mid-sized organization, its ability to influence supplier practices can vary, particularly when engaging with large multinational providers. The framework therefore seeks to capture relevant ESG information proportionate to supplier risk and Origina's level of influence, while providing a consistent basis for strengthening responsible sourcing practices as the business and its supplier relationships evolve.

Complementing this framework, Origina's publicly available Modern Slavery Policy outlines its approach to preventing modern slavery and human trafficking across its operations and supply chain, including through risk assessment, due diligence and reporting mechanisms.

2025 Supplier Due Diligence

- **6** suppliers assessed through the Sustainable Supply Chain Management Framework
- **5** key cloud suppliers included in the review
- **4** Tier 2 suppliers completed the ESG Due Diligence Questionnaire
- 2 Tier 1 suppliers assessed through an internal desktop due-diligence review
- 2 Tier 2 suppliers agreed to sign up to our SCoC
- 100% of suppliers assessed received a Low ESG risk rating

Responsible Contractor Governance

MATERIAL TOPICS Responsible & Ethical Behaviour as a Business Partner

Origina's service delivery model is supported by a global network of Global Independent Experts (GIEs), highly specialized independent contractors with expertise across IBM, HCL, VMware, SAP and other enterprise software products.

During 2025 there was an average of approximately 240 GIE contractors assigned at any given time out of an overall network of approximately 384 available GIE contractors.

The GIE network supports customers across multiple regions globally, with the majority of contractor activity during 2025 delivered across North America and Europe, alongside activity across Africa, Asia-Pacific and other international markets.

Given the important role GIEs play in delivering services to customers, Origina applies a structured governance framework covering their selection, onboarding, contractual responsibilities, training and information-security requirements.

GIEs undergo technical vetting and background screening prior to engagement and must complete required induction before being assigned to support a customer.

Their responsibilities are governed through a formal framework of contractual requirements, operating procedures and policies.

Assigned GIEs are required to comply with relevant Origina policies and controls, including requirements relating to information security, acceptable use, customer data and systems access, remote working and use of personal devices. Required training and security-awareness requirements further support consistent standards across Origina's extended service-delivery network. Engagement with GIEs is supported through onboarding, training and ongoing operational communication, helping to maintain alignment with Origina's requirements and supporting effective collaboration across its extended service-delivery network.

Origina also uses HireRight background screening for employees and assigned GIEs prior to engagement, strengthening controls around the individuals entrusted with access to Origina and customer information and systems.



~384
GIE contractors
in the available network

~240
Average GIE contractors
assigned at any given time during FY25

161
GIE contractors
completed FY25 Sustainability Training

234
GIE contractors
completed FY25 full Infosec training



Our People and Culture

Our People and Culture

Creating a supportive, inclusive and engaging workplace



At Origina, our people are central to the resilience and long-term success of our business. Guided by our core values of Fairness, Trust, Relationships and Opportunities, we aim to create a workplace where employees feel valued, supported and empowered to contribute, develop and build meaningful careers. Since achieving Great Place to Work® accreditation in 2023, we have continued to strengthen a high-trust culture focused on employee experience, inclusion, wellbeing and professional development.

Our approach recognizes that a positive employee experience is shaped by both the conditions in which people work and the opportunities available to them. We support flexible and hybrid working across our global teams, provide access to wellbeing and mental health resources, and continue to strengthen our approach to health, safety and responsible working practices. Alongside this, we invest in employee engagement, learning and development, career progression and an inclusive workplace culture that supports a diverse workforce.

Our 2026 Double Materiality Assessment has helped sharpen the focus of our People & Culture strategy. Wellbeing & Working Conditions was identified as a material topic, reflecting the importance of providing a safe, supportive and sustainable working environment for our people. Employee Engagement, Training & Development, Workforce Diversity & Inclusion, and Community Impact were also identified as important impact priorities, recognizing the broader influence our employment practices and partnerships can have on employees and the communities around us.

Through our policies, employee-led Inclusion Committee, mentoring and development initiatives, and ongoing monitoring of workforce representation, we seek to promote equitable opportunities and a culture in which employees can bring their whole selves to work. Our people strategy is increasingly supported by measurable indicators and targets, enabling us to monitor progress across areas including workforce diversity, employee engagement, retention, learning and development, wellbeing and workplace practices.

Our responsibility to people also extends beyond our own workforce. Through community partnerships, employee volunteering and initiatives supporting inclusion, education and professional development, we aim to contribute positively to the communities in which we operate.

FY2025 People at a Glance

140	49.1%	47%	87%	50.4%
employees	women	women in leadership	GPTW engagement	Personalised L&D



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Workforce Overview and Diversity

Origina's global workforce continued to evolve during FY2025 as the business grew and developed its capabilities across key markets. We monitor workforce composition and representation to support effective workforce planning, equitable opportunity and progress against our diversity objectives.

As of October 2025, Origina's headcount included
109 employees in Ireland, Europe, and Australia and 31 employees in the US,
a foundation that supports strategic resource planning and global workforce development.

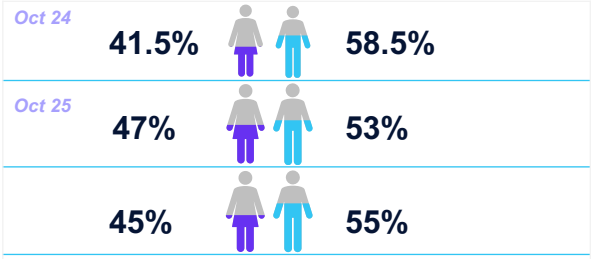
Gender Diversity, all roles

Base Year Value (Nov 23–Oct 24)	*Oct 24*	**41.5%**	**58.5%**
Current Reporting Period (Nov 24 – Oct 25)	*Oct 25*	**49.1%**	**50.9%**
Oct 2027 Target Achieved Early ✓		**45%**	**55%**
Benchmarking	Female representation at Origina stands at 49.1% across all roles, demonstrating a near gender-balanced workforce. This compares favourably with broader technology and STEM workforce trends, where women continue to represent less than one-third of the workforce in many technology-related fields.[1]		
Our Approach	Origina exceeded its October 2027 target of 45% female representation ahead of schedule, with women representing 49.1% of the workforce in FY2025. Origina remains focused on maintaining balanced representation and supporting an equitable and inclusive workplace as the organisation continues to grow.		

[1] Women in Tech Network, Women in Tech Statistics 2025.
[2] DDI, Global Leadership Forecast 2023, as reported by CIO (2024).

Workforce Diversity and Inclusion

% Women in Leadership



Women represented 47% of Origina's leadership roles in FY2025, compared with approximately 28% across the technology sector[2]

Origina also exceeded its October 2027 target for women in leadership, reaching 47% in FY2025. At C-Suite level, women currently hold 4 of 8 positions (50%), following the appointment of senior female leaders during 2025. Origina continues to support balanced representation through succession planning, leadership development and fair and transparent talent processes.

Gender Pay Gap 2025

Mean: 43.1%
Median: 50.7%

Origina's 2025 Gender Pay Gap Report recorded a mean gender pay gap of 43.1% and a median gap of 50.7%. Origina is committed to reducing its Gender Pay Gap through improved female representation in leadership and commercial roles, supported by succession planning, leadership development and fair talent processes. During 2025, Origina appointed senior female leaders into C-Suite positions, with women now representing 4 of 8 C-Suite leaders.

Further actions include the introduction of SkillsTrust job architecture, pay equity analysis and external pay benchmarking. Progress will be assessed following publication of Origina's 2026 Gender Pay Gap Report in November 2026.

Read Origina's full 2025 Gender Pay Gap Report here.

Inclusion and Employee Participation

Origina supports a workplace where everyone is treated with respect, can contribute and has opportunities to develop. Our Employee Handbook, including the Code of Conduct, sets out expectations for professional behaviour and respectful working relationships across our global workforce. We support people development through a variety of initiatives, alongside employee-led activities that encourage learning, connection and participation.

Origina is already preparing for the EU Pay Transparency Directive ahead of its anticipated implementation in Ireland during 2027, supporting our goals for gender equality, fair work and reduced inequalities.

Our employee-led Inclusion Committee, established in 2021, provides a practical focus for employee participation and awareness across the organisation. During FY2025, the committee supported communications and activities that encouraged colleagues to share experiences, exchange ideas and learn from different perspectives. These activities provided opportunities to connect beyond day-to-day responsibilities and discuss what a respectful and supportive workplace means in practice. Employee involvement is central to this approach: policies establish expectations, while participation and dialogue help colleagues understand how those expectations apply to their working relationships.

People development forms another part of this work, supporting employees in building skills, strengthening confidence and learning from others.

Feedback from development activities undertaken during FY2025 included reports of increased confidence, satisfaction with the experience and interest in further learning opportunities. These findings provide useful input when considering future initiatives, including the relevance of the support offered and the time employees need to participate. Business priorities and available resources also inform these decisions.

Origina uses employee surveys and other feedback channels, alongside workforce and employee experience data, to understand how colleagues experience the organization and identify areas requiring further attention. Our UN Global Compact reporting and participation in the EcoVadis assessment process provide additional contexts in which we communicate our commitments and activities. Maintaining consistency across these disclosures is important to presenting an accurate account of our work.

Our focus is on connecting stated expectations with employee participation, practical development activities and evidence from workplace experience, so that inclusion is reflected in how colleagues work together and how future improvements are considered.

Solas Project

Building Self worth, Skills and Opportunity

Supporting young people to see what's possible

Origina's partnership with Solas Project supports young people to build confidence, self-worth and opportunity. During FY2025, Origina's funding supported the Solas@School programme, providing consistent support to pupils in fifth and sixth class as they prepare for the transition from primary to secondary school. Through sport, business, future planning and wellness, young people develop practical skills, explore new possibilities and build the confidence and resilience to navigate the next stage of their education. Origina's support also extends beyond funding through employee volunteering and mentoring.





"Origina have shown themselves to be invested and passionate about supporting us in achieving our vision to 'see all children truly know their self-worth so they can take full advantage of their potential."

Amy Carey, CEO

Solar Project – Overall Engagements during 2025

SPORT	BUSINESS	FUTURES	WELLNESS
260 pupils | 13 programmes	**144 pupils | 8 programmes**	**85 pupils | 4 programmes**	**53 pupils | 3 programmes**
Teamwork – Confidence - Participation	Creativity – enterprise – practical skills	College – careers - possibility	Resilience – connection - wellbeing

New in FY2025: Wellness Programme

Solas Project piloted a new Wellness Programme focused on mental health, physical wellbeing and resilience. 53 pupils participated, building awareness of available supports, strengthening peer relationships and developing skills to help them feel more equipped and connected as they transition to secondary school.

"Young people gained knowledge around services available to them, and it highlighted how pupils were not aware of services locally or nationally before they started the programme."

Teacher, CBS James's Street

More than Funding: Origina's Contribution

Fund:	Direct support for Solas@School
Volunteer:	Step-Up mentoring and programme support
Engage:	Judging the Community Business Final
Advocate:	Helping raise awareness of Solas Project's work





As part of our on-going relationship with Solas Project, our Chief Revenue Officer, Antonia Ellis, visited their HQ last year. She spent time meeting some of the young people the organization supports and even dug into some of the skill-teaching projects Solas get them involved in.

As Antonia puts it "*Solas Project doesn't just teach skills – it gives self-worth and character and restores hope, dignity and opportunity. Moments like this make you look inward at the advantages you've had and the inequality that still exists in our society. They remind me how much more we all need to do to bridge the gap."*

Solas Project reports that Origina's support provides greater stability and flexibility, enabling the organisation to focus more resources on programme quality and responding to young people's needs.

Wellbeing & Working Conditions

Safe and Responsible Workplace

MATERIAL TOPICS Wellbeing & Working Conditions

Wellbeing & Working Conditions was identified as a material topic through Origina's 2026 Double Materiality Assessment. Our approach focuses on providing safe, flexible and respectful working conditions, supported by policies and practices that promote employee wellbeing, ethical conduct and a positive workplace culture.

Working Conditions

100%	**100%**
Flexible working access	**Return following family leave**

Safe and Respectful Workplace

100%	**100%**
Ethics & Code of Conduct Training	**Anti-Harassment Training Completion**

Flexible Work Arrangements

Origina provides all employees with access to flexible working arrangements, including hybrid and fully remote models. This approach supports work-life balance, collaboration and a high-trust workplace culture, and complements Origina's Great Place to Work® certification.

Return following Family Leave

All employees returning from maternity, paternity or parental leave during FY2025 returned to employment with Origina, maintaining a 100% return-to-work rate. Flexible working arrangements and reintegration support help employees transition back to work following periods of family leave.

Grievances & Whistleblowing

Origina recorded one formal employee grievance during FY2025, consistent with the base year. No incidents of discrimination were reported for either the current reporting period or base year. Accessible reporting mechanisms support employees in raising workplace concerns safely and appropriately.

Origina also updated its Protected Disclosures Policy in Q1 2026, strengthening definitions and clarifying internal and external reporting channels, confidentiality requirements and reporting processes. No whistleblower reports were recorded during FY2025.

Health and Safety

Origina is committed to providing a safe, healthy and supportive working environment. No work-related illnesses were reported during FY2025 or the base year.

In June 2026, mandatory companywide Health & Safety training was introduced, including an ergonomics module and assessment checklist. As of September 2026, 113 employees have participated in the training. This supports a more proactive, risk-based approach to ergonomic assessment, alongside existing reintegration and phased return-to-work protocols.

Ethics and Code of Conduct Policy Compliance

All employees completed mandatory Ethics and Code of Conduct training during FY2025, maintaining a 100% completion rate. The training reinforces expectations around ethical behaviour and responsible conduct across the organization. Further information on ethical conduct and ant-corruption is provided in the responsible Business section.

Anti-Harassment Training Completion

Origina maintained a 100% completion rate for mandatory anti-harassment training during FY2025. The training supports a respectful and inclusive workplace and reinforces expectations around appropriate workplace behaviour.

Wellbeing & Working Conditions
Employee Wellbeing

Origina monitors key workforce indicators to understand employee wellbeing and identify emerging trends. Absenteeism, employee turnover and access to mental health support provide important measures of workforce experience and help inform ongoing wellbeing and retention initiatives.

Absenteeism Rate

Base Year Value (Nov 23–Oct 24)	Current Reporting Period (Nov 24 – Oct 25)	Oct 2027 Target
0.80%	1.30%	1.3%

Benchmarking	According to TeamSense, the general workplace absenteeism rate was 3.2% in 2024. According to the US Bureau of Labor Statistics, the average absenteeism rate for computer occupations (that includes most tech roles) is 2.8%.
Our Approach	Origina's absenteeism rate was 1.3% in FY2025, remaining below the external benchmarks shown above. The company continues to support a workplace culture that encourages employees to take appropriate time away from work when needed.

Employee Turnover

Base Year Value (Nov 23–Oct 24)	Current Reporting Period (Nov 24 – Oct 25)	Oct 2027 Target
19.8% (14.8% voluntary & 5.0% involuntary)	29.6% (15.1% voluntary & 14.5% involuntary)	Less than 20%

Benchmarking	According to a 2025 Recruitment Trends Report from Corporate Navigators, technology-sector employee turnover was between 13.2%–18.3%, including voluntary and involuntary departures. Origina's FY2025 turnover of 29.6% was above this range, reflecting a combination of voluntary resignations and organizational change activity.
Our Approach	FY25 turnover was influenced by a combination of voluntary resignations and organizational change activity. As a growing global organization, Origina continued to evolve its structure, leadership capability, and workforce planning approach during the period. Retention and attrition metrics continue to be monitored quarterly by leadership to identify trends and support targeted retention initiatives.

Mental Health Support Access

Base Year Value (Nov 23–Oct 24)	Current Reporting Period (Nov 24 – Oct 25)	Oct 2027 Target
100%	100%	100%

Benchmarking	According to the 2024 NAMI Workplace Mental Health Poll, only 58% of US employees feel comfortable discussing mental health at work, and many report limited access to mental health resources. Mental Health America's 2024 research shows that only 16%–20% of employees report access to structured mental health programs like EAPs or training.
Our Approach	Origina provides all employees 24/7 access to the Employee Assistance Programme (EAP) through Healthy Minds and professional counseling via the Telus Health App. During FY25, Platform55 was trialed to further support employee wellbeing and personal development.

Sustainable Workplace

Investing in a more sustainable, inclusive and accessible workplace

In March 2026, Origina moved into its new leased Dublin office at the Termini Building in Sandyford. While the official move took place after the FY2025 reporting period, the new workplace represents an important development in our approach to Wellbeing & Working Conditions, supporting employee wellbeing, accessibility and a lower-impact working environment. The building holds a BER A3 rating and is targeting LEED v4 Gold certification, while Origina's own fit-out incorporates features designed to support a flexible and inclusive workplace.

Lower Impact Workplace

The Termini building incorporates a 130 kWp rooftop solar PV system, rainwater harvesting, low-flow sanitaryware, energy-efficient LED lighting and a smart Building Management System. Within it's leased office space, Origina's provides clearly segregated recycling, compost and e-waste facilities.

Wellbeing, Accessibility & Inclusion

The workplace has been designed to support different employee needs and ways of working, with natural light, acoustic design, quiet-focus areas, ergonomic furniture and a dedicated wellbeing room. Accessibility features include wheelchair-accessible facilities, inclusive reception and canteen design, visual and audio lift indicators, and gender-neutral toilets.

Supporting Sustainable Commuting

The location provides access to the Luas light rail and a bus corridor, alongside secure bicycle storage, showers and five dedicated Origina EV charging spaces, supporting employees who choose lower-carbon commuting options.

Building Energy rating	Rooftop solar PV	Certification Targeted	EV charging spaces
BER A3	130 kWp	LEED v4 Gold	5



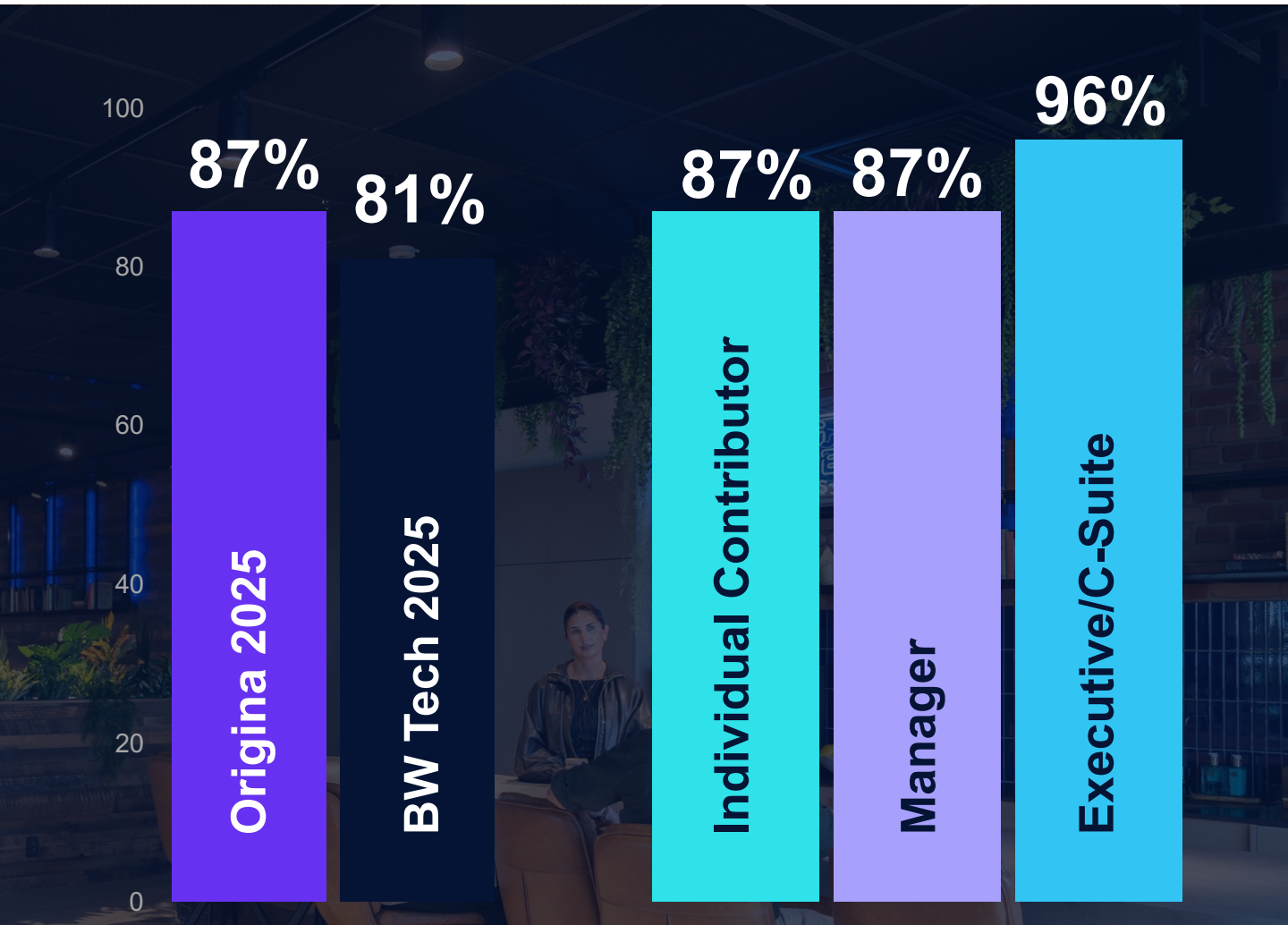
Employee Engagement & Experience

Great Place to Work (GPTW) Engagement Metrics

Employee feedback provides an important measure of Origina's workplace culture and employee experience. Through the Great Place to Work® survey, we monitor overall engagement and employee perceptions across the organization, using the findings to identify strengths and areas for continued improvement.

Overall versus Benchmark

Job Roles



2026 Engagement Target: 90%

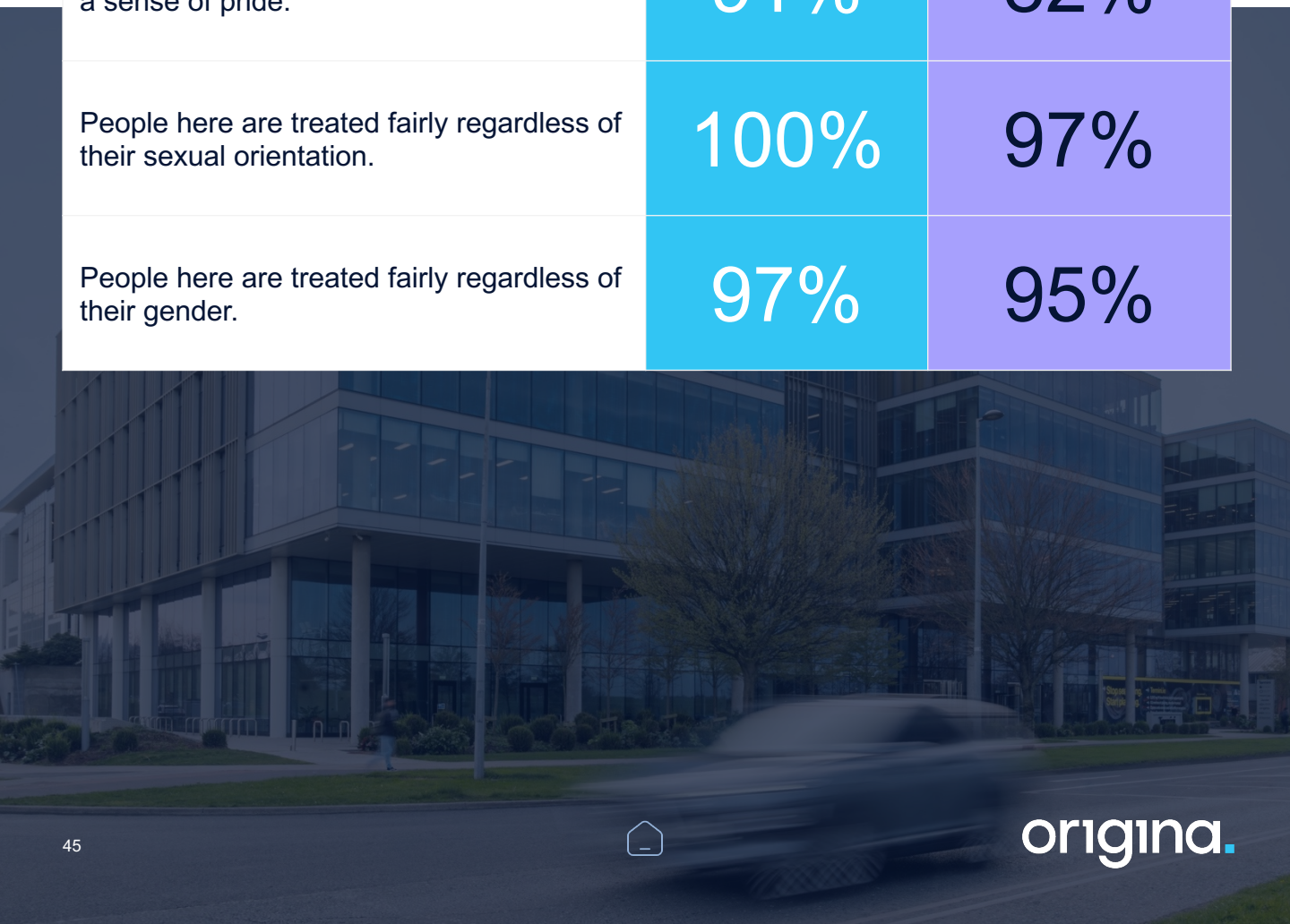
Benchmark: Great Place to Work® Ireland — Best Workplaces in Tech 2025

origina.

Employee Engagement & Experience What Our Employees Told Us

FY2025 survey results highlight strong levels of pride and perceptions of fairness across Origina's workforce, with selected measures performing above the Best Workplaces in Tech benchmark.

Survey Statements	Origina 2025	BW Tech 2025
I'm proud to tell others I work here.	96%	88%
When I look at what we accomplish, I feel a sense of pride.	91%	82%
People here are treated fairly regardless of their sexual orientation.	100%	97%
People here are treated fairly regardless of their gender.	97%	95%



Training & Development



Origina invests in the development of its people through continuous learning, personalized development planning and leadership development. Our approach combines formal training with on-the-job learning and career development opportunities, supporting employees to build the skills and capabilities needed to grow within the organization.

Average Training Hours per Employee

Base Year Value (Nov 23–Oct 24)	Current Reporting Period (Nov 24 – Oct 25)	Oct 2027 Target
15 hours	13.1	20
Our Approach	Employees completed an average of 13.1 hours of recorded formal training during FY2025. Learning also takes place through self-directed learning, webinars, internal mobility, external CPD and on-the-job development, which are not fully captured within this metric. Origina aims to increase recorded training to an average of 20 hours per employee by October 2027.	

Personalized Learning & Development

43.9%	50.4%	70%
Our Approach	50.4% of employees participated in structured, personalised development initiatives during FY2025, compared with 43.9% in the base year. This included individualized onboarding training plans, further education and CPD support, and participation in Origina's Skill Build Programme. Origina is targeting 70% participation by October 2027 as it continues to expand structured development opportunities.	

Leadership Development Programme

Completion metrics not captured 15 hrs avg per leader	**93%** 42 hrs avg per leader	**100%** 44 hrs avg per Leader
Our Approach	Throughout FY2025, Origina delivered a formal 10-month leadership development programme for people managers across the business, focused on developing capabilities against Origina's leadership competencies. The programme achieved 93% completion, with participants completing an average of 42 training hours. The programme was further developed in 2026 to strengthen people-management capabilities and support consistent, inclusive leadership, including additional leadership skills training through Platform 55. Origina is targeting 100% completion and 44 training hours per leader by October 2027.	

Internal Mobility

15.75%	13.60%	15%
Our Approach	13.6% of employees moved into new roles internally during FY2025, compared with 15.75% in the base year. Origina is targeting an internal mobility rate of 15%, supported by career development, mentoring and transparent, merit-based opportunities for internal progression.	

Making A Difference Together

People. Planet. Purpose.

At Origina, sustainability extends beyond reducing environmental impact to supporting our people, communities and wider society. Through partnerships, workplace Re-turn collections and employee volunteering initiatives in Ireland and the US, we bring together environmental responsibility, community engagement and charitable fundraising. These activities help reduce waste, support important community causes and create meaningful opportunities for employees to give back.






A Partnership with Measurable Impact

The Down Syndrome Centre is a service-led charity dedicated to children with Down syndrome and their families. Its services help children develop communication, independence, mobility, confidence, and social and emotional skills, while families gain specialist guidance, connection, and practical support.

This partnership connects environmental sustainability with social inclusion. Containers that might otherwise become waste are returned into the recycling system, while the deposit value helps fund essential services for children and families. At the same time, Company Volunteer Days give employees dedicated time away from their usual roles to support causes that matter. During the summer, eighteen Origina employees expressed interest in supporting the Down Syndrome Centre across four concerts. Five colleagues volunteered in person: Milana and Jia at Pitbull, and Paula, Lynda and Lisa at Lewis Capaldi.



MILANA **| PITBULL**

“Had such a great time volunteering and helping raise funds for the Down Syndrome Centre, while getting to enjoy Pitbull live too!”



LYNDA **| LEWIS CAPALDI**

“I was delighted to be offered the opportunity to help fundraise for such a worthwhile charity. The day itself was great from start to finish... All the hard work was worth it when such a large amount of money was raised. And bonus - got to see such an idol on the stage too.”



PAULA **| LEWIS CAPALDI**

“Sustainability isn’t always glamorous! There were lots of return bottles, plenty of sweating, a little dumpster diving and a whole lot of laughs, all while raising money for an amazing cause. We were definitely a bit fragrant by the end of it, but it was 100% worth it!”

Making A Difference Together

354

Children supported in 2025

The support included essential early-intervention therapies and programmes supporting skills, independence and confidence.

1,584

units recycled

Across six recorded Origina Irish office collections, bottles and cans were returned through the Deposit Return Scheme.

€244.20

Raised through Origina Re-turn

Funds are used to support essential services including speech and language therapy, occupational therapy, early-intervention programmes and family supports.

€26K

Raised at Marlay Park

Through Origina's volunteers collecting Re-Turn bottles in aid of DSI.

US Community Clean-up







During FY2025, Origina colleagues in Plano, Texas, came together for a local community litter clean-up, volunteering their time to help care for shared spaces and support a cleaner local environment.



Managing our Carbon Footprint

Introduction

Reducing greenhouse gas (GHG) emissions begins with understanding where they arise. As part of our commitment to environmental responsibility, transparency and supporting UN Sustainable Development Goal (SDG) 13: Climate Action, Origina continues to strengthen its understanding of its carbon footprint through annual company-wide greenhouse gas accounting. Building on our FY2024 baseline and interim FY2025 update published previously, this report presents our full FY2025 emissions inventory for the reporting period 1 November 2024 to 31 October 2025, aligned with our financial year.

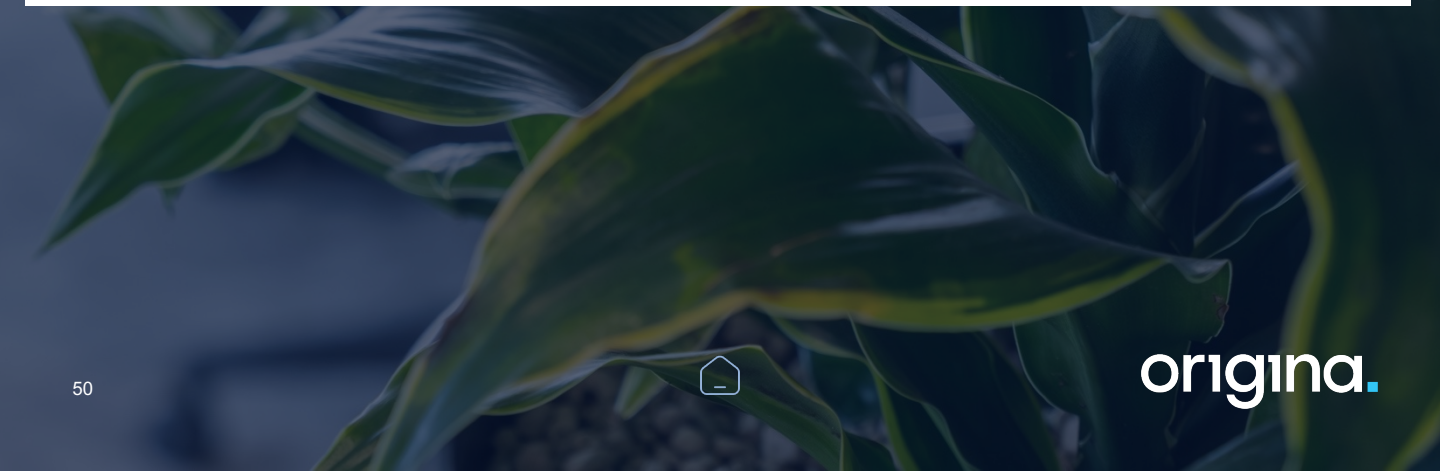
During 2026, our FY2024 baseline was reviewed and restated following a detailed quality assurance process to improve the completeness, accuracy and consistency of our emissions inventory. This provides a more robust baseline for measuring progress over time and strengthens confidence in our year-on-year reporting. Together, these inventories provide a strong evidence base to support informed decision-making, identify emissions reduction opportunities and monitor progress against our long-term climate ambitions.

Our greenhouse gas inventory has been prepared in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain (Scope 3) Standard, using the operational control approach to define our organizational boundary. Emissions have been measured across all activities over which Origina has operational control and include both direct emissions and the material indirect emissions arising throughout our value chain.

The inventory was developed in collaboration with sustainability consultants Sustainabil-IT and Greentally.

As a global provider of enterprise software support and maintenance services, Origina has a relatively small direct operational footprint. Consistent with many professional services organizations, the majority of our emissions arise indirectly through business travel, employee commuting, procurement activities and leased office operations. Understanding this emissions profile enables us to prioritise emissions reduction initiatives where they can deliver the greatest impact while continuing to improve the quality, completeness and accuracy of our carbon data. It also provides a robust evidence base to support climate-related decision-making across the business

During 2026, Origina continued to strengthen its carbon management programme through improved data quality, governance and operational decision-making. The approval of Origina's near-term emissions reduction targets by the Science Based Targets initiative (SBTi) in January 2026 marked an important milestone in our climate journey. These independently validated targets provide a science-based framework for reducing emissions in line with a 1.5°C pathway, supporting measurable climate action, robust governance and ongoing performance monitoring. Further details of our targets and progress are presented on page 53.



Our Carbon Emissions at a Glance

634.8 tCO2e	664.16 tCO2e
Total Carbon Footprint FY2025	**Total Carbon Footprint FY2024**
4.53 tCO2e	***4.74 tCO2e***
Emissions intensity per employee	**Emissions intensity per employee**

YoY Reduction	Scope 3 %	Business Travel %
-29.33 (4%)	99.66%	61.57%

Key Insights

- **FY2025 emissions decreased by 4%**, demonstrating continued progress while strengthening the quality and completeness of our carbon inventory.
- **Indirect value chain emissions dominate our footprint**, with Scope 3 accounting for 99.7% of total emissions.
- **Business travel remains our most material emissions source**, making travel management the single greatest opportunity for emissions reduction.
- **Over 82% of Origina's operational carbon footprint is generated by just four activities** – employee and contractor flights, employee commuting, employee homeworking and leased office electricity. This concentration provides a clear opportunity to prioritise targeted actions where they can deliver the greatest emissions reductions.
- **Improved carbon data and governance** are supporting more informed decision-making and providing a stronger foundation for achieving our Science Based Targets initiative (SBTi) commitments.

FY2025 Baseline Restatement

During 2026, our FY2024 baseline inventory was reviewed and restated to improve data quality and methodological consistency. All year-on-year comparisons in this report are based on the restated FY2024 baseline of 664.16 tCO_2e.

Our Emissions by Scope

Scope 1	Scope 2	Scope 2
1.43 tCO2e	0.77 tCO2e	632.63 tCO2e
0.22%	0.12%	99.66%



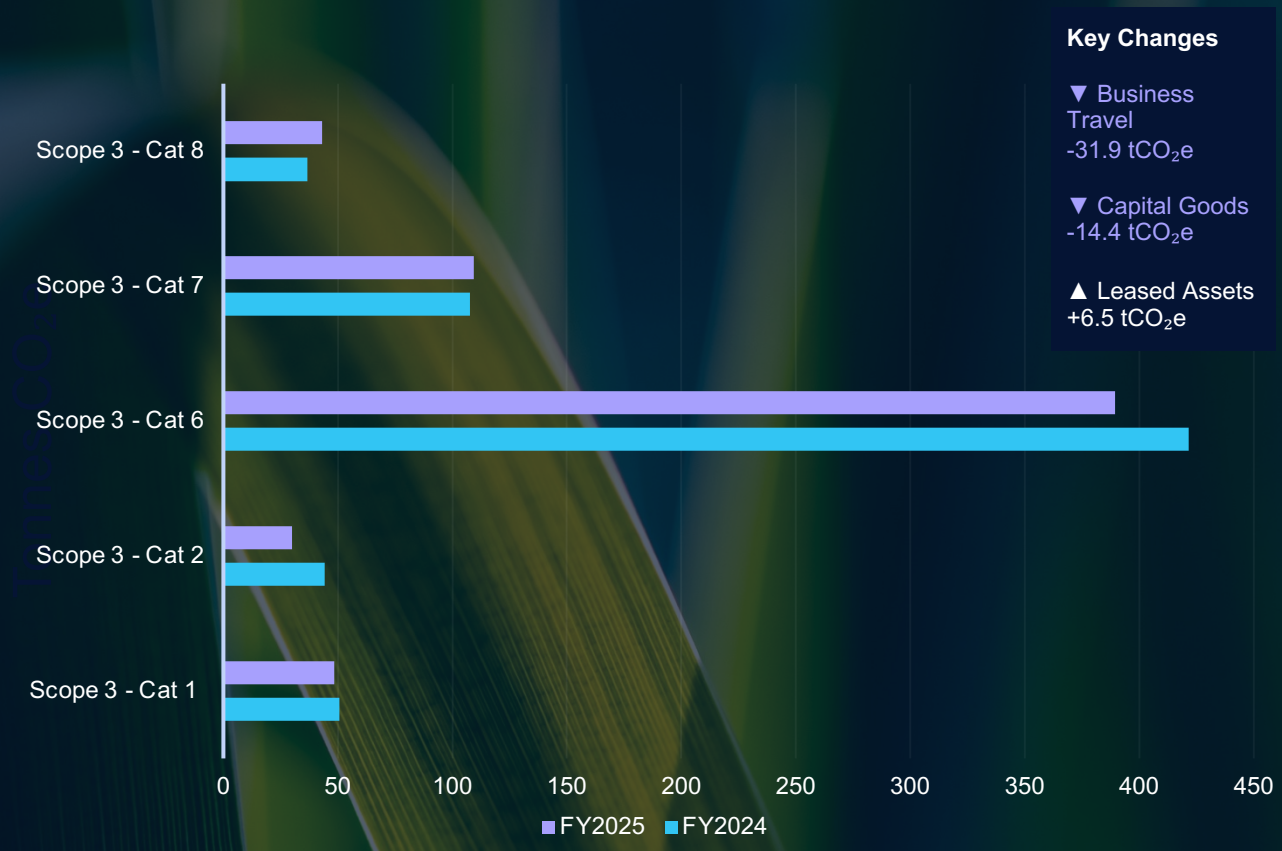
As a software services organization, almost all of Origina's measured operational emissions occur across our value chain rather than from our direct operations. This reinforces the importance of embedding sustainability into procurement, travel, workplace operations and supplier engagement to reduce emissions over time.

Key Insights

- **Origina's emissions profile reflects the nature of a software services organization**, with the majority of emissions arising indirectly through the delivery of our services rather than from direct operational activities.
- **Scope 3 emissions account for 99.7% of our total carbon footprint**, demonstrating that meaningful decarbonization depends on effective engagement across our value chain.
- **Direct emissions (Scopes 1 and 2)** account for less than 0.5% of total emissions, highlighting the relatively low operational footprint of our business.
- **Our carbon inventory provides a clear foundation for action**, enabling us to prioritize emissions reduction initiatives and embed sustainability into operational decision-making across the business.
- Although Scope 2 emissions remain immaterial, there was an increase after Origina assumed responsibility for electricity procurement at its new Dublin office, when it took over the lease and started fit-out operations in July 2025. Using applicable SEAI grid electricity emission factors, 0.77 tCO_2e of location-based Scope 2 emissions were reported for FY2025. The office initially operated under a standard electricity contract before transitioning to certified renewable electricity from July 2026. This transition supports Origina's approved SBTi commitment to maintain zero market-based Scope 2 emissions.

Scope 3 – Material Emissions Y-o-Y

Year-on-Year Emissions Breakdown



Key Insights

- **Category 6 - Business Travel** remains the dominant emissions source, contributing 62% of Origina's total carbon footprint despite an 8% year-on-year reduction.
- The largest reductions were achieved in Category 6 - **Business Travel** and **Category 2 - Capital Goods**, together accounting for over 46 tCO_2e of emissions savings compared with FY2024.
- **Category 1 - Purchased Goods & Services** remained relatively stable, indicating consistent emissions associated with external service procurement.
- **Category 7 - Employee Commuting** and **Category 8 - Upstream Leased Assets** increased modestly, reinforcing these as priority areas for continued data improvement and targeted emissions reduction initiatives.

The emissions profile remains highly concentrated, with these five material Scope 3 categories accounting for approximately **98%** of measured Scope 3 emissions, demonstrating where future decarbonization efforts can deliver the greatest impact.

Our Carbon Accounting Framework

Origina's greenhouse gas inventory has been prepared in accordance with the Greenhouse Gas (GHG) Protocol, using internationally recognized methodologies to ensure transparent, consistent and comparable reporting. During 2026, continued improvements to data quality, reporting methodology and Scope 3 coverage further strengthened the completeness and robustness of our emissions inventory, providing a more reliable foundation for climate-related decision-making.

GHG Protocol Framework

- Corporate Standard
- Corporate Value Chain (Scope 3) Standard
- Operational Control approach

Reporting Coverage

- Origina Group operations, including Irish and US offices and relevant international activities
- Scope 1, Scope 2 and Scope 3 Categories 1-8, including Categories 3 & 5
- Scope 3 Categories 9-15 assessed as not material

Calculation Methodology

- Primary activity and supplier-specific data prioritised, including travel bookings, Microsoft 365/Azure emissions data, available electricity bills, Product Carbon Footprints (PCFs), contractor working hours and HR workforce records.
- Spend-based calculations applied mainly to purchased goods and services where more specific data was unavailable.

Quality Assurance

- Latest available emissions factors
- Annual methodology review
- Restated FY2024 baseline for comparability

Emissions Factors & Sources

Emissions were calculated in accordance with the GHG Protocol using internationally recognized emissions factors selected according to the emissions source, geographical location and data availability. Where primary activity or supplier-specific data was unavailable, recognized estimation methodologies were applied to ensure complete and transparent reporting.

Emissions factor sources included:

- UK Government DESNZ emissions conversion factors (2024 & 2025)
- CEDA Ireland & CEDA USA emissions factors databases (2024 & 2025)
- SEAI electricity generation emissions factors (2024 & 2025)
- US EPA greenhouse gas emissions factors (2024 & 2025)
- National electricity emissions factors for employee and contractor homeworking calculations
- Product Carbon Footprints
- Supplier-specific emissions data

Energy Consumption data:

Origina continues to strengthen data collection across its leased offices. Actual electricity consumption data is now available for the new Dublin office for part of the reporting period, while estimates and expenditure-based methodologies have been applied where primary consumption data was unavailable. Origina will continue working with landlords and utility providers to improve access to actual consumption data for future reporting periods.

Business Travel: Our Greatest Operational Opportunity

Business travel remains Origina's largest operational emissions source, accounting for over 60% of the Company's total greenhouse gas emissions. This reflects the global nature of Origina's business, where customer engagement, technical support and relationship management occasionally require international travel. While business travel delivers important commercial value, the emissions inventory has identified it as the Company's single greatest operational opportunity for emissions reduction.

Business Travel KPI	FY24	FY25	Changes
Total Business Travel emissions (tCO2e)	421.42	389.53	↓ 7.6%
Business travel emissions per employee (tCO2e)	3.01	2.78	↓ 7.6%
Employee flight emissions (tCO2e)	339.14	311.52	↓ 8.1%
Share of total footprint	63.5%	61.6%	↓ 1.9%

Key Insights

- Business travel continues to be the Company's primary operational decarbonization opportunity.
- The reduction in emissions and emissions intensity indicates improved travel efficiency compared with FY2024.
- Future reductions will focus on travel governance, lower-carbon travel choices and improved data quality, rather than restricting essential customer travel.

Our Approach

Governance

- Origina is currently in the process of implementing the Regen travel Policy to strengthen travel governance and support lower-carbon business travel decisions.
- Continue using the Navan Travel management platform to monitor business travel activity, with detailed booking data supporting the measurement and reporting of travel-related emissions.
- Review travel demand and trends regularly.

Operational Actions

- Increase virtual collaboration where appropriate.
- Prioritize lower-carbon transport modes for shorter journeys.
- Continue improving primary travel activity data.
- Monitor business travel emissions intensity per employee.

Business travel will remain essential to supporting Origina’s customers and future growth. Our focus is to ensure journeys deliver clear business value while embedding lower-carbon travel practices, stronger governance and ongoing performance monitoring.

Priority Areas for Action

While business travel represents Origina's greatest operational opportunity for emissions reduction, delivering long-term climate action requires a broader focus across all material emissions sources. The insights gained through Origina's greenhouse gas inventory enable us to prioritize actions where they can deliver the greatest impact, from employee commuting and leased office operations to procurement and ongoing improvements in carbon data and governance. As our carbon reporting continues to mature, our focus is on embedding climate considerations into operational decision-making and implementing practical initiatives that support delivery of our approved Science Based Targets initiative (SBTi) commitments.

Employee Commuting

Focus

Support lower-carbon commuting while improving data quality.

Actions

- Improve collection of primary commuting data through employee surveys
- Encourage active and public transport
- Continue supporting flexible and hybrid working arrangements
- Monitor commuting trends to inform future initiatives

Office Energy

Focus

Minimize emissions associated with leased office operations while improving the quality of energy data

Actions

- Transitioned the new Dublin office to a certified renewable electricity tariff (July 2026).
- Leverage the energy performance of our new A-rated (BER A3) Dublin headquarters to support lower operational emissions.
- Strengthen landlord engagement on utility and energy data to improve access to actual electricity consumption data in the US
- Identify further opportunities to improve office energy efficiency.

Procurement & Supply Chain

Focus

Reduce value chain emissions through improved supplier engagement.

Actions

- Expand the use of Product Carbon Footprint (PCF) data where possible
- Continue further integration of sustainability considerations into procurement decisions
- Work with suppliers to improve emissions transparency over time

Carbon Data & Governance

Focus

Continue improving the quality and maturity of carbon reporting.

Actions

- Increase primary activity data across emission sources
- Review methodologies and emissions factors annually
- Expand Scope 3 data quality and supplier engagement
- Monitor progress against SBTi commitments

Delivering our Science Based Targets

Following approval of Origina's near-term Science Based Targets initiative (SBTi) emissions reduction targets in Q1 2026, our focus is now shifting from establishing a robust emissions baseline to embedding climate action across the business. FY2025 represented an important foundation year, strengthening the governance, data and operational processes required to deliver long-term emissions reductions in line with our approved SBTi commitments.

SBTI

Target	Status
Reduce absolute Scope 1 GHG emissions 42% by 2030 from a 2024 base year	✓ Approved Q1 2026
Maintain zero Scope 2 GHG emissions through 2030	✓ Approved Q1 2026
Measure and reduce Scope 3 emissions from a 2024 base year	✓ Approved Q1 2026

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

PROGRESS TOWARDS OUR TARGETS

Scope 1

✓ Baseline established

✓ Annual monitoring in place

✓ Scope 1 emissions reduced y-o-y from 1.92 tCO2e in 2024 to 1.43 tCO2e in 2025

Scope 2

✓ 0.77 tCO2e location-based emissions reported for FY2025

✓ Certified renewable electricity procured in July 2026

✓ Supporting Origina's commitment to maintain zero market-based Scope 2 emissions

Scope 3

✓ Complete Scope 3 inventory established (FY25 included categories 3 & 5 previously excluded)

✓ Regen Travel Policy developed and in the process of implementation to help address most material emissions source – Category 6 Business travel

FY2025 established stronger foundations for long-term emissions reduction. During 2026, Origina continues to translate its climate commitments into action by transitioning the new Dublin office to certified renewable electricity, developing and implementing its Regen Travel Policy, and strengthening the completeness and quality of Scope 3 measurement and reporting. Together, these actions support delivery of Origina's approved Science Based Targets initiative (SBTi) commitments.

Looking Ahead: From Measurement to Action

FY2025 represented an important step forward in Origina's carbon management journey. With a more complete greenhouse gas inventory, an improved FY2024 baseline and approved Science Based Targets initiative (SBTi) commitments now in place, our focus is shifting from strengthening measurement to embedding emissions reduction into operational decision-making.

Looking ahead, we will continue to focus action on our most material emissions sources, including business travel, employee commuting, procurement and energy associated with our leased offices. Priorities include implementing our new Travel Policy, maintaining certified renewable electricity procurement where we have operational control, in our Dublin office, improving primary and supplier-specific data, and strengthening the integration of climate considerations into procurement and operational decisions.

As our carbon management programme matures, we will continue to monitor performance against our SBTi commitments and use improved data and emissions intensity metrics to inform future reduction initiatives and, where appropriate, more specific operational targets.

Supporting Wider Environmental Action

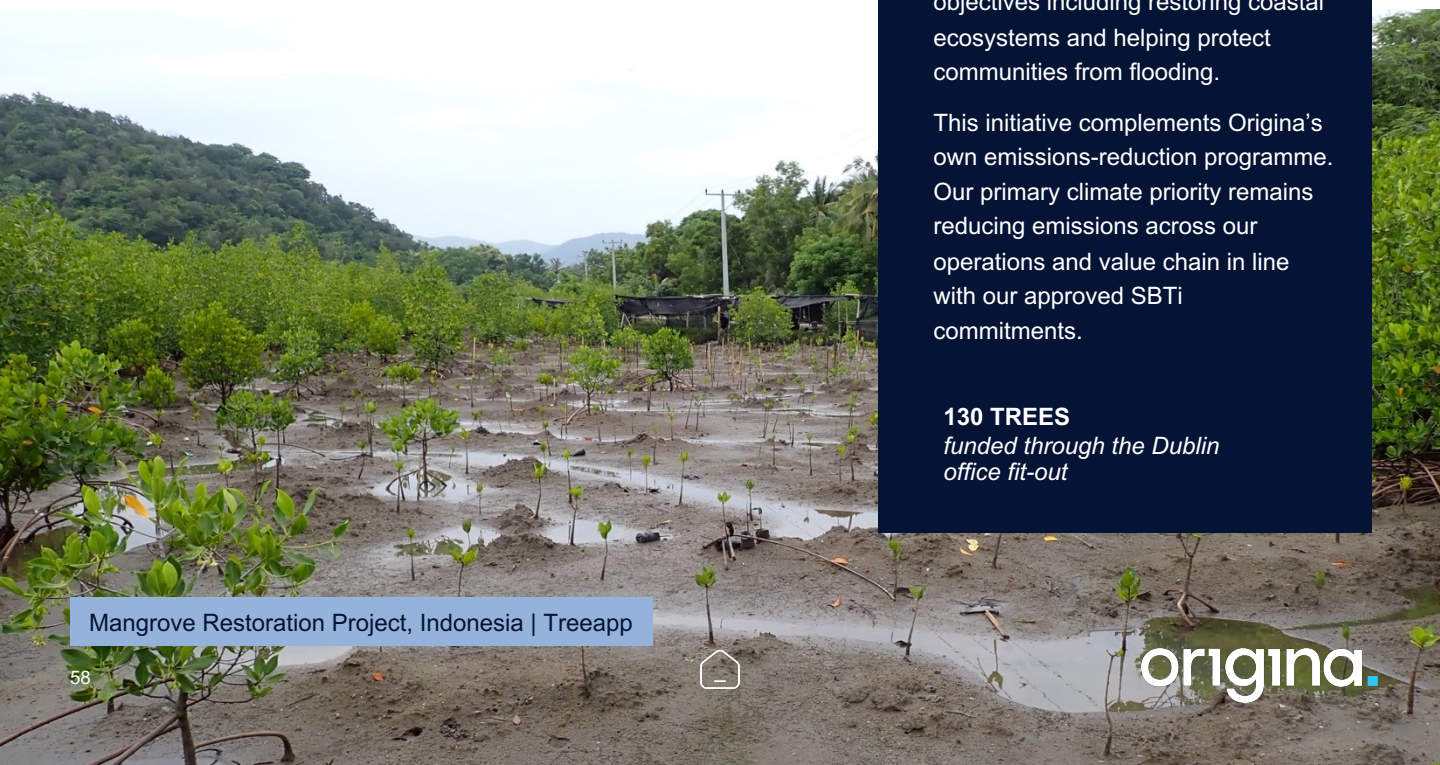
Alongside efforts to reduce emissions across our own operations and value chain, Origina seeks opportunities to support wider environmental action through our suppliers and partnerships.

As part of the fit-out of Origina's new Dublin office, our fit-out partner Calibro Workspace funded the planting of 130 trees in Indonesia through Treeapp. The initiative forms part of Calibro's approach to creating a positive environmental contribution through its workplace projects.

The planting supports a mangrove restoration project, with wider environmental and community objectives including restoring coastal ecosystems and helping protect communities from flooding.

This initiative complements Origina's own emissions-reduction programme. Our primary climate priority remains reducing emissions across our operations and value chain in line with our approved SBTi commitments.

130 TREES
funded through the Dublin office fit-out



Mangrove Restoration Project, Indonesia | Treeapp



Framework Alignment and Index

Reporting Frameworks and Approach

Origina's sustainability reporting approach is informed by internationally recognized reporting standards and frameworks, selected to reflect both the Company's sustainability impacts, information needs of its stakeholders and its reporting maturity level.

This report has been developed with reference to the Global Reporting Initiative (GRI) Standards as the primary framework for impact-focused sustainability reporting. The SASB Software & IT Services Standard has also been considered to support the identification and disclosure of industry-specific sustainability information relevant to enterprise value. Origina maps its activities to the UN Sustainable Development Goals (SDGs) and reports its alignment with the Ten Principles of the United Nations Global Compact.

The following indices show where relevant disclosures and information can be found throughout this report.

GRI Reference Content Index

Statement of use: Origina has reported the information cited in this GRI content index for the period 1 November 2024 to 31 October 2025 with reference to the GRI Standards.
GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Location in Report	Pg no.
GRI 2: General Disclosures 2021	2-1 Organizational details	About Origina; About This Report	5, 7
GRI 2	2-2 Entities included in the organization's sustainability reporting	About This Report – Reporting Boundary	7
GRI 2	2-3 Reporting period, frequency and contact point	About This Report	7
GRI 2	2-4 Restatements of information	About This Report; Managing Our Carbon Footprint – FY2024/FY2025 baseline restatement	7, 49, 50
GRI 2	2-6 Activities, value chain and other business relationships	About Origina; Digital Sustainability; Responsible Sourcing & Supplier Governance; Responsible Contractor Governance	5,7,19, 34, 35
GRI 2	2-8 Workers who are not employees	Responsible Contractor Governance	35
GRI 2	2-9 Governance structure and composition	Regeneration in Action, Governance & Accountability	9, 10, 30
GRI 2	2-12 Role of the highest governance body in overseeing the management of impacts	Regeneration in Action – Governance & Accountability; Governance & Accountability	9, 10, 30
GRI 2	2-13 Delegation of responsibility for managing impacts	Regeneration in Action – Governance & Accountability; Governance & Accountability	9, 10, 30

GRI Reference Content Index

GRI Standard1	Disclosure	Location in Report	Pg no.
GRI 2	2-14 Role of the highest governance body in sustainability reporting	Regeneration in Action – Sustainability Reporting	9
GRI 2	2-22 Statement on sustainable development strategy	A Message from our CEO; Executive Summary	3,4
GRI 2	2-23 – Policy Commitments	Ethical Business Conduct & Compliance; Responsible Sourcing & Supplier Governance; UN Global Compact Principles Alignment	31, 33, 67
GRI 2	2-24 – Embedding Policy Commitments	Governance & Accountability; Ethical Business Conduct & Compliance; Responsible Sourcing & Supplier Governance; Responsible Contractor Governance	30, 31, 34, 35
GRI 2	2-26 Mechanisms for seeking advice and raising concerns	Ethical Business Conduct & Compliance	31
GRI 2	2-27 Compliance with laws and regulations	Ethical Business Conduct & Compliance	31
GRI 2	2-28 Membership associations	Regeneration in Action; Shaping a More Sustainable ICT Market, Framework Alignment	9, 21, 22
GRI 2	2-29 Approach to stakeholder engagement	Double Materiality Assessment; Stakeholder Engagement	11, 12, 15, 16
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment – Methodology	11, 12
GRI 3	3-2 List of material topics	Ranked Double Materiality Topics; Our Material Sustainability Priorities	14, 17, 18
GRI 3	3-3 Management of material topics	Our Material Sustainability Priorities; relevant Digital Sustainability, Governance & Responsible Business, People & Culture and Carbon sections	17, 18, 20-24, 26-35, 36-48, 49-58
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Ethical Business Conduct and Compliance	31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Managing Our Carbon Footprint – Our Emissions by Scope	52
GRI 305	305-2 Energy indirect (Scope 2) GHG emissions	Managing Our Carbon Footprint – Our Emissions by Scope	52
GRI 305	305-3 Other indirect (Scope 3) GHG emissions	Managing Our Carbon Footprint – Our Emissions by Scope / Scope 3 – Material Emissions Y-o-Y	52, 53

GRI Reference Content Index

GRI Standard	Disclosure	Location in Report	Pg no.
GRI 305	305-4 GHG emissions intensity	Managing Our Carbon Footprint – Carbon Emissions at a Glance	51
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular IT – Our Internal Operations	23
GRI 306	306-2 Management of significant waste-related impacts	Circular IT – Our Internal Operations	23
GRI 306	306-3 Waste generated	Circular IT – Our Internal Operations	23
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Wellbeing & Working Conditions – Employee Wellbeing / Employee Turnover	41,42
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of Worker Health	Wellbeing & Working Conditions – Employee Wellbeing / Mental Health Support	41,42
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Training & Development	46
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance & Accountability, Workforce Overview & Diversity;	30, 38, 27,
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Wellbeing & Working Conditions / Grievances & Whistleblowing	41
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security, Data Privacy & Operational Resilience	33

SASB Content Index – Software & IT Services

The Sustainability Accounting Standards Board (SASB) Standards, now maintained by the International Sustainability Standards Board (ISSB) under the IFRS Foundation, provide industry-specific guidance on sustainability-related risks and opportunities with potential financial or operational relevance.

To complement its GRI reporting, Origina has considered the SASB Software & IT Services Standard, focusing on disclosures most relevant to its business model and operations. The table below identifies the SASB topics and metrics addressed within this report.

SASB Topic / Metric	Disclosure Code	Origina Disclosure / Location
Data Security – Number of data breaches, percentage involving personally identifiable information, number of users affected	TC-SI-230a.1	Information Security, Data Privacy & Operational Resilience (p. 33). During FY2025, Origina recorded zero reportable personal data breaches, zero significant information security incidents and zero identified leaks, thefts or losses of customer data. Partial disclosure: the additional SASB data points are not separately reported.
Data Security – Approach to identifying and addressing data-security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Information Security, Data Privacy & Operational Resilience (p. 32 & 33). ISO/IEC 27001:2022-certified ISMS, Cyber Essentials certification, risk management, internal audits, management review and mandatory employee security-awareness training.
Recruiting & Managing a Global, Diverse & Skilled Workforce – Employee engagement	TC-SI-330a.2	Employee Engagement & Experience. (p 44) FY2025 Great Place to Work employee engagement score: 87%.
Recruiting & Managing a Global, Diverse & Skilled Workforce – Gender and racial/ethnic group representation for management, technical staff and all other employees	TC-SI-330a.3	Our People & Culture – Workforce Overview & Diversity. (p. 38 & 39) Origina reports gender representation across its workforce and women in leadership. Partial disclosure: SASB employee-category and racial/ethnic representation data are not reported.
Managing Systemic Risks from Technology Disruptions – Description of business-continuity risks related to disruptions of operations	TC-SI-550a.2	Information Security, Data Privacy & Operational Resilience.(p. 32 & 33) Risk-based approach to operational resilience and business continuity, supported by Origina's ISMS, information-security controls, audits, management review and continuous-improvement processes.

Material Topics and Reporting Frameworks

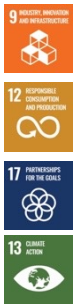
The table below shows how Origina's twelve double-material sustainability topics and five additional impact-priority topics align with the GRI Standards, SASB Software & IT Services Standard and, where relevant, organization-specific reporting. Further detail on the referenced disclosures is provided in the preceding GRI and SASB content indices.

Material Topic	GRI Alignment	SASB / Other Alignment
Data Security & Privacy	GRI 3-3; GRI 418-1	SASB TC-SI-230a.1; TC-SI-230a.2
Service Reliability, Cybersecurity & Operational Resilience	GRI 3-3	SASB TC-SI-230a.2; TC-SI-550a.2
Extending the Life of IT Assets	GRI 3-3; GRI 306-1; GRI 306-2	Organization-specific reporting on Origina's software lifecycle-extension business model and internal IT asset management, including reuse, repair and responsible recycling
Compliance with Laws & Regulations	GRI 3-3; GRI 2-27	—
Responsible & Ethical Behaviour as a Business Partner	GRI 3-3; GRI 2-23; GRI 2-24	—
Transparent & Responsible Communication	GRI 3-3	—
Wellbeing & Working Conditions	GRI 3-3; GRI 403-6	—
Governance & Management of Sustainability	GRI 3-3; GRI 2-9; GRI 2-12; GRI 2-13; GRI 2-14	—
Influence on Customers' Environmental Impacts	GRI 3-3	Organization-specific lifecycle-extension reporting
Anti-Corruption & Ethical Conduct	GRI 3-3; GRI 205-3	—
Responsible Sourcing & Supplier Practices	GRI 3-3; GRI 2-23; GRI 2-24	—
Electronic Waste Management & End-of-Life Practices	GRI 3-3; GRI 306-1; GRI 306-2	—
Employee & Contractor Engagement*	GRI 3-3	SASB TC-SI-330a.2 (employee engagement)
Training & Development*	GRI 3-3; GRI 404-2	—
Workforce Diversity & Inclusion*	GRI 3-3; GRI 405-1; GRI 406-1	SASB TC-SI-330a.3
Community Impact*	GRI 3-3	—
Energy & Climate*	GRI 3-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4	—

*Additional impact-priority topic identified through Origina's Double Materiality Assessment.

Alignment with the UN SDGs

Origina maps its sustainability activities to the United Nations Sustainable Development Goals (SDGs) to illustrate where its business activities, sustainability initiatives and partnerships can contribute to wider sustainable development objectives. The table below highlights the SDGs and specific targets most closely aligned with the areas addressed in this report.

Key Area	Current Activity	Relevant SDG	Relevant Target
Digital Sustainability & Circular IT	▪ Extending software lifecycles with potential to defer hardware replacement and associated environmental impacts ▪ Circular IT practices including reuse, donation and responsible recycling ▪ Industry advocacy through Free ICT Europe		9.4: More sustainable, resource-efficient infrastructure 12.5: Reduce waste through prevention, reuse and recycling 13.3 Climate awareness and capacity building 17.16: Support multi-stakeholder partnerships
Information Security, Data Privacy & Operational Resilience	▪ ISO/IEC 27001:2022-certified ISMS ▪ Cybersecurity, privacy and resilience controls ▪ Security-awareness training		9.1: Reliable, sustainable and resilient infrastructure 16.6: Effective, accountable and transparent institution
Responsible Business & Supply Chain	▪ Supplier ESG due diligence and responsible sourcing ▪ Contractor governance, ethics and compliance controls ▪ Responsible business collaboration and thought leadership		8.7: Address forced labour, modern slavery and child labour 8.8: Protect labour rights and safe working environments 12.6: Encourage sustainable business practices and sustainability reporting 16.5: Reduce corruption and bribery 17.7 Encourage effective partnerships
People, Wellbeing & Inclusion	▪ Employee wellbeing and mental-health support ▪ Learning and development ▪ Workforce diversity and inclusion goals and initiatives ▪ Employee engagement and flexible working		3.4: Promote mental health and wellbeing 4.4:Develop skills for employment 5.5: Women's participation and leadership 8.5: Decent work and equal pay 8.8: Safe and secure working environments 10.2: Promote social and economic inclusion 10.3: Equal opportunity and reduced inequalities

Alignment with UN SDGs

Key Area	Current Activity	Relevant SDG	Relevant Target
Community Impact	▪ Community partnerships supporting wellbeing, inclusion and skills development ▪ Mentoring and social-impact initiatives ▪ Bottle collection and recycling initiative with DSI		3.4 Promote mental health and wellbeing 4.4: Develop relevant skills 10.2: Promote social and economic inclusion 12.5: Reduce waste through prevention, reuse and recycling 17.17: Encourage effective partnerships
Climate Action & Carbon Management	▪ Scope 1–3 GHG measurement and reporting ▪ SBTi-approved near-term targets ▪ Emissions-reduction initiatives		13.2: Integrate climate action into strategy and planning 13.3: Build climate awareness and capacity

UN Global Compact Principles Alignment

As a participant in the UN Global Compact, Origina submitted its annual Communication on Progress (CoP) in July 2026, reporting on its approach to the Ten Principles covering human rights, labour, environment and anti-corruption. The table below provides a complementary overview of how Origina's policies and activities align with these principles.

UNGC Principle	Area	Origina's Alignment
1. Support and respect the protection of internationally proclaimed human rights	Human Rights	Origina's Code of Conduct, Supplier Code of Conduct & Modern Slavery Policy, support respect for human rights, equality and responsible business conduct.
2. Make sure businesses are not complicit in human rights abuses	Human Rights	Origina's Modern Slavery Policy, Supplier Code of Conduct, and risk-based supplier due diligence support the identification and management of human-rights risks
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining	Labour	Origina respects freedom of association and provides channels for employees and contractors to raise concerns and provide feedback.
4. Eliminate all forms of forced and compulsory labour	Labour	Origina's Modern Slavery Policy & supplier standards prohibit forced labour and risk-based supplier due diligence considers labour and human-rights practices.
5. Abolish child labour	Labour	Origina's Modern Slavery Policy & supplier standards prohibit child labour and set expectations for responsible labour practices across the supply chain.
6. Eliminate discrimination in respect of employment and occupation	Labour	Workforce diversity and inclusion policies and initiatives support equal opportunity, inclusive employment practices and increased representation in leadership.
7. Support a precautionary approach to environmental challenges	Environment	Environmental impacts are considered through carbon management, responsible sourcing, circular IT and sustainability risk management.
8. Undertake initiatives to promote greater environmental responsibility	Environment	SBTi-approved climate targets, circular IT practices, responsible sourcing and industry collaboration support greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies	Environment	Origina's independent software support model enables longer technology lifecycles, with the potential to defer premature hardware replacement and associated environmental impacts.
10. Work against corruption in all its forms, including extortion and bribery	Anti-Corruption	Code of Conduct, anti-bribery and anti-corruption controls, ethics training, reporting mechanisms and counterparty screening support prevention and detection of unethical conduct.

About Origina

Origina is an independent software maintenance provider that helps enterprises take control of their software strategy, reduce risk, and extend the lifespan of critical systems. Our expert-led service proactively maintains, supports, and optimizes software environments, enhancing performance, resilience, and long-term compliance for reliable, continuous operation. Passionate about championing end-user rights and unlocking value, we help organizations make strategic, future-ready decisions on their terms.

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Sustainabil-IT is an Irish consultancy built on the belief that sustainability and technology work best together. Pioneers of "Sustainable Digital Transformation", we combine sustainability expertise with hands-on technology leadership to help organizations reduce costs, gain competitive advantage and meet compliance requirements. Together with our partner ecosystem, we support clients from Education to Certification, offering sustainability strategy, GHG emissions management, renewable energy solutions, sustainability reporting and certification support.

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Ireland, Dublin
+353 1 524 0012

United States, Dallas
+1 888 206 4862

United Kingdom, London
+44 20 3318 3790

France, Paris
+33 1 59 03 03 60

Sydney, Australia
+61 7 3053 5831

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