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INTERIM SUSTAINABILITY REPORT

Covering the Period of
November 2024 – May 2025

Origina 

Independent software maintenance vendor for
IBM, HCL, and VMware applications

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A Message from our CEO

Origina was founded on the principle of reducing waste. While financial waste is a major part of that, it is far from the only kind we aim to address. When you understand just how much hardware is prematurely discarded due to arbitrary software decisions, it's hard not to feel both frustrated and driven to act. The environmental cost of these practices, often in pursuit of large software vendors roadmaps and profit margins, is simply too high to ignore.

This is our first Sustainability Report, and it marks an important milestone for us. Sustainability is not a side initiative at Origina. It is foundational to who we are and what we do. Our mission enables customers to extend the life of their IT assets, and in doing so, reduce their electronic waste and their carbon footprint. We know that to lead on sustainability externally, we must also live those values internally.

That is why we established our Regenerative Team, a dedicated group charged with embedding environmental consciousness into our day-to-day business practices and long-term strategy. From procurement to operations, we are committed to reducing the strain our company places on the planet.

To further demonstrate our commitment to sustainability, Origina has recently become a signatory of the iMasons Climate Accord (ICA). This global initiative brings companies together to drive decarbonisation across the digital infrastructure industry. By aligning with the ICA, we are contributing to the collective ambition of achieving net-zero carbon emissions in line with the goals of the Paris Climate Agreement.

We also recognise the importance of driving broader industry change. Through our leadership roles in Free ICT Europe and Free ICT US, we actively advocate for open access to software support, the Right to Repair, and longer equipment lifespans. These efforts are aimed at tackling planned obsolescence in the ICT sector, one of the most urgent and under-addressed challenges in the global fight against e-waste.

In January 2025, we achieved a Bronze EcoVadis rating on our first submission. Led by our Regenerative Team, this accomplishment is a testament to our dedication to advancing our sustainability performance, and one we will continue to build upon.

Our customers care deeply about reducing e-waste and environmental impact, and many expect the same level of commitment from their suppliers. But beyond meeting expectations, we believe this is simply the right thing to do. On a planet facing unprecedented environmental challenges, taking responsibility is not optional, it is a moral and business imperative.

As a company headquartered in Ireland with a global footprint, we are in a unique position to help both customers and colleagues reduce the environmental harm associated with technology. I encourage every member of our team to speak up, take action, and share ideas that can drive further progress.

In October of last year, we joined the UN Global Compact, affirming our commitment to sustainability, human rights, and ethical business. This inaugural Sustainability Report was produced in close collaboration with external sustainability consultants, Sustainabil-IT and Greentally, and represents the first step in a journey of continuous improvement.

Thank you for reading. We're just getting started.



*Origina CEO and Founder,
Tomás O'Leary*

Executive Summary

This inaugural Sustainability Report marks a key milestone in our commitment to building a more responsible and resilient business. We are proud to share how our operations, values, and services contribute to a more sustainable, inclusive, and secure digital future.

Founded on the principle of reducing waste—financial, environmental, and systemic—our mission directly supports efforts to combat e-waste and extend the usable life of IT assets. As this is an interim and the first Sustainability Report, we have aligned our disclosures with two globally recognised frameworks: the United Nations Sustainable Development Goals (SDGs) and the UN Global Compact's Ten Principles. These frameworks provide a clear, credible structure for articulating our commitment to responsible business practices, ethical governance, social inclusion, and environmental stewardship.

Given the report's interim nature and our company's current size and maturity, this level of alignment is both appropriate and practical. It enables us to communicate meaningful progress while laying the foundation for deeper alignment with evolving standards such as EcoVadis, GRI, and CSRD in the future.

In October 2024, we joined the UN Global Compact, reinforcing our commitment to responsible business practices and sustainability. This interim Sustainability Report, covering the period of November 2024 to May 2025, reflects our first steps toward greater transparency and accountability. It has been produced in part as a response to the UN Global Compact, underscoring our intent to identify, manage, and communicate our impact on people, the planet, and society in a more structured and measurable way. While this report focuses on the interim reporting period, we have also included full-year data for the 2024 base year where applicable to establish a clear and consistent baseline for tracking future progress.

Our commitment to reducing e-waste also extends beyond our business. The CEO of Origina is a founding member of Free ICT Europe, and our CRO plays a leadership role in Free ICT US.

Both organisations are working to eliminate planned obsolescence in the ICT industry.

Through these roles, we advocate for the right to repair, longer equipment lifespans, and open access to software support, which are all crucial levers in the global effort to reduce e-waste and environmental impact. In addition, we have recently signed onto the iMasons Climate Accord (ICA), a global collaboration of companies dedicated to decarbonizing digital infrastructure. This commitment aligns Origina with industry peers working to measure and reduce carbon in materials, equipment, and operations, advancing both environmental stewardship and accountability.

This report reflects the first phase of our sustainability journey. We are proud of the foundation we've built and look forward to working with our stakeholders to drive meaningful, measurable change in the years to come.

Origina Regenerative Team

Key Highlights include:

Our Mission Impact: Our purpose-driven culture guides us to create long-term value for customers, employees, and the planet.

Regenerative Team and Sustainability Policy: Our Regenerative Team leads our internal sustainability strategy, embedding environmental and ethical practices across the organisation.

Our People and Community Impact: We are fostering a diverse and inclusive workplace where all employees feel valued and empowered to contribute. Beyond our organisation, we are committed to making a positive impact in the communities where we operate, supporting initiatives that promote social well-being, inclusion, and sustainable development.

Governance and Compliance: We are committed to sustainable and ethical business practices, upholding the highest standards in information security through ISO 27001 certification, embedding human rights and integrity across our operations, and driving responsible procurement via our Sustainable Supply Chain Processes.

Our Carbon Impact: We are measuring our emissions baseline and identifying targeted actions to reduce our carbon footprint over time.

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.**

Changing the Software World



Our Mission

Impact

Mission-Led

At Origina, sustainability is at the heart of our operations and our ethos as a company. From our foundational mission to reduce waste and extend the life of IT assets, to our advocacy work with Free ICT and the iMasons Climate Accord, and our support for circular economy principles, we are deeply committed to driving meaningful change in how technology is consumed, supported, and valued.

We believe that environmental, social, and ethical responsibility and business success are not mutually exclusive. They are interconnected imperatives. That's why we take a holistic approach to sustainability, embedding it across our strategy, operations, partnerships, and people.

Whether it's reducing e-waste, finding ways to lower our carbon footprint, or advancing ethical and inclusive practices, we are continuously working towards building a business that positively contributes to our planet and society.

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

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 recognises 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.



Regeneration in Action

Established in 2024, the Regenerative (Regen) team comprises a diverse group of employees and managers from various departments across the company. Its primary goal is to proactively address evolving regulatory, investor, and stakeholder demands, ensuring Origina's contribution to a sustainable future for all.

The Regen team operates under a clear governance structure, making formal recommendations to the Board of Directors. All policies, strategies, and key updates developed by the team are subject to board review and approval, ensuring alignment with the company's overall governance and strategic direction.

The Regen team plays a crucial role in supporting and assisting the company in developing the approach to sustainability and Environmental, Social, and Governance (ESG) strategy. This involves considering risks, setting targets, facilitating the adoption of new or updated business practices, and reporting on progress. The team collaborates with external consultants as needed to confirm Origina's efforts align with evolving best practices and stakeholder expectations.

The first priority for the Regen Team was to develop Origina's Regeneration and Sustainability Policy, a living framework that defines our sustainability goals and guides action across the business.

As a participant in the UN Global Compact, this policy reflects our commitment to aligning with its Ten Principles and contributing to the UN Sustainable Development Goals (SDGs). The policy currently addresses the following areas in addition to broader environmental considerations:

- **Advancing sustainable policy in software**
- **Sustainable practices in the workplace**
- **Origina's approach to e-waste management**
- **Carbon management**
- **Sustainable supply chain management**

"Sustainability is a catalyst for purpose at Origina. Our Regen Team—a cross-functional working group advancing our environmental and social strategy—integrates regenerative thinking into our operations, leadership, and growth. By aligning with the UN Global Compact (ethical business standards) and EcoVadis (global ESG ratings), we demonstrate our commitment to trust, transparency, and high performance. This approach ensures we create lasting opportunity for our people, our customers, our communities, and the planet."

— **Jonathan Grace**,
Origina Regen Team



As we continue to assess our environmental and social impact, the Regen Team will expand the policy to reflect evolving risks, opportunities, and stakeholder expectations.

In January 2025, the company achieved a Bronze EcoVadis rating on its first submission, an achievement led by the Regen team and one we are committed to building upon as we advance our sustainability performance.



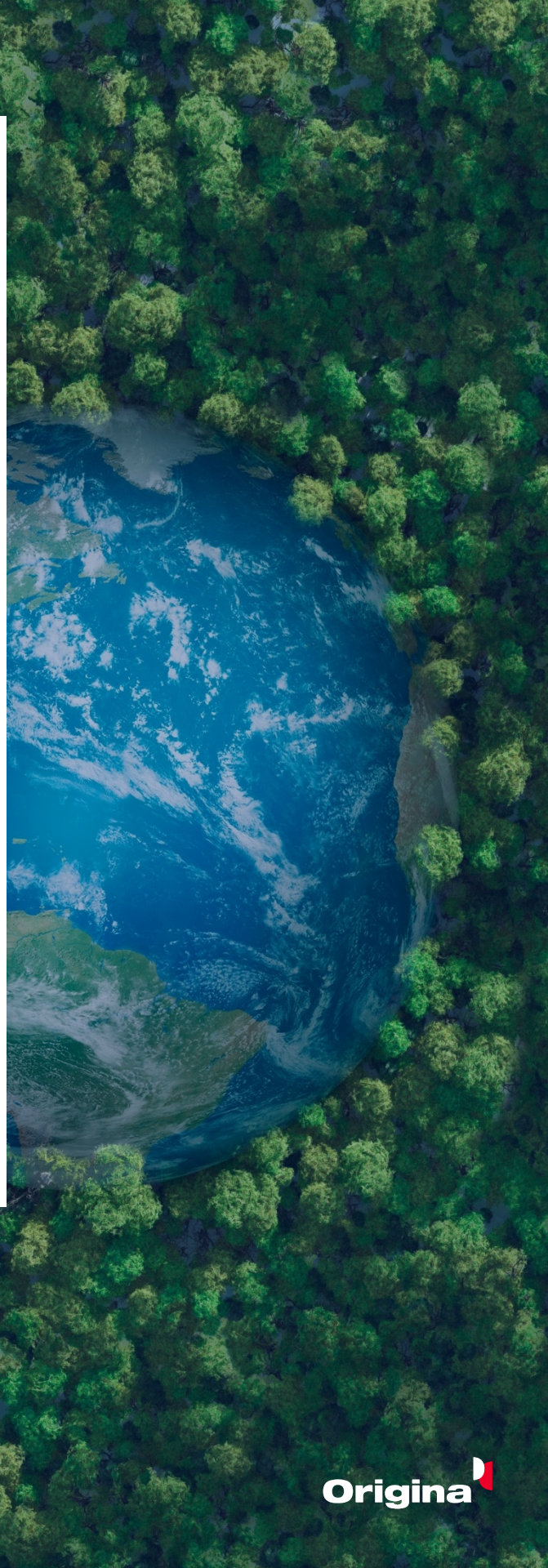


EcoVadis is a globally recognised sustainability assessment platform that evaluates companies across four key themes: environment, labour and human rights, ethics, and sustainable procurement. The bronze rating places us in the top 35% of all companies assessed by EcoVadis, highlighting the strength of our existing policies and our potential for growth in this space.

This initial rating provides us with a clear and credible benchmark to measure progress as we further embed ESG (Environmental, Social, and Governance) practices across the organisation. It also enhances transparency and trust with our customers, partners, and stakeholders, many of whom increasingly rely on third-party sustainability ratings when evaluating suppliers.

Looking ahead, Origina is committed to using the insights from our EcoVadis assessment to strengthen our sustainability strategy, improve internal processes, and move toward a silver rating and beyond in future evaluations. This aligns closely with our digital sustainability, DEI, climate, and ethical sourcing goals, as well as our ambition to demonstrate continuous improvement year-on-year.

A key next step will be completing a materiality assessment ahead of our FY2025 Sustainability Report. This process will be instrumental in ensuring our sustainability efforts remain focused, measurable, and aligned with global frameworks such as the SDGs.



Taking Action on the SDGs: Origina's Approach

This interim Sustainability Report has been developed with reference to the SDG Compass, a practical guide for business action on the UN Sustainable Development Goals (SDGs).








It marks Origina's first steps in aligning our core sustainability impact areas, including digital sustainability, responsible consumption, carbon management, DEI, and ethical supply chains, with global sustainable development objectives.

At the heart of our business strategy is a commitment







to prolonging the lifespan of enterprise software and reducing electronic waste, which directly supports the ambitions of UN SDG's 9, 12, 13, and 17.

By mapping our activities to relevant SDGs and targets, we aim to better understand and communicate our impact and to set the foundation for more structured, measurable contributions.

As our approach evolves, future reporting will further integrate SDG alignment through materiality assessments, target setting, and improved disclosures.

Key Area	Current Activity	Relevant SDG	Relevant Target
Digital Sustainability – Prolonging software use and reducing e-waste	<ul style="list-style-type: none"> Foundation of business is to extend software lifespan and reduce e-waste Advocacy work via Free ICT and iMasons Climate Accord 	   	<ul style="list-style-type: none"> 9.4: Promote more resource-efficient and sustainable use of IT infrastructure in the industry 12.5: Reduce waste generation via prevention 13.3: Raise awareness and build capacity for climate change mitigation through more sustainable IT practices 17.16: Foster industry collaborations through multi-stakeholder partnerships that share knowledge and expertise to advance sustainable development across the ICT sector
Carbon Management	<ul style="list-style-type: none"> Carbon baselining, emissions reduction planning 		<ul style="list-style-type: none"> 13.2: Organisational climate action through structured measurement and planning
Information Security and Data Governance	<ul style="list-style-type: none"> Implement ISO 27001 and commitment to high standards in cybersecurity and data protection 	 	<ul style="list-style-type: none"> 9.1: Develop quality, reliable, sustainable, and resilient infrastructure 12.6: Encourage businesses to adopt sustainable practices and include sustainability in their reporting

Taking Action on the SDGs: Origina's Approach

Key Area	Current Activity	Relevant SDG	Relevant Target
People, Inclusion, and Community Impact	<ul style="list-style-type: none"> • DEI accountability: Goals, metrics, benchmarks, and policy iteration • Community initiatives such as our Mentor Her collaboration, Belong To partnership, and sponsorship of the Solas Project • Great Place To Work accreditation since 2023 	   	<ul style="list-style-type: none"> • 3.4: Promote mental health and wellbeing • 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels • 5.c: Adopt and strengthen policies for the promotion of gender equality • 8.5: Achieve full and productive employment and decent work for all with equal pay for work of equal value • 8.6: Reduce the proportion of youth not in employment, education, or training • 8.8: Protect labour rights and promote safe and secure working environments for all workers • 10.2: Empower and promote the social, economic, and political inclusion of all • 10.3: Ensure equal opportunity and reduce inequalities of outcome
Ethical Supply Chain	<ul style="list-style-type: none"> • Sustainable Supply Chain Management Process that includes Supplier Code of Conduct, Supplier ESG Due Diligence Questionnaire, Internal due diligence tracking • EcoVadis bronze rating 	 	<ul style="list-style-type: none"> • 8.7: Take effective action to eliminate forced labour, modern slavery, human trafficking, and child labour • 8.8: Protect labour rights and promote safe and secure working environments for all workers • 12.6: Encourage businesses to adopt sustainable practices and include sustainability in their reporting • 12.7: Promote procurement practices that are sustainable





UN Global Compact Principles Alignment

UNGC Principle	Area	Origina's Alignment
1. Support and respect the protection of internationally proclaimed human rights	Human Rights	DEI policy affirms equal treatment regardless of gender, age, ethnicity, or background. Ethics policies and procedures, grievance procedures, and inclusion policies are in place. Our Sustainable Supply Chain Management Framework also includes our Supplier CoC (Our People and Community Impact and Governance and Compliance sections)
2. Make sure businesses are not complicit in human rights abuses	Human Rights	Our Supplier Code of Conduct and our own internal Code of Conduct, in addition to our Modern Slavery Statement addresses expectations on human rights compliance (Governance and Compliance sections)
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining	Labour	While not a unionised workforce, Origina respects employee rights and maintains open communication channels for employee voice to raise concerns and share feedback freely
4. Eliminate all forms of forced and compulsory labour	Labour	Recruitment policies and supplier standards prohibit forced labour. Our Sustainable Supply Chain Management Framework includes checks on ethical practices. (Our People and Community Impact and Governance and Compliance sections)
5. Abolish child labour	Labour	Supplier expectations explicitly prohibit child labour in line with international standards. We also have a Modern Slavery Statement as part of our employee handbook. (Governance and Compliance sections)
6. Eliminate discrimination in respect of employment and occupation	Labour	Inclusive hiring, structured promotion, anti-bias training are embedded in HR practices. (Our People and Community Impact section)
7. Support a precautionary approach to environmental challenges	Environment	Origina's core mission of extending software lifespan directly contributes to reducing e-waste and resource use. (Our Mission Impact section)
8. Undertake initiatives to promote greater environmental responsibility	Environment	Hybrid work policy, Free ICT, and iMasons advocacy work, extending software lifespan (Our Mission Impact, Our People and Community Impact sections)
9. Encourage the development and diffusion of environmentally friendly technologies	Environment	Origina's business model enables customers to avoid unnecessary hardware upgrades and extends the useable life of legacy IT assets thereby reducing environmental impact (Our Mission Impact section)
10. Work against corruption in all its forms, including extortion and bribery	Anti-Corruption	Ethics and Code of Conduct training is mandatory. Anti-Corruption and Anti-Bribery Policies are in place. (Our People and Community Impact, Governance and Compliance sections)

Enabling Sustainable IT: Free ICT and Right to Repair



As part of our commitment to SDG 12: **Responsible Consumption and Production**, we are focused on extending the lifespan of enterprise software systems to prevent unnecessary hardware refresh cycles and reduce electronic waste, reducing technical debt, and optimising IT costs.

By enabling organisations to maximise the value of existing software investments, we support a more circular digital economy, where performance, longevity, and resource efficiency take precedence over premature replacement. This contributes to lower e-waste generation and supports SDG 13: **Climate Action** by reducing the emissions associated with the manufacturing and disposal of IT equipment.

Our leadership actively advocates for the Right to Repair and digital sustainability at a policy level. Our CEO is a founding member of Free ICT Europe, and our CRO plays a key leadership role in Free ICT US, two industry coalitions working to promote fairness, competition, and sustainability by championing the Right to Repair in the ICT sector.

These coalitions advocate at both European and US levels for policy reforms that align with circular economy principles, remove barriers to third-party maintenance and software longevity, and empower organisations to make environmentally responsible IT choices.

Origina has joined the iMasons Climate Accord (ICA), which aims to establish an open standard for reporting carbon in data center power materials and equipment, with the ultimate goal of achieving net zero carbon as defined by the Paris Climate Accord. As part of this commitment, Origina's marketing leader has joined the ICA's Equipment Working Group, advocating for energy-efficient technology, renewable energy adoption, and the development of carbon-neutral solutions to reduce energy consumption and emissions in digital infrastructure.

Through these roles, we contribute to shaping a policy and regulatory landscape that enables extended software use, responsible IT asset management, and the adoption of circular economy principles across the technology lifecycle, directly advancing SDG 9: **Industry, Innovation, and Infrastructure**, by promoting sustainable, more resource efficient, and inclusive digital systems.

This dual approach, combining product-level sustainability with system-level advocacy, reflects our broader ambition: to accelerate the shift toward a more circular, inclusive, and low-impact digital economy, where technology serves people and the planet for longer, aligning with SDG 17: **Partnership for the Goals**.

"Origina's commitment to sustainability and a true circular economy is strategically aligned with iMasons Climate Accord's mission of decarbonization of digital infrastructure. By reducing technical debt and changing wasteful mindsets across our industry, the entire ecosystem benefits and supports a path forward toward collective impact. We are thrilled to have Origina join the ICA and look forward to driving change together."

— **Miranda Gardiner**,
Executive Director,
iMasons Climate Accord





Our People and **Community** Impact

Our People and Community Impact



At Origina, our people are the foundation of our success. Guided by our core values of Fairness, Trust, Relationships, and Opportunities, we foster a workplace culture that empowers individuals to grow, contribute, and thrive. Since earning our Great Place to Work® accreditation in 2023, we have continued to strengthen our commitment to an inclusive, high-trust environment where every employee feels valued and supported, contributing directly to SDG 8: **Decent Work and Economic Growth**.

Our hybrid working model provides flexibility while promoting collaboration across our global teams, supporting employee wellbeing and work-life balance in line with SDG 3: **Good Health and Wellbeing**. We champion diversity, equity, and inclusion (DEI) through structured policies and employee-led initiatives, including our Inclusion Committee, which helps shape equitable workplace practices and aligns with SDG 10: **Reduced Inequalities**.

We are proud to support a meaningful partnership with Belong To, promoting inclusion for LGBTQ+ youth in Ireland, and our EmpowerHER collaboration with Mentor

Her, which supports women's professional growth through mentoring, reinforcing our contribution to SDG 5: **Gender Equality**.

As part of our commitment to continuous improvement, we are now embedding quantitative DEI targets into our broader people strategy. These goals span several focus areas:

- **Workforce demographics**
- **Employee wellbeing and retention**
- **Employee engagement and experience**
- **Ethics and culture**
- **Flexible and inclusive work**
- **Training and development**
- **Health and safety**

These efforts ensure every team member can bring their whole self to work and build a meaningful, long-term career at Origina.



As of May 2025, Origina's headcount included

87 employees in Ireland, Europe, and Australia and 54 employees in the US,

a foundation that supports strategic resource planning and global workforce development.

Inclusivity and Empowerment at Origina



Origina fosters a diverse and inclusive workplace culture

At Origina, inclusivity is more than a value—it's embedded in how we work, collaborate, and grow together. We are committed to creating a workplace where every employee feels respected, valued, and empowered to contribute fully. From equitable hiring and promotion practices to dedicated DEI initiatives, we strive to foster a high-trust, high-performance environment where differences are celebrated and everyone has a seat at the table. The Origina Inclusion Committee was set up in Spring 2021 and organises events and initiatives as part of its ongoing commitment to creating and nurturing an inclusive environment.

Donations and support for Mentor Her and Belong To

We actively support organisations that align with our values of empowerment and equity. Origina partners

with Mentor Her to support the professional growth of women in our workforce, including the launch of an internal mentorship programme. We also proudly contribute to Belong To, an LGBTQ+ youth organisation in Ireland, reflecting our commitment to inclusion and support for underrepresented communities both inside and outside the company.

International Women's Day and Pride Celebrations

Origina marks key moments of inclusion and visibility across the calendar year. Our International Women's Day events spotlight the achievements of women across the business, while also driving discussion around gender equity and leadership. Our Pride Month celebrations reaffirm support for LGBTQ+ colleagues with employee-led activities and awareness initiatives that strengthen belonging and community across our global team.

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Inclusion Week & Inclusion Insights

At Origina, we're proud of our ongoing efforts to foster an inclusive workplace. In Spring 2021, Origina launched our **Inclusion Committee** and our Mission remains the same to this day: *"to create and nurture an inclusive environment where everyone feels they belong, their opinion is valued, and they can bring their true selves to work every day."*

As part of the ongoing commitment to making Origina as inclusive as possible, please take a moment to read the **"Inclusion Insights"** newsletter. The puzzle piece represents how inclusion, diversity, and equity can be ambiguous and nuanced, but in our organisation, we believe it can be a crucial piece of the puzzle to sustain a great employee experience, and supercharge our success!

This edition is focused on Origina Inclusion Week 🧩

What's on the menu for Origina Inclusion Week?

At Origina, we have employees from a wide variety of cultural backgrounds, so we have decided to celebrate this variety through the joy of **food**. Food has long been an integral part of cultural identity, and breaking bread is a timeless way of learning more about each other, our cultures, and bringing us closer together.







On Monday, Tuesday, & Wednesday, November 15th-20th, we will be celebrating different cuisines from around the world, representing our employees and the food of their culture.

We will also have volunteers who will provide a **Cultural Presentation** about their own country and it's unique culture on each day – everyone is welcome and encouraged to join, so please keep an eye out for these invites!









Workforce Demographics

Gender Diversity, all roles

Base Year Value (Nov 23–Oct 24)	Oct 24 41.5%   58.5%
Current Reporting Period (Nov 24 – May 25)	May 25 44.9%   55.1%
Oct 2027 Target	45%   55%
Benchmarking	Female representation at Origina stands at 44.9% across all roles, surpassing the broader tech industry average of around 30%–35%. In the US, women account for approximately 35% of the tech workforce, while in the European Union, female participation in the tech sector generally ranges between 28%–32%, depending on the specific country and role level. This highlights Origina's stronger gender balance compared to typical tech companies in both regions.*1
Organisational Policies and Supports	<ul style="list-style-type: none"> The company's DEI policy stipulates equal opportunity and protection against gender-based discrimination, while actively promoting the inclusion of underrepresented groups through positive action initiatives. Since May 2021, the employee-driven Inclusion Committee, supported by HR and Executive leadership, oversees DEI progress and champions related initiatives, ensuring engagement at all levels. Our Oct 2027 target to achieve a 45% female workforce aligns with Origina's DEI objectives, fostering a balanced, inclusive environment

% Women in Leadership

Oct 24 41.5%   58.5%
May 25 40.6%   59.4%
45%   55%
Origina's representation of women in leadership roles stands at 40.6%, markedly exceeding the tech industry average of approximately 28%. ² This positions Origina as a leader in advancing gender equity in leadership roles, surpassing prevailing industry benchmarks. According to Forbes, women occupy only 11% of executive positions within the tech sector, highlighting the considerable decline in female representation at the highest tiers of leadership. Additionally, the Revolent Group reports that women hold less than one-third of leadership roles globally in technology companies, with many organizations still striving to achieve even 30% representation.
<ul style="list-style-type: none"> We recognize that transparent reporting of gender employee data, including management distribution, is key to our progress. By tracking and sharing these metrics, we aim to ensure equal opportunities, promote a culture of inclusion and transparency, and create accountability to bring more women into leadership positions. Structured recruitment, onboarding, and performance processes help reduce bias, with gender metrics reviewed quarterly by leadership to ensure ongoing progress. The company's DEI policy commits to positive action for underrepresented groups, reinforced by ongoing initiatives like the EmpowerHER Committee, mentorship programs, and planned leadership and unconscious bias training. Origina's 40.6% female representation in leadership exceeds industry averages, establishing the company as a front-runner in advancing gender equity in leadership positions. Our target of 45% aligns with our DEI roadmap and supports our commitment to external recognitions, such as Best Workplaces for Women. Origina currently has no women represented on its Board. It has a target to reach 45% of diverse board representation by Oct 2027. This goal reflects alignment with international best practices and supports Origina's DEI roadmap and commitment to inclusive leadership.

Workforce Demographics

Age Distribution

	Base Year Value (Nov 23–Oct 24)	Current Reporting Period (Nov 24 – May 25)
	19% <30 55% 30-50 25% 50+	15% <30 57% 30-50 28% 50+
Benchmarking	According to <i>Enterprise Apps Today</i> (2024), Origina has a lower proportion of employees under 30 (15%) compared to the tech industry average of 25%. The 30–50 age group at Origina (57%) closely aligns with the industry average (60%). Notably, Origina has a significantly higher share of employees aged 50 and over (28%) versus the industry average of 15%.	
Organisational Policies and Supports	<ul style="list-style-type: none">• Origina’s DEI policy ensures equal treatment and access to opportunities for all employees and applicants, regardless of age, and includes age diversity as a key metric in workforce demographic monitoring.• The policy commits to positive action by actively supporting the inclusion of underrepresented groups, including employees over 50, alongside other protected communities.	

Gender Pay Gap

Organisational Policies and Supports

The work related to Gender Pay Equity is currently in progress. We’re continuing to gather all the data and checking every detail to ensure the calculation is 100% transparent and fully compliant. We’re focused on building on the great work Origina has been doing over the years, and we’re excited to share the results for publication soon.

¹ US data: National Center for Women & Information Technology (NCWIT), 2024 Report
EU data: European Commission, Women in Digital Scoreboard, 2023
Global overview: WomenTech Network, 2024 Workforce Report

² Tech industry leadership data: Boston Consulting Group, Women in Technology Leadership: Bridging the Gap, 2022
STEM fields representation: MIT, Gender Diversity in STEM Report, 2023
Global tech leadership snapshot: Revolent Group, Women in Tech Leadership Report, 2023

Employee Wellbeing and Retention



Absenteeism Rate

	Base Year Value (Nov 23–Oct 24)	Current Reporting Period (Nov 24 – May 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%. Origina's absenteeism rate is 1.30% less than half the tech industry average, indicating strong attendance and engagement		
Organisational Policies and Supports	Origina's absenteeism rate is healthy in comparison to the Industry. Maintaining our current reporting period rate of 1.3% is our target, maintaining our high-performance standards while allowing for natural fluctuations (e.g. seasonal illness, personal leave). This target will continue to support employee wellbeing by not pushing for artificially low rates that could discourage legitimate time off.		

Employee Turnover

	19.8% (14.8% voluntary & 5.0% involuntary)	15.8% (10.9% voluntary & 4.9% involuntary)	Less than 20%
Benchmarking	Origina's current turnover rate is 15.8%. In the tech sector, average voluntary turnover can vary between 13% and 20%, depending on region and role type. According to Corporate Navigators, the average for tech companies in 2024 was between 13.2% and 18.3%. This data provides valuable insight as we continue to focus on retention strategies and enhancing the overall employee experience.		
Organisational Policies and Supports	<ul style="list-style-type: none"> 89% of employees (GPTW) report a strong intent to stay with the company, citing a high-trust culture and meaningful opportunities for innovation recognised through awards like Best Workplaces in Tech and for Women Origina's HR strategy supports talent retention by aligning individual career development with organisational objectives, offering structured performance reviews and competitive benefits packages 		

Internal Mobility

	15.75%	13.60%	15%
Benchmarking	The Aptitude Research 2023 Report found that 47% of companies increased internal hires, with a growing emphasis on skills-based mobility. LinkedIn data cited by Forbes shows that internally mobile employees are 64% more likely to stay with their company for 3+ years		
Organisational Policies and Supports	<ul style="list-style-type: none"> Origina promotes from within, through a transparent, merit-based process that encourages all eligible employees to apply Career progression is free from bias and aligned with inclusive practices, supporting employees at all life stages Origina's internal mobility rate is 13.6% but our achievable target of 15% will ensure we continue to place focus on structured performance reviews, inclusive promotion practices, and career development pathways. Initiatives such as our EmpowerHER collaboration and mentorship programs will further support the advancement of this target 		

Employee Wellbeing and Retention



Mental Health Support Access

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

Benchmarking

The 2024 State of Workforce Mental Health Report by Lyra Health found that while employer investment in mental health is rising, access remains inconsistent, especially in smaller tech firms. 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.

Organisational Policies and Supports

- Origina is clearly outperforming the industry in this area. Origina provides universal access to mental health support through a 24/7 Employee Assistance Programme (EAP) via the Healthy Minds service and access to professionally trained counsellors through the Telus Health App
- Origina’s HR team will soon roll out a series of mental health and wellbeing training courses for all employees. These sessions aim to provide additional support and education beyond existing benefits, helping employees build resilience, manage stress, and support one another more effectively



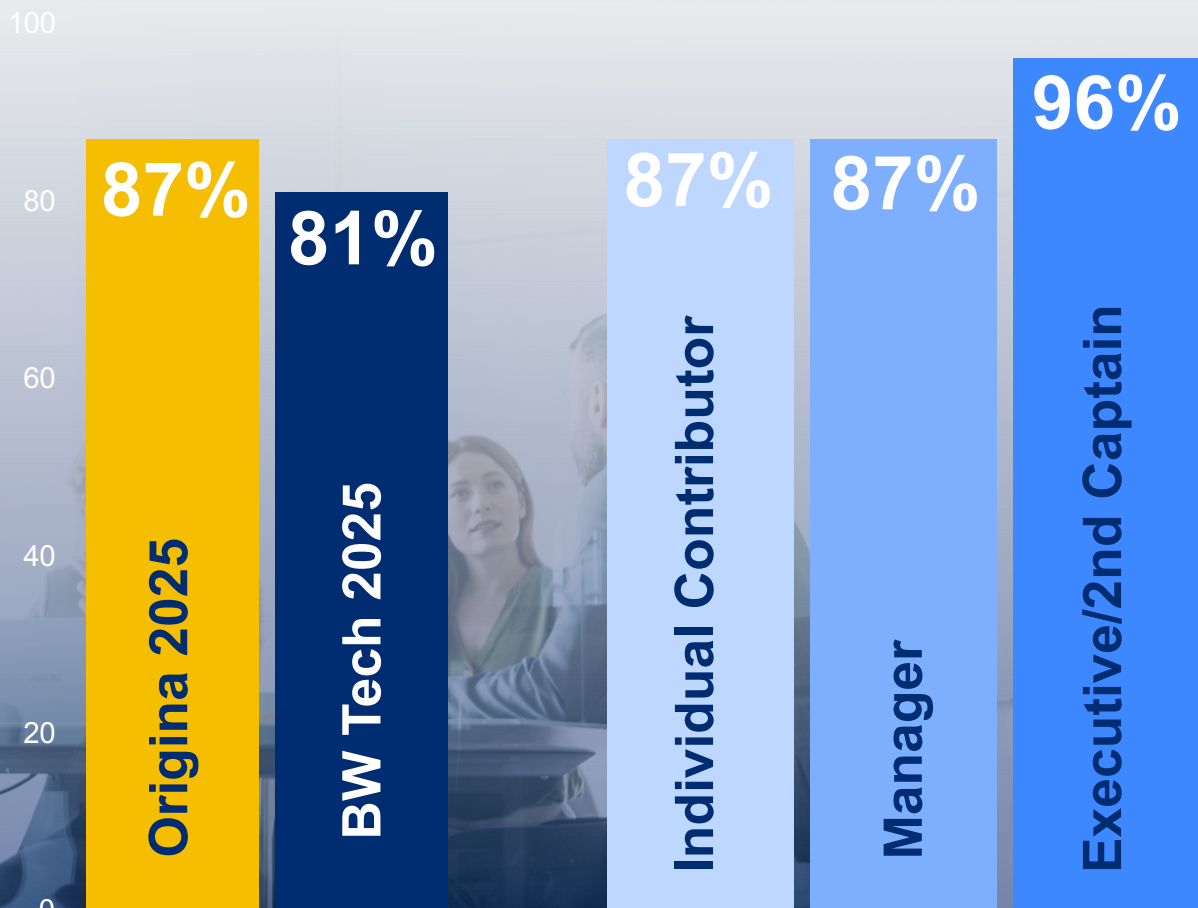
Employee Experience

Great Place to Work (GPTW)
Engagement Metrics



Overall versus Benchmark

Job Roles



2026 Engagement Target: 90%

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

Employee Experience

Great Place to Work (GPTW)

Engagement Metrics



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%



Building a Responsible and Inclusive Workplace



Ethics and Code of Conduct Policy Compliance

Origina has achieved 100% completion of Ethics and Code of Conduct policy compliance for all employees during both the base year and current reporting period. According to KnowBe4, leading companies in ethics and compliance see average completion rates between 98.5% and 99.3%, making Origina's 100% result a standout achievement.

Anti-Harassment Training Completion

All Origina employees have completed anti-harassment training, with a sustained 100% completion rate. In comparison, industry averages typically fall between 85%–95% according to training industry reports. This places Origina at the top of the sector for training engagement and compliance, reinforcing a respectful and inclusive work environment.

Grievances

Origina recorded one employee grievance during both the base year and the current reporting period. While this low incident rate can be seen as a positive reflection of culture, it also invites regular self-assessment to ensure employees feel safe and empowered to raise concerns. By contrast, NAVEX benchmarking for the tech sector reports an average of 1.3–1.7 cases per 100 employees annually, with 56% reported anonymously and a 42% substantiation rate.

Flexible Work Arrangements

Origina offers 100% access to flexible working options, including hybrid or fully remote models, for all employees. This exceeds the sector average where 75% of tech firms are fully flexible and 17% offer structured hybrid arrangements (Flex Index, 2024). Our approach supports a high-trust culture and aligns with Origina's certification as a Great Place to Work®.

Return to Work After Maternity/Paternity Leave

Origina has achieved a 100% return-to-work rate following maternity and paternity leave over the base and current reporting periods. This underscores our commitment to supporting employees through key life stages and maintaining career continuity for working parents.

Employee Training and Development

Origina places strong emphasis on continuous learning and remains committed to sustaining a strong learning culture that supports skill development and adaptability. Origina is launching an updated leadership development programme aimed at supporting people managers across the business. This initiative reflects our commitment to continuous improvement and inclusive leadership.

Building a Responsible and Inclusive Workplace



Personalised Growth Planning

As of this reporting period, 43.9% of employees have individual development plans (IDPs) in place. This reflects our growing emphasis on career progression and personalised learning pathways. While industry data shows only 38% of tech companies offer IDPs across the board, Origina is working toward expanding access to these plans over time. Our goal is to ensure more employees benefit from structured career development aligned with their aspirations and performance goals.

Health and Safety

At Origina, health and safety is a fundamental value that extends beyond compliance to shape our workplace culture. We are committed to providing a safe, healthy, and supportive environment for all employees, which is reflected in zero reported work-related illnesses during both the base and current reporting periods.

To strengthen our approach further, we are developing an interactive e-learning module on health and safety as part of our Learning and Development strategy. This will be hosted on our LMS and will include scenario-based content and knowledge checks. Ergonomic considerations are already embedded in our remote work policy, and we are working to implement a more proactive, risk-based ergonomic assessment process, with a goal of reaching 100% of employees over the next two years. This will align with our reintegration and phased return-to-work protocols, supporting employees returning to the workplace after taking family or sick leave.



Community Impact:

Making a Difference Together



**THIS
SPACESHIP
EARTH**

Origina has been the lead corporate sponsor for three years of this renowned environmental nonprofit organization committed to overcoming the challenges of the climate crisis, underscoring our belief in sustainability in tech, reduced e-waste generation, the Right to Repair movement, fostering sustainable practices, and driving meaningful change in the tech industry.



As part of its broader sustainability strategy, Origina has partnered with Reforest Nation to plant 5,000 trees in 2025, reflecting our commitment to supporting biodiversity and community engagement through reforestation. Origina has future plans to involve our team in planting and educational events.



By providing after-school programs, teen mentoring, and youth work initiatives, the Solas Project offers a range of innovative interventions to equip and empower young people to reach their full potential.



Belong To LGBTQ+ Youth Ireland

Origina proudly celebrate the LGBTQ+ community, not just during Pride Month, but throughout the year. We're honored to be allies and advocates. Along with partnering with Belong To LGBTQ+ Youth Ireland, we continue to hold workshops on allyship and building an inclusive workplace.

MENTOR•HER

Origina's sponsorship of the Mentor Her Entrepreneur Six-Month Program is helping two women propel their business forward with the help of leaders from around the globe. Origina has also launched a pilot mentoring program with Mentor Her for the women of Team Origina to empower their career goals.

**VOLUNTEER DAY
BENEFIT**

Each Origina employee is allowed to take one workday to volunteer for the organization of their choice.

A blue-tinted background image of a statue of Lady Justice, blindfolded and holding scales of justice in her left hand and a sword in her right. The statue is positioned on the left side of the frame, facing right.

Governance and Compliance

Ethics and Compliance



At Origina, we are committed to conducting our business with the highest standards of integrity, accountability, and transparency. Our ethics and compliance approach is rooted in our core values and aligned with international frameworks such as the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

Ethical Business Practices

We uphold ethical behaviour across all operations and geographies. Our Code of Conduct outlines expectations for integrity, professionalism, and respect in the workplace. Employees receive regular training to reinforce ethical decision-making and to promote a culture of responsibility and trust.

Anti-Corruption and Anti-Bribery Measures

Origina maintains a zero-tolerance stance on corruption and bribery. Policies and procedures are in place to prevent, detect, and respond to unethical conduct, including conflicts of interest, facilitation payments, and improper gifts or hospitality. Comprehensive training on anti-corruption policies and procedures is scheduled to be rolled out to all employees in the near future. At present, only a limited number of selected employees receive this training.

Sustainable Supply Chain Management

Origina applies a values-led approach to sustainable supply chain management, working collaboratively with suppliers and partners to uphold the ethical standards outlined in our Supplier Code of Conduct. We prioritise transparency, mutual accountability, and continuous improvement across our supply chain. This includes commitments to labour rights, environmental responsibility, and anti-corruption. We are working toward strengthening supplier due diligence and building long-term relationships based on shared values.

Human Rights and Fair Labour Practices

Respect for human rights is embedded in our operations and reflected across our policies and practices. Origina is guided by the UN Guiding Principles on Business and Human Rights and is committed to upholding fair labour practices including non-discrimination, the prohibition of forced or child labour, and respect for freedom of association.

These principles are clearly articulated in our internal policies, including our Modern Slavery Statement, which is published in our Employee Handbook. We also expect our suppliers and business partners to uphold similar standards, as outlined in our Supplier Code of Conduct. Through ongoing training and awareness initiatives, we aim to ensure that all employees understand their rights and responsibilities in contributing to an ethical and fair working environment.

Information Security and Data Ethics

At Origina, we recognise that responsible data handling is a core component of ethical business conduct. Our ISO 27001:2022 certification reflects a robust information security management system that protects customer and employee data, ensures business continuity, and reinforces compliance with international standards such as GDPR. This commitment to data ethics underpins our broader approach to transparency, integrity, and trust across all operations.



Info-Sec and ISO 27001:2022



At Origina, robust information security is central to how we operate responsibly and build a resilient infrastructure. In particular, our practices support **SDG 9** by fostering a secure, innovation-ready digital environment and **SDG 12** through responsible management of information and technology systems.

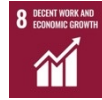
Origina Ltd has achieved and maintains the ISO/IEC 27001:2022 certification, an internationally recognised standard for establishing and operating a comprehensive Information Security Management System (ISMS). This certification is applied to the whole company including all departments and sites where Origina operates. This framework promotes a risk-based approach to securing both digital and physical information assets, helping to reduce the risk of data misuse and cyber threats.

In addition, we are certified under the Cyber Essentials Scheme, independently audited by IASME, and reviewed annually. These certifications reflect our commitment to continual improvement and operational excellence in data governance.

By embedding ISO 27001 aligned processes across the business, Origina ensures secure systems and responsible information practices that contribute to long-term sustainability, transparency, and resilience. Our efforts in information security not only protect our stakeholders but also enable us to innovate with confidence and integrity.



Ethical Supply Chain



As part of our broader commitment to responsible business practices, during the first half of 2025, Origina implemented a formalised Sustainable Supply Chain Management Framework to further strengthen its existing approach to responsible supplier and vendor management.

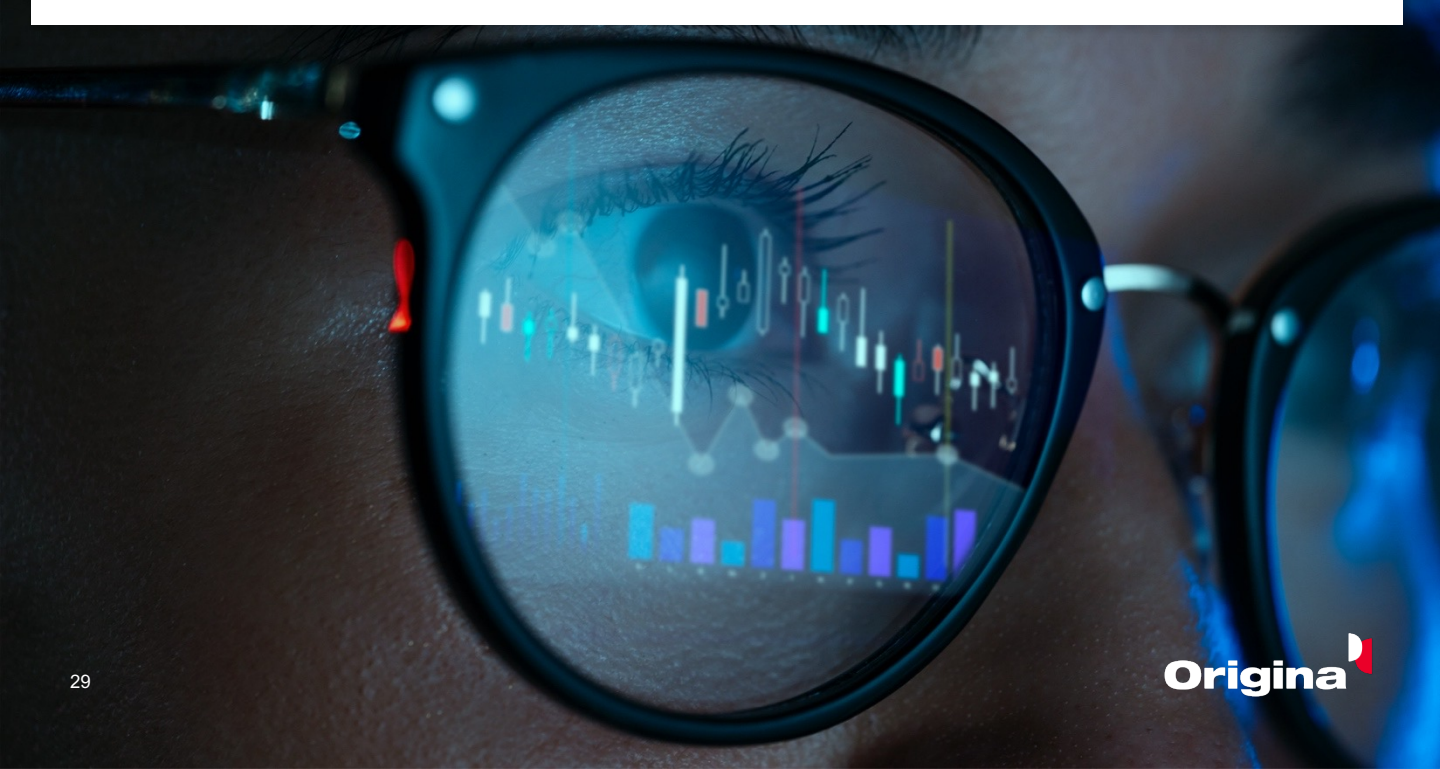
The framework adopts a tiered, risk-based approach, recognising that not all suppliers carry the same level of ESG impact or criticality. It includes our Supplier Code of Conduct which sets standards for labour, health and safety, environment, ethics, and human rights in line with international norms. The process includes:

- A structured ESG Due Diligence Questionnaire (DDQ) for engaged suppliers
- A fallback Internal Desktop Review process for larger or strategic suppliers who are unable to complete our DDQ or sign our Supplier Code of Conduct due to their own established compliance frameworks
- Ongoing monitoring, documentation, and internal reporting of ESG risk levels across our supply base.

While Origina recognises that, as a mid-sized organisation, our ability to influence all suppliers may be limited, particularly with larger or multinational partners, this framework is designed to capture as much relevant ESG information as possible.

By applying a consistent, structured approach, we aim to build a clearer picture of sustainability practices across our supply chain. We acknowledge that our sphere of influence might only extend so far today; however, as our business grows, so, too, does our responsibility to foster ethical and responsible practices throughout our network of suppliers and partners. This framework is a foundation for that ongoing commitment.

This process supports **SDG 8** through the promotion of ethical labour practices, human rights due diligence, and fair treatment of workers across our supplier base. We encourage suppliers to uphold standards that protect employee wellbeing and prevent exploitation. Through supplier screening, risk identification, and transparency measures, we help advance **SDG 12** through more sustainable production methods and procurement practices across our value chain.





Our Carbon Impact

Our Carbon Impact

Introduction



As part of our commitment to environmental responsibility, transparency, and supporting SDG 13: **Climate Action**, this interim report marks our first company-wide endeavour to measure and understand our carbon footprint. Our emissions reporting aligns with our financial year (1 November to 31 October). A full base year inventory was completed for FY2024, and an interim update covering the first half of FY2025 (1 November 2024 – 30 April 2025) is now available. While the majority of our Scope 3 emissions have been accounted for, some categories remain under assessment and will be included in future updates.

By identifying our emissions sources and setting a clear baseline, we are enabling informed decisions that reduce our carbon footprint, contribute to global climate mitigation efforts, and demonstrate leadership in sustainability within our sector.

We have measured our emissions in accordance with the Greenhouse Gas (GHG) Protocol, the internationally recognised standard for corporate carbon accounting. The emissions inventory was developed in collaboration with sustainability consultants Sustainabil-IT and Greentally.

Emissions have been calculated using the operational control approach to define our organisational boundary, covering all activities where we have direct control over operations and policies.

This foundational work is a key step in our sustainability journey, enabling us to identify the main sources of our GHG emissions and take informed action. As a software company with a relatively small operational footprint, we've found that the majority of our emissions arise indirectly through business travel, procurement, and other Scope 3 activities.

We plan to submit an initial near-term emissions reduction target to the Science Based Targets initiative (SBTi) using its streamlined pathway for small-and medium-sized enterprises (SMEs). This will formalise our short-term climate ambition in line with limiting global warming to 1.5°C. Looking ahead, we also intend to develop a long-term net-zero target aligned with SBTi's Corporate Net-Zero Standard as our data, capabilities, and emissions reduction strategies mature.

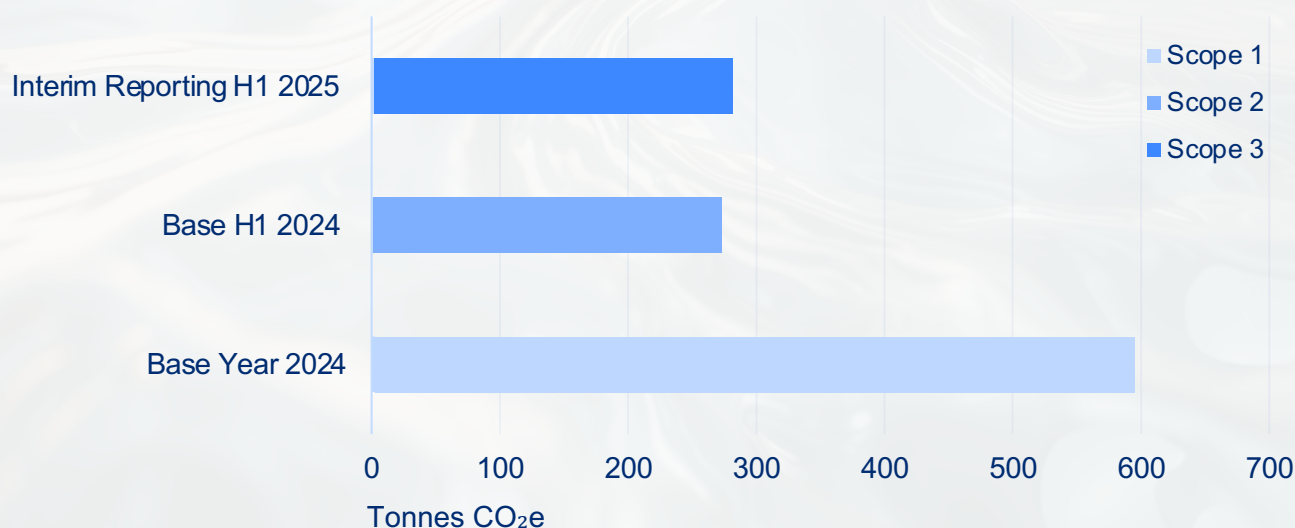


Our Carbon Impact

Our Carbon Emissions at a Glance



	Base Year 2024 (01.11.23 – 31.10.24)	Base H1 2024 (01.11.23 – 30.04.24)	Interim Reporting H1 2025 (01.11.24 – 30.04.25)
Scope 1	2.88 tCO ₂ e	1.38 tCO ₂ e	1.57 tCO ₂ e
Scope 2	-	-	-
Scope 3	592.46 tCO ₂ e	272.02 tCO ₂ e	279.91 tCO ₂ e
Total Emissions	595.34 tCO₂e	273.40 tCO₂e	281.48 tCO₂e



Key Insights

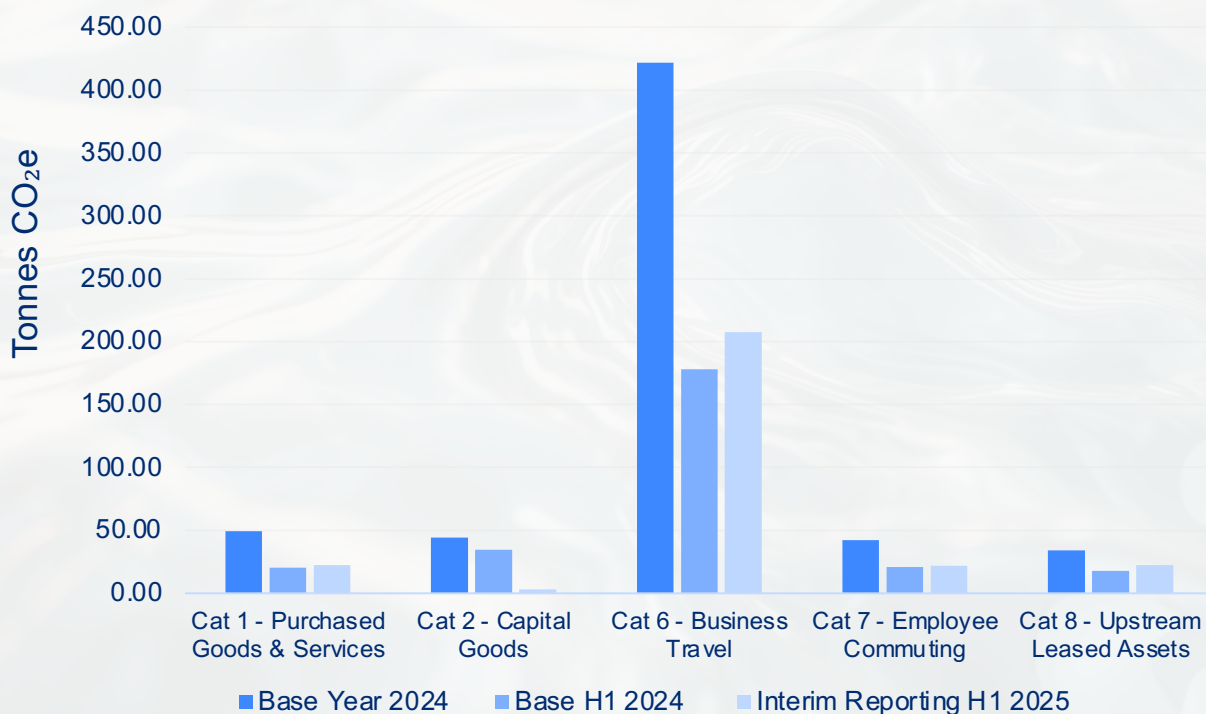
- **Total emissions grew** from Base H1 2024 to Interim H1 2025 by 3%
- **Scope 3** accounts for the majority of emissions with over 99% share
- **There are no Scope 2 emissions reported**, as the company leases its offices in both Ireland and the US and does not have control over energy procurement under these leasing arrangements. Consequently, energy-related emissions have been accounted for under Scope 3, Category 8: Upstream Leased Assets.
- **Scope 1** emissions remain stable and account for less than 1% of total emissions

Our Carbon Impact

Scope 3 Emissions – Material Categories Shown



Scope 3 Emissions Breakdown over Base and Reporting Periods



Key Insights

- **Category 6** – Business Travel accounts for the majority of our Scope 3 emissions
- **Business Travel emissions** increased by 17% from Base H1 2024 to Interim H1 2025
- **Category 1** – Purchased Goods and Services includes emissions associated with contractor hours, reflecting the carbon impact of services procured through external contractors
- **Category 7** – Employee Commuting includes emissions from both onsite commuting and remote working (WFH), estimated using relevant Defra emissions factors
- **Category 8** – Upstream Leased Assets includes emissions associated with electricity consumption at the company's leased offices in Ireland and the United States

Our Carbon Impact

Next Steps: Laying the Groundwork for Reducing Emissions



This first carbon footprint exercise has provided valuable insight into the emissions profile of our operations and value chain. With a baseline now established and an interim update in place, we are in a strong position to identify priority areas for action and begin tracking progress year over year.

Over the coming months, we will continue to develop internal policies and processes to reduce our emissions, with a particular focus on our most material sources, such as business travel, procurement, and energy use in leased offices. We are also working to improve data quality and expand our Scope 3 coverage in line with best practices. These efforts will support our planned near-term target submission to the Science Based Targets initiative (SBTi) and ultimately contribute to our long-term ambition to achieve net-zero emissions.



CO2

Extending Impact Beyond Our Value Chain

In parallel with efforts to reduce emissions within our value chain, we recognise the importance of supporting climate action beyond our direct operations. As part of our broader environmental commitment, we have partnered with Reforest Nation, a social environmental enterprise dedicated to restoring ecosystems through native tree planting and community-led reforestation.

This partnership supports more than just carbon sequestration. Reforest Nation's mission focuses on increasing Ireland's native tree cover, restoring local biodiversity, and revitalising natural habitats that have been degraded or lost. By planting only native species, their projects enhance ecological resilience and promote healthier, more balanced ecosystems.

In addition to their environmental impact, Reforest Nation also plays a vital role in community engagement and environmental education. Their initiatives involve local volunteers, schools, and community groups in hands-on restoration efforts, helping to build environmental awareness and a sense of stewardship for nature. Through this collaboration, we're proud to contribute to climate action that is not only climate-smart, but also socially inclusive and locally rooted.

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.

Visit origina.com to learn more

Sustainabil-IT is a Sustainability and ESG consultancy with a difference. We partner with leading SaaS 2.0 providers to deliver innovative, efficient, and cost-effective solutions. As pioneers of "sustainable digital transformation," we use technology to drive sustainability. Our expertise spans the full sustainability journey, from strategy development and data frameworks to carbon management, reporting, training, and certification support.

Visit sustainabil.it to learn more

GreenTally is a carbon accounting platform built for all businesses that transforms environmental reporting from a complex, expensive ordeal into a streamlined, affordable process. Using LLM, we help companies measure their carbon footprint in hours instead of months.

Visit greentally.ai to learn more



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