

1TT to relaunch legacy HR platform for enterprise and government sectors.

The relaunch and redeployment of the Company's Enterprise Human Resources (HR) platform from its Initial Public Offering (IPO) as Reffind Ltd and WooBoard product suite now targeted for enterprise and government workforces including defense-related workforce software for globally dispersed employees and deployed personnel. Enhancing their wellbeing, productivity and facilitating secure engagement.

Thrive Tribe Technologies Limited (ASX: 1TT) ("1TT" or the "Company") is pleased to announce that following the recent capital raise announced to the market on 26 May 2026 that the Board has the necessary funding at hand to pursue relaunching and redeploying the Company's HR and remote-from-home software suite and solutions, including the Company's legacy WooBoard and REFFIND workforce technology assets.

The Company is seeing, in the current global operating environment, renewed demand from enterprises, government agencies and other large employers for software that helps manage, support and engage dispersed workforces across home, office, field, operational, international, emergency-response and deployment settings.

During COVID-19 there was an immediate need for remote-work, employee engagement, productivity, mental health and wellbeing software. Today, the Board believes the use case has expanded: enterprises continue to manage hybrid and remote teams, while governments and defense-related organisations may need tools to support personnel, contractors and employees deployed or dispersed across multiple regions, including in conflict-related, emergency-response, humanitarian, operational and post-deployment environments.

Highlights

- Board resolves to fast-track the revival of the Company's HR and remote-from-home software suite and solutions, building on the WooBoard strategy that focused on enterprise HR software, employee recognition, remote-work support, productivity, mental health and wellbeing.

- 1TT intends to modernise WooBoard and REFFIND into an AI-enabled workforce software suite for enterprises, government agencies and other large employers managing large, distributed and complex workforces across countries, time zones, facilities, departments, bases and operational environments.
- The Company is seeing renewed demand for this category of software as large organisations manage both remote-from-home workforces and dispersed employees operating from offices, hospitals, schools, emergency response locations, government facilities, military or defense-related settings and international posts.
- Potential government and defense-related applications include support for deployed personnel during deployment, workforce engagement and morale tools for dispersed teams, secure role-based communications, wellbeing check-ins, fatigue and burnout awareness, PTSD-related risk awareness and post-deployment reintegration support pathways.



- Proposed AI-enabled functionality includes people analytics, workforce sentiment, wellbeing and pulse check-ins, training prompts, deployment and reintegration journey modules, productivity signals, secure access, permissioning, reporting and compliance-led oversight.

¹ Image of joint training exercise between U.S. Army soldiers and members of the Armed Forces of the Philippines (AFP) sourced from the 25th Infantry Division.

For government and military-related applications, the relevant workforce issue is not only remote work from home. It is the management and support of personnel who may be deployed across jurisdictions, operational theatres, emergency response regions, training locations, logistics hubs and post-deployment pathways. The Company believes a modernised WooBoard suite can be positioned to support this need through enterprise HR, secure communications, wellbeing, engagement, recognition, AI-enabled people analytics and reintegration support tools.

Priority sectors and applications

As part of the commercial rollout of the Company’s enterprise and government workforce software strategy, 1TT is actively seeking to appoint a senior executive with government and private defense-sector experience to lead engagement with defense-related organisations and private defense contractors.

Priority customer class	Potential applications
<p>Enterprise and global employers</p>	<p>Large corporates, multinationals and regulated employers managing remote-from-home, office-based, hybrid, mobile and international teams. Potential applications include HR engagement, recognition, productivity insights, workforce sentiment, training prompts and secure reporting.</p>
<p>Government agencies</p>	<p>Federal, state, local and international agencies managing employees across departments, regional offices, field locations, embassies, borders, home-office settings and public-service delivery environments. Potential applications include secure communications, wellbeing check-ins, workforce pulse, compliance reminders and role-based dashboards.</p>
<p>Military and defense-related settings</p>	<p>Potential support for defense-related and national-security-adjacent employers managing deployed, training, support, logistics and administrative workforces, subject to procurement, security and regulatory requirements. Use cases include secure role-based communications, morale, recognition,</p>

	readiness prompts, welfare check-ins and reporting.
Emergency services, police and public safety	Resilience support, incident follow-up prompts, fatigue awareness, peer recognition, operational communications, training reminders and links to employer-approved counselling, clinical or peer-support resources.
Healthcare, hospitals, schools and critical services	Support for high-pressure, shift-based or frontline teams, including communications, wellbeing check-ins, fatigue awareness, recognition, training prompts, workforce pulse reporting and employee support pathways.

Potential defense-related and troop support use cases

The Board believes WooBoard's historical strengths in employee recognition, rewards, mental wellness oversight, wellbeing check-ins, engagement reporting and remote-worker support may be adaptable to government and defense-related environments where personnel are dispersed, deployed, under stress or returning from difficult service environments.

Potential use cases under assessment include:

- Deployment support: secure role-based communications, welfare check-ins, morale and recognition tools, fatigue and stress prompts, wellbeing resource navigation, training reminders and workforce pulse reporting for dispersed or deployed teams.
- During operational service: non-clinical check-in workflows, manager or command-level aggregated dashboards, team engagement indicators, post-incident follow-up reminders, peer recognition, and pathways to approved support services for personnel operating in high-pressure environments.
- Return from war or deployment: structured reintegration journeys, return-to-work prompts, family and community reintegration resources, support-pathway navigation, mental health awareness content, PTSD-related risk awareness and transition support for personnel returning to ordinary work, family and society.
- Enterprise oversight: aggregated and permissioned reporting designed to help authorised leaders understand workforce sentiment, morale, engagement, training status, wellbeing trends and areas requiring additional human support or intervention.
- Privacy and safeguards: any workforce monitoring, AI analytics or wellbeing tools would need to be designed with consent, transparency, privacy, data protection, security, procurement and clinical-governance safeguards appropriate to the customer sector.

The Company recognises that PTSD, trauma exposure, depression, anxiety and other mental health conditions are serious clinical matters. The proposed WooBoard software suite is not intended to diagnose, treat or replace clinical care. Its intended role is to provide enterprise software tools that may support awareness, engagement, communication, recognition and pathways to existing employer-approved support systems.

AI-enabled enterprise and government workforce software

The Company intends to assess the integration of AI-enabled functionality across the revived WooBoard and REFFIND suite, subject to product development, technical feasibility, funding, privacy, security, procurement and compliance requirements.

- AI-assisted people analytics to help employers identify engagement trends, productivity patterns, workforce sentiment and emerging operational risks across large and dispersed teams.
- AI-supported government and enterprise dashboards for HR leaders, agency executives, compliance teams, people and culture teams, workforce planners, operational leaders and approved managers.
- AI-enabled wellbeing prompts, workforce pulse tools and check-in workflows designed to support early awareness of stress, fatigue, burnout, disengagement and PTSD-related risk indicators without diagnosing medical conditions.
- AI-generated training, communications and performance nudges tailored to different roles, departments, locations, shifts, deployments and work environments.
- AI-assisted deployment and reintegration journeys, including role-specific support prompts, welfare touchpoints, resource navigation and post-deployment check-in pathways.
- Secure role-based permissioning, audit trails and reporting for sensitive workforce structures including government, healthcare, education, emergency services, police, military and defense-related settings.
- Privacy-by-design, cyber-aware and compliance-led architecture, including controls intended to support transparency, consent, data minimisation, data protection, responsible AI and appropriate employee safeguards.

The Board believes AI can enhance the original WooBoard proposition by moving the platform beyond employee recognition and wellness into a broader enterprise workforce intelligence, engagement, communication and support system.

Software for the modern dispersed workforce

Work-from-home and remote-from-home work remain important use cases for WooBoard. However, the Board believes the larger opportunity is to support modern dispersed workforces wherever work occurs and wherever employees need to be managed, supported, recognised and engaged.

- The remote-from-home worker needing connection, accountability, secure access, recognition and wellbeing tools.
- The office worker needing engagement, recognition, productivity support and communication.
- The government employee needing secure communications, training prompts, wellbeing check-ins and workforce engagement across departments or locations.
- The deployed worker or troop needing welfare touchpoints, morale support, secure role-based communications and support-pathway navigation during deployment or after return from service.
- The police officer, emergency services worker or public-safety employee needing resilience support, operational communication and recognition tools.
- The hospital worker needing fatigue-aware support, team communication, recognition and wellbeing resources.
- The teacher or school administrator needing staff engagement, training prompts and internal communication tools.
- The global enterprise manager needing responsible visibility across countries, teams, shifts and workplace settings.

Any productivity, engagement or workforce analytics developed by the Company are intended to be designed with appropriate privacy, transparency, consent, cyber security, data protection and compliance safeguards.



"Following our successful capital raise, the Board is now in a position to execute on the demand for the Company's HR and remote-from-home software suite and solutions from enterprises, government agencies and other large employers that need to manage dispersed workforces around the world. For governments and defence-related organisations, the opportunity extends beyond home-based work to personnel deployed across regions, operations, conflict-related settings, emergency response environments and post-deployment support pathways."

- Wes Culley, Non-Executive Director of Thrive Tribe Technologies Limited

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This ASX announcement has been authorised by Thrive Tribe Technologies Limited's Board of Directors.

Thrive Tribe Technologies Limited

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About us

Thrive Tribe Technologies Limited (ASX: 1TT) is an enterprise workforce technology company focused on AI-enabled software solutions for enterprises, government agencies and defence-related organisations managing large, dispersed and operationally complex workforces. The Company is progressing the modernisation and redeployment of its legacy REFFIND and WooBoard platforms into a broader workforce software suite focused on engagement, communications, wellbeing, productivity, compliance and workforce intelligence. 1TT is targeting enterprise, government, defence-related, emergency services, healthcare and education sectors with software designed to support office, hybrid, remote, field and deployment environments. The Company believes increasing global demand exists for secure, intelligent and compliance-led workforce software capable of supporting employees and personnel across multiple jurisdictions, operational settings and high-pressure environments.