ASX Announcement

28 August 2026

StepChange Delivers Strong Maiden Full-Year Results.

StepChange Holdings Limited **(ASX: STH)** (**StepChange**) today reported its results for the financial year ended 30 June 2026 (**FY26**), its first full year as a listed company. The Group exceeded the forecasts set out in its IPO Prospectus, delivering revenue growth of 31% and Underlying EBITDA growth of 57% against the pro-forma FY25 comparative period*, while completing its first acquisition and establishing a US operating platform.

FY26 KEY HIGHLIGHTS

- Revenue of $55.6 million, up 31% on Pro-forma FY25*
- Underlying EBITDA[1] of $5.01 million, up 57%, ahead of Prospectus forecast
- Reported EBITDA of $3.52 million, after one-off listing and acquisition costs
- Gross margin of 14.3%, up 1.1 percentage points on Pro-forma FY25*
- Excluding non-deductible accounting adjustments of $3.1 million (relating to business combinations during the period), normalised NPAT of $2.537 million[2], compared to a statutory net loss of $563,000
- BroadReach Group acquisition completed and integrated, contributing to Group earnings from January 2026
- US operations established, creating a platform to serve multinational clients
- Net assets of $22.12 million, up from $1.2 million Pro-forma FY25*
- Cash at bank of $5.2 million and a $11 million undrawn Westpac facility
- Headcount past 200 consultants and specialists following the BroadReach integration

A YEAR OF SCALE

Following its listing on the ASX in July 2025, StepChange executed against the strategy set out at IPO: building a leading specialist SAP and digital transformation consulting business through disciplined organic growth, selective acquisitions and investment in high-value consulting capability.

The acquisition and integration of BroadReach Group was a major milestone for the year, expanding StepChange's advisory capability in enterprise architecture, ICT strategy and government consulting and creating cross-selling opportunities across

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[1] Underlying EBITDA is a financial measure which is not prescribed by the Australian Accounting Standards (AASBs) and represents profit under AASBs adjusted for amortisation and interest, and specific items including transaction and listing costs, share based payments and merger and acquisition expenses. Please refer to the Company's Financial Report lodged with ASX today for a reconciliation between statutory profit and Underlying EBITDA.

[2] Normalised NPAT is a financial measure not prescribed by the AASBs and represents profit under AASBs adjusted for specific non-cash amounts that cause differences between tax and accounting profit, specifically relating to business combinations incurred by StepChange Holdings during the period

the combined client base. The integration progressed well, with BroadReach contributing to Group earnings from the date of completion. StepChange also established US operations during the year, creating a platform to support multinational clients and participate in one of the world's largest enterprise technology markets.

Organic growth remained strong across the core business, with new Tier 1 enterprise and government clients secured, existing customer relationships expanded and continued demand across SAP transformation, cloud migration and ICT advisory services.

AI-Led Delivery, Proof not Promise

During FY26, StepChange invested in building AI capability into its consulting methodology, developing more than 100 reusable methods across 40 business functions and running client demonstrations to validate the approach in the field. Three client case studies were completed, spanning critical infrastructure and government sector

For a major Australian critical infrastructure client an AI agent deployed with StepChange's Scope Development Method turned a 200-page cyber security business case into a governance-ready project scope in under 4 hours work that previously took 3 to 5 days, with full traceability back to source and 14 previously overlooked requirements identified.

In an AI-assisted data engineering engagement, build and debug cycles were cut by roughly 60%, with defects caught earlier and rework falling across the team.

The Road Ahead

The Board remains optimistic about the Company's prospects heading into FY27. Australia's IT services market is forecast to more than double, from $38 billion to $91 billion, between 2026 and 2031, while the global AI-services market is forecast to reach $347 billion by 2031, growing at more than three times the projected rate of cybersecurity and managed services[3]. StepChange already provides services in four of the ten service categories that make up that AI-services market, validated by the case studies completed during FY26.

Demand for SAP migration, cloud transformation and strategic ICT advisory remains strong, and the BroadReach acquisition has broadened StepChange's addressable market and strengthened its competitive position. The Board is confident StepChange enters FY27 with increasing scale and a clear strategy to deliver sustainable long-term value for shareholders.

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[3] *Source: Mordor Intelligence, Australia IT Services Market Report, Paxus, 2026 Talent Market Trends (technology sector growth)*

Managing Director Comment

> *"FY26 was the year we proved out the strategy we took to market at IPO. We beat the numbers we set ourselves, brought BroadReach into the business and got it contributing inside two quarters, and incorporated a US entity from a standing start. That doesn't happen without the calibre of people we've built around the business.*
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> *We're going into FY27 with a full year contribution from BroadReach along with expected strong organic growth out of StepChange Consultants providing a solid platform for growth."*

This announcement should be read together with the FY26 Appendix 4E and Financial Report lodged with ASX at the same date as this announcement.

END

***Pro-forma FY25 Financial Results**

The Pro-forma FY25 Financial Results are included for comparative purposes to show how the StepChange business would appear based on historical information, assuming StepChange had acquired StepChange Consultants Pty Ltd and was listed on ASX at the commencement of the prior period, 1 July 2024. The pro-forma financial results do not represent the Group's actual historical financial results.

All period-on-period increases and decreases in financial performance outlined in this announcement are comparisons of actual FY26 financial results to the Pro-forma FY25 Financial Results. The Pro-forma FY25 Financial Results are extracted from the actual audited FY25 financial results for StepChange Consultants Pty Ltd lodged with ASX on 20 August 2025 and the proforma adjustments outlined in the Company's IPO Prospectus lodged with ASX on 8 July 2025, which has been reviewed. The pro-forma adjustments include MD and CFO costs, public company costs and employee entitlements of $1.07m.

Please refer to the IPO Prospectus for full details of the pro-forma adjustments used to prepare the FY25 Proforma Financial Results.

Forward-looking statements: This announcement contains forward-looking statements, including statements regarding market forecasts and the Company's outlook for FY27. These statements are based on current expectations, estimates and assumptions and are subject to known and unknown risks, uncertainties and other factors that may cause actual results to differ materially from those expressed or implied. StepChange does not undertake any obligation to update or revise these statements, except as required by law.

Authorised for release by Board of StepChange Holdings Limited

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