

StepChange Delivers Strong FY26 Growth and Strengthens Leadership Team

StepChange Holdings Limited (ASX: STH) (“StepChange” or the “Company”), is pleased to provide a trading update for the financial year ended 30 June 2026 (FY26), reflecting continued strong operational momentum and strategic execution during the Company’s first full year as an ASX-listed company.

The Company expects to report strong growth in revenue and earnings for FY26 compared with the prior corresponding period (PCP), supported by continued organic expansion across Tier 1 enterprise and government clients, together with the contribution from the BroadReach acquisition completed during the year. Following strong momentum in the June 2026 quarter (Q4) Stepchange is expecting to deliver over \$15M revenue and \$1.5M EBITDA for Q4, with annual revenue expected to exceed \$55M and normalised EBITDA¹ of \$5.0M for FY26.

StepChange also advises that highly experienced technology and operational executive, Giuseppe (Pino) Todesco will join the Company as Chief Operating Officer from 1 July 2026, further strengthening the Company’s leadership capability as it enters its next phase of growth.

FY26 Trading Update

Key drivers of FY26 performance include:

- Strong growth across SAP migration, cloud transformation and ICT advisory services
- Continued expansion within existing Tier 1 enterprise clients
- New client wins across energy and government sectors
- Initial contribution from BroadReach and expanding advisory capability
- Margin improvement supported by utilisation, delivery mix and higher-value engagements

The Company will release its final audited FY26 financial results in late August 2026.

Strengthened Leadership Capability

Giuseppe (Pino) Todesco brings more than 25 years’ experience leading large-scale operational, technology and business transformation programs across complex enterprise environments.

Most recently, Pino served as Chief Information Officer at Woodside Energy, where he was responsible for global digital and operational technology services supporting approximately 12,000 users across multiple geographies.

¹ Normalised EBITDA excludes abnormal and once off costs of \$1.422M comprising listing costs (\$636k), share base payments (\$554k) and M&A transaction costs (\$232k).



During his tenure, Pino led the unification of Woodside's digital environment following its merger with BHP Petroleum, delivering a large-scale integration program that enabled synergy savings exceeding US\$75 million per annum.

Pino's experience spans enterprise architecture, cloud transformation, operational resilience, cyber governance and large-scale technology delivery. He also previously co-founded and scaled a technology services business prior to its sale to a major international industry participant.

StepChange Managing Director Shane Bransby commented:

"FY26 has been an important year for StepChange as our first full year as an ASX-listed company, with the business delivering strong organic growth, improving margins and successfully executing on a number of strategic initiatives, including the integration of BroadReach and expansion of our enterprise and ICT consulting capabilities."

"We are also very pleased to welcome Pino to StepChange. His experience leading large-scale digital transformation programs at Woodside and across enterprise environments will be a significant asset as we continue to scale the business and expand our advisory and transformation expertise."

Outlook

Stepchange enters FY27 with increased scale, expanded advisory capability and continued exposure to structural demand across SAP migration, cloud transformation and ICT advisory services.

The Company remains focused on disciplined execution, margin improvement, integration of BroadReach and the evaluation of selective growth opportunities.

This announcement has been authorised by the Board.

Investor enquiries

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About StepChange

StepChange can trace its origins back to 2003 and was incorporated by its former directors in 2014. It is a leading provider of consulting services which aim to streamline core business processes of client businesses (known as Enterprise Resource Planning or ERP), with a specific focus on ERP transformation services and solutions (such as modernising or upgrading client ERP systems to better align with their business objectives and improve efficiencies) and implementation services and solutions. StepChange delivers these services primarily through the use of ERP software modules developed and provided by SAP, a global leading provider of ERP software.