



# 2025 In Review

EXPERIENCES | STORIES | SUCCESS



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MESSAGE FROM

CEO

CAMERON TUESLEY

“It’s people, culture, purpose and passion that drive change and what makes it so challenging.”



When I reflect on the 2025 year in review and the fact that we are rapidly heading towards our 25th operating year as a business, I can’t help but come back to that common theme of journeys.

This year, like many of those before it has been defined by purposeful organisations turning to Integral to help provide a pathway through their often-complex journeys of transformation and change. For us, it’s an absolute privilege to have the opportunity to not only be part of those journeys, but also to bring to bear the skills and talents of the collective Integral group to really help make a difference.

2025 has of course also been dominated by the impacts of the intersection of technology and business change, in particular AI and how it will impact the future of work.

However, at the same time as everything changes (once again), it also calls in to sharp relief that often the core problems we are trying to solve are often not technology based. It’s people, culture, purpose and passion that drive change and what makes it so challenging.

Integral’s focus, not just on just Technology, but also on Strategy, Experience, coupled with that constant desire to build Trust, Collaborate and create Change, is what sets us apart. Perhaps the secret sauce to all this, is just the

fundamental understanding that people not technology are at the heart of all of change, despite all the noise, the rest is just tools and new ways to get things done.

This year in review features so many organisations that are rising to that call, wanting to make a change, improve themselves or the callings that they serve. There are many inspiring journeys and my quiet hope that you will not only take a moment to read and reflect on what others have achieved, but maybe also take a little bit of inspiration for what could be possible...

To our staff, customers and the organisations featured in the year in review 2025, I’d like to take the opportunity to offer our thanks for making Integral your partner, in your journey.

I look forward to seeing what we can do in 2026.

**Cameron Tuesley**  
Founder, CEO - Integral

MESSAGE FROM

# CHAIR OF THE BOARD

CATHY FORD

“ Looking ahead, our priorities remain clear: sustainable growth, a broader national footprint, and the continued expansion of the services we offer. ”



This past year has reinforced something we have always believed at Integral: progress is most powerful when it is shared. In 2025, we made progress on a number of fronts. We expanded our internal capability, sharpened our governance, and invested in the people and systems that underpin our work.

These changes enable us to deliver better outcomes, stronger partnerships and more timely, thoughtful support to the clients who place their trust in us.

Just as we do for our clients, the modernisation of our own core systems - including the rollout of Scoró, our new integrated practice management platform - has strengthened the way we plan, collaborate and make decisions. It has provided clearer operational insights and a more reliable foundation for forward planning.

We have also seen strong momentum across our core capabilities. I'm delighted to see our advisory, digital technology and customer experience consultants working together to support our clients more broadly. Complementing this, our ability to connect exceptional people with the evolving workforce and skills needs of our clients has continued to mature, addressing critical capability gaps and supporting major programs of work with specialist talent where it is most needed.

Governance, as always, has remained a key focus. Achieving ISO-27001 accreditation for our managed services, maintaining vigilance in cyber security, and deepening our financial and operational reporting rigour demonstrate our commitment to strong, future-

focused governance. Strategic investments in business development and data capability further underline our intent to a resilient, forward-looking organisation.

Above all though, it is our people who define Integral. Across every project, sector and partnership, their expertise, dedication and collaborative spirit have been undeniable. Whether working with clients such as ACRRM, Titles Queensland, Endeavour Foundation and key government and industry bodies, or supporting community organisations including Parkinson's Queensland, RBWH Foundation, Movember and sporting initiatives such as Wattlenest, our team continues to deliver with care, integrity and genuine purpose.

Looking ahead, our priorities remain clear: sustainable growth, a broader national footprint, and the continued expansion of the services we offer. The pace of change across our industry will challenge us all, yet it also brings extraordinary opportunity. I remain confident, and optimistic, that Integral is well placed not only to meet this moment, but to lead with clarity, integrity and ambition.

Thank you for your continued trust and partnership.

**Cathy Ford**

Chair of the Board, Integral



# COMPANY HIGHLIGHTS

Cheers to the amazing year of 2025:



nearly 2000  
projects in  
24 years



projects running  
concurrently across  
Integral each day



Over 500 people have  
worked with Integral  
since 2001



Integral wins 11th  
Red Hat award in  
8 years



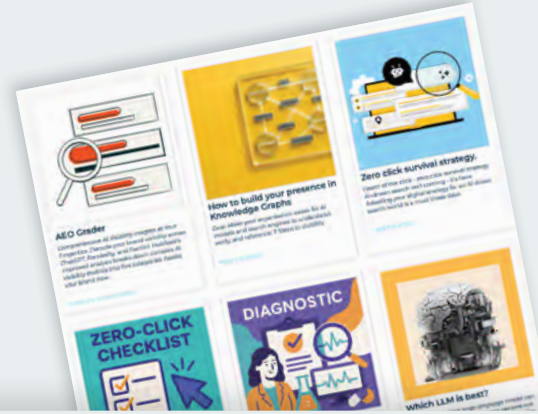
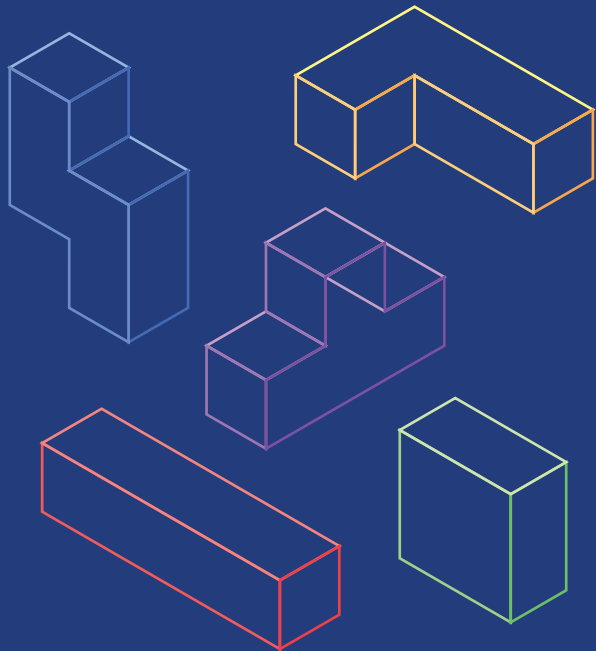
ISO 27001  
accreditation achieved  
for our Managed  
Service and Support



Integral A Great  
Place to Work  
Certified 2024-2025

# RESOURCES FOR YOU

Take advantage of these complimentary insights, checklists, assessment tools and more published throughout 2025.



## ZERO CLICK SEARCH

[CLICK TO DOWNLOAD](#)

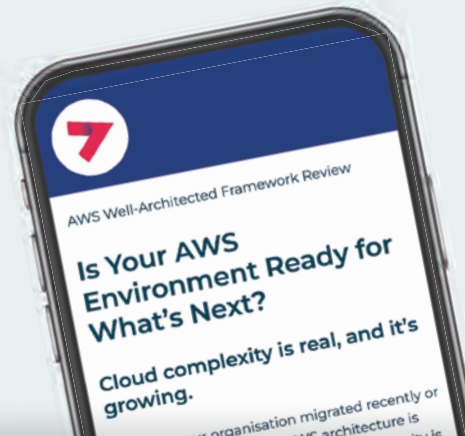
Discover how AI is changing the game: no more clicks, just answers. Head to the Zero-Click Resource Hub to explore expert insights, tools and strategies - from AI-powered content grading and Knowledge Graph guides to survival checklists that help your brand stay visible online in an AI-driven world. [#AEO](#) [#GEO](#)



[CLICK TO DOWNLOAD](#)

## ARE YOUR DATA FOUNDATIONS STRONG ENOUGH FOR MODERN DIGITAL & AI?

Digital and data readiness is now a compliance and growth imperative. Take our quick online assessment and get an instant report that shows how ready your organisation is for better digital experiences, smarter decisions, and AI-powered opportunities.



[CLICK TO DOWNLOAD](#)

## IS YOUR AWS ENVIRONMENT READY FOR WHAT'S NEXT?

Cloud complexity is real, and it's growing. Whether your organisation migrated recently or years ago, ensuring your AWS architecture is optimised for performance, cost, and security is more critical than ever. That's where the AWS Well-Architected Review by Integral comes in. Check out the solution brief and see the benefits of doing a review.



2025 In Review

# Client stories





# Impact in action across Australia

Our client work spans every corner of Australia - metropolitan centres, regional communities and all states and territories. In 2025, we partnered with organisations across almost every industry, helping them modernise, grow and navigate rapid change.

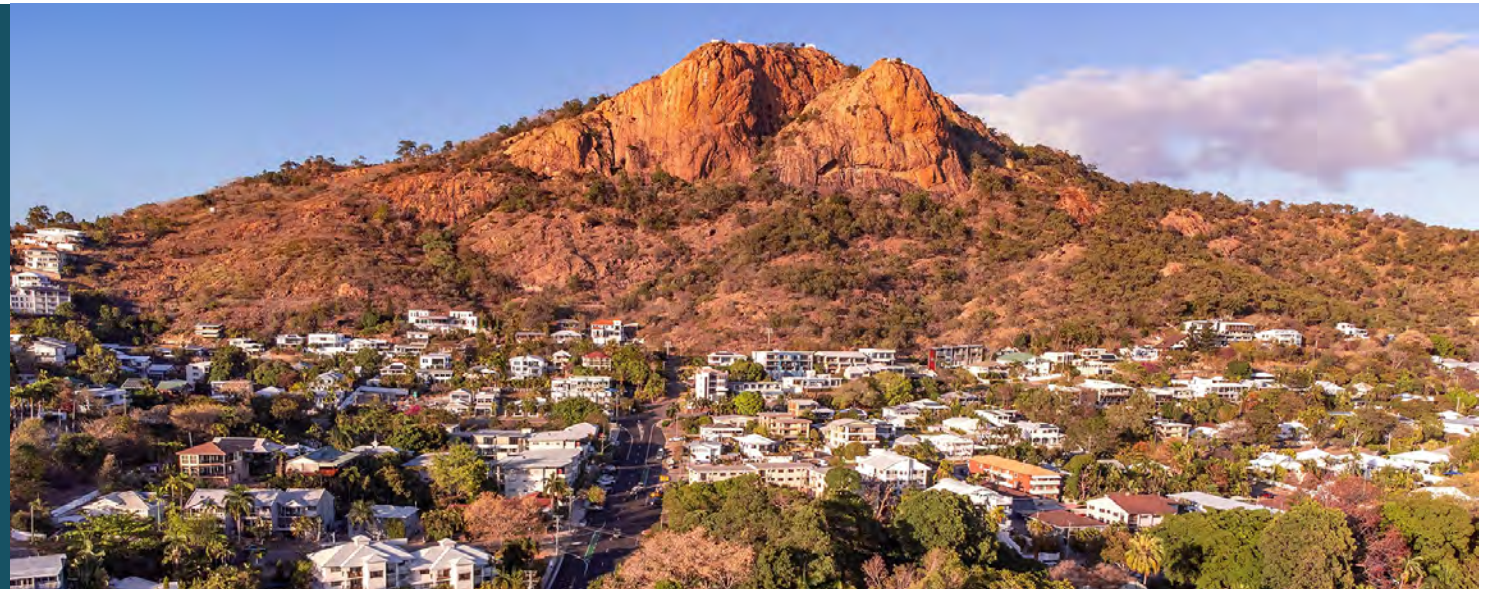
This Year in Review showcases a selection of those stories, from healthcare, not-for-profit and tourism to energy, utilities, property, government, automotive, membership bodies, defence, renewables and more.

Each project reflects our commitment to practical innovation, meaningful collaboration and solutions that make a real difference for the people and communities our clients serve.



# Building on strong foundations

Titles Queensland's land registry is one of the state's most critical digital assets. This year the organisation continued to invest in its commitment to reliability and customer confidence, advancing a multi-year effort to strengthen the Automated Titles System (ATS). The priority was clear: ensuring plans are in place so the platform underpinning millions of property transactions remains robust and ready for the future.



The focus was practical and deliberate. Integral worked alongside Titles Queensland to commence a detailed review of ATS architecture and capabilities. Through targeted workshops and technical analysis, the team has started to look at where resilience could be improved and where customer experience could be streamlined without disrupting core services.

Why does this matter? **Property transactions are the backbone of Queensland's economy.**

Every title lodged, every interest registered depends on a system that cannot fail. By planning how to improve ATS now, Titles Queensland is protecting that trust while creating space for measured innovation down the track.

The work started this year will help ensure the platform is stable, secure, aligned with contemporary best practice and drives priorities that shape investment and innovation in the years ahead.

For customers, the outcome is simple but significant. The registry they rely on every day is stronger, more resilient, and better positioned to support Queensland's growth. For Titles Queensland, it demonstrates a commitment to doing the hard work that keeps critical infrastructure fit for purpose. Integral is proud to have played a role in that journey.

# Scaling digital identity with confidence

In 2025, Integral and the Department of the Premier and Cabinet (DPC) of Western Australia marked another milestone in a partnership built on innovation and trust. After years supporting the state's digital identity and access management platform, Integral helped DPC take a major step forward, transitioning from a self-managed Red Hat SSO environment on OpenShift to Amazon Elastic Kubernetes Service (EKS) Auto Mode and Amazon Aurora.

**WA**.gov.au



The move was driven by the department's need for cost efficiency, and tighter integration with AWS services. EKS Auto Mode delivered just that, automating infrastructure provisioning, dynamically scaling resources, and integrating seamlessly with Route 53, CloudFront, CloudWatch, Aurora Serverless, Secrets Manager, and Elastic Container Registry (ECR).

By shifting from MySQL to PostgreSQL and embracing serverless compute, the platform now runs leaner, faster, and more securely, reducing operational overhead while improving performance and resilience. Auto Mode takes care of both the control and data planes, managing updates and patches

automatically to keep the system secure and always current.

To maintain the pace of open-source evolution, Integral implemented automated validation pipelines and weekly upgrade testing through GitHub Actions. This enables rapid iteration, confident deployment, and continuous improvement.

**This project exemplifies Integral's strength in modernising containerised environments and reinforces our commitment to delivering tailored, future-ready solutions that help governments operate smarter, faster and more securely.**



# Strengthening integration governance at Origin Integrated Gas

Origin's Integrated Gas (IG) business engaged Integral to conduct an independent review of integration architecture and provide fresh insights.

Over a 3-month period Integral reviewed the current state, with a view to assist in improving the maturity of the architectural decision-making process and provide advice around any consolidation opportunities.



Integral applied its Integration Architecture (IIA) framework to validate the strengths of Origin's existing landscape and confirm why different toolsets were being used. Through collaborative workshops with technical managers and leads, we captured integration patterns and technologies across Information Technology (IT) environments and introduced a structured approach to decision-making.

The outcome was a set of decision trees designed to guide technology and pattern selection for specific scenarios, to maintain consistency and support teams with clear, repeatable processes.

The environment included several integration platforms, which were used for a variety of different use cases. The IIA was used to help classify the integration problem statements and map out the appropriate solutions depending on the defining characteristics of the integration.

This resulted in several specific decision trees being created to use and assist in architectural decision making.

The engagement delivered significant benefits, including the independent validation of the strengths within existing systems and practices. Governance was enhanced through the introduction of decision trees and increased architectural oversight, providing greater alignment and clarity across integration efforts. Efficiency and delivery speed improved thanks to easier technology selection and more accurate estimations, while developer experience was elevated by ongoing support from the architecture team, allowing for smoother integration work. Importantly, these changes represent a proactive move towards continuous improvement and future-ready maturity in integration governance.

The engagement was well received by the technical leaders who were actively engaged in workshops and now leverage the framework and decision trees to streamline integration architecture.

QUEENSLAND TOURISM INDUSTRY COUNCIL (QTIC)

# QTIC's new HubSpot ecosystem: simpler systems, stronger member experiences

A unified HubSpot platform now powers QTIC's membership, accreditation, engagement and communications - replacing fragmented, manual systems with a seamless, people-centred digital experience.

The transformation gives QTIC the clarity, confidence and scalability it needs to support Queensland's tourism industry as it accelerates toward the Brisbane 2032 Olympic and Paralympic Games, fulfilment of the State Government's 20-year tourism strategy, the Destination 2045 Plan, and beyond.



2025 marked the next chapter of QTIC's digital modernisation journey, with the organisation partnering once again with Integral to transform the digital systems behind its membership, accreditation and engagement functions.

After operating on an outdated, fragmented platform for many years, QTIC needed a cleaner, more connected ecosystem that could keep pace with the diversity and momentum of Queensland's tourism sector. Integral worked hand-in-hand with QTIC to implement HubSpot as a single, unified platform - combining CRM, content

management, marketing automation, membership, accreditation, eCommerce and secure member portal functionality. The new approach removes manual work, tidies up complex workflows and gives both staff and members a smoother, more intuitive digital experience.

With this foundation in place, QTIC is well equipped to continue supporting tourism operators across the state as the visitor economy grows and evolves, particularly in the lead-up to Brisbane 2032.

[READ MORE ABOUT THIS PROJECT ►](#)



# Digital modernisation strengthening Australia's transport backbone

**Strengthening payment systems, broker platforms and product experiences to support Australia's transport and logistics sector.**

In 2025, NTI continued its long-standing partnership with Integral, delivering a series of strategic technology initiatives designed to modernise core systems and enhance user experience. These projects reflect a shared commitment to innovation, operational resilience and future readiness.

Over the past 12–18 months, NTI has strengthened its position as Australia's leading specialist insurer for transport, logistics, mobile plant and marine. With the sector facing rising operating costs, persistent supply-chain complexity and growing expectations for seamless digital services, NTI focussed on uplifting the systems and products its customers and brokers rely on every day.

**An Improved Broker Experience:** NTI also made significant progress in uplifting its broker-facing technology, starting with two of their popular product packages Transport Pack and Yellow Pack. Integral helped modernise the platform by replacing a two-decade-old JavaServer Faces (JSF) front end with a clean, contemporary Angular interface. To support this, product logic previously embedded deep within Focus was extracted and refactored into reusable API services, creating a more modular, API-driven architecture. This shift improves maintainability and scalability while giving brokers a more intuitive, responsive and future-ready experience across NTI products.

**Continuous Product Improvements:** NTI continued to evolve its product ecosystem to meet emerging customer needs. One of the fastest-growing areas has been ecommerce fulfilment, with Parcel Protect offering per-shipment protection and a simple digital claims experience. NTI recognised a market gap: merchants lacked an insurance option for individual orders, and customers often faced slow, frustrating claims when goods were damaged or lost. Parcel Protect fills this gap with streamlined claims handling, pay-as-you-go cover and smooth digital integration. Integral strengthened the platform underpinning Parcel Protect, improving scalability, reliability and integration with leading commerce systems such as Shopify.

NTI also enhanced its Marine product packs, helping brokers and businesses navigate increasingly complex supply-chain risks across domestic and international operations. Integral modernised the Marine systems to improve clarity, usability and digital consistency.

**A Modern Payments Ecosystem:** A major milestone this year was the preparation for NTI's transition to a Stripe-enabled enterprise payments system. Integral has been integrating Stripe into NTI's core Focus platform, migrating key payment data and business logic while retaining Focus as the central policy and transaction engine. The result will be a faster, more secure and more reliable payment experience for customers, and a flexible digital foundation for future products and integrations.

**Looking Ahead:** Across all initiatives, NTI's focus has remained clear: strengthen digital capability, reduce friction for customers and brokers, and build a modern, secure and connected enterprise ecosystem. These advancements improve speed, efficiency and resilience while laying the foundation for NTI's next phase of growth.

Integral is proud to have partnered with NTI on these achievements, modernising legacy components and enabling flexible, future-ready digital services that support Australia's transport and logistics sector.

## GENERATIVE AI

# Generative AI: from experimentation to enterprise impact

Generative AI has moved from being a curiosity to becoming a practical force shaping how we work, how our clients operate, and how society adapts to new possibilities. At Integral, we've spent the year not just observing this shift but actively driving adoption across our organisation and with our clients.

Internally, we've built capability with structured training programs, clear usage guidelines, and access to the right tools. The goal has been simple: use AI responsibly to accelerate delivery and enhance quality, while ensuring human expertise remains at the centre of client outcomes. This balance of speed without sacrificing judgement, has defined our approach.



## Helping Clients Navigate AI Readiness

Across industries, we've seen a surge in interest as organisations begin their AI readiness journey. For Camp Australia, that meant piloting Microsoft 365 Copilot with a targeted assistant designed to simplify staff access to large policies, and corporate documents. The real challenge wasn't the retrieval solution itself but integrating with the authentication and authorisation systems that govern access across multiple Camp Australia sites. It's a reminder that successful AI projects demand strong integration skills as much as clever algorithms.

At Dahlsens, the focus was on enabling staff with an assistant that could surface corporate documents, business and IT policies, marketing material, product information, and even handle simple IT ticketing. These practical use cases show how AI can remove friction from everyday tasks while improving organisational efficiency.

## Data: The Foundation for AI Success

As adoption grows, clients are recognising that AI readiness starts with data. Governance, quality, and engineering are no longer back-office concerns, they're strategic priorities. This year, we supported deployments of platforms designed for AI workloads, including our first OpenShift AI implementation and the adoption of Azure's AI stack at another client. These moves signal a shift from experimentation to enterprise-scale capability.



## Building Skills for the AI Era

Technology alone isn't enough. People need to know how to use it effectively. That's why we ran a masterclass on prompting at Something Digital, helping teams unlock the potential of generative AI tools. We also explored the changing landscape of digital visibility: as traditional SEO loses relevance, new techniques like AEO and GEO are emerging. Our webinar on these trends helped clients stay ahead of the curve in an environment where search and discovery are being reshaped by AI.

This year has been about laying foundations, technical, organisational, and cultural, for an AI-enabled future. The work isn't finished, but the trajectory is clear: generative AI is no longer a side project. It's becoming integral to how businesses operate and compete.

BRISBANE CATHOLIC EDUCATION (BCE)

# Integration that powers safety, compliance and growth

When your network spans 146 schools and 77,000 students, keeping systems talking to each other is no small feat. For Brisbane Catholic Education (BCE), integration isn't just about connecting software, it's about connecting people, processes, and purpose - securely.



What began as a behind-the-scenes project to link BCE's ERP (SuccessFactors), payroll, LMS, and other enterprise systems has evolved into a trusted, ongoing partnership. Integral has gone on to deliver further integration projects, designing the solution and creating re-usable patterns for BCE's enterprise grade integrations, ensuring data flows where it should, when it should, securely, accurately, and without fuss.

A standout achievement in 2025 was the integration of DoneSafe, BCE's new student risk and compliance platform. Think of it as a digital safety net: replacing the old RCS system, providing real-time visibility of student health and incident data, and giving teachers and student safety or administration officers confidence to act fast when it matters most. Our team built a school-specific security model to ensure only the right people see the right information, a perfect blend of accessibility and accountability.

The result? Safer schools, sharper data, and simpler workflows. Staff now spend less time chasing information and more time focused on what really counts, supporting students.

BCE also joined Integral's Managed Service program in late 2025, engaging our team to support its Azure-based integration and data warehouse platforms. This step transforms integration from a project into a partnership, laying the groundwork for a stable, scalable, and data-driven future.

Looking ahead, new integrations around student enrolments are already underway. From workflow design to security architecture, our focus remains the same: translating complex needs into clean, reliable solutions that make BCE's digital ecosystem hum.

Powered by Azure Function Apps, Azure Service Bus, Azure API Management, and SQL Server, this work shows how thoughtful integration can do more than connect systems, it can connect an entire education community.

**Because when the data flows, so does everything else.**



# Putting people first in 2025

In 2025, Integral's Workforce Solutions business continued to deliver outstanding results for clients across government, education, energy, and the private sector, placing high-calibre talent into critical roles and enabling transformation at scale.

Our people have driven impact in Change Management, Strategic Communications, Project Delivery, Business Analysis, Testing, Data Analytics, and Agile Leadership.



“For me, it's always been about people. Whether it's a candidate trusting us with their next career move or a client relying on us to deliver, I believe in showing up with respect, empathy, and accountability. Responsiveness isn't just a service standard – it's a reflection of how much we care.”

Jess King, National Manager, Workforce Solutions



Key client engagements included the Bureau of Meteorology (BOM), Australian College of Rural and Remote Medicine (ACRRM), Local Search, Queensland University of Technology (QUT), CS Energy, Goodstart Early Learning, and Federal Government. Each reflects our commitment to matching the right people with the right challenges, whether through managed services, staff augmentation, or strategic advisory.

Highlights included the record migration of on-premise systems to the cloud for BOM; modernisation and application transitions at CS Energy across Salesforce and SAP; and major improvements to Hire-to-Retire systems. These initiatives streamlined legacy systems, enhanced experiences for customers and staff, and ensured reliable delivery of essential services.

What truly sets Integral apart in a crowded and often commoditised recruitment market is our unwavering commitment to people.

Personified by the exceptional Jess King, National Manager, Workforce Solutions, our approach is human, values-led, and grounded in genuine care.

We don't just fill roles, we build relationships. Every candidate is met face-to-face. Every application receives a response. And we never simply flick CVs; we invest the time to understand each client's needs and every candidate's aspirations to ensure alignment and long-term success.

At Integral, people are at the heart of everything we do. Our values aren't just words, they're lived every day, in every interaction, and in every placement.



# Confident data for strong rural and remote GP training across Australia

As ACRRM has expanded its role in delivering the Rural Generalist Fellowship program, the College has experienced the natural challenges that come with rapid growth - more training posts, more touchpoints with Registrars, and greater operational complexity. Recognising the need for strong data foundations, ACRRM launched its Digital Evolution Program in 2024 with the initiative continuing through 2025, with Integral engaged as a strategic partner.



A key component of this program is the Data Maturity Program (DMP), a structured initiative designed to strengthen ACRRM's data governance and management capability. The DMP is centred on building clarity and confidence, giving staff timely access to the information they need to do their work well and engage with stakeholders.

The program began with a baseline survey involving senior leaders across the College. This assessment showed maturity levels consistent with not-for-profit benchmarks, and highlighted a workforce committed to getting data right, with a growing appetite for consistent processes.

From this foundation, Integral and ACRRM co-designed a practical, minimum viable product (MVP) focused on data quality and visibility for mandatory KPIs, establishing a base that can be scaled for future data-driven improvements.

Several achievements stand out. ACRRM now has a prototype of its first Data Catalogue, giving teams a single source of truth for definitions and shared language - an important step in a distributed environment where terminology can vary. Co-design sessions with business users helped shape a tailored three-tier data quality operating model that aligns responsibilities with how work happens across both national and regional teams.

On the technical side, Integral worked with ACRRM to implement a Data Integration Platform and a new Data Quality Management



System. Described by staff as “the ECG for our data,” the system provides clear insights into data quality and helps teams proactively address issues. Alongside this, refreshed data governance policies, a framework and a practical Data Quality Improvement Cycle give the College a repeatable model to embed these practices.

These developments are already building confidence. Staff are embracing clearer data definitions, more consistent reporting approaches and a stronger shared understanding of how quality data supports the Registrar and member experience.

Across the College, there is a genuine sense of momentum. With a committed workforce and a clear roadmap, ACRRM is progressing steadily along its data maturity journey - well positioned for the next phase of digital and organisational growth.

ROYAL AUTOMOBILE ASSOCIATION OF  
SOUTH AUSTRALIA (RAA)

# From the Road to the Cloud: RAA Shifts Gears

For more than a century, RAA has been helping South Australians get where they need to go. In 2025, Integral helped ensure their digital systems could do the same. Fast, secure, and built for the future.



As part of RAA's broader digital transformation, Integral designed and deployed a standardised AWS OpenShift (ROSA) environment, creating a consistent, scalable foundation for the organisation's Boomi integration services. The solution spanned production and non-production clusters and included:

- Automated provisioning via custom Terraform scripts
- GitOps deployment through Argo CD
- Logging, alerting, and comprehensive as-built documentation
- Tailored AWS networking and resources aligned to RAA's architecture
- A full review and hardening phase to ensure security and compliance readiness

Following deployment, Integral continued working alongside RAA's technology team to operationalise the ROSA environment. Together we shared knowledge, upskilled staff, and embedded best practices for cluster configuration and management.

Security, compliance, and cost optimisation were central to every design decision.

As a highly regulated organisation, RAA required a platform aligned with strict security standards. Integral architected the ROSA environment so all traffic flows through a central auditing and monitoring layer, ensuring complete visibility and traceability.



We also implemented role separation between infrastructure and development teams to reinforce governance and reduce risk. To maintain both compliance and efficiency, Integral developed modular deployment patterns and cost management strategies, allowing RAA to provision new clusters consistently, securely, and economically. The result is an environment that's not just cloud-ready, but compliance-ready by design.

**The outcome is a modern, efficient, and standardised platform that accelerates new initiatives, improves infrastructure consistency, and gives RAA's internal teams greater control. It's transformation with traction. Accelerating how RAA delivers services across South Australia.**

# Keeping systems strong and clients confident

When systems are critical and expectations are high, reliability isn't optional — it's everything. In 2025, Integral's Managed Service & Support practice delivered dependable, around-the-clock operations for more than fifteen organisations across state and federal government, finance, education, energy, and industry.



Providing 24×7 monitoring, proactive maintenance, and rapid incident response, our teams supported a broad portfolio of mission-critical platforms, ensuring security, stability, and performance remained uncompromised.

Throughout the year, we operated and maintained multiple enterprise identity and integration platforms, delivering continuous availability across environments built on Microsoft Azure, AWS, Red Hat OpenShift, Amazon EKS, Keycloak, and Oracle Middleware. Services included platform migrations, monthly upgrades, patching, performance tuning, compliance assurance, and predictive monitoring to minimise risk and prevent disruption.

Our support extended to large-scale Azure-based integration and data platforms, long-running business-critical applications, and complex API ecosystems. We also delivered

operational support for web and digital platforms spanning WordPress, Drupal, Squiz, Kentico, and HubSpot, underpinned by robust monitoring, hosting, and security controls.

A major focus in 2025 was strengthening operational maturity. We designed and implemented a Transition-to-Support framework across more than 70 projects, embedding support readiness into delivery and establishing a scalable blueprint for future growth. We also expanded our capabilities by evolving Azure Integration Platform expertise from a project-based model into a fully managed service offering.

Across every engagement, our approach was consistent: proactive ownership, rapid response, and trusted partnership. We don't just monitor systems — we anticipate issues, take accountability, and protect the outcomes our clients rely on.



# Our creative services

In 2025, our creative team brought brands to life across sectors as diverse as healthcare, research, energy, defence and automation. From RBWH Foundation and Evercare to Prohelion and Roboyo, we delivered creative direction, UI design, graphic design, event collateral, reports, campaigns and more.

Every touchpoint was crafted to tell a clearer story, strengthen identity and create experiences that resonate. It's creative work with purpose – adaptive, consistent and designed to make an impact.



ROBOYO  
NEXT LEVEL NOW

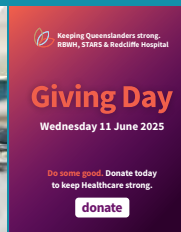


PROHELION

ROYAL BRISBANE AND WOMEN'S HOSPITAL FOUNDATION

## Hope in action: celebrating 40 years of care and community

For more than four decades, RBWH Foundation has been a driving force behind life-changing research and improvements to patient care. Since 2020, our creative partnership has helped bring their vision to life through campaigns that inspire generosity and unite communities. Here are some of our favourite projects from 2025.



### GIVING DAY 2025

**The good we can do, starts with you!** Raising \$1,014,222, this was the most impactful Giving Day in the Foundation's history. Our campaign amplified the excitement across digital, printed and outdoor platforms, turning generosity into a movement.

### 40-YEAR ANNIVERSARY

A milestone worth celebrating. We worked with the team to bring this special year to life with a digital campaign, a "40 Strong Stories" coffee table book and anniversary event collateral to name a few. Our collaboration honoured RBWH Foundation's rich history while looking towards the future.



### DONOR IMPACT REPORT & MAGAZINE

Every donation tells a story – a story of hope and healing, perseverance and progress. The donor impact report is an opportunity to share generosity in action; the ingenuity nurtured and ultimately, the lives saved.



EVERCARE

## Expanding access to quality healthcare

Less than 2-years since launching its unique digital healthcare subscription service and its first clinic in Clayfield, Integral again partnered with Evercare to bring their new clinic in Mitchelton to life. We ensured the launch was supported by a strong creative presence with our team delivering a suite of visual assets that reflected Evercare's commitment to accessible, patient-centred care.



ROBOYO

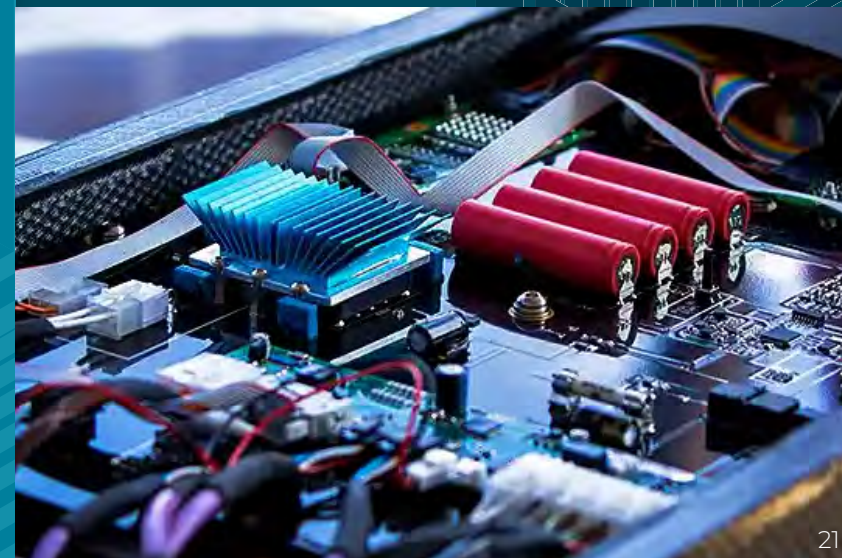
## Driving digital transformation with impact

Multi-Award winner Roboyo required a sophisticated creative strategy to reflect their expertise in intelligent automation and process optimisation for events in Australia.

PROHELION

## Powering innovation on the global stage

Prohelion's presence at IndoPacific 2025 demanded a bold, future-focused creative approach. We delivered designs that captured their cutting-edge technology and leadership in sustainable energy solutions.





## 2025 In Review

# Powering partnerships

In 2025, Integral's partner ecosystem hit its stride, driven by bold moves and a laser focus on client outcomes. We welcomed IBM and HubSpot into our network, while deepening ties with Red Hat, AWS, and HashiCorp. The results? National recognition, award-winning delivery, and a springboard for 2026.

Red Hat crowned us [Strategic Services Innovator Partner of the Year](#), our 11th award in eight years. We became an [IBM Business Partner](#), unlocking new opportunities in enterprise integration and automation.



Our first year with [HubSpot](#) saw certifications and high-impact projects for ACRRM, QTIC, and a leading solar wholesaler. And with AWS, we launched our [Well-Architected Review service](#) and delivered a state-wide citizen identity platform for WA's Department of Premier and Cabinet.

Together, these partnerships powered transformation across sectors and cemented Integral's position as a full-stack digital transformation leader.



# Partnerships

If 2025 had a theme, it was partnership with purpose. From signing new alliances to delivering award-winning solutions, Integral's partner ecosystem flourished, fuelled by bold moves, smart integrations, and a relentless focus on client outcomes.

We expanded our network, joining forces with IBM and HubSpot, while deepening ties with Red Hat, AWS, Hashicorp and more. We backed it up with awards, certifications, technical validations, and standout delivery across industries. The result? Tangible transformation, national recognition, and a launchpad for even bigger things in 2026.

## RED HAT

Our long-standing partnership with Red Hat hit a high note, taking out the Strategic Services Innovator Partner of the Year award, our 11th Red Hat honour in eight years. We delivered OpenShift-powered solutions across government, finance, defence, and healthcare.

### Highlights included:

**DEWR:** Migrated SAS Viya to OpenShift, modernising analytics.

**NTI:** Deployed OpenShift AI, a Stripe-integrated payments platform, and Parcel Protect.

**Heritage & People's Choice:** Core banking on ROSA (OpenShift on AWS).

**Data Action:** Bare-metal OpenShift for SaaS delivery.

**LGT Wealth Management:** Containerised Avaloq on Azure.

We also maintained Premier Partner status, contributed to Red Hat field enablement, and co-developed packaged solutions with AWS and TechData.

## IBM

In 2025, we officially became an IBM Business Partner, gaining rights to resell IBM's software, including newly acquired HashiCorp products, and deliver services through IBM's channel. This strategic move opens new doors for our clients in enterprise integration, automation, and hybrid cloud delivery.

## HUBSPOT

Our first year as a HubSpot Solutions Partner was nothing short of stellar. We earned multiple certifications and delivered high-impact projects that proved HubSpot's power when paired with Integral's extensive enterprise grade technical, digital and business expertise.

**ACRRM:** Integrated HubSpot with Aptify via a common data hub, unifying member data and enhancing outreach to rural doctors.

**QTIC:** Built a secure member portal, membership management and accreditation system using HubSpot Content Hub, CRM, automation, service and commerce tools.

**Solar energy wholesaler:** Connected HubSpot with Odoo ERP, unlocking new value through data integration.

We also co-hosted an AI Search Masterclass with HubSpot, exploring the future of search and Generative AI in marketing. With active projects across health, tourism, energy, and membership sectors, we're well on our way to Gold tier status.

## AWS

We launched the AWS Well-Architected Review service, helping clients optimise cloud environments. Our AWS Select Services Partner status was reaffirmed, backed by new certifications and technical validations.

The standout? A state-wide citizen identity platform for the WA Department of Premier and Cabinet, combining Red Hat OpenShift and Amazon EKS to deliver a scalable, cloud-native solution. We also explored joint offerings, integrating ROSA with Ansible for hybrid cloud management, and built a reference architecture for AWS-based container platforms.

From open-source excellence to cloud-native innovation, 2025 proved that when partnerships are purposeful, the results speak for themselves. With momentum building and new opportunities on the horizon, Integral is primed to deliver even more transformative outcomes for clients in 2026.

## 2025 In Review

# Community & Memberships



Integral remained deeply connected to Australia's business, industry and innovation ecosystem in 2025 through memberships with key industry bodies. As active members of [Business Chamber Queensland \(BCQ\)](#), the [Australian Industry & Defence Network \(AIDN\)](#), the [Australian Sports Technologies Network \(ASTN\)](#) and the [Australian Institute of Company Directors \(AICD\)](#), we stayed plugged into the conversations shaping our economy and the future of Australian enterprise.

Combined with our work supporting member bodies such as [Queensland Tourism Industry Council](#), [Australian College of Rural and Remote Medicine \(ACRRM\)](#) and the [Federal Chamber of Automotive Industry \(FCAI\)](#), these partnerships keep us sharp, informed and ready to contribute - whether it's strengthening growth sectors, uplifting governance or fuelling Australia's expanding sport and innovation landscape.



WATTLENEST



# Supporting Athletes, Building Futures

In 2025, Integral marked its third year as a proud Wattle Nest partner, strengthening our commitment to supporting Australia's emerging and elite athletes. We were delighted to back several initiatives, including our Sprint to AI executive roundtable, which brought business, sport and community leaders together to explore the challenges and opportunities of digital innovation.

We're especially proud to continue our support for paraclimber Sarah Larcombe, whose resilience has been remarkable. After breaking bones in her foot, leg and back in February, she returned to competition, claimed silver at the 2025 World Championships in Seoul, and was named a VIS Sprint Awards finalist. Congratulations, Sarah.

Congratulations also to Rachel Condos-Field for her unwavering drive to build such a powerful community and funding platform for up-and-coming athletes - and thank you to all the corporate partners and volunteers whose support makes the Wattle Nest possible. This collective effort is especially important as we look toward Brisbane 2032 Olympic and Paralympic Games.







## CHARITIES

# Community support

In 2025, Integral kept generosity in full stride, sometimes quite literally. We supported charities and communities across Australia, from a fundraising dinner, walk in the park and pro bono tech advisory for Parkinson's Queensland to cheering on the RBWH Foundation through its 40-year Ruby Gala Ball, partner breakfast and a record-breaking Giving Day. Movember made its yearly appearance, and Ben Scown laced up again, with Ben clocking an impressive 85 kilometres for men's mental health, the Great Aussie Hike and Mums Supporting Families in Need.

We continued our long-standing tech advisory for Endeavour Foundation and still found time to host a bake-off and cuppa in the office for the Cancer Council's Biggest Morning Tea. And watch this space as we are collaborating behind the scenes to support a new fundraising campaign for The Wattlenest in 2026. Generosity, it turns out, is a team sport, and we're all in.

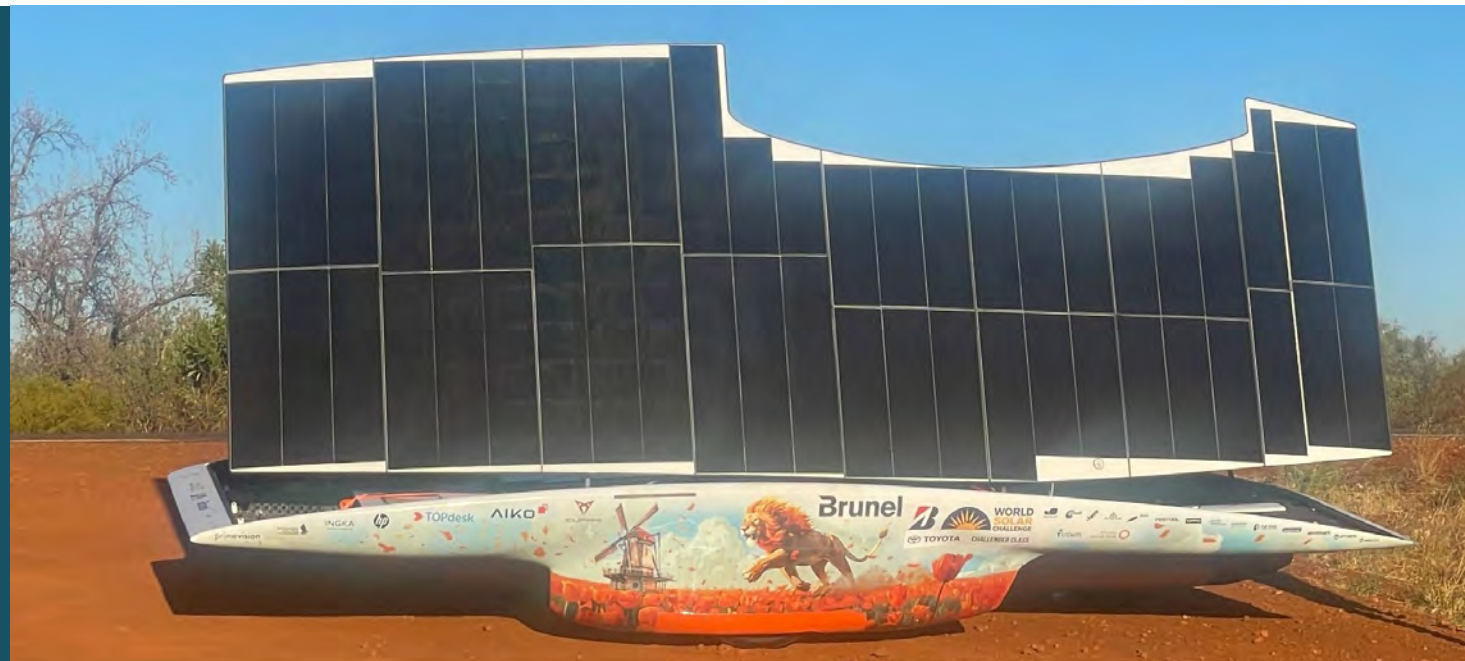


## WORLD SOLAR CHALLENGE

# Bright ideas that run on sunshine

Integral's CEO, Cameron Tuesley, continued his long-standing involvement in the Bridgestone World Solar Challenge in 2025, supporting the next generation of engineers and innovators as they raced 3,000 kilometres from Darwin to Adelaide. The event brought together 34 university teams from around the world, each showcasing extraordinary creativity, endurance and sustainable engineering.

Our ongoing support of the Challenge and Team Arrow since 2013 reflects Integral's commitment to curiosity, innovation and the pursuit of better ways of doing things. Congratulations to all teams, and especially Delft University of Technology's Brunel team for taking out this year's title - a powerful reminder that bright ideas can quite literally run on sunshine.







2025 In Review

# Industry events







**GRIFFITH UNIVERSITY GRAD NIGHT.**  
 APR.



**AICD TECH GOVERNANCE FORUM 2025.**  
 MAY.



**FORRESTER EXECUTIVE ROUNDTABLE:  
 UNLOCK THE FUTURE OF DIGITAL  
 PERFORMANCE, BRISBANE.** MAY.



**GOVERNMENT INNOVATION WEEK  
 VICTORIA 2025.** MAY.

Industry  
 events



**RED HAT SUMMIT 2025 BOSTON.** MAY.



**AWS USER GROUP ADELAIDE MEET UP.**  
 MAY.



**HUBSPOT GROW 2025, WHERE WHERE  
 VISIONARY THINKING MET PRACTICAL  
 STRATEGY.** JUN.



**SOMETHING DIGITAL 2025.  
 REIMAGINING HUMAN INTELLIGENCE.**  
 AUG.





RED HAT SUMMIT CONNECT SYDNEY  
2025. SEPT.



WEBINAR: IS SEARCH AS WE KNOW IT  
DEAD? SEPT.



THE WATTLENEST AND INTEGRAL  
SPRINT TO AI ROUNDTABLE WITH  
LACHLAN KENNEDY (RUNNER), PAT  
HOWARD (ASC) AND CATHY FORD. OCT.



WOMEN IN DIGITAL AWARDS. OCT.

# Industry events



BRISBANE 2032 OLYMPIC AND  
PARALYMPIC GAMES PROCUREMENT  
LAUNCH. OCT.



UNLIMITED. BOOMI WORLD TOUR  
SYDNEY 2025. NOV.



DESTINATION Q. NOV.



TECHDATA IT SERVICE PROVIDER  
SUMMIT. NOV.





2025 In Review

# Award winning teams





# Milestones to celebrate

This year wasn't just big for Integral, it was big for our people.

We welcomed two new babies: congratulations to Daniela and Ignacio on the arrival of their son Lucas in Brisbane, and to Wimal and his family who welcomed baby Jordan in Melbourne. September also delivered a milestone birthday double-act, with Suzie and Cameron both turning 50 within days of each other - a particularly big year for Suzie, who also announced her engagement.

We proudly welcomed **Ben, Chris, Zac, Andy** and **Nick** into the 5-year club. And in a standout moment, **Cameron Locke** joined the 10-year club - a decade of dedication, craft and calm leadership that continues to shape Integral's culture and delivery excellence. Also, Dan was awarded his DIA Fellowship, recognising his outstanding contribution to the Australian design industry.

A year of growth, joy and well-earned recognition - and a reminder that our greatest achievements always start with our people.







We like to have  
a bit of fun too!







# Thanks for another great year!

Let's do it again in 2026!

**Call** [1300 305 089](tel:1300305089)  
**Visit** [www.integral.com.au](http://www.integral.com.au)  
**Email** [info@integral.com.au](mailto:info@integral.com.au)



**BRISBANE**  
**MELBOURNE**

**SYDNEY**  
**CANBERRA**