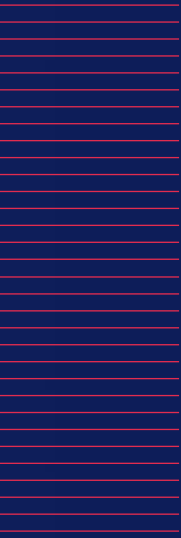


Integral

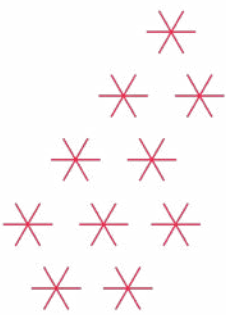
2024 In review

2020
2021
2022
2023
2025
2026
2027
2028



Contents

- 04 Message from our CEO
- 05 Message from our Chair
- 05- Projects we're proud to have
20 been a part of...
- 21 Celebrating the people at Integral
- 22 Thriving in and out of office
- 23 Team milestone celebrations
- 23 Welcome to the team!
- 23 Graduate spotlight
- 24 Awards
- 25 Wattlenest
- 26 Partnerships
- 27 Resources
- 28 Events
- 29 Never stop learning
- 30 We like to have a bit of fun too!



MESSAGE FROM OUR
CEO

CAMERON
TUESLEY

“...as we find ourselves once again at the intersection of massive social change driven by technology... I firmly believe that Integral will help our clients and partners to navigate what will no doubt be a complex journey.”



As we close out 2024, it's time to reflect on a year full of transformative change, incredible stories, and evolving challenges. This year-in-review isn't just a look back—it's a celebration of what we've achieved and a chance to contemplate the opportunities ahead.

Some things stay the same—like the dedication of our team and the trust of our clients—but others are accelerating faster than ever. A standout moment for me this year was when my daughter landed her first Christmas job entirely through an AI recruiter. She didn't speak to a human until her first day at work! It's a simple reminder of the rapid shifts reshaping how we live and work, as AI and machine learning become part of everyday life.

At Integral, we've embraced this pace of change head-on. Across design, consulting, coding, and project delivery, our teams are adapting quickly to new tools and ways of working. But we also know that real transformation requires more than technology; it's about people, trust, and navigating change with care.

That's where we excel. With expertise spanning technology strategy, human experience, and delivery, Integral is uniquely positioned to help our clients and partners steer through complexity. We're not just keeping up with change—we're helping to shape it.

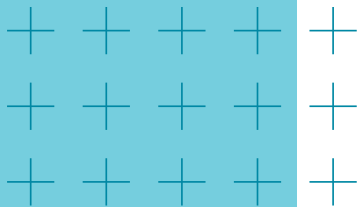
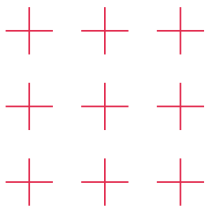
Of course, this year wasn't all hard work. There's plenty to celebrate: exciting projects, meaningful outcomes, and transformation that's making a real difference. To our clients, thank you for trusting us to be part of your journey. To our partners, thank you for your collaboration. And to our amazing staff—your energy and creativity power everything we do.

As we head into 2025, the challenges will keep coming, but so will the opportunities. Together, we'll embrace them with the same focus and determination that got us here.

Here's to what's next.

Kind regards,

Cameron Tuesley
Chief Executive Officer, Integral



MESSAGE FROM OUR

CHAIR

CATHY FORD



As we reflect on the past year, I am really proud of the achievements, growth, and resilience that have defined Integral's journey in 2024. We were presented with both challenges and opportunities, and through it all, the team has demonstrated real commitment to delivering transformative solutions for our clients.

“ In 2024, Artificial Intelligence took centre stage as a transformative force. Looking ahead, one of our biggest opportunities will be to guide our clients in understanding how to harness the benefits of AI safely and responsibly. ”

This year, Integral was honoured to be recognised with multiple industry awards, a testament to the exceptional work the team delivers every day. Across Digital Technology, Brand Experience and Strategy & Advisory, our teams have enabled outcomes that make a real difference for critical industries including healthcare, renewable energy, transport, social services, government, and more. These achievements reflect our ability to solve complex challenges and drive meaningful change for our clients and their communities.

Internally, we reached a significant milestone by successfully replacing our legacy practice management system. This is part of our broader effort to modernise critical business systems, improving efficiency, providing deeper insights, and enhancing service delivery for our clients.

This progress has been enabled by outstanding collaboration across all business lines. Together, our teams have delivered exceptional outcomes, demonstrating the power of working as one unified organisation.

Importantly, this year has reinforced the strength of Integral's culture. Our focus on innovation, collaboration, and resilience continues to help us to adapt and thrive in a dynamic environment. This culture allows us to achieve remarkable results, support the professional growth of our team and fosters a positive impact in the communities we serve.

As we step into 2025, the Board remains steadfast in our commitment to guiding Integral through the next phase of growth. We are focused on delivering sustainable outcomes, exploring new opportunities, and ensuring the long-term resilience of the company.

Thank you to our clients, partners, and most of all, our people, for making this year one to celebrate. With confidence in our collective capabilities, I look forward to what we will achieve together in the year ahead.

Warm regards,

Cathy Ford

Chair of the Board, Integral



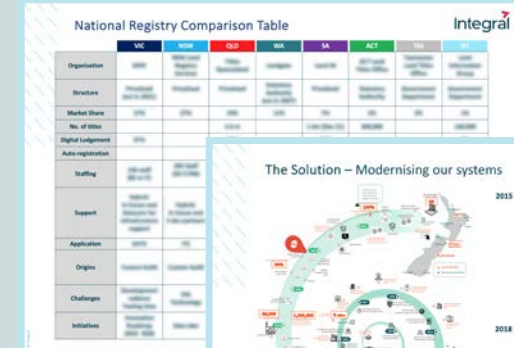
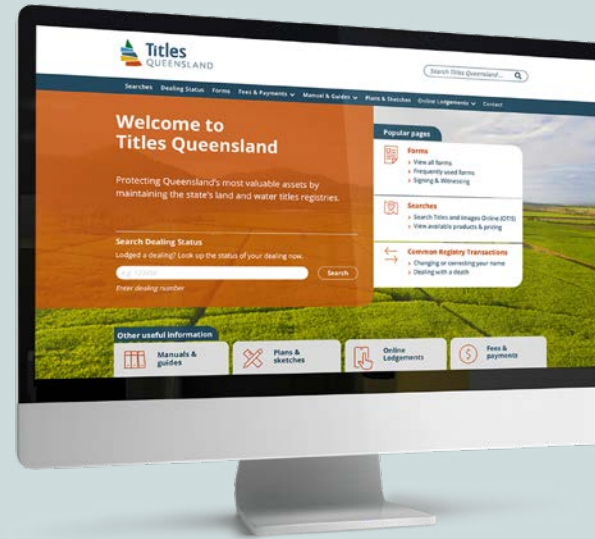
Projects
we're proud
to have been
part of...



TITLES QUEENSLAND

Pioneering Land Registry modernisation

Nationally and internationally, governments and organisations are seeking to optimise their land registration systems. They acknowledge the critical function these systems play in safeguarding property owners' records and interests for the future.



Organisations that have moved away from legacy applications can now think about value-added services such as the provision of data through commercialisation or making it freely available as a community service.

Titles Queensland partnered with Integral to gain an understanding of how other jurisdictions are utilising technology to maintain transparent, accurate property records and deliver contemporary services. This partnership aims to ensure they meet the evolving needs of the community, government and businesses.

Integral investigated the current state of land registration systems, drawing insights from both national and international research. Our report dives deep into how technology

is shaping the landscape and highlights the critical challenges and opportunities that registry organisations around the world are facing.

We examined the experiences, challenges, innovations, technological investments, and lessons learned from various national and international organisations, to shape Titles Queensland's own strategic development.

Titles Queensland is poised to transform the way land tenure is managed, making it fit for the digital age. Integral is proud to have played a role in this transformative journey, contributing to a vision that ensures property records are not only secure but also serve as a foundation for sustainable development and economic growth into the future.

ERP Transformation: Secure Data Migration

The Port of Brisbane is a cornerstone of the Queensland economy – one of Australia’s fastest growing container ports and the state’s largest multi-cargo port.

As part of its ERP Transformation Project, the Port aimed to transition from an outdated on-premises ERP system to TechnologyOne’s cloud-based Ci Anywhere SaaS solution. Their aim was to leverage this technology change to restructure over 27,000 Assets and Location hierarchies, streamline processes and provide better financial management and reporting for the business.



Integral’s role saw our team focus on secure data migration.

The primary challenge was executing this data migration in a secure, isolated environment while reclassifying and consolidating assets, which added layers of complexity to the project.

The Integral team undertook the data migration in an “air-gapped” environment, which was highly secure and isolated from the internet to prevent any external access. This approach required building tools and processes internally that would typically rely on external internet services, ensuring that data security was maintained throughout the project.

Key components of the approach included:

- **Security-first environment:** The data migration took place in an air-gapped setting to safeguard sensitive data against unauthorised access, adhering to the Port of Brisbane’s strict security protocols.
- **Collaborative and iterative approach:** Integral worked closely with the implementation vendor, Green Cloud Consulting, and internal stakeholders, adapting to the evolving capabilities and maturity of the organisation.

This collaborative effort ensured that the project remained aligned with business needs.

- **Complex data transformation:** The migration involved not only transferring data but also reclassifying over 27,000 assets and adjusting location classifications, making the project highly complex.
- **Agile methodologies:** The team used agile methodologies to adapt quickly to changing requirements, integrating feedback into the migration process to ensure alignment with the new system configuration.

Technologies employed in the project included SQL Server 2019, Spring Batch, Spring Cloud Data Flow, BitBucket, IntelliJ, and other open-source tools, tailored to function securely within the secure environment.

The migration has led to improved efficiency, better data handling, and enhanced decision-making capabilities, aligning with the Port’s strategic goals of streamlining operations and empowering employees.

The team at Port of Brisbane expressed high satisfaction with Integral’s collaborative and secure data migration process, highlighting our ability to adapt and deliver in a highly secure environment.

Celebrating Five Years of Partnership with Goodstart Early Learning

In 2024, marking our fifth year of collaboration, Goodstart Early Learning, Australia’s largest not-for-profit early learning provider, has continued to achieve remarkable milestones. Under the leadership of its esteemed CEO, Dr Ros Baxter, Goodstart remains at the forefront of early childhood education and care, excelling in quality, social impact, and operational innovation.



A key focus for Goodstart in 2024 has been driving financial sustainability through enhanced talent management, targeted family engagement, and maintaining corporate safety standards. These priorities align with its commitment to delivering high-quality outcomes for children, families, and staff while ensuring organisational resilience.

To support these objectives, Integral has partnered with Goodstart on several transformative projects:

- **Labour Reimagined:** This initiative aims to enhance roster management, reduce reliance on contingent labour, and optimise workforce allocation.
- **Talent Acquisition Project:** By improving the onboarding journey throughout the interview process, this project helps attract and retain top talent, ensuring the right people are in place to support Goodstart’s mission.
- **ServiceNow Implementation:** As part of its commitment to corporate safety, Goodstart has implemented ServiceNow as a central case management system to oversee safeguarding, injury and illness reporting, hazard management, and non-work injury tracking.
- **Centre Purchasing Project:** Integral continues to work with Goodstart on a centralised purchasing platform for its 650+ locations, streamlining procurement processes across the organisation.



These operational advancements complement Goodstart’s broader achievements, including several centres earning the highest rating under the National Quality Framework and an external review highlighting a \$5.60 social return for every \$1 invested—amounting to a social dividend of \$382 million. The organisation also supports a higher proportion of children experiencing vulnerability compared to sector averages, including those with disabilities, from low-income families, and living in regional or remote areas.

Integral is proud to play a pivotal role in these initiatives, supporting Goodstart’s continuous improvement across technology, digital experience, change, and transformation.

QUEENSLAND TOURISM INDUSTRY COUNCIL

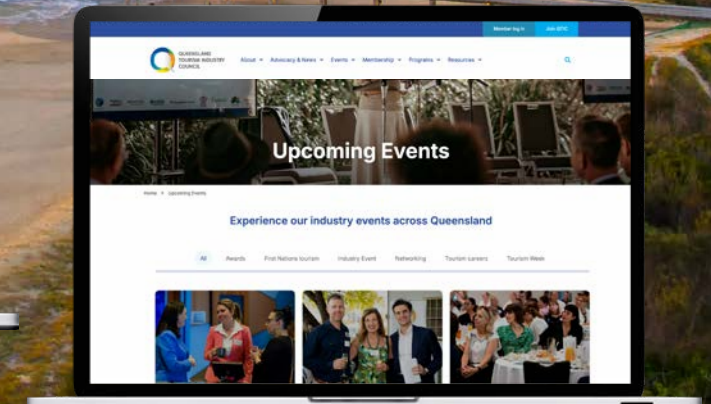
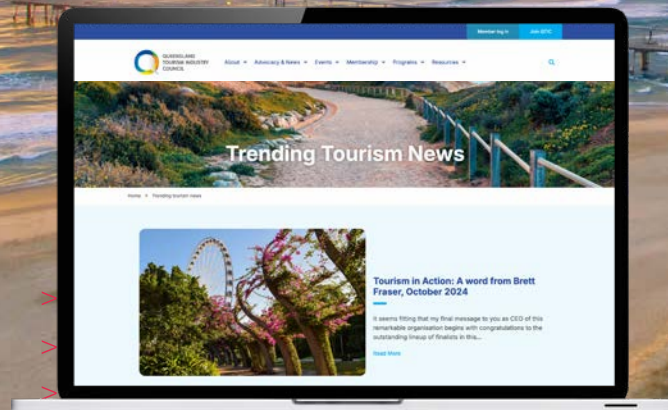
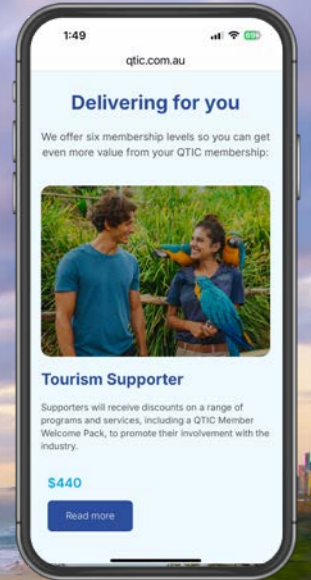
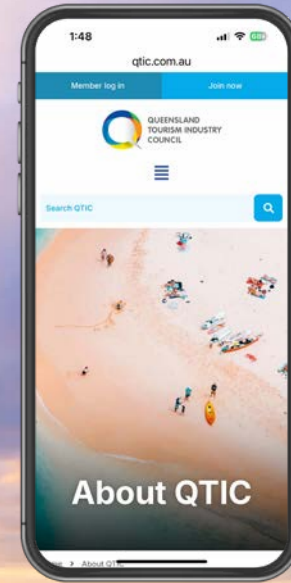
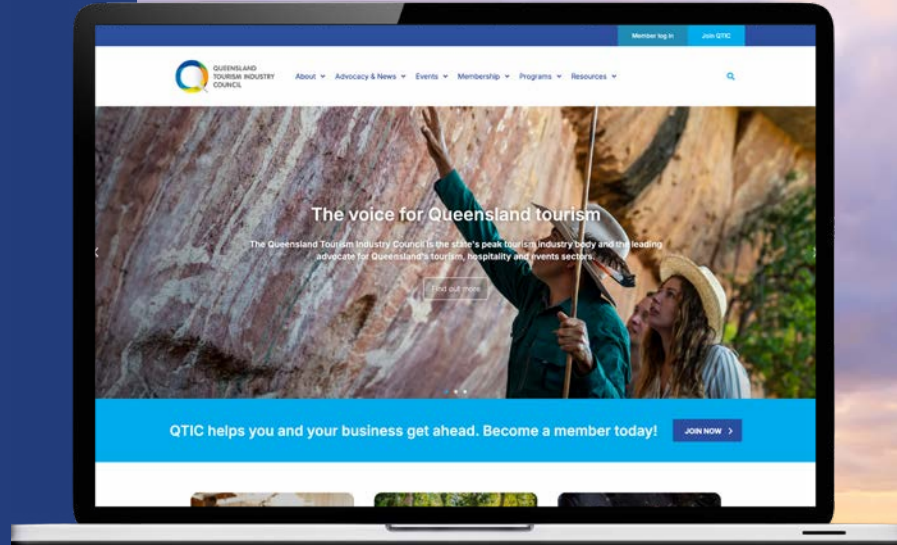
A New Digital Destination

In 2024, Integral partnered with the Queensland Tourism Industry Council (QTIC) to design and build their new website, delivering a modern, user-friendly platform to better serve Queensland's tourism sector.

Built on WordPress, the site features a clean, intuitive design and streamlined navigation to enhance accessibility for QTIC members and stakeholders.

Integral collaborated closely with QTIC to refine the site's content and optimise the sitemap, ensuring key resources—such as advocacy initiatives, membership benefits, and events—are easy to find. The platform also highlights QTIC's vital programs, including workforce development initiatives and the prestigious Queensland Tourism Awards.

This project reflects Integral's commitment to delivering digital solutions that drive impact, supporting QTIC's mission to champion Queensland's tourism industry and foster long-term growth.



Integral's Partnership with ACRRM: Developing a comprehensive Digital Master Plan

Integral was engaged by the Australian College of Rural and Remote Medicine (ACRRM) to develop a comprehensive Digital Master Plan. This strategic initiative is designed to support ACRRM's mission to enhance healthcare in Australia's rural, remote, and First Nations communities.



With the rapid expansion of ACRRM's workforce and operational footprint, driven by the transition of the Australian General Practice Training (AGPT) program, the need for a cohesive digital strategy became essential to overcome operational challenges.

The Digital Master Plan focuses on aligning ACRRM's systems, processes, and data to improve efficiency, enhance data governance, and better serve its stakeholders.

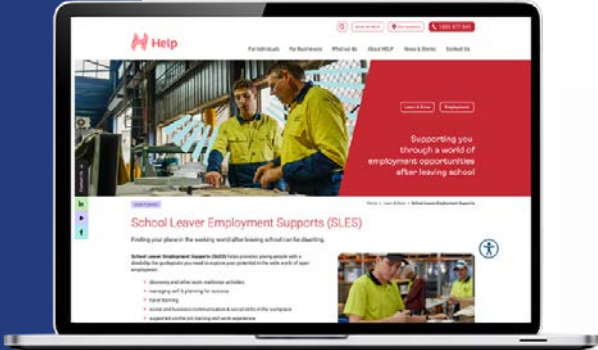
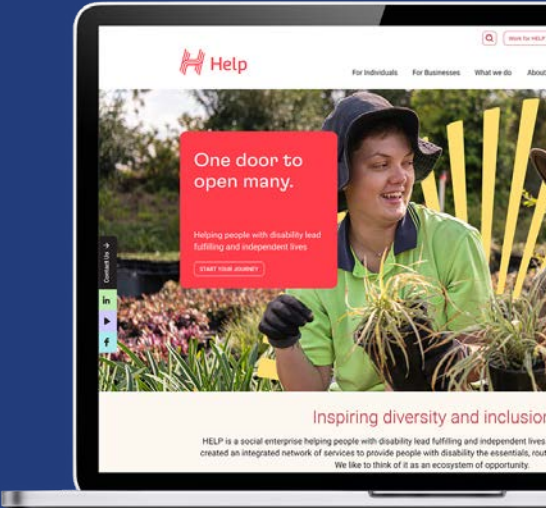
Integral conducted a thorough discovery process, identifying critical areas such as data quality, system integration, and process management, and worked closely with ACRRM leadership to deliver a roadmap for digital transformation. By addressing both immediate operational needs and long-term strategic objectives, this collaboration will ensure ACRRM continues to provide vital healthcare services to underserved communities across Australia.

HELP ENTERPRISES

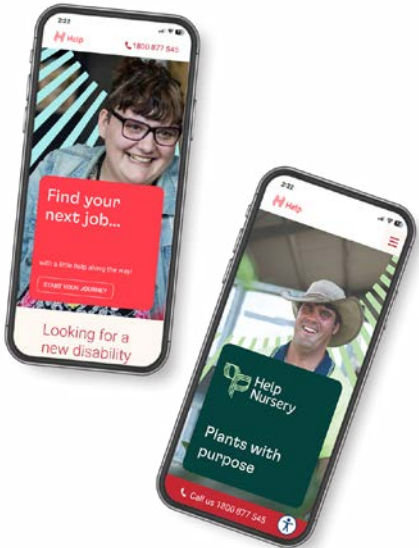
Designing Impact: Helping Those Who Help

“ The team at Integral understood the brief from day one and were a pleasure to work with. They were committed to supporting our vision and helped us create something special. ”

Jacob Irvine
Marketing Project Lead, Help



Design Institute of Australia
INTERACT award, shortlisted



In 2024, we continued our partnership with Help Enterprises, a not-for-profit disability service provider established in 1968. Help empowers Australians with disabilities by addressing barriers to employment and providing crucial services, infrastructure, and job opportunities. Their efforts also extend to creating living options and hub services, offering comfortable accommodation and community support.

We launched Help Enterprises' new website at www.help.org.au in early 2024. This platform revitalises Help's online brand presence, combining multiple sites into a unified portal. It simplifies the search for crucial disability support and employment service information for people with disabilities, their families, carers, and businesses looking to make an impact.

Our focus was on enhancing the site's functionality and user experience to better serve

the needs of the disability community. The design features intuitive navigation, a responsive layout, and compliance with Web Content Accessibility Guidelines (WCAG) 2.2 Level AA standards, ensuring accessibility for all users.

Help Enterprises entrusted us with creating an accessible and engaging online platform, and the outcome has been widely celebrated. The website earned a nomination in the 2024 Design Institute of Australia (DIA) Designers Australia Awards in the Interact category. This recognition highlights not only the innovative design and development work but also our commitment to supporting organisations that make a tangible difference in people's lives.

This project exemplifies our dedication to delivering digital solutions that enhance user experience and strengthen the missions of organisations like Help Enterprises.

The Digital Health Blueprint 2023-2033

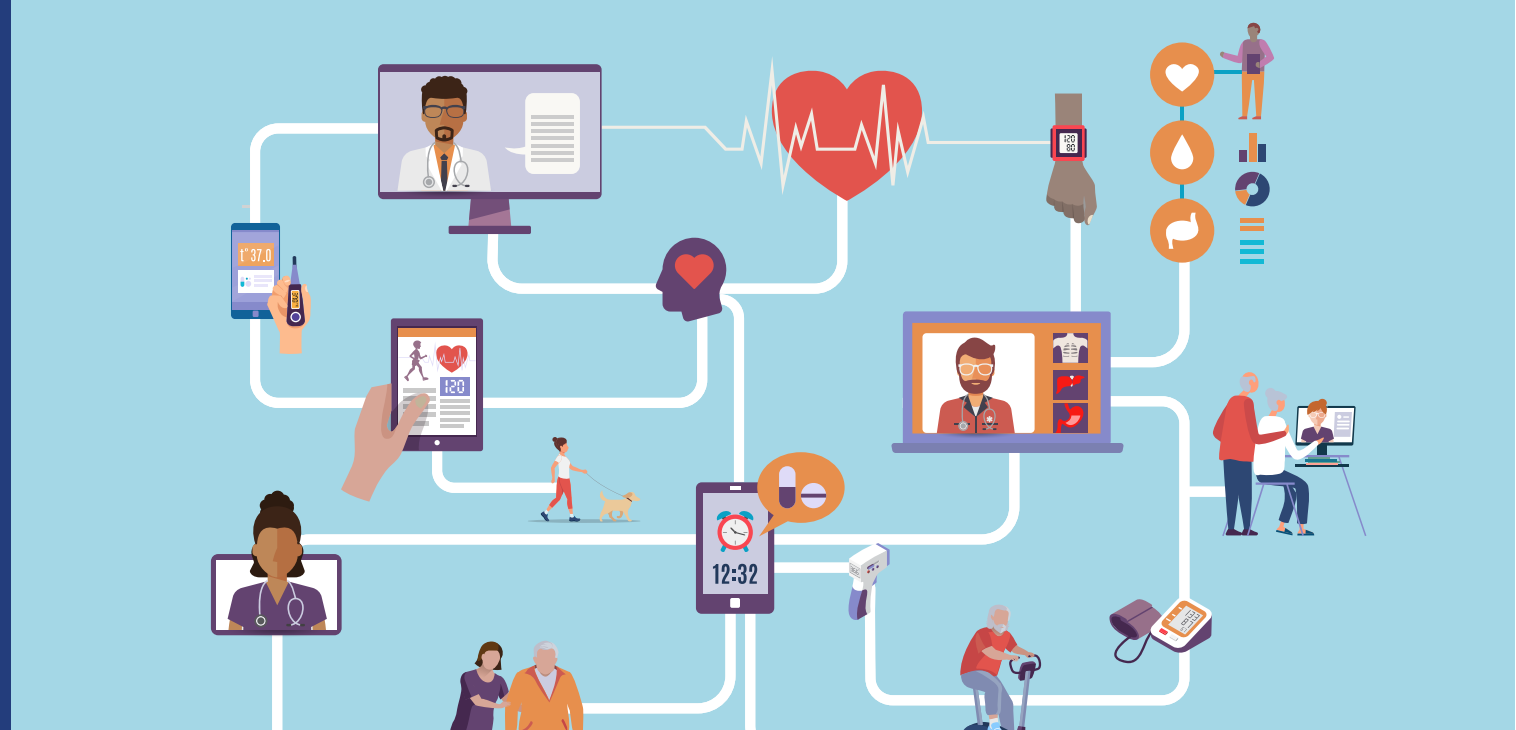
Australia boasts a universal health system that delivers impressive results, with health expenditure at the OECD average of 8.8% of GDP and surpassing the OECD average in 93% of health indicators. But, even in the face of such success, there's always room for improvement.

The Department of Health and Aged Care understands this well and has set its sights on nothing less than achieving the world's best healthcare system.



Australian Government

Department of Health and Aged Care



The Digital Health Blueprint 2023–2033 is a strategic plan designed to transform health care for all Australians. It is a comprehensive approach based on consultations and research involving consumers, clinical healthcare providers, and non-clinical healthcare staff. It captures the collective sentiment on digital initiatives within both government and industry.

At its core, this blueprint is about patient-centred healthcare. It envisions medical records that are comprehensive and easily accessible to healthcare providers, no matter where care is sought. It's about empowering patients to

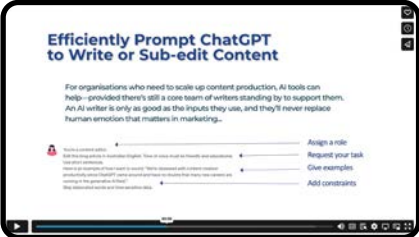
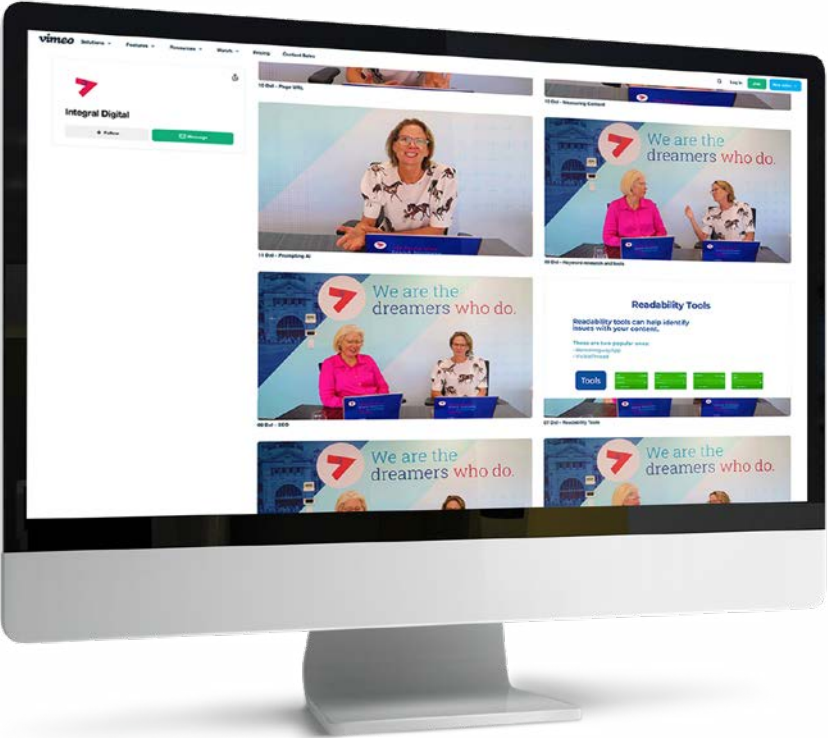
actively engage in their care, arming healthcare professionals with real-time patient information, and safeguarding the secure use of health data.

Integral was entrusted with the task of writing and editing complex information into a format that engages and informs a broad audience. We're proud to have played a part in making this blueprint accessible and understandable for all.

Together, we're contributing to a healthier future for Australia.

Elevating Australia’s education with content excellence and visibility

Your career is one of the biggest decisions of your life, it’s also the name of a website from the Department of Employment and Workplace Relations (DEWR) dedicated to informing and educating those seeking a new career or to enrol in further education and training.



What’s the best way to engage with those leaving school, wanting to upskill or maybe change careers? How can DEWR make its communication more effective and consequently get more people preparing to build both their and Australia’s future?

DEWR partnered with Integral to answer those questions. Through interviews, SEO and content audits, we uncovered valuable insights. These findings informed a long-term SEO and content strategy and strategic recommendations to

improve DEWR’s digital visibility, as well as a comprehensive training program to enhance the Your Career content publishing team’s skills.

The DEWR and Integral collaboration is an example of transformative digital storytelling - a journey from enhancing visibility to crafting a captivating online experience, and hopefully positively impact thousands giving them the information needed to take their lives to the next level.

ROYAL BRISBANE WOMENS HOSPITAL FOUNDATION

Doubling impact: how Integral inspired record-breaking generosity for RBWH Foundation

The RBWH Foundation's Giving Day is an annual event where all donations are doubled by a giving partner. For their 2024 campaign Integral conceived and crafted the creative strategy that led to a record-breaking fundraising year for the Foundation. It drove awareness, inspired participation and donations and connected the community to the hospital's mission.



The result was “600,000 Reasons to Give,” a campaign that highlighted the over 600,000 people cared for at the Royal Brisbane and Women's Hospital (RBWH) every year. To make this deeply personal, Integral developed the call-to-action “Who's Your Reason?”- a question that invited people to reflect on their own connections to the hospital, whether through a family member, friend, or their own care journey.



Every element of the campaign was designed to resonate. Vibrant, inclusive imagery showcased the diverse faces of the community the RBWH serves, and the messaging was rolled out across billboards, digital platforms, print collateral, and event materials, making it impossible to ignore Giving Day and its powerful message.

When the day arrived, the response was extraordinary. Donations surpassed all expectations, raising over \$750,000—well beyond the \$600,000 goal—funding life-saving research and advancing patient care.

The RBWH Foundation's Giving Day became a story of hope, care, and the collective power of community generosity. And for Integral, it was a privilege to partner with an organisation making such a meaningful impact, proving that the right creative strategy can truly change lives.

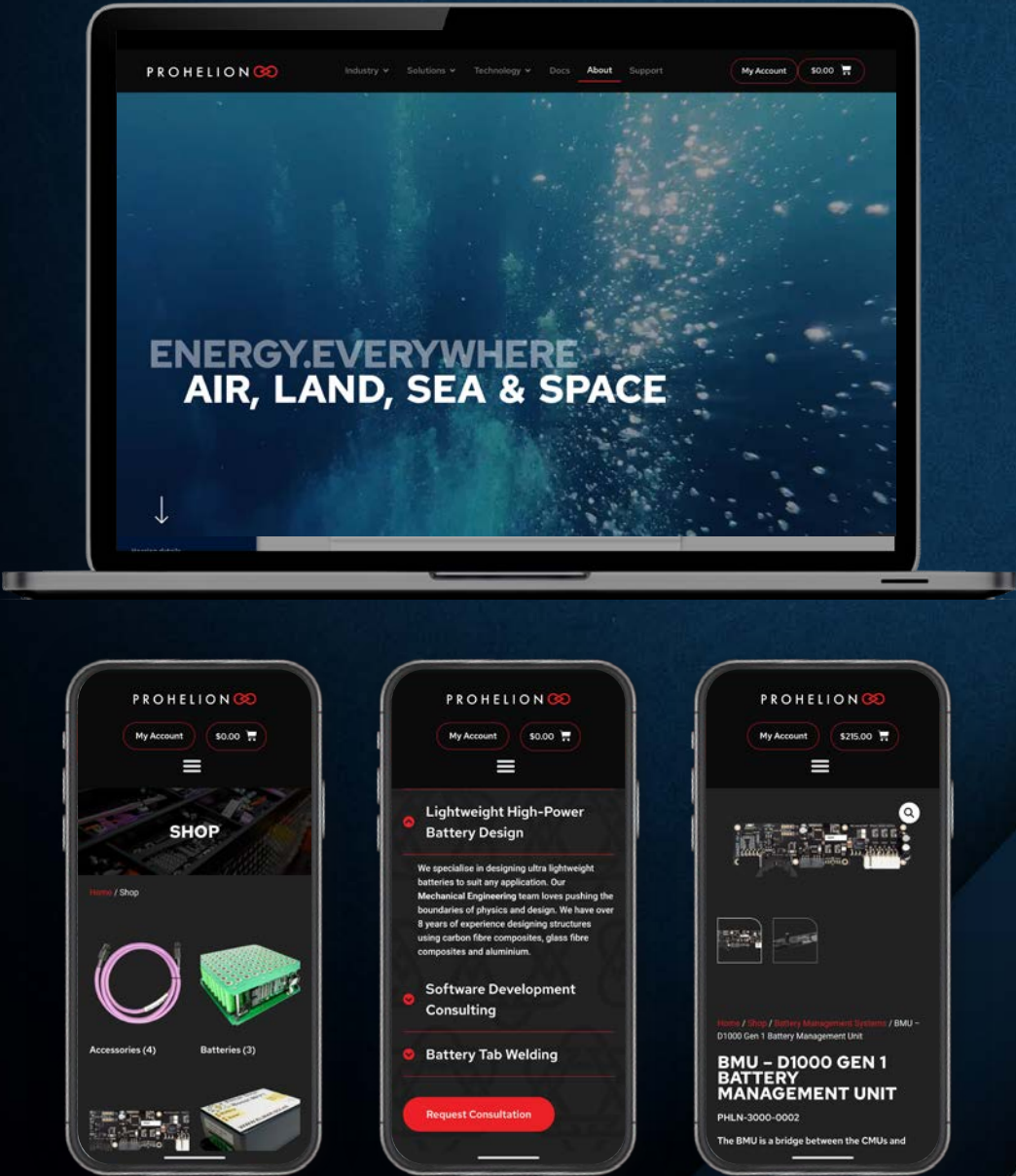
PROHELION

Refreshed and recharged website for renewable energy leader, Prohelion.

A positively-charged relationship with Prohelion allowed Integral to fully redesign and rebuild the e-commerce enabled website in WordPress.

Working closely with Prohelion’s leadership team Integral led the update of the site navigation and information architecture, visual style, brand imagery, and content structuring.

The result? An enhanced user experience for all Prohelion customer segments across Air, Land, Sea and Space. Prohelion continues to thrive in the global race for excellence in bespoke battery solutions.

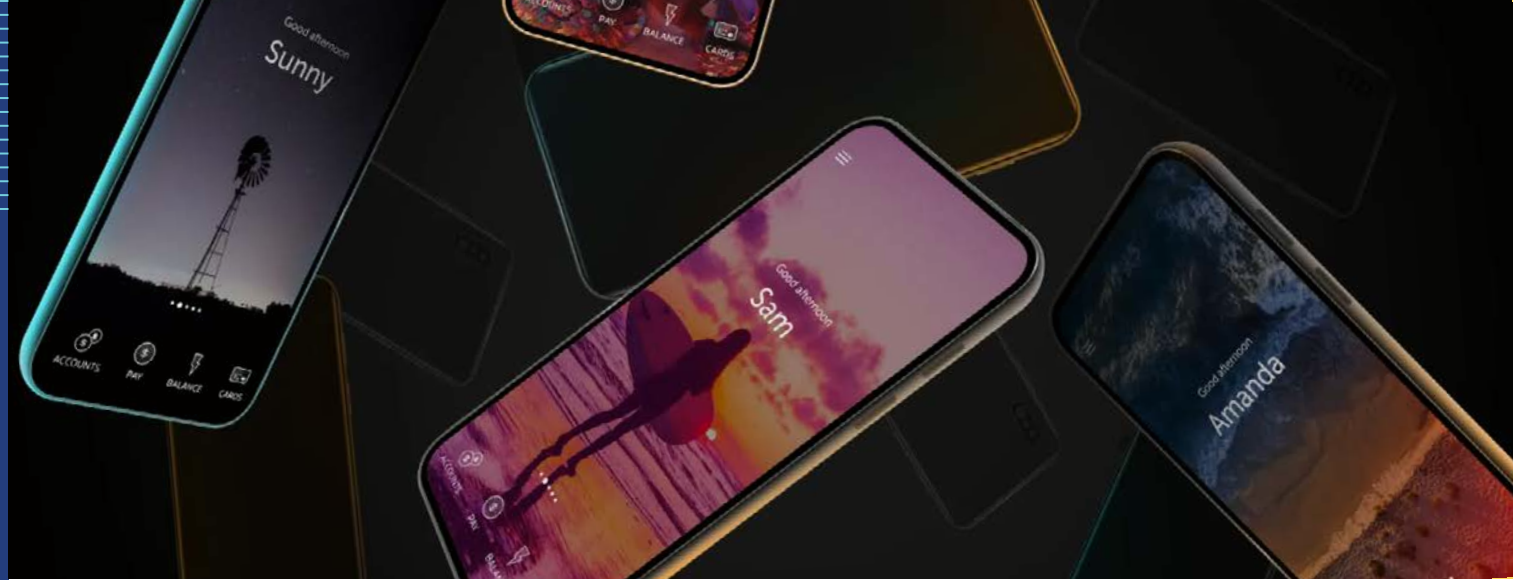


DATA ACTION

Delivering OpenShift Platform Plus for Data Action

As a leading technology solutions provider, Data Action needed to modernise its infrastructure to streamline development, deployment, and monitoring processes without compromising security or performance. To achieve this, they partnered with Integral, a trusted Red Hat Premier Business Partner.

The goal was to deliver a scalable, secure platform that integrated seamlessly with Data Action's existing infrastructure while empowering their teams to harness its capabilities fully. The solution was OpenShift Platform Plus, designed to meet the highest standards of security, scalability, and availability.



Collaboration was central to the project. Integral hosted workshops with stakeholders to refine requirements and align the solution design with Data Action's vision. Building on the success of a proof of concept, Integral crafted a comprehensive architecture using Hashicorp Vault for centralised secrets management and incorporating tools like LokiStack for monitoring, while integrating with Data Action's existing SIEM and security systems.

Implementation was meticulously planned and executed. Clusters were deployed across multiple data centres, ensuring high availability and robust disaster recovery. Infrastructure as Code and GitOps practices enable efficient, repeatable deployments, creating a scalable and reliable foundation.

Beyond implementation, Integral is focusing on enablement of the Data Action team. Tailored

training empowered Data Action's teams to manage and develop on the OpenShift platform confidently. To ensure a smooth transition Integral will be supporting Data Action through post-implementation support.

The results were transformative. Automated deployment pipelines will reduce manual overhead, while integrated monitoring improves workflows. Centralised secrets management is enhancing platform, application and data security, and the scalable architecture is positioning Data Action for future growth, whether on-premises or in the cloud.

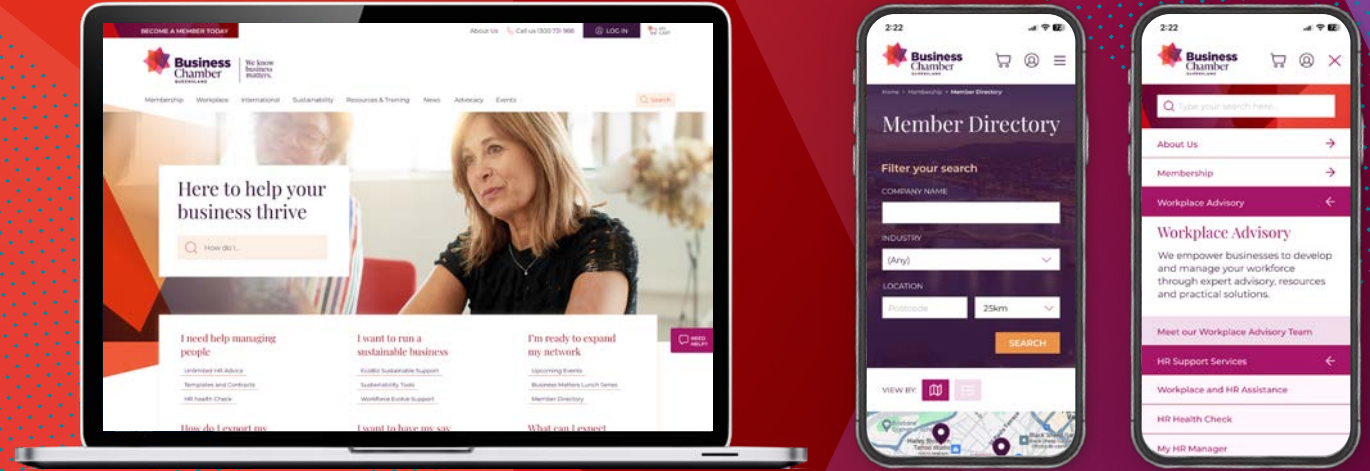
This partnership demonstrates the power of innovation and collaboration in delivering tailored IT solutions. For Data Action, it marks the beginning of a modernised infrastructure designed to meet today's demands and scale for tomorrow's opportunities.

BUSINESS CHAMBER QUEENSLAND

Transforming Business Chamber Queensland's digital experience

Business Chamber Queensland sought to revitalise its outdated website and streamline its vast content ecosystem, which spanned hundreds of pages.

The goal was clear: simplify navigation, enhance user experience (UX), and make vital services and information easily accessible. To address these needs, Integral introduced a sleek, modern design website, powered by WordPress and integrated with Salesforce, that prioritised usability.



Security was a cornerstone, with an integrated SSL certificate ensuring safe browsing. Features like a quick-access submenu, a prominent search bar, and custom widgets empower both the Chamber team and their users. Tools such as maturity assessments and member directories provide invaluable resources, all tailored to meet the specific needs of the audience.

Integral collaborated seamlessly with a Salesforce implementation partner to create an integrated membership portal, providing premium content, resources and e-Commerce for members. This portal is now a cornerstone for Business Chamber Queensland's training, resources, and events online shop, all designed to enhance engagement and value.

The project also included integrations with Marketo for streamlined email marketing and analytics tools like Google Analytics and Facebook Pixel, for data-driven decision-making.

Working in agile methodology allowed us to deliver incremental improvements and remain responsive to the Chamber's feedback throughout the project. **The result?** A website and membership portal that not only reflect the professionalism and vision of Business Chamber Queensland but also set a new standard for user experience in the not-for-profit sector.

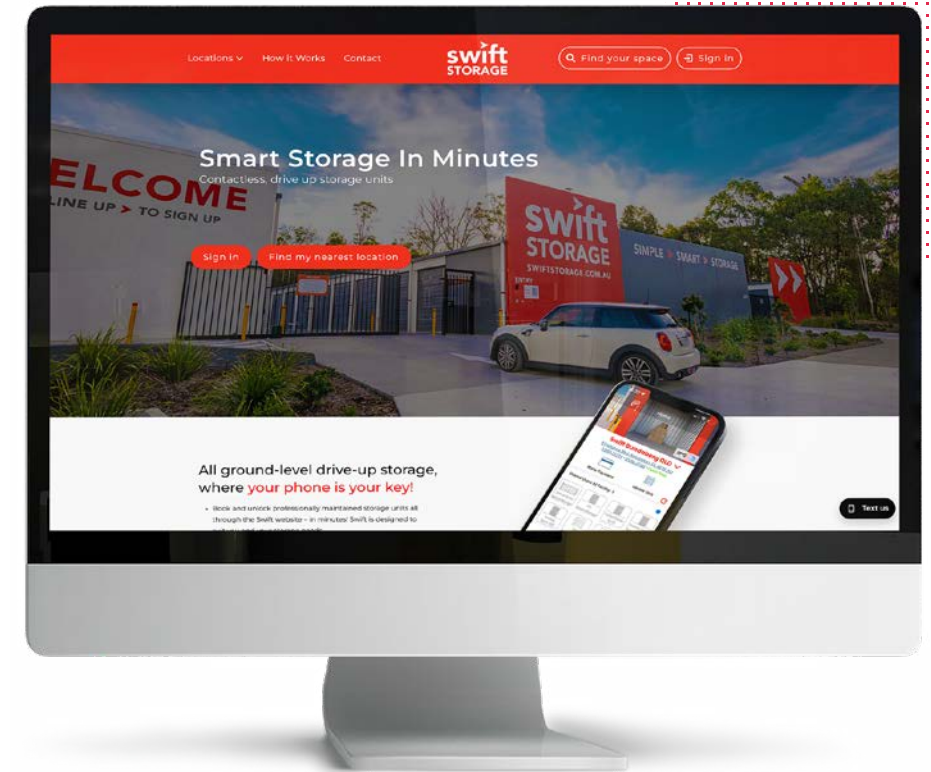
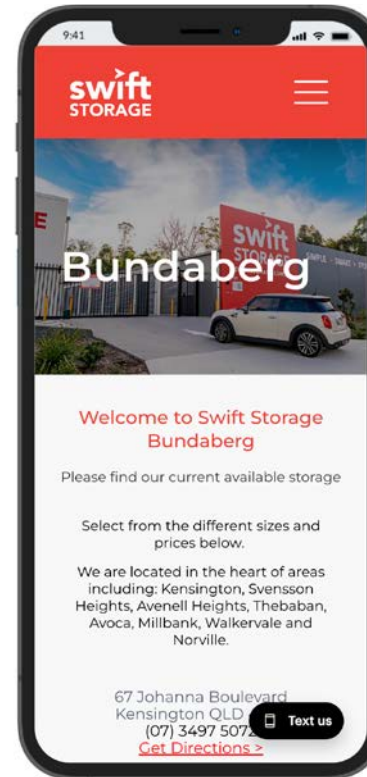
The digital ecosystem now empowers the Chamber with flexibility in content management and provides a seamless, interactive experience for users. This collaboration demonstrates Integral's commitment to excellence and our ability to adapt and deliver innovative solutions tailored to our clients' unique challenges.

As we look back on 2024, this partnership stands out as a shining example of how Integral's expertise and collaborative approach can drive meaningful digital transformation.

SWIFT STORAGE

A swift website solution for Swift Storage

Swift Storage sets the standard in storage solutions with its commitment to convenience and reliability. Recognising the need for secure and accessible storage, they provide an array of hassle-free options for both residential and commercial clients.



Integral was engaged to enhance Swift Storage's online presence by developing a user-friendly website that allows for effortless content management. This enables the Swift Storage team to promptly update information about new locations and promotions.

Leveraging the power of WordPress, we created a dynamic solution that showcases their services but also integrates essential features like maps, forms, and their storage-booking system.

Our team brought Swift Storage's vision to life, resulting in a website that offers an intuitive user experience.

The integration of maps and forms simplifies communication, while the flexibility of WordPress ensures that Swift Storage can effortlessly manage and update their content, ensuring their online presence remains as dynamic as their storage solutions.

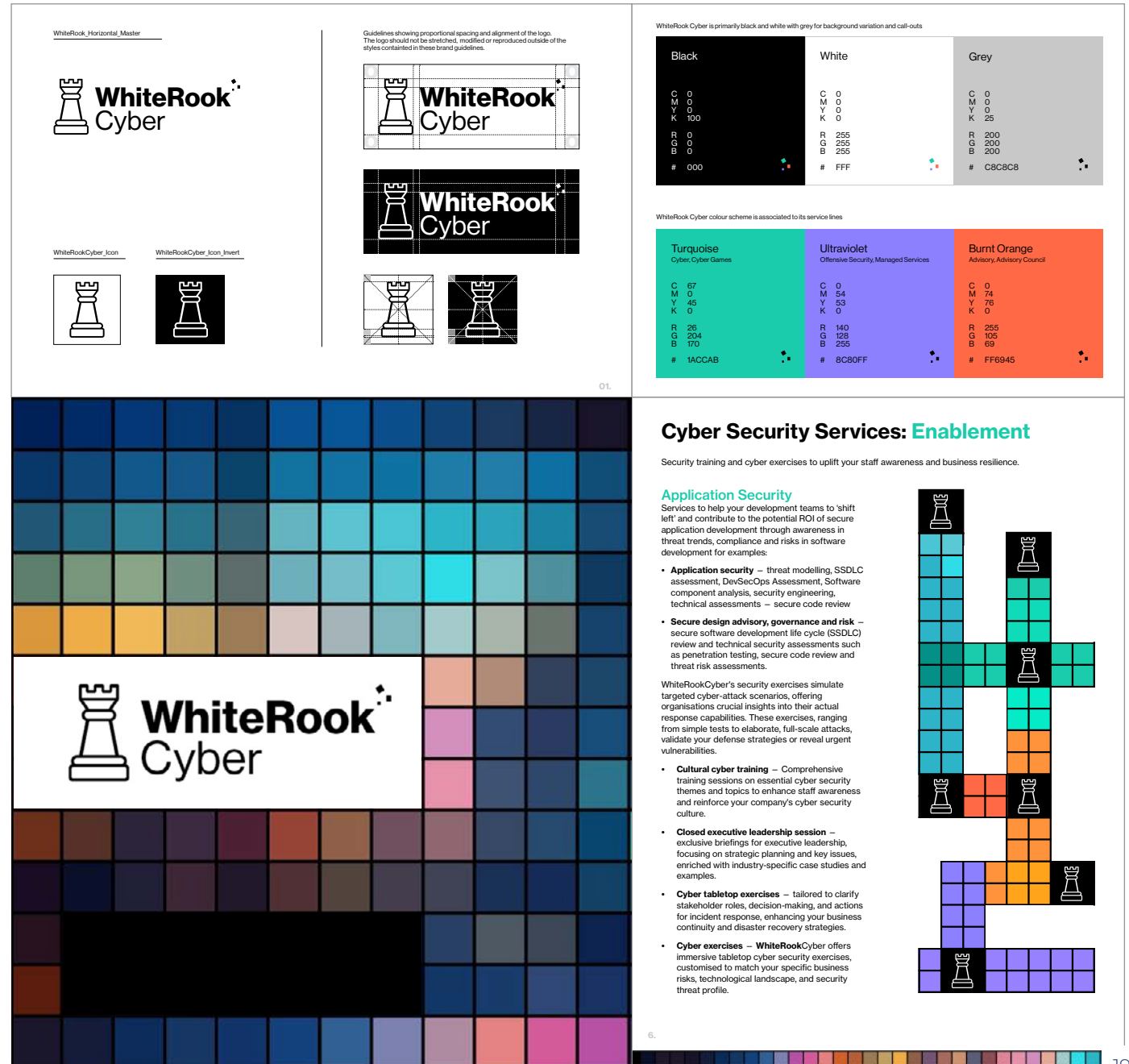
WHITE ROOK CYBER

Enhancing White Rook Cyber's brand identity

White Rook Cyber is a cybersecurity firm dedicated to safeguarding businesses in the digital age. With services ranging from threat hunting to digital forensics, they're the unsung heroes in the battle against cyber threats. However, even the most vigilant protectors need a shield of their own – a strong brand identity.

Integral was chosen to revitalise White Rook Cyber's brand identity and create impactful collateral. Our journey began with a deep dive into their vision, mission, and values. Armed with these insights, we set out to craft a refreshed brand identity that would not only reflect their expertise but also resonate with their target audience.

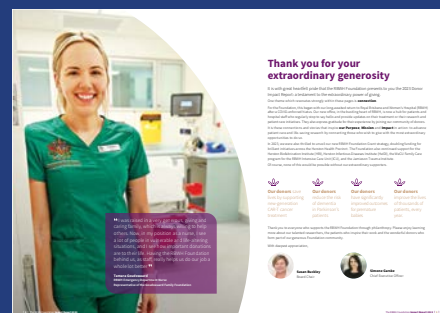
Our brand refresh captures the essence of cybersecurity – strength, vigilance, and resilience.



Print & events



RBWH Foundation
2023 Donor Impact Report



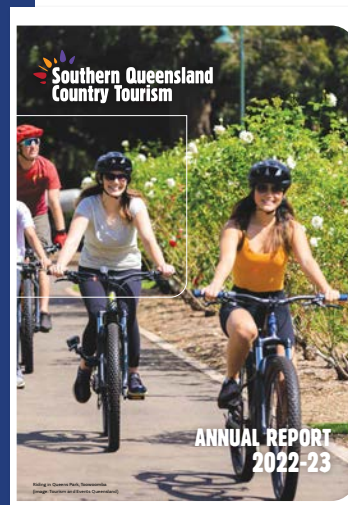
Families Magazine
Issue produced every 2 months



Evercare
Brochure



Southern Queensland
Country Tourism
2023 Annual Report



Gerrim International
Sydney Jewellery Fair signage & product catalogue



Celebrating the people at Integral



THANK YOU AND CONGRATULATIONS TO KATE BOYLAN ON 15 YEARS OF DEDICATION.

Integral is thrilled to commemorate Kate Boylan's journey with our team. With over 15 years of dedicated service, Kate, is an invaluable member of the senior leadership team and the Integral family overall. Her passion for nurturing talent, fostering a positive work culture, and enhancing our Integral family has been nothing short of exceptional.

To mark this significant milestone, Kate set off on a well-deserved four-month long service leave adventure to Europe with her husband and son. On her (we're guessing somewhat reluctant) return, Kate reported that her trip was filled with memorable moments, beautiful sights, and cherished family time.

We look forward to continuing our journey with Kate; we're anticipating many more years of shared success and growth together!

Our team thriving in and out of office



HIGH PERFORMANCE IN AND OUTSIDE INTEGRAL

In the world of triathlons, completing just one race is an impressive feat, but our Senior Consultant, Hayden, has taken on the challenge of not just one, but a dozen triathlons in the past two years. His journey began in 2022 with a spontaneous decision to participate in the Mooloolaba Triathlon—a gruelling event that includes a 1500m swim, 40k bike ride, and a 10k run. At the time, Hayden could barely swim 50 meters without stopping and had never completed a 10k run. With sheer determination, he embarked on a transformative journey, and today, Hayden has consistently placed in multiple podium finishes and completed an Ironman, one of the biggest challenges in that sport.

The discipline, perseverance, and drive that Hayden exhibits in triathlons mirrors the qualities he brings to his role at Integral. Triathlons demand relentless commitment and continuous improvement—traits Hayden applies daily in his professional life.

Our National Talent Acquisition Manager, Sharath Ratnakaran, recently swapped his Integral t-shirt for cricket whites to represent the Darling Downs-Toowoomba region at the South East Queensland Over 40's Cricket Tournament. Demonstrating his passion both on and off the field, Sharath's involvement in the tournament showcases his commitment to teamwork, resilience, and leadership.

THEY SAID "I DO."

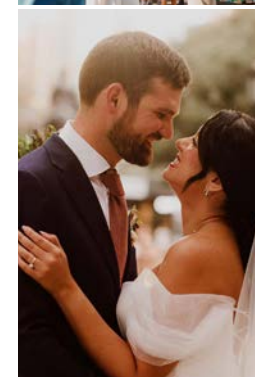
Congratulations to our consultant Daniela Castro, on her wedding. At Integral, we love to celebrate love and diversity and Daniela's wedding embodied the spirit of cultural fusion and unity.

Daniela and her husband's civil wedding transformed into a heart-warming celebration of their love and the diverse cultures they cherish, blending Venezuelan and Argentinean traditions with a festival-style Australian outback fiesta.

"Having our friends together dancing Men at Work, Soda Stereo and Amigos Invisibles, drinking XXXX, Fernet and Diplomatico Rum was the best way to start our multicultural family. As a brand experience consultant, I think we nailed it for all the different target audiences," Daniela.

These celebrations remind us of the beauty in embracing different cultures and sharing the love we have for our Integral family.

We wish Daniela and Ignacio a lifetime filled with happiness, laughter, and memorable moments.



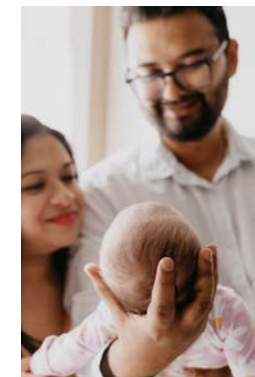
OH, BABY, BABY...

We're thrilled to share in the joys of our team members' growing families. Dan, Rajender and Wimal recently welcomed adorable additions to their lives.

Dan welcomed the beautiful Aurora earlier this year, and while he and his wife (who always spoils us with the best cupcakes and treats) are busy with this little mission, we're absolutely okay with it... as long as we get more baby time during our team get-togethers!

Rajender is embracing the precious moments with his daughter, Raaya, who just celebrated her first year. Raaya is enjoying her days with her puppy brothers, bringing an extra dose of playfulness to their home.

Wimal celebrated the arrival of his daughter, Joanna, now 18 months old. Joanna brightens their household and enjoys playful moments with her brother.





Team milestone celebrations

Our five year and 10 year clubs continue to grow. Welcome to all the members who join each year, and a particular congratulations to Ahmad Moussalli who celebrated 10 years with Integral in 2024 - congratulations Ahmad! Ahmad's willingness to take on any challenge, no matter how daunting, sets him apart. His can-do attitude and readiness to tackle tasks that many others would shy away from have earned him the admiration and respect of the entire team.

How wonderful to have you and so many others joining and staying in our Integral family year on year.



Pictured above: Five Year Club recipients

Welcome to the team!

We are happy to welcome 10 new staff to our Integral family;

Daniela Castro

Simon Clur

Arindam Gangopadhyay

Aidan Holland

Zac Jensen

Jessica King

Cassidy Ormiston

Ameenur Rahman

Oliver Regan

Nicholas Scott

Graduate spotlight

Providing opportunities to new talent is something we're passionate about at Integral. We provide intern, under-graduate and graduate employment programs, giving emerging talent the opportunity to learn and contribute to real industry projects. In 2024 we've been pleased to have five graduates join us permanently.

Aidan

Cassidy

Nick

Oliver

Lara



“ I feel quite lucky to have been working for Integral as a graduate while still completing my studies. The skills and guidance passed down from colleagues in my time here has been invaluable, both for my career, the way I work and making those final semesters studying so much easier.

With the variety of work, the unique challenges every project can face and the amazing team I get to work with, I was counting down the days until I was made a full-time member of the team. I'm very glad to be here and quite excited to see where Integral will take me next. ”

Oliver Regan - Consultant

Awards

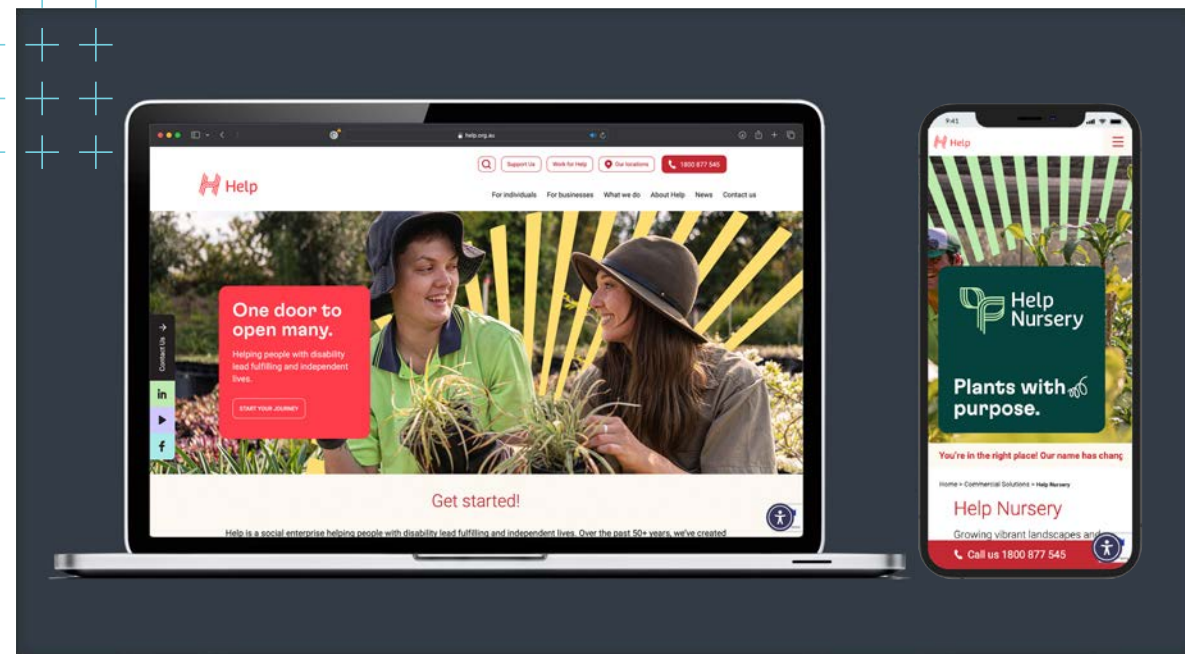


INTEGRAL WINS RED HAT PARTNER OF THE YEAR AWARD FOR AUSTRALIA AND NEW ZEALAND

Integral was thrilled to once again be recognised as the **Red Hat Partner of the Year for Australia and New Zealand in 2024**. This prestigious award, following on from our 2023 OpenShift Partner of the Year award, and our tenth award in a row, reflects our winning collaboration with Red Hat for our customers. Together we deliver cutting-edge solutions that empower businesses across the region.

Red Hat recognised Integral for our expertise in implementing innovative open-source solutions that drive transformative change. Our work with clients spans a variety of industries, leveraging Red Hat technologies to modernise applications, improve infrastructure and enhance operational efficiency. This partnership allows us to deliver robust, scalable and flexible solutions tailored to meet the evolving needs of enterprises over the long term.

As we continue to expand our collaboration with Red Hat, Integral remains committed to leading businesses through the complexities of modern IT environments. From cloud migration to application modernisation, our partnership ensures that we can provide our clients with the tools and support needed to accelerate their digital journeys.



INTEGRAL NOMINATED FOR DESIGN INSTITUTE OF AUSTRALIA AWARDS IN INTERACTIVE CATEGORY

We are proud to announce that Integral has been **nominated for the Design Institute of Australia (DIA) Designers Australia Awards 2024 in the prestigious INTERACT category**.

This nomination recognises our work on the Help Enterprises website, a project that showcases our commitment to creating accessible, user-friendly digital experiences that drive positive social impact.

The Help Enterprises website redesign focused on improving accessibility for individuals with disabilities, aligning with the organisation's mission to empower Australians through employment and community services.

WATTLENEST



Celebrating Wattlenest: A Year of Achievements and Inspiration



Above: Sarah competing



Right: Rachel and Sarah visit the Integral team

What a privilege it has been to support the early chapters of the Wattlenest story. Just two years young, Wattlenest has blossomed into a vibrant community of over 160 athletes across 40 sports, proudly growing its national presence.

We are especially inspired by our connection to Sarah Larcombe, a right-leg below-knee amputee and trailblazing Australian paraclimbing athlete. Since beginning her climbing journey in 2019, Sarah has achieved phenomenal success. In 2022, she made history as Australia's first IFSC Sport Climbing World Cup medallist and winner, securing one gold and two silver medals. She continued her incredible momentum with three silver medals in 2023 and became Australia's first-ever IFSC World Championships silver medallist.

This year, Sarah represented Australia with distinction in the IFSC Paraclimbing World Cups in Salt Lake City and Arco, Italy. Beyond her sporting success, Sarah is a fierce disability advocate, a professional researcher with Monash Partners Comprehensive Cancer Consortium, and a dedicated leader on several boards and committees championing adaptive and inclusive sport.

2024 has also been a remarkable year for Wattlenest. Founder Rachel Condos-Field proudly shared the astounding achievement of 37 Wattlenest athletes representing Australia at the Paris Games. If Wattlenest were a country, its athletes' combined performance would have placed 25th globally—a testament to the community's strength and commitment.

Rachel herself has been widely celebrated for her leadership and vision, receiving four global awards, a spot on the Top 100 Power List of the most influential women in sport, and recognition from the Commonwealth Bank's Top 50 Inside Small Business initiative.

Congratulations to Rachel Condos-Field and Sarah Larcombe on your extraordinary accomplishments. Your resilience, advocacy, and leadership inspire us all. We look forward to the next chapter of the Wattlenest journey!

www.wattlenest.com.au



Partnerships & technologies that stand the test of time

One of Integral's strengths lies in our strategic partnerships with some of the world's leading technology providers, enabling the delivery of innovative and tailored solutions for businesses across industries.

Just as we work in partnership with our clients for the best possible outcomes, so too are we deliberate with our global software solution partners to add the most value for our customers.

These technology providers and organisations are brands our customers rely on and part of the ecosystem of sustainable solutions we deliver.

We pride ourselves on being vendor, technology, and methodology agnostic, allowing us to provide independent advice to our customers to achieve their strategic priorities.



Resources



[YOUR BEST WEBSITE YET, STARTS HERE](#)

[CLICK TO DOWNLOAD](#)

One of our key releases is the *Your best website starts here* eBook, a comprehensive guide for building effective, user-centric websites. Covering everything from design principles to optimising user experience, this resource has been instrumental in helping businesses strengthen their digital presence.



[UNLOCK THE POTENTIAL OF AI](#)

[CLICK TO DOWNLOAD](#)

We also launched *AI: From Buzzwords to Boardrooms*, a practical guide designed to help organisations unlock the potential of AI. This eBook provides actionable insights into real-world challenges and opportunities, offering strategies to align AI initiatives with business goals. It covers essential topics like navigating risks, ensuring data readiness, and fostering team collaboration to drive innovation and success.

Empowering businesses
with free resources

Equipping you with the tools
and knowledge to thrive in today's
digital landscape.



EMPOWERING THE FUTURE: INTEGRAL'S COMMITMENT TO INNOVATION AT SOMETHING DIGITAL

For the past few years, Integral has been a proud partner of Something Digital, Queensland's premier digital innovation event. Our ongoing involvement has enabled us to engage deeply with the cutting edge of technology of digital and its impacts on society, particularly in AI. In 2023 and 2024, our team played a pivotal role in shaping conversations around the future of AI, leading masterclasses that delved into the practical applications of AI for businesses, and sharing insights on how organisations can harness its potential to drive innovation and growth.

In addition to our masterclasses, we actively participated in expert panels, contributing to broader discussions on technology's impact on society and industries across Australia. By sharing our knowledge and fostering a collaborative space for innovation, Integral continues to push the boundaries of what's possible in the digital landscape.



INTEGRAL: A CERTIFIED GREAT PLACE TO WORK, TWO YEARS RUNNING

We're proud to share that, for the second consecutive year, Integral has been recognised as a Great Place to Work. This certification is more than a badge - it's a reflection of the culture we've built together.

At Integral, we believe that our people are the cornerstone of our success. This certification reaffirms our commitment to fostering an environment where collaboration, inclusivity, and innovation thrive. It's also a testament to the dedication and passion of every team member who makes Integral a truly great place to work.

As we celebrate this achievement, we're inspired to continue creating opportunities for growth, connection, and success for our team in the years to come. Together, we're building something extraordinary.



CHAMPIONING WOMEN IN DIGITAL

Daniela and Jess from our Brand Experience and Staff Augmentation teams attended the Women in Digital Awards, an event celebrating female achievements in the technology sector. Their participation provided an opportunity to connect with inspiring women in the industry, share insights, and foster meaningful relationships that support the growth of women in technology.

Our involvement in these events reflects our commitment to connecting talent and driving conversations in the tech industry, while building lasting relationships within Australia's growing tech ecosystem.



BUILDING CONNECTIONS: INTEGRAL'S ONGOING SPONSORSHIP OF BEEROPS MELBOURNE

Integral is a proud and frequent sponsor of BeerOps, Melbourne's largest tech networking event. By supporting this vibrant community, we help bring together engineers, developers, and tech enthusiasts to exchange ideas.

2023 and 2024 events were no exception with 1000s of technologists filling Melbourne's Marvel Stadium.



Events

Never stop learning

We're a curious bunch here at Integral! Here are some of the events attended by our team members - covering everything from technology to typography.



AWS Summit, Sydney

AWS Symposium, Canberra

B2B Marketing Symposium, Sydney

Business Chamber Qld: Business Matter Series

BeerOps, Melbourne & Brisbane

City of Moreton Bay Open Innovation Forum

Cremorne Digital Hub Tech Week

DataEngBytes, Melbourne

DIA Designers Australia Awards

LAST Conference

Programmable

QUT Open Day: School of Design

Red Hat Summit

Red Hat x AWS GameDay

Something Digital

STWS Sports Tech Conference

We like
to have
a bit of
fun too!



Thanks for another great year

See you again in 2025!



Integral

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Email info@integral.com.au



BRISBANE
MELBOURNE
SYDNEY
CANBERRA