50 Technology Fast 50
2025 AUSTRALIA
Deloitte.

2025 Tech Fast 50
Winners Report

Sponsored by

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#techfast50au | www.tech50.com.au

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INTRODUCTION

TF50

Deloitte's **Technology Fast 50** program recognises, profiles and celebrates Australia's fastest-growing tech companies.

Now in its 25th year, it ranks the nation's top 50 public and private tech companies based on percentage revenue growth over three years (2023 to 2025).

This year's cohort have pushed through economic headwinds, global turbulence and costly capital to achieve an average growth rate of 739% – a remarkable achievement in tough conditions. Entry point growth also increased from 105% in our 2024 report to 143% this year, with 18% reporting over $50m in revenue.

So, who made the list? Read on to discover the tech businesses achieving extraordinary growth and driving Australia forward.

2025 OVERVIEW

Winners

TECH FAST 50 TOP 3

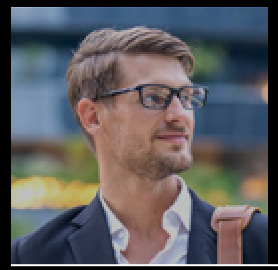
#01	Heidi Health	+15,323%
#02	Vinyl Group	+2,374%
#03	Firmus	+2,249%

RISING STAR TOP 3

#01	Software at Scale	+17,160%
#02	Dijital Team	+6,738%
#03	AltTab	+4,186%

LEADERSHIP & ENTERPRISE GROWTH WINNER

#01	Zip	+55%



CLIMATE & SUSTAINABILITY WINNER

#01	Firmus	+2,249%

TECH FEMALE LEADER WINNER

#01 Rajini Carpenter
Chief Technology Officer
Beforepay

AUSTRALIAN STATE CHAMPIONS

VIC	Heidi Health	+15,323%
TAS	Firmus	+2,249%
QLD	Wingman Group	+1,668%
WA	ParkD	+929%
NSW	Bridgit	+602%
SA	Foil Drive	+437%

2025 snapshot

143%
Top 50 entry point (123% in 2024)

1,000%
5 companies in the TF50 achieved more than 1,000% growth

7
Female founders/co-founder/C-suite leaders in the top 50

739%
Average growth rate across all winners

Revenue

$50m+	18%
$20m–$50m	20%
$10m+	26%
under $10m	36%

80% Private companies / **20%** Listed companies

527%
Rising Star minimum growth (308% in 2024)

Geographic split

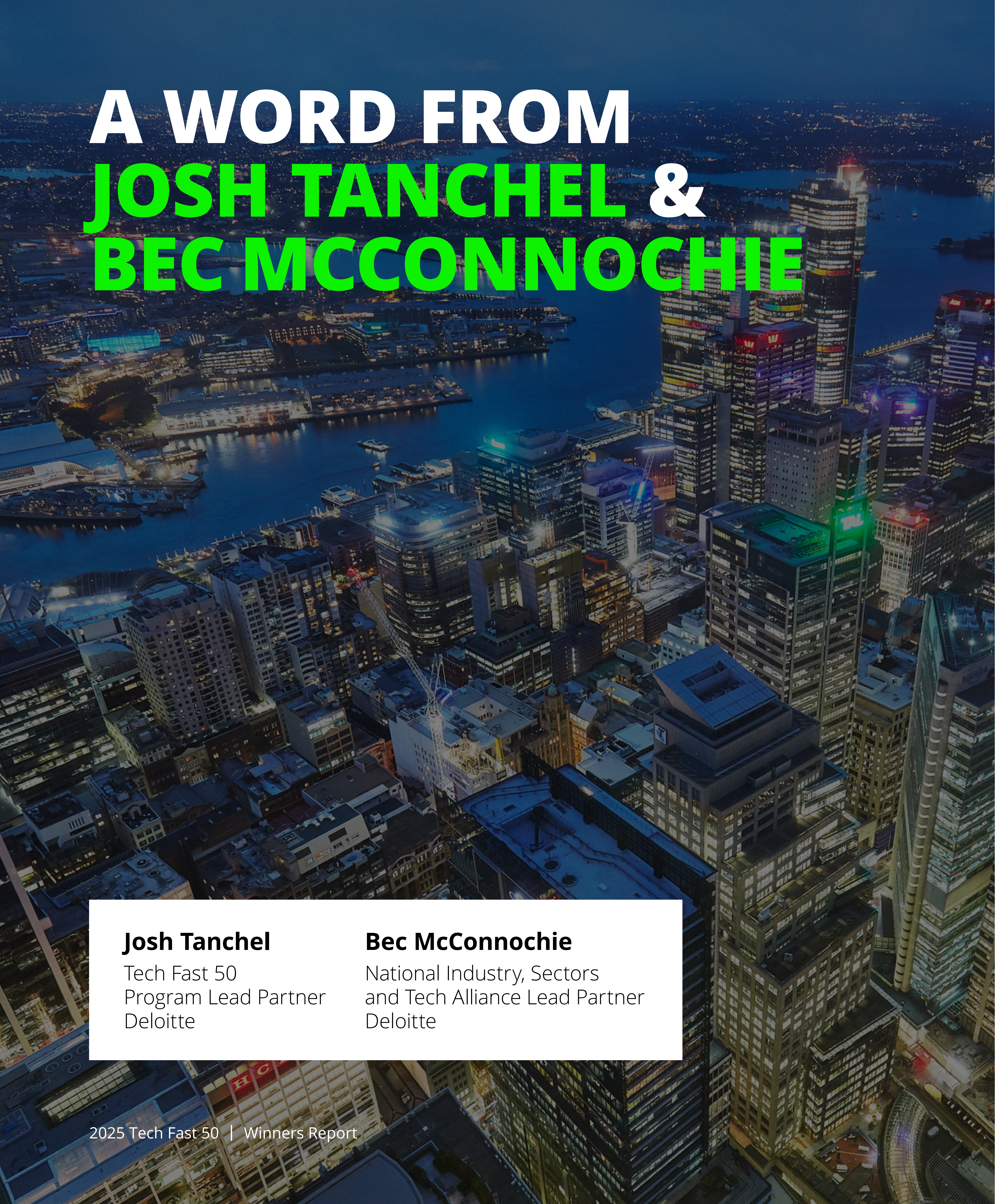
NSW	43% (56% in 2024)
VIC	30% (18% in 2024)
QLD	13% (12% in 2024)
WA	8% (8% in 2024)
SA	4% (4% in 2024)
TAS	2% (0% in 2024)

Sector split

Software/platform	38% (26% in 2024)
Fintech	18% (18% in 2024)
Health tech	14% (10% in 2024)
Media tech	8% (6% in 2024)
Infrastructure tech	6%
Managed services	6%
Other	10%

01

Foreword



A WORD FROM JOSH TANCHEL & BEC MCCONNOCHIE

Josh Tanchel
Tech Fast 50
Program Lead Partner
Deloitte

Bec McConnochie
National Industry, Sectors
and Tech Alliance Lead Partner
Deloitte

For 25 years, Deloitte's Tech Fast 50 has recognised and celebrated Australia's fastest-growing tech companies.

Over this time, we've told countless stories of homegrown innovation, resilience through uncertainty and rapid growth. We've witnessed booms, recessions, a pandemic and everything in between.

Even so, we find ourselves once again captivated by the twists and turns of the past 12 months and, most importantly, the response from Australia's business community. Disruption, economic headwinds and turbulent global conditions haven't dampened the spirits of this year's top 50, who have proven that Australia's best founders, innovators and business leaders are up to the challenge.

In 2024, external pressures forced startups to focus on long-term sustainability, with operational discipline, healthy cash flows and innovative business models front of mind. Many hoped for a swift economic recovery in the 12 months since; a springboard from which to build momentum, secure investment and scale at speed.

But 2025 has been no walk in the park. The market remains more discerning than in the post-pandemic recovery of 2022–23: capital is difficult to raise, valuations are scrutinised, and the path to profitability and positive unit economics is non-negotiable from the outset. In this environment, growth is increasingly about sustained organic cash flow and strategic investment, rather than top-line expansion alone.

As always, the top quartile have found ways to thrive in spite of these conditions. Some have moved early and capitalised on AI or thrived in a booming sector. Others have proven their business acumen with balance sheets that can sustain growth in a tighter funding environment.

The standout performers blend both, showing discipline in execution and the agility to seize opportunities. These businesses aren't just setting the pace: they are offering a blueprint for success.

MEET AUSTRALIA'S FASTEST-GROWING TECH BUSINESSES

We're delighted to congratulate our first-place winner, **Heidi,** who achieved an astonishing 15,323% growth rate – among the highest in Tech Fast 50 history. Through its work in AI-supported healthcare, the Melbourne-based company has secured US$96.6 million in venture funding and a valuation of US$465 million[1].

Second place goes to **Vinyl Group**, which achieved an impressive 2,374% growth rate for its work building a creator-first ecosystem to empower musicians and reshape the industry's future.

AI infrastructure company **Firmus Technologies** follows close behind, ranking third with a growth rate of 2,249%.

1. https://www.smartcompany.com.au/startupsmart/heidi-health-98-million-raise-valuation-704-million/

CELEBRATING OUR 2025 CATEGORY WINNERS

The **Leadership & Enterprise Growth** award celebrates the company demonstrating leadership excellence across innovation, diversity and inclusion, scalability, industry recognition and/or social impact. We are proud to announce **Zip** as this year's winner, thanks to their impressive focus on improving gender representation within the technology sector.

This year's **Female Leadership** award goes to **Rajini Carpenter**, Chief Technology Officer at Beforepay Group. In a field where women remain underrepresented, Rinjini is both a visible voice and an active role model, providing practical guidance and encouragement for women entering tech.

This year's **Rising Star** award, which recognises companies that have traded for under three years, goes to **Software at Scale**. The emerging firm of technology experts who topped the up-and-comers list with a massive growth rate of 17,160%.

In addition to ranking third overall, **Firmus** takes the **Climate & Sustainability** award with a growth rate of 2,249%, demonstrating the continued importance of sustainable business practices in future-proof AI infrastructure.

Our **Australian State Champion** awards celebrate the fastest-growing tech companies across Australia. We congratulate our 2025 winners:

- VIC: **Heidi Health** (healthtech – 15,323%)
- TAS: **Firmus** (infratech – 2,249%)
- QLD: **Wingman Group** (software – 1,668%)
- WA: **ParkD** (infratech – 929%)
- NSW: **Bridgit** (fintech – 602%)
- SA: **Foil Drive** (sportstech – 437%).

SOFTWARE AND AI: THE OXYGEN OF SCALE

This year's cohort continues a trend of strong growth among software-led businesses, which represent 38% of the mix. Fintech follows at 18%, along with healthtech (14%), media (8%), infratech (6%), managed services (6%) and other (10%).

Unsurprisingly, AI also features strongly in the 2025 list. The appetite for sovereign AI and processing power is notable, positioning Australian firms as attractive targets for global capital while reinforcing national capabilities.

Overall winner **Heidi Health** stands out as a pioneer with first-mover advantages and rapid scale. Increasing consumer expectations are driving demand for healthtech companies that embrace generative and agentic AI to modernise clinical systems and patient care.

Firmus Technologies, with its neocloud AI platform, is rethinking software infrastructure and data centre efficiency, effectively pairing GPU processing capacity with a layered software stack. The opportunity to power Australia's AI age is driving hyper demand for this digital infrastructure.

Companies like **Neara**, with its digital twin offerings and substantial AI funding, sit at the intersection of infrastructure, intelligence and scale, while **Open Solar's** deal activity and interest from global players further validates Australian tech ventures.

This wave isn't just about explicitly AI-driven offerings: many of this year's success stories are embedding the technology into operations and platforms to unlock automation, efficiency and new value streams.

GLOBAL PLAYERS STILL BACK THE BEST AND BRIGHTEST

Despite the difficulty of raising capital, a number of our top 50 have proven that big global players will show up and invest in the right opportunity.

The momentum is strong across healthtech, infratech, fintech, software, greentech, defence tech and consumer platforms, driven by a mix of international capital, strategic partnerships and home-grown innovation. Some companies, including the aforementioned AI-led performers, have drawn the attention of major international venture capital firms and tech powerhouses the likes of Nvidia and Google.

In this climate, the rule of 40 – balancing revenue growth with free cash flow as a percentage of revenue – remains a useful compass for assessing the health and sustainability of high-growth software models.

WHAT'S NEXT?

Looking ahead, the market remains highly selective about which ventures can sustain elevated growth, profitability and strategic clarity. For Australia's tech ecosystem, early-stage discipline and the ability to convert ambition into durable cash flow will determine who shifts from fast growth to lasting impact.

While this state of play puts the squeeze on businesses, there's an upside. When capital flows freely, it's a thrilling ride that some take to dizzying global heights. But it can be treacherous ground for startups, particularly when a shiny new offering papers over the cracks of the underlying business.

The ongoing convergence of AI, data and digital-first business models promises to extend Australia's leadership on the global stage, with capital and collaboration always available to accelerate the next generation of winners.

This makes our 2025 edition of Tech Fast 50 a celebration of those who have grown not just quickly, but responsibly, balancing ambition with the discipline required to convert that growth into durable value.

So, we toast everyone whose hard work has earned – or in some cases, retained – their organisation's place among Australian tech royalty. From founders to first hires, from boardrooms to the back office, we congratulate you on your achievements this year and can't wait to see what's in store for 2026.

CONGRATULATIONS TO OUR 2025 TECH FAST 50 AUSTRALIA WINNERS!

02

Sponsors

A WORD FROM ASX

Backing Australia's next wave of global tech leaders.

For more than two decades, the Deloitte Tech Fast 50 has tracked the companies turning bold ideas into real, fast-growing businesses. The 2025 cohort is no exception. ASX congratulates this year's winner, Heidi Health and every finalist recognised for their growth, resilience and ambition. We're especially pleased to see a strong showing from ASX-listed companies, proof that public markets can be a springboard for world-class technology brands.

A decade ago, only a small group of tech companies listed on ASX. Today, around 200 technology businesses are listed, making tech the second largest sector on ASX by number of companies. These companies represent more than A$303 billion[1] in market capitalisation combined, with 22 companies now worth more than A$1 billion each. Over the past five years these companies have raised A$28.5 billion in IPO and follow-on capital[2], funding that has helped founders invest in product, expand offshore, hire talent, pursue acquisitions, and take Australian ideas global.

For ambitious founders, this scale matters. Listing on ASX connects high-growth companies to a deep pool of domestic and global capital, underpinned by a regulatory framework that gives investors confidence. Offshore investors now account for roughly 45 percent of institutional ownership on ASX, giving tech leaders access to a uniquely broad investor base, from local super funds to global institutions, that helps fuel long-term growth.

The S&P/ASX All Technology Index has become a benchmark for this growth. Its performance, a total return of 81% since inception[3], signals that Australian tech is no longer a niche allocation but a meaningful part of the market for both institutional and retail investors.

Our message to this year's finalists is to keep building with the long-term in mind. The markets reward those who are persistent, communicate clearly and stay true to their mission. To the entrepreneurs and investors behind this year's winners – well done. You are helping to build the next chapter of Australia's growth story and ASX is committed to supporting you as you scale.

> "The markets reward those who are persistent, communicate clearly and stay true to their mission.

1. Bloomberg, 30 June 2025
2. Dealogic. GIG equals TELE, COMP
3. Bloomberg as at 7 November 2025

A WORD FROM ATLASSIAN

ATLASSIAN

At Atlassian, we believe that technology is most powerful when it empowers people to work better together.

The Deloitte Tech Fast 50 award celebrates that same principle – recognising visionary companies that are driving innovation, creating new opportunities and shaping the future of work.

As a leading provider of team collection and productivity software, Atlassian enables enterprises to connect their business and technology teams through an AI-powered s ystem of work that unlocks productivity at scale. With tools like Jira, Confluence and Jira Service Management, we help organisations bring strategy and execution together, breaking down silos and creating visibility across teams, projects and priorities. Today, over 300,000 customers worldwide – including 80% of the Fortune 500 – rely on Atlassian's enterprise platform to deliver work that matters. From startups building their first products to global enterprises leading large-scale digital transformations, our mission remains the same: to unleash the potential of every team.

As businesses embrace digital transformation and the rise of artificial intelligence, collaboration and adaptability have never been more critical. Atlassian helps organisations navigate this shift by embedding intelligence and automation into the flow of work – enabling teams to make better decisions, deliver value faster, and focus their energy on innovation instead of administration. AI isn't about replacing people – it's about amplifying human capability and accelerating progress.

> "Atlassian enables enterprises to connect their business and technology teams through an AI-powered system of work.

To the winners of this year's Deloitte Technology Fast 50, congratulations. Your achievements highlight the creativity, resilience, and technological leadership that continue to shape Australia's technology future. As you continue to grow and scale, we encourage you to keep building a culture of openness, collaboration and purpose – the same foundations that drive sustainable success in the digital age.

A WORD FROM AWS

Success requires more than technology. The Deloitte and AWS alliance brings together vast industry experience, broad capabilities, and the resources to invest deeply in innovation.

From core modernisation and data infrastructure organisation to secure cloud compute that enables the power of AI agents for holistic business impact. Innovation is not just about generating ideas; it's about realising your potential through solutions that spark real progress. Together, we empower you to navigate the future with confidence to drive real business value to customers.

When we launched AWS in 2006, we believed that cloud computing would transform how organisations build and scale technology. We're now at a similar inflection point with AI agents. We envision a world where billions of agents work together, transforming everything from daily operations to complex business processes. This is the start-up, Day One mentality that launched AWS, and that continues to drive how we approach opportunity and change.

Your potential is our purpose and that is why AWS is a 2025 sponsor of the Deloitte Tech Fast 50 where we recognise the most dynamic and high-growth businesses in Australia.

Congratulations to all 2025 Tech Fast 50 award recipients. We celebrate your start-up mindset and acceleration through technology creating tangible impact and experiences.

> "Together, we empower you to navigate the future with confidence to drive real business value to customers.

A WORD FROM BAKER MCKENZIE

Baker McKenzie is back for its second year partnering with Deloitte Tech Fast 50, supporting the next generation of Australian tech entrepreneurs.

For over 60 years in Australia and 75 globally, Baker McKenzie has been at the forefront of enabling technology entrepreneurship as a legal services innovator.

Technology has no borders — and neither does Baker McKenzie. Our global specialists connect across markets, providing deep expertise to an unrivalled portfolio of technology clients. From established market leaders to emerging digital players, we bring holistic, commercially pragmatic advice to help deliver objectives.

Deloitte's Tech Fast 50 Australia Awards reflect Baker McKenzie's commitment to supporting technology businesses and Australia's fast-growing tech industry.

We:

- Provide end-to-end services for tech businesses, including corporate, tax, M&A, foreign investment, IP, data privacy/cybersecurity, employment, and compliance advice.
- Advise on M&A, joint ventures, and strategic alliances to access the right technology.
- Improve liquidity and focus on core operations through carve-outs and spin-offs while attracting new investment.
- Manage industrial and employee relations strategies with deep sector expertise.

With increased scrutiny on the tech sector and regulators racing to keep pace, businesses need seamless, real-time advice from specialists in the markets they operate. We ensure clients consider the full gamut of issues, including ESG requirements, ethics, inclusion and diversity, and reputational impacts.

Our experts navigate challenges around AI, virtual worlds, and gaming, from risk mitigation to dispute resolution and enforcement. We ensure contracts are watertight, structure digital asset contracts to comply with regulations, and facilitate proactive cooperation and policy discussions to support the tech sector's development.

We assisted Menulog, one of Australia's leading on-demand delivery platforms, to become part of JUST EAT, a global online delivery marketplace.

We can't wait to see what incredible founders, operators, and businesses this year's Tech Fast 50 Awards unearth! To learn more about Baker McKenzie, visit: https://www.bakermckenzie.com/en/locations/asia-pacific/australia

Baker McKenzie.

A WORD FROM SAP

SAP proud to be supporting the next wave of Australian innovation.

On behalf of SAP, we would like to congratulate all the companies recognised in this year's prestigious Deloitte Tech Fast 50 awards. Your achievements are a powerful testament to the relentless innovation, bold vision, and strategic ambition driving the technology sector today. You represent the essential momentum that is redefining Australia's economic landscape.

The pace of growth demonstrated by the Tech Fast 50 winners is extraordinary, proving the resilience and global competitiveness of Australian innovation. However, with hyper-growth comes complexity: scaling operations, managing global supply chains, ensuring compliance, and integrating new technologies like AI. This is the critical moment when a company's foundational technology must evolve to support, rather than hinder, its trajectory.

> "We are committed to providing the right systems for every stage of a company's technology journey.

At SAP, we are committed to providing the right systems for every stage of a company's technology journey. For many of the fast-growing businesses honoured here, our Cloud ERP solutions are purpose-built for rapid deployment, helping companies move from early systems to a robust, cloud-based ERP with pre-configured industry best practices in a matter of months.

The recognition of categories such as Climate & Sustainability and Enterprise Growth underscores the new metrics of success for modern companies. We see AI not just as a feature, but as a core growth engine, helping businesses automate processes, accelerate decision-making, and build unprecedented resilience.

SAP is proud to sponsor the Deloitte Tech Fast 50, championing those who refuse to stand still. We are dedicated to enabling this transformation, ensuring the digital foundation you build today enables you to grow without limits, go live with confidence, and continuously transform operations with embedded AI, turning your exponential growth into a sustainable, resilient, and enduring competitive advantage for tomorrow.

To find out how SAP can support your growing company visit SAP Cloud ERP.

03

Award Winners

2025 TECH FAST 50 AWARDS

01 **Tech Fast 50 Australia Winners**

02 **Leadership & Enterprise Growth Winner**

03 **Tech Female Leader Winner**

04 **Rising Star Winners**

05 **Climate & Sustainability Winner**

06 **Australian State Champions Winners**

01

Tech Fast 50 Australia Winners

TECH FAST 50

#01	Heidi Health	+15,323%
#02	Vinyl Group	+2,374%
#03	Firmus	+2,249%

ABOUT OUR TOP 3

Tech Fast 50

#1

Heidi

Heidi Health is building an AI Care Partner to expand clinical capacity by automating administrative work – documentation, form filling, and task management – so clinicians can focus on patients.

Heidi isn't here to replace clinicians. It restores focus, attention, and presence so care feels more personal, not less. By handling work in the background, Heidi gives clinicians the time and focus to practice as they were trained – with people always at the centre.

Used across emergency departments, general practice, and specialist clinics, Heidi supports more than 2 million consults each week across 119 countries.

Heidi Health

+15,323%

heidihealth.com/au

ABOUT OUR TOP 3

Tech Fast 50

#2

Vinyl Group

(ASX:VNL)

+2,374%

vinyl.group

VINYL GROUP

Vinyl Group is an Australian-owned company reshaping the future of music, technology, and cultural storytelling.

Founded by music lovers, technologists, and entrepreneur Josh Simons, we're building a creator-first ecosystem that empowers artists and rights holders with access, equity, and technology.

Our portfolio includes Vampr, the world's largest social-professional network for musicians; Jaxsta, the world's only official music credits database; and Vinyl.com, a premium e-commerce destination for vinyl lovers.

Alongside this, Vinyl Media operates one of the southern hemisphere's most influential youth publishing networks, housing iconic brands including Rolling Stone Australia, Variety Australia, The Music Network, and Concrete Playground.

By integrating media, data, e-commerce, and rights management, Vinyl Group enables creators to manage their careers, IP, and audience relationships in one connected ecosystem, while giving brands access to these communities. Our story is just getting started – powered by purpose, technology, and the belief creativity deserves better tools and a bigger stage.

ABOUT OUR TOP 3

Tech Fast 50

#3

Firmus Technologies creates the most efficient AI infrastructure: AI Factories designed to operate at the max-q of AI token generation and profitability.

With advanced liquid-everywhere data center technology at its core, Firmus innovates across all layers of the AI Factory, from energy grid management and thermal innovations to GPU and networking telemetry and control. This holistic approach creates AI Factories that operate at peak efficiency, delivering high uptime, throughput, and profitability with future-proofed designs.

Firmus

+2,249%

firmus.co

TECH FAST 50

- **#04** Wingman Group +1,668%
- **#05** Zitcha +1,391%
- **#06** ParkD +929%
- **#07** 4D Medical +715%
- **#08** QSIC +700%
- **#09** Intelligent Monitoring Group +620%
- **#10** Bridgit +602%
- **#11** Eat Club +555%
- **#12** Pay.com.au +529%
- **#13** PictureWealth +453%
- **#14** Bioxyne +452%
- **#15** Foil Drive +437%
- **#16** Fortiro +427%
- **#17** Updoc +417%
- **#18** Fabulate +393%
- **#19** Bridgeford Group +384%
- **#20** Yellowbox +355%
- **#21** Breadcrumb +343%
- **#22** Immuron +304%
- **#23** Affinda +302%
- **#24** ProcurePro +276%
- **#25** Driva +268%
- **#26** Leaptel +260%
- **#27** DroneShield +242%

TECH FAST 50

#28 OpenSolar
+238%

#29 Neara
+232%

#30 Tall Bob
+228%

#31 AdUnion
+226%

#32 Baidam
+225%

#33 Streamplay Studio
+209%

#34 Swyftx
+201%

#35 Karmo
+195%

#36 Microba
+189%

#37 B Dynamic Logistics
+182%

#38 SiteHive
+182%

#39 Tranzformd
+179%

#40 EQL
+168%

#41 Apxium
+163%

#42 Ofload
+162%

#43 iCatalyst
+158%

#44 Australian Bay Lobster
+157%

#45 Azupay
+157%

#46 Inventia Life Science
+153%

#47 Zii
+147%

#48 DXN
+144%

#49 Linkby
+144%

#50 Prezzee
+143%

We are excited to have an in-kind collaboration with AIIA on the 2025 Tech Fast 50 awards – recognising and celebrating Australia's fastest-growing technology companies.

As part of our collaboration, AIIA will be offering a membership to all of this year's winners – helping to strengthen Australia's fast-growing technology sector and economy by giving companies greater voice, visibility, and connections through AIIA's benefits. Read more

02

Leadership & Enterprise Growth Winner

ABOUT THE WINNER

Leadership & Enterprise Growth

Zip

(ASX:ZIP)

+55%

zip.co/au

Founded in Australia in 2013, Zip offers financial solutions that are accessible, fair and flexible.

Zip is moving the needle when it comes to gender representation within the technology sector. As an ASX-200 digital financial services company, we have established Board-approved, measurable objectives to achieve a balanced workforce of 40% women, 40% men, and 20% of any gender. These targets apply at every level of our organisation – from our Board, to leadership roles and across our broader workforce.

In FY25, Zip achieved 40% women in leadership roles, 50% on the Board and Group Executive Team, and 44% across our total workforce. As at September 2025, women comprise 55% of our regional leadership team in ANZ, with over 60% of the ANZ 'High Potential' program. We are especially proud to have a female Chair, Group CEO and ANZ CEO.

Our focus on improving representation of women at leadership levels and advancing women in STEM roles has produced tangible results. Last year in ANZ, almost 50% of all new hires in technology roles were women, contributing to a 12% increase in gender representation in tech roles, from 15 to 27% over 24 months.

To support these results, we have focused recruitment to ensure a balanced shortlist of candidates, established a Women in Tech Employee Resource Group, deepened university engagement, and increased profiling of women in technology. This complements our ongoing partnerships, gender pay equity analysis, and employee engagement surveys.

03

Tech Female Leader Winner

ABOUT THE WINNER

Tech Female Leader

Rajini Carpenter

Chief Technology Officer

Beforepay

(ASX:B4P)

beforepay.com.au

RAJINI CARPENTER

Rajini has more than 23 years' experience in information technology and the finance industry, with expertise across IT security, IT governance & risk, and architecture & engineering.

Rajini has led the development of world-class technology solutions and customer-centred client experiences, previously holding the roles of VP of Engineering at Deputy and Head of Engineering, Wealth Management at Iress prior to joining Beforepay. Rajini is also a Board Director at Judo NSW.

In her role, Rajini doesn't just build innovative systems; she fosters connection and drives diversity in the AI and technology field through outreach and mentorship. Rajini's goal is always the same: to encourage, provide practical guidance, and help create a more inclusive and representative fintech space. In a field where women remain underrepresented, Rajini is both a visible voice and an active role model. She mentors emerging talent, offering support on technical skills, leadership growth, and navigating challenges in the workplace. Rajini also engages in thought leadership with fellow CTOs and tech leaders, collaborating on strategies to build stronger, more diverse teams that facilitate innovation through inclusion.

04

Rising Star Winners

RISING STAR

#01	Software at Scale	+17,160%
#02	Dijital Team	+6,738%
#03	AltTab	+4,186%

ABOUT OUR TOP 3

Rising Star

#1

Software at Scale

+17,160%

softwareatscale.com.au

SOFTWARE@SCALE

Software@Scale is an award-winning firm of over 100 technology specialists, delivering high-performance solutions across software engineering, cloud, DevOps, cybersecurity and AI.

Our cross-functional teams can be deployed within two weeks, embedding seamlessly into client environments and delivering impact from day one. Ideal for organisations facing tight deadlines, funding cycles, or market pressures.

We bring deep expertise in advanced AI and large language models, helping clients design, implement, and integrate solutions that create measurable business value. Our engineers work across the full product lifecycle, from analysis and design through to development, security, and maintenance, while uplifting coding standards, collaboration, and leadership capability.

As AWS Advanced Partners and approved ICT suppliers to Federal and NSW Government, Software@Scale has built a reputation for excellence, agility, and trust.

ABOUT OUR TOP 3

Rising Star

#2

Dijital Team

+6,738%

dijitalteam.com

dijital team

Dijital Team helps businesses build high-performing technology teams that deliver results.

We specialise in providing skilled IT professionals across modern platforms and technologies, including Microsoft Power Platform, Microsoft 365, Azure, Dynamics 365, application development, data engineering, and cybersecurity.

Our unique model connects organisations with world-class talent from Sri Lanka, enabling them to overcome skills shortages, reduce costs, and accelerate project delivery. Whether you need one specialist or a full development team, our experts integrate seamlessly into your operations, working within your time zones, processes, and culture.

With a focus on quality, speed, and scalability, Dijital Team empowers clients in to achieve their technology goals and stay competitive in a fast-changing digital economy. We're not just a staffing provider we're your strategic technology partner.

ABOUT OUR TOP 3

Rising Star

#3

AltTab

+4,186%

alttab.com.au

AltTab

Based in Brisbane, AltTab is a culture-first, hyper-managed service provider and systems integrator founded by experienced practitioners who recognised the need for a more collaborative and transparent approach in the ICT industry.

Unlike the traditional "all or nothing" MSP model, AltTab supports clients as much or as little as required, ensuring agility, flexibility, and meaningful outcomes at every stage of the journey.

Our vision is to lead in delivering innovative, client-centric technology solutions that align directly with business goals. By working closely with our clients, we design and implement tailored strategies that address their unique needs and challenges.

AltTab's comprehensive services span enterprise networking, cybersecurity, cloud transformation, and carrier connectivity — all delivered with a focus on partnership, performance, and trust. This approach empowers clients to embrace change, modernise securely, and achieve long-term success in a fast-moving digital landscape.

RISING STAR

#04	Trusst AI	+1,312%
#05	AutoRFP.ai	+734%
#06	See Me Please	+690%
#07	Lyrebird Health	+557%
#08	Automatise	+527%

05

Climate & Sustainability Winners

ABOUT THE WINNER

Climate & Sustainability

Firmus Technologies creates the most efficient AI infrastructure: AI Factories designed to operate at the max-q of AI token generation and profitability.

With advanced liquid-everywhere data center technology at its core, Firmus innovates across all layers of the AI Factory, from energy grid management and thermal innovations to GPU and networking telemetry and control. This holistic approach creates AI Factories that operate at peak efficiency, delivering high uptime, throughput, and profitability with future-proofed designs.

Firmus

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firmus.co

06

Australian State Champions Winners

ABOUT THE WINNER

Australian State Champions

VIC

Heidi Health

+15,323%

heidihealth.com/au

Heidi

Heidi Health is building an AI Care Partner to expand clinical capacity by automating administrative work – documentation, form filling, and task management – so clinicians can focus on patients.

Heidi isn't here to replace clinicians. It restores focus, attention, and presence so care feels more personal, not less. By handling work in the background, Heidi gives clinicians the time and focus to practice as they were trained – with people always at the centre.

Used across emergency departments, general practice, and specialist clinics, Heidi supports more than 2 million consults each week across 119 countries.

ABOUT THE WINNER

Australian State Champions

TAS

Firmus

+2,249%

firmus.co

Firmus Technologies creates the most efficient AI infrastructure: AI Factories designed to operate at the max-q of AI token generation and profitability.

With advanced liquid-everywhere data center technology at its core, Firmus innovates across all layers of the AI Factory, from energy grid management and thermal innovations to GPU and networking telemetry and control. This holistic approach creates AI Factories that operate at peak efficiency, delivering high uptime, throughput, and profitability with future-proofed designs.

ABOUT THE WINNER

Australian State Champions

QLD

Wingman Group

+1,668%

wingmangroup.com.au

WINGMAN

Wingman Group is a technology-driven outsourcing and business solutions provider helping over 700 businesses scale with confidence.

With more than 1,000 professionals across Australia, New Zealand, the US, and UK, Wingman delivers a unique model that combines people, process, and technology to solve workforce and scalability challenges.

At the heart of its success is the Wingman Model – a structured, technology-enabled approach that manages recruitment, onboarding, performance monitoring, and ongoing training through cloud-based platforms and automation. This ensures seamless integration between offshore professionals and onshore businesses.

Wingman also embeds Fortify Your Business, a world-class cybersecurity solution delivered in partnership with Fortify Technology. This provides advanced data security, compliance with Australian laws, and 24/7 protection through Microsoft Cloud PC, Intune, and SOC monitoring – closing the security gap in traditional outsourcing.

Recognised by Deloitte and AFR, Wingman continues to redefine outsourcing as a secure, scalable, and innovation-led growth solution.

ABOUT THE WINNER

Australian State Champions

WA

PARKD

PARKD ltd is an ASX listed construction technology company that has developed an innovative lightweight concrete modular car parking system.

The PARKD Car Park System was developed by the founders of the business after identifying a niche market for a flexible structure that has the ability to be cost effective, reusable and easy to construct for use initially in the retail car dealership industry.

ParkD

(ASX:PKD)

+929%

parkdgroup.com

ABOUT THE WINNER

Australian State Champions

NSW

Bridgit

Bridgit is an Australian non-bank lender helping homeowners buy now and sell later.

Our proprietary platform, Darla, powers fast, transparent credit decisions and a broker-first experience, making short-term property finance simpler and more reliable. By combining real-time data with our own decision models and automated workflows, we deliver lightning-fast approvals and a clear path from scenario to settlement. With national broker coverage and a focus on service, speed and responsible lending, Bridgit helps customers keep moving.

Bridgit

+602%

bridgit.com.au

ABOUT THE WINNER

Australian State Champions

SA

Foil Drive

+437%

foildrive.com

Foil Drive is the market leading maker of 'foil-assist' products, compact electric drives that retrofit to almost any hydrofoil mast and board.

Founded in South Australia in 2020 by Paul Martin and Ben Jamieson, the project began when Paul, nursing a shoulder injury, built a helper motor so he could catch more waves from farther out; demand from local foilers turned the prototype into a company. Foil Drive's purpose is to make foiling more accessible and more frequent, providing just enough thrust to get on foil, link sections and downwind efficiently while preserving the lightweight, surfy feel of regular foils. Foil Drive sells worldwide through a growing dealer network and regional hubs, including a dedicated European and US operation, and also sells directly online. The company markets itself as the pioneer and current leader in hybrid foiling systems.

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