H1FY2022 Results Announcement

HiTech GROUP

(ASX Code: HIT)

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Overview of HiTech Group

HiTech Group is Australia's leading specialised ICT contracting, consulting and recruitment organisation. HiTech provides services to Australian and international organisations and has more than 28 years' experience in the industry. Our clients include Federal and State Government departments.

We have a unique recruitment and consulting system supported by HiBase - an extensive proprietary candidate and client database that we have developed over two decades. This intelligent system has proven to be the key differentiator between HiTech and its competitors, allowing us to serve our clients quickly and effectively in this rapidly evolving digital age.

HiTech Group, via its Talent Service business, HiTech Personnel, has expertise in sourcing the best professionals in ICT, Finance, Office Administration and Sales and Marketing. We have been developing our search and selection system for more than 20 years.

H1 FY2022: Half-Year In Review

Record Results	Accelerated Growth	Double-digit growth for the 8th consecutive year	Revenue up 58%, EBITDA up 36%, NPAT up 19%	Fully franked dividend of 5 cents per share (up from 4 cents)

HiTech's proven unique system has yet again delivered record results

HiTech value proposition

55+ years of combined industry expertise

- Management intimately understands the key drivers of contracting and ICT consulting services for its clients – Over 55 years of combined expertise
- Truly partner with our clients and tech professionals to provide a superior flexible service
- Recurring revenue and profit generation based on sticky long-term engagements
- No revenue growth for revenue growth's sake – Bottom Line Profit Focus
- Deliberate push into specialised technology consulting and services space in the private and public sectors as these sectors are exhibiting strong ongoing growth
- Focused on winning lucrative "Statements of Work" for discrete ICT projects
- Entrenched alongside our clients to deliver superior results
- Seeking to broaden client services capability to cover the critical and most lucrative ICT subsectors

The Board and management team are the leaders in the industry with the most experienced directors amongst our peers. We have a uniquely engrained culture of financial discipline across all areas and aspects of the business-**strong alignment with shareholders**

HiBase and the HiTech system

Competitive edge

HiBase is a predictive intelligence tool built by HiTech for sourcing ICT talent

HiBase is a comprehensive date database of over **390,000 professional** candidates for contract or permanent positions

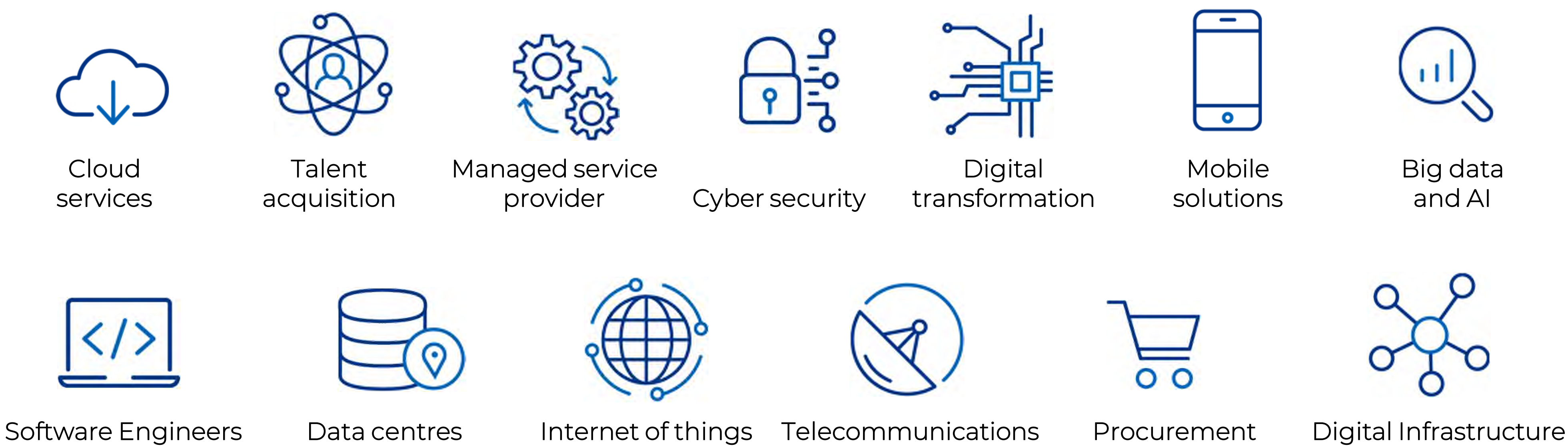
The HiTech services team is at the forefront of the digital economy development which is a critical priority amongst each of our Federal Govt, State Govt and private sector client base

The HiTech ICT services team has developed a**'best of breed'** project delivery system in line with client needs – we call this **Project Delivery as a Service (PDaaS)** with key characteristics being:

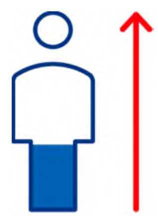
- A perpetually fit-for-purpose project delivery model, managed as a service;
- Project delivery as a service that offers you access to resources and tools at a flexible and predictable cost, via a fully structured managed service, underpinned by KPIs and SLAs;
- Whether it's skilled resource provision or a fully managed service, PDaaS can help clients maximise their project success and improve IT project delivery times; and
- We offer the ability to have on boarded resources available based on the demand curve of a clients' portfolio.

The HiTech digital solution grid

HiTech solves the tech problem



ICT sector overview



37% increase

in ICT workers into 2026

Deloitte Access Economics – ACS Australian's Digital Pulse:

- The Technology workforce grew by 33,400 in 2020 despite the economics crisis
- ICT workforce is set to continue growing into 2026 by 37% to 1.1M workers- nearly half coming from Technical & professional roles
- Australia must accelerate the development of 'Smart Cities' utilising AI, IoT to collect and analyse data. Global smart city industry is set to grown from US$411 billion to US$821 billion by 2025

Gartner:

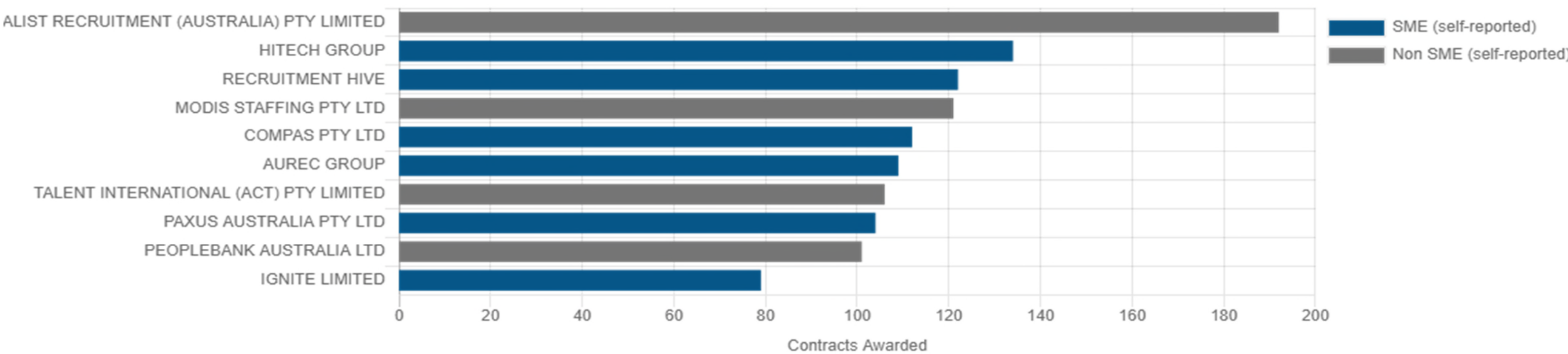
- Australian Government IT spending to be more than $15.5 billion in 2022 – an 8% increase on 2021
- Key objectives of IT spend in Government is to "progress the digital economy, strengthen national cyber response, adopt emerging technologies and address gaps in regulation to cover technology".

This represents an ongoing significant growth opportunity for the HiTech Group to expand revenues and profits

Source:
1. ACS Australia's Digital Pulse| Future Direction for Australia's Technology Workforce
2. Gartner SOAR report

Leaders in Government ICT

Top 10 ranking in Government Digital Marketplace from a field of 4000 sellers



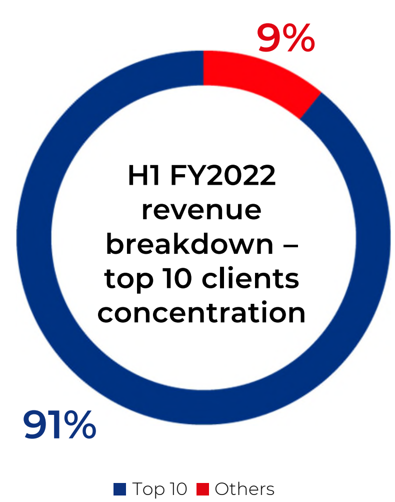
- HiTech works closely with select blue chip federal government clients on talent acquisition and specialist ICT programs of work
- Working with government and complex enterprises requires significant trust, goodwill and rapport to be developed over a substantial period of time; HiTech has always delivered and is a trusted key partner to its clients
- HiTech is proud to be consistently ranked in the top 10 suppliers from over 4000 suppliers servicing the substantial Digital Marketplace customers

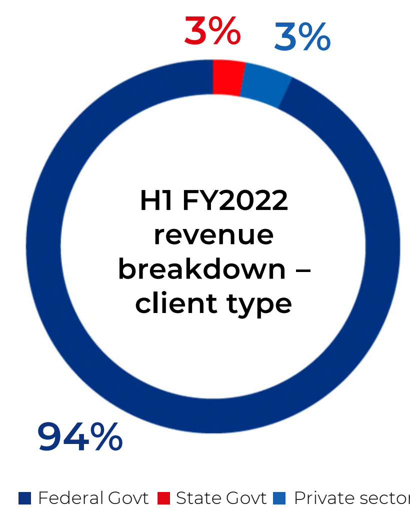
Source: Digital Transformation Agency Insights, January 2022

Revenue profile

Federal government /private mix

- HiTech has a diversified blue chip client base with a solid revenue stream supported by diverse and active government and corporate talent supply agreements
- Increasing recurring revenue underpinned by growing ICT contracting and services demand





H1 FY2022 Results

HiTech delivers record result

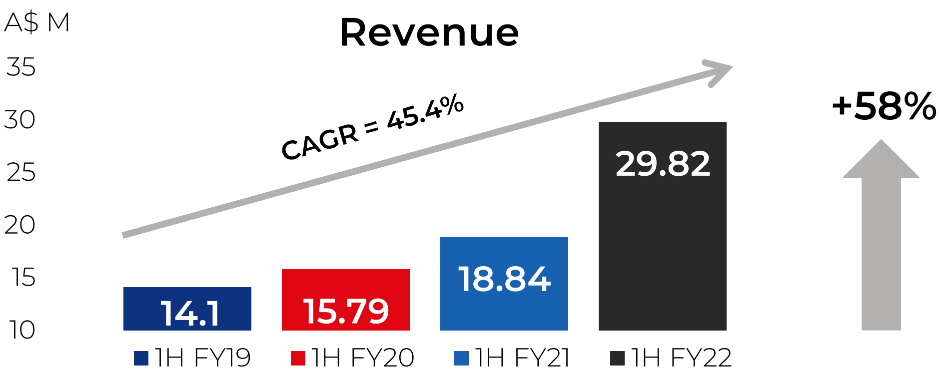
Double-digit growth for the 8th consecutive year	Revenue up 58% EBITDA up 36% Gross Profit up 25%	Fully franked dividend of 5 cents per share (up from 4 cents)

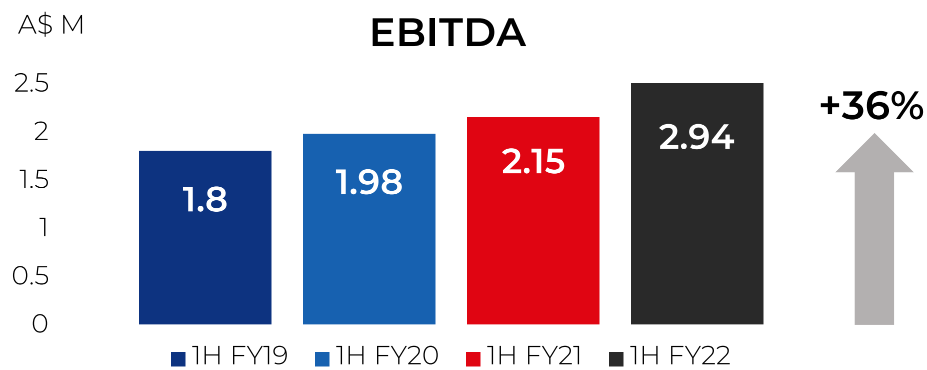
For the first half of the financial year ended 31 December 2021, the consolidated entity's results are:

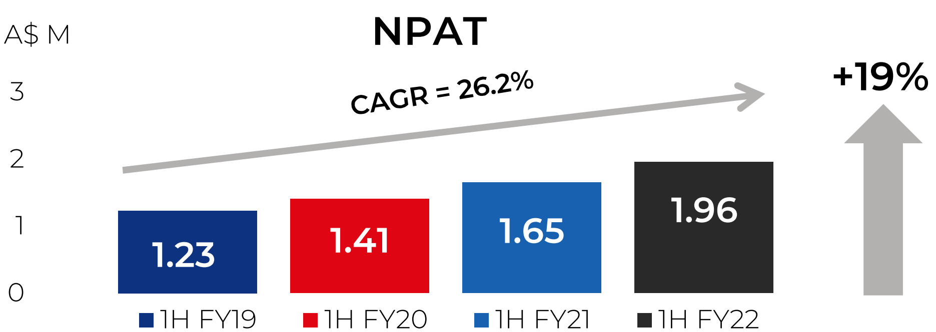
- Operating revenue is $29.82m, an increase of 58% over the previous corresponding period (pcp)
- Gross Profit is $4.08m, an increase of 25% over pcp
- NPAT is $1.96m, an increase of 19% over pcp
- EBITDA is $2.94m, an increase of 36% over pcp
- The directors have declared a fully franked final dividend of 5 cents per share

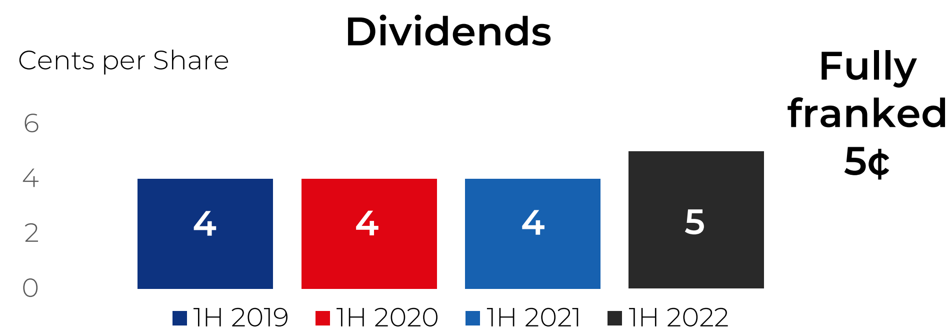
Focus on shareholder returns

45.4% compounded organic growth









H1 FY2022 Results – How we do it

- Understand our client programs of work and the skills required to achieve goals – don’t assume → Know them
- Cement the HiTech trusted and dependable key supplier status with follow through actions. Must be best at the supply of ICT talent for critical nationwide programs of work
- Nurture the extensive HiTech network of talent and client partnerships to ensure our performance
- Apply our 28 years of ‘Know – how’. By refining our processes and building the HiTech brand, we are reaping the rewards of being a leader in servicing the Australian Government sector
- Developing high performing teams over many years that understand the HiTech Family ethos of client partnerships and excellence in service provisions
- Always being margin driven whilst balancing client & candidate demands

Full year FY22 and Beyond

Organic + acquisition

HiTech has developed and is implementing a two-tier growth strategy focused on leveraging its strong position in ICT contracting and services to win new mandates and customers along with seeking to execute opportunistic and complementary acquisitions.

Organic growth

- Further develop and mine key clients and our 390,000 candidate database by addressing the ever increasing demand for our services thereby underpinning *recurring revenue*
- Enhance the service offering provided to existing clients by providing a broader suite of ICT consulting solutions in addition to underlying contracting agreements
- Expand the company's ICT offering into high margin consulting and service space (Cloud and Cyber Security) in line with client objectives
- Focus on margin expansion and free cashflow generation

Acquisitions

- Pursue acquisitions in a highly fragmented market that satisfy the following criteria:
  - Market share for scale and EPS accretive in nature
  - Enable cross selling growth
  - Complimentary offering to leverage towards its established blue chip client base
  - Deliver positive returns to shareholders
- The Board is committed to act in the best interests of all shareholders employing a **disciplined M&A growth strategy** that will benefit HiTech and its broader stakeholders over the long term

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