

**2025**  
**IGNITE LIMITED**  
**APPENDIX 4E**  
**PRELIMINARY FINAL REPORT**  
**30 JUNE 2025**  
**ABN 43 002 724 334**

Lodged with the ASX under Listing Rule 4.3A

[www.igniteco.com](http://www.igniteco.com)

Ignite Limited (the “Company”) and its controlled entities (the “Group”) (ASX: IGN) presents its audited full year results for FY2025.

## REPORT PERIOD

**Financial year end:**

**30 June 2025**

**Previous corresponding period:**

**30 June 2024**

## RESULTS FOR ANNOUNCEMENT TO THE MARKET

| Description                                                | 30 June 2025<br>\$000 | 30 June 2024<br>\$000 | Change<br>\$000 | Change<br>% |
|------------------------------------------------------------|-----------------------|-----------------------|-----------------|-------------|
| Revenue from ordinary activities                           | 90,156                | 96,638                | (6,482)         | (6.7)       |
| Profit / (Loss) after tax                                  | 1,235                 | 616                   | 619             | 100.5       |
| Net profit / (loss) for the period attributable to members | 1,235                 | 616                   | 619             | 100.5       |

## FINANCIAL SUMMARY

The FY25 statutory profit from ordinary activities net of income tax was \$1.235 million (2024: \$616k). For FY25 the profit net of income tax was \$1.235 million (2024: \$616k).

The normalised operating result for FY25 was \$1.417 million profit (2024: \$616k) after adjusting for non-recurring restructuring costs.

Revenue decreased 6.7% from \$96.638 million to \$90.156 million in the financial year and while total gross profit increased 0.7% from \$11.614 million to \$11.700 million, the gross profit margin also increased 1%, from 12% to 13%, driven by continued efforts to improve business mix.

The Specialist Recruitment business makes up 98.7% of revenue from continuing operations (2024: 98.3%), with the Technology Solutions business making up the balance.

Employee benefits expense increased \$0.132 million (1.8%). Total internal headcount on 30 June 2025 was 40 versus 44 in FY24. This reflects the continued focus on increasing productivity per headcount across the business.

Occupancy expense of \$0.329 million in FY25 represents a 5.4% increase on the prior year (2024: \$0.312 million).

Cash and cash equivalents on balance date, increased to \$5.321 million (2024: \$4.101 million), driven by net cash from operating activities of \$1.987 million (2024: \$2.635 million). As of 30 June 2025, the debtor facility remains undrawn, as the Group generates its own operating cashflow to fund the business.

The Group's total assets of \$13.395 million (2024: \$13.072 million) consisted of net trade receivables of \$2.779 million (2024: \$2.907 million) and accrued revenue of \$4.491 million (2024: \$4.334 million).

The Group's total liabilities of \$4.895 million (2024: \$5.408 million) comprised trade and other payables of \$4.324 million (2024: \$4.382 million).

On 30 June 2025, the Group had net assets of \$8.500 million (2024: \$7.664 million), with the increase driven by the increase in cash and cash equivalents.

## DIVIDENDS OR DIVIDEND DISTRIBUTION PLAN

On 19 August 2025, the Board has declared a final dividend of \$0.035 per share, fully franked. The Company lodged a copy of its reinstated Dividend Reinvestment Plan (DRP) with ASX on 25 June 2025. The DRP will operate for the final dividend and a discount of 5% will apply for Shareholders who elect to participate in the DRP.

## PARENT ENTITY

The ultimate parent entity and ultimate controlling entity within the Group is Ignite Limited. The consolidated financial statements incorporate the assets, liabilities and results of the following controlled entities.

| Entity Name                         | Country of Incorporation | Class of Shares | Equity Holding % |      |
|-------------------------------------|--------------------------|-----------------|------------------|------|
|                                     |                          |                 | 2025             | 2024 |
| Ignite New Zealand Holdings Limited | New Zealand              | Ordinary        | 100              | 100  |
| Ignite IT Services Limited          | New Zealand              | Ordinary        | 100              | 100  |

## ASSOCIATES AND JOINT VENTURES

Ignite Limited does not have any holdings in joint ventures and associates.

## OTHER DISCLOSURE REQUIREMENTS

This preliminary final report has been prepared using financial statements that have been audited. Additional ASX Appendix 4E (Listing Rule 4.3A) disclosures can be found in the audited financial statements, included as part of the Ignite Limited 2025 Annual Report lodged separately to this document. This document should be read in conjunction with the 2025 Annual Report and any public announcements made in the period by the Group in accordance with the continuous disclosure requirements of the Corporations Act 2011 and ASX Listing Rules.

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