



RECRUITMENT & TECHNOLOGY SOLUTIONS

2025

Annual General Meeting

18 November 2025

Executive Director's Update

Thank you for the opportunity to address you today at IGNITE's 2025 Annual General Meeting.

My key messages to all our people have not changed in my 2.5 years as the organisation's leader.

It is all about you our PEOPLE our CANDIDATES, our CLIENTS, and our SHAREHOLDERS. It is all about adopting a GROWTH MINDSET and ONE WAY OF WORKING.

We are a Specialist Recruitment business in Technology, Engineering and Business Support.

Importantly, all our PEOPLE, have a significant part to play in our future success.

So, turning to **OUR SHAREHOLDERS**.

We made further positive progress for our shareholders, in FY25.

As noted in our Annual Report for the period ending 30 June 2025, the statutory result for the Group was a profit after income tax of \$1.235 million, up 100% as compared to the profit after income tax of \$0.616 million in the prior corresponding period.

The Group delivered an underlying profit of \$1.417 million, up 40% as compared to the profit of \$1.014 million in the prior corresponding period.

For the period ending 30 June 2025, the business generated \$1.987 million net cash from operating activities, and at balance date had \$5.3 million cash available, and no debt.

The business paid an interim dividend of \$0.035 fully franked in April 2025, and a final dividend of \$0.035 fully franked in September 2025.

Clearly these are pleasing results to share with you.

So, turning to **OUR PEOPLE**.

Our leaders' focus continues to be on ensuring all our Specialist Recruitment and Shared Services resources understand their productivity contribution and performance targets on a weekly, monthly, quarterly, and annual basis.

We launched our new employee value proposition in 2024. Pleasingly, in our April 2025 engagement survey we achieved 89% participation, an engagement score of 93%, and 88% of our people would recommend IGNITE to a friend.

We currently have a 4.9-star rating on Google and a 4.7-star rating on Glassdoor.

In support of our people, we are continuing to invest time, energy, and resources in on the desk coaching, learning and development, and recognition and rewards.

In Q1 FY26, held our Launch26, and Celebrate25 events.

We launched our Equity Incentive Scheme in FY24, to retain our high performing people, and to ensure alignment around creating future shareholder value. In Q1 FY26, we issued a further 470,000 options under our Equity Incentive Scheme.

In Q1 FY26, all our people were given \$1,000 of IGNITE shares, as we want them all to be owners, and think and act in the interest of all our shareholders.

So, turning to **OUR CLIENTS and CANDIDATES**.

Specialist Recruitment is IGNITE's core business, serving State and Federal Government. Our Specialist Recruitment business represents over 98% of the Group's gross margin, and our core disciplines are Technology, Engineering and Business Support.

From a client and candidate perspective we continue to focus on Federal Government.

Our leaders are committed to continuing the successful turnaround of IGNITE. We have made more progress in FY25, by focussing on understanding, measuring, and recognising and rewarding all our people for their productivity, performance, and contribution to profit.

We have more work to do to change the Group's current business mix, to grow our share of wallet, and improve our gross margins in our Specialist Recruitment business. We are making progress, by example we grew the Group's gross margins from 12.0% to 13.0% in FY25.

We will collaborate with commercial clients as and when partnership opportunities emerge.

OUTLOOK

We have made further positive progress turning around the Group's performance in FY25.

Our leaders focus for FY26 is on continuing to provide a great environment for our people, investing in our high-performance culture, to deliver results for our clients, our candidates, our contractors, and our shareholders.

In closing, I would like to acknowledge and thank all our people for their energy, passion, and commitment.