Infomedia Ltd and controlled entities

Appendix 4E (rule 4.3A)

Preliminary final report for the year ended 30 June 2024

Results for announcement to the market

(All comparisons to the year ended 30 June 2023)

Revenue and net profit	30 June 2024 $'000	Up / (Down) $'000	Movement %
Revenue from ordinary activities	**140,832**	10,927	8%
Reported net profit from ordinary activities after income tax attributable to shareholders	**12,683**	3,101	32%
Net profit for the period attributable to shareholders	**12,683**	3,101	32%

Dividend information	Amount per share cents	Franked amount per share cents	Franking credit
2024 Final dividend	2.00	2.00	100%
2024 Interim dividend	2.20	2.20	100%

2024 Final dividend dates	
Ex-dividend date	30 August 2024
Record date	2 September 2024
Payment date	18 September 2024

The Company's Dividend Reinvestment Plan ('DRP') has been suspended since 31 October 2019.

Net tangible assets	30 June 2024 cents	30 June 2023 cents
Net tangible assets per ordinary share [a]	**17.54**	17.44

(a) The net tangible assets per ordinary share is calculated as net assets adjusted for intangible assets including goodwill, right-of-use assets, lease liabilities and net deferred tax liabilities.

Other information

The Company did not gain or lose control of any entities during the period and did not maintain any joint venture interests.

Additional Appendix 4E disclosure requirements (including explanation of the figures reported above) can be found in the FY24 Annual Report which contains the Directors' report and the 30 June 2024 financial statements and accompanying notes.

This report is based on the consolidated financial statements which have been audited by Deloitte Touche Tohmatsu, with an unqualified opinion issued.

Annual Report 2024

INFOMEDIA™

Empowering the data-driven automotive ecosystem

ABOUT INFOMEDIA LTD

Infomedia is a leading global provider of SaaS and DaaS solutions that empower the data-driven automotive ecosystem. Infomedia's solutions help OEMs, NSCs, dealerships and 3rd party partners manage the vehicle and customer lifecycle.

They are used by over 250,000 industry professionals, across 50 OEM brands in over 195 countries to create a convenient customer journey, drive dealer efficiencies and grow sales.

The company was founded in 1987 and is headquartered in Sydney, Australia. As a team and a business, we are governed by our core values:

- Accelerating performance – we are action orientated and always accountable to our customers
- Driving innovation & service – our technology leadership and data analytics insights empower our customers to meet their key objectives
- Navigating global & steering local – our customers benefit from a unified approach with local execution
- Having fun in the fast lane – we aim to balance hard work with a fun and vibrant workplace, both virtually and in the office.

For more than 25 years, Infomedia has led data-driven innovation in aftersales technology. Our goal from the beginning has been to support the key objectives of global OEMs and dealers to increase profits in parts and service aftersales, while enhancing customer engagement and brand retention.

The powerful combination of our innovative SaaS and DaaS solutions, strong global relationships with OEMs and dealers, along with decades-long experience in aftersales, is difficult to replicate.

GOVERNANCE REPORTING AND POLICY DISCLOSURE

Infomedia's Financial Report for the 2024 financial year and previous years, including half-year reports, can be accessed and viewed on our website at ***https://www.infomedia.com.au/investors/annual-and-half-year-reports***. Additional reporting, including Infomedia's Corporate Governance Statement, Code of Conduct and key governance policies can be a viewed on Infomedia's website at:
https://www.infomedia.com.au/investors/governance

ELECTRONIC & DIGITAL COMMUNICATIONS

Infomedia is a technology solutions provider with a commitment to sustainability and the environment. We encourage all stakeholders to download an electronic version of our publications instead of requesting printed copies.

Reports are available at *https://www.infomedia.com.au/investors/annual-and-half-year-reports/*. If you have received a printed hard copy of Infomedia's 2024 Annual Report, please contact Link Market Services at www.linkmarketservices.com.au and elect to receive all future communications in electronic form. Thank you!

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A Letter from the Chairman

Dear fellow shareholders,

I am pleased to present my final letter as part of our FY24 Annual Report to you as Chair of Infomedia.

Infomedia's results for FY24 demonstrate the ongoing successful execution during the Strengthen Phase of our Transformation Strategy. I would like to highlight the strong CAGR on Underlying Cash EBITDA of 15% for the past three years. This demonstrates the exceptional capability of the team and the capacity of the business to deliver profitable growth and value for our shareholders.

Key achievements in FY24

The past financial year was characterised by a number of major achievements demonstrating the hard work and achievements of the team.

- Continued growth across all products and regions
- Further product portfolio diversification enabled continued double-digit growth in Infodrive
- Successful renewals of major contracts including price increases
- Product portfolio enhancements to improve scalability
- Further expanded our footprint in Mexico, Canada, Malaysia and Japan
- Expanded our Chinese OEM contracts from two to four brand partners (Chery, MG, LDV and GWM Haval)
- First light commercial vehicle category contract signed with Isuzu and Hino expanding offerings into a new segment

FY24 financial performance

The financial year has delivered strong growth with total revenue[2] increasing by 8% to $140.8 million.

The company is well-placed to benefit from the automotive macro-economic environment. We see clear opportunities for growth in the digitisation at the dealership and OEM level and are focused on working closely with our customers to address and anticipate their needs.

The capability of the management team and broader business to execute and deliver value to our customers is shown in our growth in Exit Annual Recurring Revenue[3] of 9% to $144.1 million.

We have delivered growth across all of our profit measures. Underlying cash EBITDA[1] increased by 17% to $33.0 million, and we delivered a one percentage point increase in Underlying cash EBITDA margin[4] to 23%. Reported net profit after tax (NPAT) was $12.7 million up 32%.

For FY24 we introduced a new measure, Net profit after tax adjusted (NPATA[1]) which increased 26% to $20.9 million. This measures the performance of the Group by excluding impacts of acquisition costs, purchase price accounting and earnouts to reflect the underlying financial performance.

Earnings per share increased 33% to 3.38 cents per share and the company announced its final dividend of 2.0 cents per share taking the total dividend for FY24 to 4.2 cents per share, up 5% on FY23.

Infomedia continues to generate strong cash flow from operations with Underlying free cash flow[1] of $27.2 million. Additionally, we retain a strong balance sheet, with $70 million cash on hand at 30 June 2024 and no debt and continue to prudently assess our capital allocations.

1. Infomedia uses certain non-IFRS measures that are useful in understanding the company's operating performance. These are consistent with the internal measures disclosed in Infomedia's Operating Segment Note (Note 1 to the Annual Report) and are directly reconciled to the Company's statutory reported IFRS financial information within the Operating Segment Note.
2. Unless otherwise denoted all comparatives are against FY23.
3. In constant currency
4. Underlying cash EBITDA % to revenue

Infomedia's results for FY24 demonstrate the ongoing successful execution during the Strengthen Phase of our Transformation Strategy

Outlook

In FY24, Infomedia executed on the Strengthen Phase of the Transformation Strategy. This focus will continue as we strengthen our revenue while driving efficiency, operational excellence and ongoing global expansion.

Infomedia expects to deliver total revenue in the range of $144 million to $154 million in FY25.

The Company expects to deliver stable margins as we invest in the strengthen phase. Additionally, the above guidance assumes no adverse movement in exchange rate and is subject to the macro-economic environment remaining unchanged.

Board Renewal

In July, I announced that I would retire as Chairman at the conclusion of Infomedia's 2024 Annual General Meeting scheduled for 19 November 2024. As part of this transition, I am pleased that we also announced Jon Brett joining the Board as Chairman-elect. Jon brings extensive board and management experience, with a strong background in finance, technology and corporate advisory.

It has been an honour to serve on the Board over the past nine years and as Chairman over the past eight years. I stepped into this role during a transformational period for Infomedia and have seen the company achieve nine consecutive years of revenue growth, further expand its products, enter new regions and overseen the establishment of a strong and renewed Board and Executive Leadership Team. I am pleased with the progress the company has made under Jens and the leadership team and leave the Company in highly capable hands at both a board and management level.

Acknowledgements

The Infomedia Board continues to be confident in the outlook for the Company.

I would like to thank the executive leadership team for delivering a strong set of results. These results reflect the ongoing focus on delivering quality products for Infomedia's customers and continuing to create shareholder value.

I would also like to acknowledge the dedication and hard work of our employees around the world, without which, the results in FY24 would not have been possible.

The Board also expresses its appreciation to our shareholders for your support over the past year.

Bart Vogel
Chairman

> These results reflect the ongoing focus on delivering quality products for Infomedia's customers...

A Message from the CEO

Dear Shareholders

I am pleased to present our FY24 Annual Report. This year we have once more delivered a solid set of results while at the same time creating value for our shareholders.

I would firstly like to acknowledge the hard work and dedication from our Executive Leadership Team and all our employees and thank them for their support as we continue to execute on our transformation strategy.

FY24 Highlights[1]

Over the year, we have demonstrated consistent and pleasing results. We have delivered an 8% increase in total revenue[1] and strong and profitable growth across all products and regions, underpinned by 99% recurring revenue.

We increased growth in our mature products with Superservice up 13% and Microcat up 5%. Further investment in our product portfolio has enabled continued double-digit growth in Infodrive. We will continue to strengthen this solution group in FY25 in preparation for global scaling.

Additionally, we continued to strengthen and grow the sales pipeline, generating revenue uplift through contract renewals. Infomedia's long-term aim is to scale our eco-system and accelerate growth in annual recurring revenue (ARR)[2] with a controlled increase in our annual recurring costs (ARC)[2].

To further strengthen our global footprint we are working with clients to achieve improved long-term contract value aligned with the company's superior solutions. We expect some customer churn from SimplePart impacting the first half of FY25. During FY24, a number of major contracts were renewed with price increases that will come into effect in the second half of FY25.

As at 30 June 2024, both exit ARR and ARC increased 9% in constant currency demonstrating execution on our strategy.

Our Reported Net Profit After Tax increased 32% to $12.7 million and our earnings per share increased 33% to 3.38 cents.

We are in a strong financial position with $70 million of cash on hand and no debt. We continue to prudently assess capital allocation between organic investment, strategic growth opportunities including M&A, and to ensure sustainable returns to shareholders.

In summary, the company is in a very good shape and the strategy is delivering results.

Key Achievements in the first part of the Strengthen Phase

To reiterate where we are on our transformation journey, we moved from the Change Phase in FY23 and have delivered the first part of our Strengthen Phase in FY24.

As part of this phase, we have streamlined our systems and processes over the year including working to enable a future joint data landing approach to reduce data handling and improve efficiencies.

Importantly, we strengthened our cyber security measures, including cyber detection and penetration testing, and we received ISO 27001 certification[3] to ISO27001:2022 standards.

On our regional progress, Infomedia has strengthened its footprint in the Americas with increased penetration into Mexico and Canada with additional language capabilities.

In APAC, Infomedia has secured new contracts in Malaysia and with Chinese OEMs expanding the brand partners to now include Chery, MG, LDV and GWM Haval.

We also recently signed on light commercial vehicle customers opening a new segment providing further growth opportunities.

1. Unless otherwise denoted all comparatives are against FY23.
2. In constant currency
3. ISO certification relates to all Infomedia products but excludes SimplePart product

…we strengthened our cyber security measures, including cyber detection and penetration testing…

Update on People

In the past two years we have established a new Executive Leadership Team with five internal promotions and two new appointments. During the year we promoted a Chief Operating Officer (COO) and appointed a Chief People and Culture Officer (CPCO). In EMEA we have commenced strengthening the region and are working on appointing a new head of region in continental Europe. This will provide further opportunity to increase our presence and footprint in the region.

We have a strong and dynamic leadership team underpinned by exceptional domain knowledge with the right diversity of background and experience.

I am very pleased with the progress we have made across the business, and I could not have done it without the team we have in place.

Thank you

Infomedia continues to strengthen the business and build a track record of profitable growth. We remain focused on the four pillars of our long-term strategy, people, product, processes and performance. On people, I want to personally say a big thank you to the entire Infomedia team for their dedication and commitment over the past year.

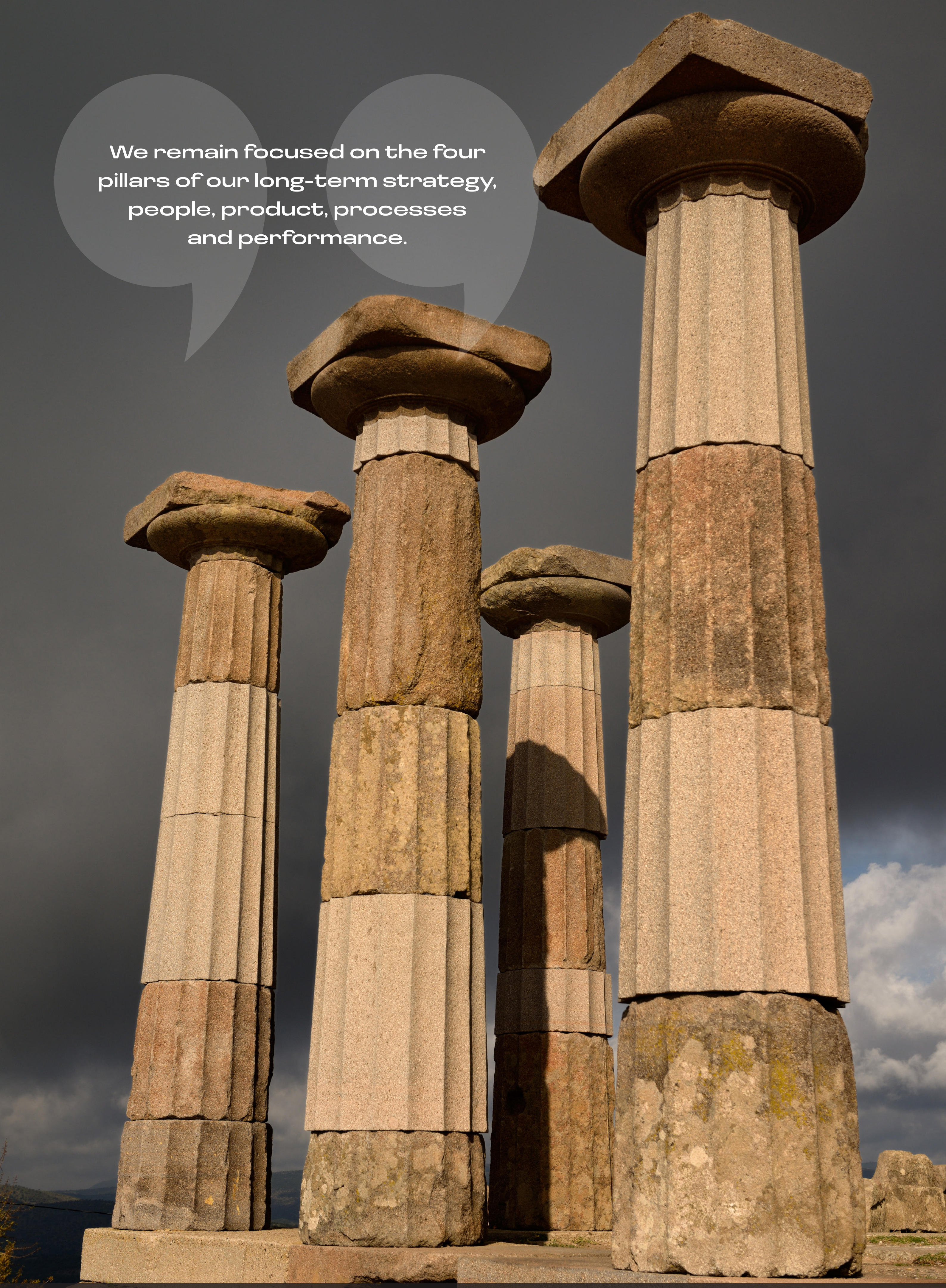
I also want to thank our shareholders and the Board for your trust and support and acknowledge the contribution of our Chairman Bart Vogel over the past eight years.

Finally, I would like to express my appreciation to our valued customers for their continuing support and business.

I am looking forward to the coming year.

Jens Monsees
CEO and Managing Director

We remain focused on the four pillars of our long-term strategy, people, product, processes and performance.






Bart Vogel BCom (Hons), FCA, FAICD

Independent Non-Executive Chairman

Mr Vogel was appointed to the Infomedia Board of Directors on 31 August 2015 and was appointed Chairman on 1 October 2016. He serves on the Remuneration, People & Culture Committee and the Technology & Innovation Committee.

He has extensive commercial experience from a range of sectors including telecommunications, information technology and business services. His executive career included CEO roles with Asurion Australia, Lucent Technologies (Australia and Asia Pacific) and Computer Power Group. Mr Vogel has more than 20 years' experience in the management consulting industry as a partner with Deloitte, Kearney and Bain & Company.

Mr Vogel also serves as Chairman of BAI Communications Group and is a Non-Executive Director of Macquarie Technology Group Limited (ASX: MAQ).

Jens Monsees

Chief Executive Officer (CEO) & Managing Director

Mr Monsees commenced as CEO & Managing Director on the Board of Infomedia on 23 May 2022. He serves as a member of the Technology & Innovation Committee.

Mr Monsees has over 20 years of experience in automotive and technology sectors, having successfully led and participated in global automotive sector transformation and digitisation strategies as Chief Digital Officer with the BMW Group and Automotive Industry Leader at Google. Mr Monsees most recent role prior to Infomedia was CEO & MD of WPP AUNZ, where he led a transformation that significantly improved profitability.

Kim Anderson BA, PGDip LISc., MAICD

Independent Non-Executive Director

Ms Anderson was appointed to the Infomedia Board of Directors on 15 June 2020. She currently serves as Chair of the Remuneration, People & Culture Committee and as a member of the Nominations Committee.

Ms Anderson has more than 30 years of experience as a CEO and senior executive in a range of media companies including Southern Star Entertainment, PBL and Ninemsn and Reading Room Inc (bookstr.com) of which she was CEO and Founder. Ms Anderson holds a Bachelor of Arts from the University of Sydney and a Graduate Diploma in Library Information Science from UTS.

Ms Anderson is currently a Non-Executive Director of CAR Group Limited (ASX: CAR), SiteMinder Ltd (ASX: SDR) and the Sax Institute, a national leader in promoting the use of research evidence in health policy. She is a former Fellow of the University of Sydney Senate.

Edwina Gilbert BA LLB, GAICD

Independent Non-Executive Director

Ms Gilbert was appointed to the Infomedia Board of Directors on 1 March 2023. She serves as a member of the Audit & Risk Committee, the Remuneration People & Culture Committee and the Nominations Committee.

Ms Gilbert holds a Bachelor of Laws (LLB) and a Bachelor of Arts from University of Sydney. She is a Graduate of the Australian Institute of Company Directors (GAICD), having completed the Company Director's Course in 2020.

Ms Gilbert was previously Executive Chair of Phil Gilbert Motor Group. She is a current Non-Executive Director and Chair of the Risk Committee of ASX listed CAR Group Limited (ASX: CAR) and a Non-Executive Director of Aspen Group Limited (ASX:APZ).

Lisa Harker BCom, MICAA

Ms Harker was appointed to the Infomedia Board of Directors on 6 February 2023. She holds a commerce degree from the University of Melbourne and is a member of the Institute of Chartered Accountants of Australia.

Ms Harker has extensive accounting and audit experience having spent 22 years as a partner of PricewaterhouseCoopers working across a number of industries including automotive and technology. She is an expert in audit and international financial reporting standards and has worked with listed companies, large privately-owned businesses and not-for-profit entities. She has advised Boards, audit committees and management teams on a variety of complex areas including acquisitions and takeovers, large capital expenditure projects, divestments, debt raisings, initial public offerings, remuneration and the optimisation of internal controls.

Jim Hassell

Independent Non-Executive Director

Mr Hassell was appointed to the Infomedia Board of Directors on 10 May 2021. He serves as Chair of the Technology & Innovation Committee and is a member of the Audit & Risk Committee.

Mr Hassell is highly experienced in the Information Technology and Telecoms industries, having worked in these sectors both domestically and internationally for over 30 years. He has held positions as Group CEO of BAI Communications, VP and Managing Director of Sun Microsystems as well as various senior executive positions with NBN Co, Broadcast Australia and IBM.

Jon Brett B Com BAcc, MCom, CA(SA)

Independent Non-Executive Director and Chairman-elect

Mr Brett was appointed to the Infomedia Board of Directors on 11 July 2024. He has been selected to succeed Mr Vogel as Chairman of the Infomedia Board of Directors following the conclusion of the Company's Annual General Meeting on 19 November 2024. Mr Brett is a member of all Board Committees.

Mr Brett has extensive board and management experience with a background in finance, technology and corporate advisory. He previously worked as an executive director of Investec Wentworth Private Equity Limited, and as an executive of Investec Bank (Australia) Limited.

Mr Brett is also a non-executive director of Corporate Travel Management (ASX: CTD) and Raiz Invest (ASX: RZI). His former directorships include Deputy President of the NRMA and Vocus Group Limited from its listing on ASX.

Your directors present their report, together with the consolidated financial statements of Infomedia Ltd (the 'Company') and its subsidiaries (together referred to as 'Infomedia' or the 'Group') for the financial year ended 30 June 2024 (FY24), along with the independent auditor's report.

The Directors' Report including the Remuneration Report and the Annual Financial Report are structured to facilitate greater understanding of Infomedia's overall performance in FY24.

The flow of information in the Directors' Report is outlined in the table above. An index to the financial report is set out on page 37.

Information is only being included in the 2024 Annual Report to the extent it has been considered material and relevant to the understanding of the financial performance and financial position of the Group.

A disclosure is considered material and relevant if, for example:

- the dollar amount is significant in size (quantitative factor);
- the dollar amount is significant by nature (qualitative factor);
- the Group's results cannot be understood without the specific disclosure (qualitative factor);
- it is critical to allow a user to understand the impact of significant changes in the group's business during the period such as business acquisitions (qualitative factor);
- it relates to an aspect of the Group's operations that is important to its future performance.

All references to dollars are in Australian dollars (AUD) unless stated otherwise.

Company overview

Infomedia's global leading ecosystem of SaaS and DaaS solutions empower automakers, NSCs, dealer networks and third parties to manage the vehicle and customer lifecycle. Infomedia's data-driven solutions are used by over 250,000 industry professionals, across 50 automaker brands and in more than 195 countries to create a convenient customer journey, drive dealer efficiencies and grow sales. Infomedia has led innovation in retail automotive technology for more than 28 years and continues to expand its reach within the three regions in which it operates.

The Company is headquartered in Sydney (NSW, Australia) with regional offices in Melbourne (VIC, Australia), Cambridge (ENG, United Kingdom), Cologne (Germany), and Atlanta (GA, USA) serving the Company's automotive manufacturing, dealership, and third-party partner customers globally.

Principal activities

During FY24, the principal activities of Infomedia Ltd consisted of:

- the development and supply of SaaS offerings, including electronic parts catalogues, service quoting software systems and e-commerce solutions for the parts and service sectors of the global automotive industry; and
- the information management, provision of DaaS and analytics to assist automakers and dealers optimise operations, grow sales and improve customer retention.

Financial Overview

Infomedia's result for FY24 demonstrates the successful execution of our Transformation Strategy. Revenue for FY24 was $140.8 million, an 8% increase on the prior year[1], with recurring revenue of 99%. The business continues to see strong demand across our diversified and global product suite and is well positioned for long-term success.

Exit Annual Recurring Revenue (ARR)[2] and Annual Recurring Costs (ARC)[2] on a constant currency basis, increased 9% to $144.1 million and $109.9 million, respectively.

Underlying cash EBITDA[3] was $33.0 million, up 17% on FY23 and underlying cash EBITDA margin[4] improved by one percentage point, due to continuous growth in revenue and cost discipline. This demonstrates the ability to strengthen margin with an ongoing commitment to grow profitably.

Net profit after tax (NPAT) was $12.7 million, up 32%, on FY23 and earnings per share increased 33% to 3.38 cents. Infomedia introduced a new measure, net profit after tax adjusted (NPATA[3]) to assess the performance of the Group by excluding impacts of acquisition costs, purchase price accounting and earnouts to reflect the underlying financial performance of the Group. FY24 NPATA[3] was $20.9 million an increase of 26% on FY23.

Underlying free cash flow of $27.2 million declined by $1.7 million, impacted by an increase of $3.5 million in income tax payments relative to FY23. The group has a solid balance sheet with $70 million of cash on hand and no debt. We continue to prudently assess capital allocation between organic investment, strategic growth opportunities including M&A, and to ensure sustainable returns to shareholders.

A fully franked dividend of 2.0 cents per share was declared for the second half of FY24. The dividend record date is 2 September 2024 and the payment date is 18 September 2024.

Operational Overview

As we continue to increase our global footprint across regions, we are building critical mass to further establish our position as a market leader in the data-driven automotive ecosystem and better serve our growing global customer base.

The Company is executing on its strategy with the Strengthen Phase on track and progressing across the following three core elements.

Revenue Growth

The business has delivered continued growth across all products and all regions. We increased growth in the mature products with Superservice up 13% and Microcat up 5%.

Notes:

1. Unless otherwise denoted all comparatives are against FY23.
2. Exit Annual Recurring Revenue / Costs is the Company's monthly recurring revenue / costs as at June 2024, annualised and presented in constant currency.
3. Infomedia uses certain non-IFRS measures that are useful in understanding the company's operating performance. These are consistent with the internal measures disclosed in Infomedia's Operating Segment Note (Note 1 to the Annual Report) and are directly reconciled to the company's statutory reported IFRS financial information within the Operating Segment Note.
4. Underlying cash EBITDA % to revenue

Additionally, we continued to strengthen and grow the sales pipeline, generating revenue uplift through contract renewals. A key focus has been on revenue quality. This includes building the recurring revenue base and working with clients to achieve improved long-term contract value aligned with the Company's superior solutions. We expect some customer churn from SimplePart impacting the first half of FY25. However, a number of major contracts were renewed with price increases that will come into effect in the second half of FY25.

Further investment in our product portfolio has enabled continued double-digit growth in Infodrive. We will continue to strengthen Infodrive in FY25 in preparation for global scaling.

Operational Excellence

We continued to deliver on our product enhancements across our solutions suite and expanding our innovation pipeline during FY24.

We are working to enable a future joint data landing approach to reduce data handling and improve efficiencies.

In conjunction with streamlining systems and processes we have delivered an additional one percentage point underlying cash EBITDA[3] margin improvement.

During the year, we have implemented a Trust Management Center to improve our cyber security risk profile and we received updated ISO 27001[1] certification to the ISO27001:2022 standard.

Global Expansion

Infomedia has expanded its regional presence further. We have strengthened our footprint in the Americas with increased penetration into Mexico and Canada along with additional language capabilities.

In APAC, Infomedia has secured new contracts in Malaysia and with Chinese OEMs who now include Chery, MG, LDV and GWM Haval as brand partners.

We also recently signed on light commercial vehicle customers opening a new segment providing further growth opportunities.

In EMEA we have commenced strengthening the region and are working on appointing a new head of region in continental Europe. This will provide further opportunity to increase our presence and footprint in the region.

FY24 Highlights	FY24 $'000	FY23 $'000	Movement
Revenue	**140,832**	129,905	8.4%
Capitalised development costs	**(19,446)**	(20,103)	(3.3%)
Underlying Cash EBITDA[2]	**33,000**	28,163	17.2%
NPATA[2]	**20,857**	16,583	25.8%
NPAT	**12,683**	9,582	32.4%
Earnings per share (cents)	**3.38**	2.55	32.5%
Earnings per share adjusted[4] (cents)	**5.56**	4.42	25.8%
Final dividend (cents)	**2.0**	1.8	11.1%
Total annual dividend per share (cents)	**4.2**	4.0	5.0%

Revenue Details By geographical location (local currency)	FY24 '000	FY23 '000	Movement
Worldwide revenue (AUD)	**140,832**	129,905	8.4%
Asia Pacific (AUD)	**47,996**	42,142	13.9%
EMEA (EUR)	**26,309**	25,491	3.2%
Americas (USD)	**32,460**	32,269	0.6%

Notes:

1. ISO certification relates to all Infomedia products but excludes SimplePart product.
2. Infomedia uses certain non-IFRS measures that are useful in understanding the company's operating performance. These are consistent with the internal measures disclosed in Infomedia's Operating Segment Note (Note 1 to the Annual Report) and are directly reconciled to the company's statutory reported IFRS financial information within the Operating Segment Note.
3. Underlying cash EBITDA % to revenue
4. EPS adjusted introduced in FY24 performance measure. Refer to Note 2 to the Annual Report.

Business objectives and strategies

Infomedia's core parts and service, e-commerce, data analytics and business insights products support both the manufacturer and dealer enabling their key objectives to sell more automaker branded parts and retain customers to their brands through competitive pricing and service. As a result of declining new car sales in recent years, auto manufacturers and dealers are increasingly focused on the most profitable segments of the value chain, growing genuine parts and service aftersales and retaining customers to their brands from one purchase to the next.

Infomedia's software is developed to specific requirements with original manufacturer genuine parts and service data that is accurately priced and specific to each vehicle identification number (VIN). The Company's software solutions are available in 40 languages and more than 195 countries and sold direct to the manufacturer, the national sales company and the dealer.

Outlook

Infomedia's FY25 total revenue guidance is $144 million to $154 million.

Risks

Infomedia is subject to risks that may have material adverse effect on operating and financial performance. The Group adopts a risk management process, which is an integral part of the Group's corporate governance structure and applies risk mitigation strategies where feasible. Despite best efforts, some risks remain outside Infomedia's control. Infomedia has identified the following key risks which are relevant to the business:

Risk	Description	Risk management strategies
Loss of key licence agreements	· Continued access to Original Equipment Manufacturer ('OEM') parts information is integral to several of the Group's product lines	· Management of key account relationships · Continued investment to sustain market leading products · Customer centric design to identify and adapt solutions to meet evolving customer requirements
Loss of key customers	· The Company's concentration focus on automotive verticals leads to a degree of revenue concentration	· Global account management strategy · Continuing focus on diversifying Infomedia's customer base to reduce concentration · Participation in industry forums and other marketing opportunities to ensure prominent industry positioning · Adding value to the customer solutions in order to remain as a technology of choice
Competitive risk	· Risk from existing and new market entrants	· Focus on client satisfaction via continuous improvements in delivery of high-speed, high uptime solutions with evolving feature sets and intrinsic value propositions · Leveraging accrued experience and capability in the sector with a global reputation as a leading solutions provider in the parts and service space · Regional leaders charged with maintaining key relationships with OEM clientele and maintaining detailed account management plans
Product obsolescence or substitution	· Products do not keep pace with developments in market needs or technological advancements · Competitors or OEMs may develop superior products	· Close monitoring of market developments and direction and OEM strategies · Continued investment in research and development to sustain market leading position · Continuous upgrading of product platforms to meet technological advancements · Parts catalogues for hybrids and EVs

Risk	Description	Risk management strategies
Product outages caused by software or hardware errors	• Customer dissatisfaction with the Company's software products which fail to facilitate their critical business operations • Customers cancel subscriptions or switch to competitive solutions	• Real time monitoring of the Company's software products and online hosting environments to identify and correct errors quickly • Robust product design and quality assurance testing
Intellectual property risk	• Protecting integrity of Infomedia's data assets	• Network and product security measures • Monitoring to identify and limit unauthorised access • Legal restraints
Cyber risk, privacy & data sovereignty	• Risk of targeted cyber-attack against Company assets • Unauthorised access to or loss of customer data including personally identifiable data • Increasingly onerous regulatory environments governing use and cross border transfer of data	• Information security management system certification to ISO27001:2022 standards • Dedicated internal resources to monitor and address cyber and information risks as and when they arise • Measures and tools to detect and prevent unauthorised access to Company IT assets • Redundancy measures allowing compromised environments to be seamlessly severed and replaced • Architecture of hosting environments to support regulatory requirements relevant to customers • Internal compliance program including training for all employees on relevant data security and privacy laws
Environmental Regulation / Low Carbon Economy	• Increasing pace of regulatory intervention and government incentives to curb greenhouse emissions, and specifically, banning the sale of new internal combustion engines in a number of economies • Automakers voluntarily ceasing production of internal combustion engines in the future • Increased consumer adoption of electric vehicles • Reduced value proposition for Infomedia's traditional product offerings owing to the reduced mechanical complexity of electric vehicles	• Ongoing focus on revenue opportunities from internal combustion engines and emerging growth of hybrids and EV's, which will remain operational and will require servicing • Continued focus on strategic data opportunities within the automotive sector to capitalise on Connected Car technology and to diversify the Company's revenue base in the short to medium term
People risk	• Loss of key executives • Loss of key customer relationships • Loss of key technical skills • High market demand for software development and technical personnel	• Multiple touch points with key customers as part of relationship management • Appropriate incentives and career development opportunities for key executives and senior management • Identification and development of high potential employees • Creation of a stimulating and rewarding work environment for employees
Disputes and Litigation	• Litigation and disputes arising in the ordinary course of business resulting in economic and internal resource allocation cost and damage to key relationships with customers, suppliers or other stakeholders	• Engagement of appropriately skilled executives to identify and mitigate legal and commercial risk • Maintenance of an appropriate insurance program

Risk	Description	Risk management strategies
Foreign exchange risk	• A significant proportion of Infomedia's revenue is derived in foreign currencies (primarily Euros and USD). Adverse exchange rates movements may have an adverse impact on Infomedia's future reported financial performance	• Managing net holdings of, and exposure to, currencies other than the main operating currency (the Australian dollar). This involves monitoring both revenues and expenses being transacted in each currency
General market and macroeconomic risk	• Market conditions may affect the value of Infomedia's quoted securities, regardless of its operating performance • Macroeconomic conditions may impact operating performance of our customers or the company, resulting in a decline in financial performance	• No Company specific mitigations are available for a general market downturn led by macro-economic circumstances
Contractual Risk	• Infomedia's business depends on entering into and complying with legally binding obligations and allocating and managing contractual risks • Infomedia may enter into agreements which are not legally enforceable or create exposures which cannot be fully mitigated • Infomedia may be subject to customer claims or disputes if Infomedia breaches contractual terms	• Professional indemnity insurance with appropriate limits reflecting risk profile • In-house Legal team to review and negotiate contracts prior to signing • Delegations of authority specifying which individuals are authorised to sign contracts
Adverse changes to, or interpretations of, taxation laws	• Future changes in taxation laws in jurisdictions in which Infomedia operates, including changes in interpretation or application of the law by the courts or taxation authorities, may impact the future tax liabilities of Infomedia	• Utilising external advisory services to review tax risks and advise on tax related issues • Improvements in internal capacity and capability to assess and respond to taxation matters.

Dear Shareholders,

On behalf of the Infomedia Board, I am pleased to present the Remuneration Report for FY24. This report details the governance, framework and outcomes of the Company's remuneration practices for the Directors and Senior Executives who were Key Management Personnel (KMP) for Infomedia during the year.

The Board believes the remuneration framework, which it continues to develop and refine, provides a structure to retain and attract the right people whilst generating and improving sustainable shareholder returns.

Company Performance

Building on the appointment of a new Executive Leadership Team (ELT) in FY23, the Company has continued to strengthen the Executive Leadership Team to enhance our talent and leadership capabilities, and to facilitate growth and operational effectiveness. This included the appointment of a Chief People & Culture Officer and an internal promotion to the role of Chief Operating Officer. These changes are already contributing to strong performance outcomes, as reflected in this Annual Report and are helping to build upon our people and culture initiatives.

The Company's culture continues to evolve with an increasing global view. The Board was delighted to see employee engagement being measured globally and the ELT's continued focus on collectively creating a strong Company culture. Additionally, this year we are proud to be recognised and accredited as a Family Friendly Workplace.

Remuneration Outcomes

I am also delighted to report that the FY24 remuneration outcomes align with the strategic objectives and performance outcomes of the Company for the fiscal year. Below is a summary of Fixed Remuneration, Short-Term Incentive (STI) and Long-Term Incentive (LTI) outcomes:

FY24 STI

- Financial – The Company delivered a strong result for shareholders, exceeding target Revenue and Cash EBITDA, resulting in a 62% achievement against the 60% weighting allocated to the financial objectives.
- Strategic – The strategic objectives outlined in Table 7 of this report were set to align with the Strengthen Phase of the Company's strategy, resulting in an overall score of 20% achievement.
- Organisational Culture – An increase in both global employee engagement and Customer NPS were above target, which lead to 24% achievement of the 20% weighting allocated
- A total outcome of 106% was achieved compared to the FY23 STI outcome of 95%

FY22 – 24 LTI

- Financial (100% of Plan) – The team achieved 47.5% vesting of share appreciation rights (SARS) following partial attainment of three-year revenue growth targets. EPS growth targets were not met resulting in nil vesting of performance rights.

Non-Executive Director Fees

A review of Non-executive Directors fees was also conducted in FY24, taking into consideration the market benchmarking for positions at relevant ASX listed organisations of comparable size and complexity. As part of this review, it was determined that an increase of 3% to the Chair fee, base director fees, Chair of Committee fees and Member of Committee fees was required to fairly compensate Non-Executive Directors for their services.

Addressing feedback from shareholders

The Company received a 'first strike' against its FY2023 Remuneration Report at the 2023 AGM. We understand the concerns raised by shareholders in relation to the Company's variable remuneration program and we believe that the forward looking remuneration program adequately addresses these.

As stated at the 2023 AGM, the Board took a deliberate decision to issue a retention-based equity component to the renewed executive leadership team. The majority of the team were internally promoted, demonstrating the effectiveness of the Company's succession planning. The team did not previously have meaningful equity participation, and therefore, the retention element was useful to more quickly align the interests of the team with shareholders.

We also wish to re-affirm that the Board does not intend to issue any further retention-based element in the ELT LTI program in FY25.

We appreciate the feedback of our shareholders as we continually refine our remuneration program to ensure the remuneration practices remain appropriate for the business, aligned to shareholder interests and consistent with contemporary practices. We have responded to your feedback on selecting the most appropriate and robust measures with which to measure performance and providing sufficient transparency in the calculation of outcomes to ensure the right outcomes are rewarded. We have also made a number of changes in our approach to the FY25 variable remuneration incentives, in addition to undertaking remuneration benchmarking with a third-party provider.

Enhancements to Remuneration Structure and Disclosures

LTI

In FY25 we will introduce a second performance measure to our LTI. We will include adjusted EPS, calculated using Net Profit After Tax Adjusted (NPATA) which is a consistent measure by which company performance can be reflected by excluding impacts of acquisition costs, purchase price accounting and earnouts (refer to Note 1 (Segment Note) and Note 3 (Earnings per Share) of the Annual Report for further detail).

STI

As previously outlined, we believe it is important for our Executive Leadership Team to create long-term sustainable growth. In FY25, we will for the first time include a deferred equity component in the STI, which would further align Key Management Personnel (KMPs) with shareholders and market best practices.

In addition we will include stretch targets to incentivise the Executive Leadership Team to out-perform.

The changes we are introducing in FY25 underscore our commitment to addressing shareholder concerns. Details of the changes will be outlined in more detail in our Notice of Meeting, prior to our AGM.

We will continue to engage with relevant stakeholders in relation to remuneration at Infomedia. The Remuneration, People and Culture Committee will continue to evaluate the effectiveness of the Executive KMP remuneration framework. Our aim is to engage, motivate, and retain Executives in a competitive talent landscape while ensuring alignment with shareholder interests. We appreciate your feedback and look forward to engaging in discussions with you throughout the year ahead.

Yours sincerely,

Kim Anderson
Chair of the Remuneration, People & Culture Committee

The Directors present the Remuneration Report ('Report') of Infomedia Ltd (the 'Company') for the financial year ended 30 June 2024 ('FY24'), which is structured as follows:

Section	Details
1	Key management personnel ('KMP')
2	Remuneration governance
3	Executive KMP
4	Non-Executive Directors
5	Additional information

1. Key management personnel ('KMP')

KMP are those persons having authority and responsibility for planning, directing and controlling the activities of the Company.

This Report outlines the Company's remuneration philosophy, framework and FY24 outcomes for all KMP, comprising Non-Executive Directors and the Executive KMP being the Chief Executive Officer and Managing Director ('CEO & MD') and the Chief Financial Officer ('CFO').

Table 1: KMP

Name	Role	Appointed	Resigned	Note
Executive KMP				
Jens Monsees	Chief Executive Officer & Managing Director	23-May-22		
Chantell Revie	Chief Financial Officer	1-Jul-23		1
Gareth Turner	Chief Financial Officer	16-Aug-21	30-Jun-23	2
Non-Executive Directors				
Bart Vogel	Non-Executive Director	31-Aug-15		
Kim Anderson	Non-Executive Director	15-Jun-20		
Jim Hassell	Non-Executive Director	10-May-21		
Lisa Harker	Non-Executive Director	6-Feb-23		
Edwina Gilbert	Non-Executive Director	1-Mar-23		
Jon Brett	Non-Executive Director	11-Jul-24		3

Notes to Table 1

(1) Ms Chantell Revie was appointed as the Company's Chief Financial Officer effective 1 July 2023 and qualified as an executive KMP from 1 July 2023.

(2) Mr Gareth Turner moved into the Chief Commercial Officer role effective 1 July 2023 and was no longer deemed to be a KMP. No comparatives have been disclosed in the remuneration report.

(3) Mr Jon Brett was appointed as a non-executive independent director on 11 July 2024 and his remuneration will be included in the Company's FY25 remuneration report.

2. Remuneration governance

This Report has been prepared in accordance with the requirements of the Corporations Act 2001 and Accounting Standard AASB 124 Related Party Disclosures. The term 'remuneration' as used in this Report has the same meaning as 'compensation' as defined in AASB 124.

Report preparation	The Remuneration, People & Culture Committee ('RPC Committee') of the Board presents this Report on behalf of the Company.
Committee members	The RPC Committee comprised the following Non-Executive Directors during the period: · Kim Anderson (Committee Chair) · Bart Vogel · Edwina Gilbert
Committee responsibilities	The RPC Committee is responsible for reviewing and determining remuneration arrangements for the Non-Executive Directors and the Executive leadership team. The Committee is also charged with responsibility to assist and advise the Board to fulfil its duties on matters relating to: · the composition and quantum of remuneration, bonuses, incentives and remuneration issues relating to Executive KMP and other senior management personnel; · policies relating to remuneration, incentives and superannuation for all employees; · remuneration of Non-Executive Directors; and · other matters as required. The Committee operates in accordance with its charter, a copy of which is available on the Company's website at: *https://www.infomedia.com.au/investors/corporate-governance/remuneration-committee-charter/*

a. External remuneration advisory services

The RPC Committee received no remuneration recommendations in the period.

b. Prior year Remuneration Report – AGM outcome

At the AGM for the financial year ended 30 June 2023 (FY23) 31.82% of the votes cast were against the FY23 Remuneration Report (a first 'strike'). The Infomedia Board is committed to listening to any concerns raised by shareholders and other stakeholders relating to the remuneration framework or remuneration outcomes and address these concerns where appropriate.

The table below summarises the key concerns and issues raised during the engagements with investors and proxy advisors with regards to FY23.

Concern	Response
Hurdle for 50% equity based solely on tenure	In FY23 we established a new executive team via internal promotion. These executives did not all previously participate in the LTI scheme. During this period of change, the tenure incentive was implemented to stabilise the ELT and enable strategy implementation and retention of corporate knowledge. The Board has spent considerable time during the year assessing the most appropriate and relevant performance measures to align with shareholder outcomes going forward.
Lack of transparency and perceived stretch targets within long term incentives (LTI)	The FY24 LTI was set to incentivise the ELT to focus on profitably growing the core business and therefore it excluded the financial impact of acquisitions. The LTI performance measures, thresholds and vesting schedule are set out in Table 8 of this report. In the board's view, by excluding acquisitions, the LTI sufficiently stretched the ELT. For the FY25 LTI, the financial statements will disclose the calculation of the adjusted EPS performance measure reconciled to the statutory result. An example of this can be found in the FY24 financial statements at note 1 Operating Segments (NPATA) and note 2 Earnings per Share (Adjusted EPS).
No deferral component of short term incentives (STI)	The KMP remuneration framework has been reviewed to include an equity deferral component, going forward, to better align with market practice and shareholder interest.
Lack of transparency of STI metrics and achievement	The remuneration report provides additional transparency on the STI measures and outcomes for the KMP, considering the commercial sensitivity of some goals.

3. Executive KMP

a. Remuneration philosophy and structure

The Company's remuneration framework aligns Executive reward with the achievement of strategic objectives and shareholder returns. The performance of the Company relies upon the quality of its Directors and Executives to lead the organisation. The Company must attract, motivate and retain skilled Directors and Executives to deliver on key strategic goals. Compensation must be competitive, appropriate for the results delivered, and aligned with shareholder outcomes.

The Company's core values, key strategies and purpose are key considerations when designing and implementing the Executive remuneration framework.

During the reporting period the Company applied the following philosophy when setting its remuneration framework:

Table 2: Executive KMP remuneration structure

PURPOSE

TO BE A LEADER IN CUSTOMER AND VEHICLE LIFECYCLE EMPOWERING A DATA DRIVEN ECOSYSTEM

Driven by strategic themes			Enabled by		
Global Expansion Opportunities	Operational Excellence	Innovation	Our People	Rich Data Assets	Class Leading Solutions

Underpinned by our Remuneration Principles

Market competitive	Ensure remuneration is market competitive to attract and retain strong talent
Stakeholder aligned	Remuneration objectives that are aligned with the interests of our shareholders, customers and employees globally
Linked to strategy	Pursuit of value-adding objectives which directly contribute to purpose, strategy and long-term sustainability

Delivered via our Remuneration Framework

Remuneration Component	Alignment to Performance	Alignment to principles and strategy
Fixed Remuneration Comprised of base salary and superannuation.	Set at market competitive levels relative to the necessary skills, experience and talent required to execute the role.	Securing strong talent forms the foundation for realising strong operational and strategic performance.
STI Annual incentive opportunity paid in cash.	STIs reward in-year performance and are directly linked to goals and objectives which are both financial and non-financial in scope. STI goals are set and monitored by the Board and the Remuneration, People & Culture Committee.	STI goals are aligned to strategic and business growth outcomes which deliver value adding outcomes for our shareholders, our people and our customers.
LTI Granted in the form of Restricted Stock Units and Performance Rights with a three year vesting period in FY24.	LTIs reward long term performance over a three year performance period. Performance is linked to delivery of revenue growth targets and earnings per share targets.	A three year performance period encourages executives to deliver long-term sustainable returns, directly aligned to shareholder value creation.

Notes to Table 2

(1) The remuneration mix is indicative of the overall philosophy and varies slightly between remuneration elements for the Executive KMP. The remuneration mix applies in respect of maximum potential remuneration or the 'total remuneration package'. Refer to Table 3 below.

b. Employment terms

Table 3: Executive KMP employment terms

Terms	Note	CEO & MD Jens Monsees		CFO Chantell Revie	
Commencement Date	1	23-May-22		1-Jul-23	
		$	%	$	%
One-off sign-on bonus	2	$450,000			
Fixed remuneration					
Base salary	3	$608,601		$350,000	
Superannuation contribution	4	$27,399		$27,399	
Total Fixed remuneration		**$636,000**	**31.3%**	**$377,399**	**53.1%**
Maximum at-risk potential remuneration					
Short Term Incentive (STI) Opportunity	5	$698,328	34.3%	$183,000	25.8%
Long Term Incentive (LTI) Opportunity	6	$699,600	34.4%	$150,000	21.1%
Total at-risk potential remuneration		**$1,397,928**	**68.7%**	**$333,000**	**46.9%**
Total Remuneration (excluding one-off sign-on bonus)		**$2,033,928**	**100.0%**	**$710,399**	**100.0%**
Termination Clauses		Executive KMP have no special termination payment conditions. All agreements provide for dismissal due to gross misconduct. The termination period by either party is six months for the CEO and MD and three months for the CFO.			
Other Benefits		Other benefits offered to Executive KMP include reasonable telephone expenses, reimbursement for up to $5,000 for professional membership and development fees and for the CEO and MD, $20,000 for personal health and life insurance.			

Notes to Table 3

(1) Executive contracts are ongoing with no specified end dates.

(2) The CEO & MD was provided with a sign-on bonus to attract and retain a candidate of his calibre. The bonus was contractually structured in the form of equity interests divided into 3 tranches of equal value vesting on the first 3 anniversaries of the commencement date and expiring on 31 December 2025. The bonus structure achieves the purpose of attraction whilst the deferred equity component ensures greater alignment with shareholder interests.

(3) The CFO received an increase from $320,000 to $350,000 on 1st March 2024 to reflect the additional responsibilities of taking on the global Information Systems team.

(4) Superannuation contributions are paid in line with legislative requirements. Superannuation contribution amounts reflect the reported financial year superannuation guarantee contribution rate.

(5) STI opportunity represents the maximum potential STI remuneration that could be earned by each KMP in a financial year based on defined goals and stretch targets set for the financial year.

(6) LTI opportunity value is used to calculate the number of LTIs that may be granted to each KMP in the form of Share Appreciation Rights (SARs), Performance Rights (PRs) or Restricted Stock Units (RSUs).

The LTI value reported is based on criteria and fair value determined under AASB 2 Share Based Payments and could differ from the contract value above. The actual LTI value that each KMP may receive is dependent on the specified conditions of each LTI class being met and the market price of the Company's shares on any exercise date.

c. Company 5-year performance

Table 4: Key financial performance indicators

	Note	2024	2023	2022	2021	2020
Revenue ($'000)		140,832	129,905	120,139	97,446	94,618
Net Profit After Tax ('NPAT') ($'000)		12,683	9,582	8,233	15,969	18,556
Underlying Cash EBITDA ($'000)	**1**	**33,000**	**28,163**	**24,740**	**19,677**	**22,324**
Earnings per share (cents)		3.38	2.55	2.19	4.26	5.69
Dividends per share (cents)	2	4.20	4.00	5.60	4.45	4.30
30 June share price ($)		1.68	1.60	1.67	1.54	1.72

Notes to Table 4

(1) Underlying Cash Earnings before Interest, Taxation, Depreciation and Amortisation ('Underlying Cash EBITDA')

The Company has adopted Underlying Cash EBITDA as a key performance measure and the STI gateway for Executive KMP as it is representative of the underlying business performance. Underlying Cash EBITDA recognises the cash impact of capitalised development costs as well as the uniqueness of non-trading items. Underlying Cash EBITDA is reconciled to the company's statutory reported IFRS NPAT below.

(2) Total financial year dividend inclusive of a final dividend declared in the August following June year-end.

Table 5: Reconciliation of Underlying Cash EBITDA to NPAT

	2024 $'000	2023 $'000	2022 $'000	2021 $'000	2020 $'000
Underlying Cash EBITDA	**33,000**	**28,163**	**24,740**	**19,677**	**22,324**
AASB16 non-cash adjustments	2,630	2,401	2,940	1,970	2,069
Capitalised development costs	19,446	20,103	22,286	24,965	21,910
Underlying EBITDA	**55,076**	**50,667**	**49,966**	**46,612**	**46,303**
Depreciation and amortisation expense	(26,272)	(26,441)	(25,932)	(20,753)	(18,415)
Net finance income/(expense)	1,975	1,016	(133)	306	(733)
Share-based payment expenses	(469)	(1,116)	(1,229)	1,068	(1,044)
Non-recurring other costs	(143)	(37)	-	-	-
System transformation costs	(316)	-	-	-	-
Business restructuring costs	(2,473)	(469)	-	-	-
Impairment expense	-	(484)	(87)	(4,245)	-
Non-operating other income	-	-	-	783	521
Derecognition of Nidasu contingent consideration	-	-	-	2,425	-
Foreign currency gains/(losses)	420	(752)	731	(126)	919
Net Profit Before Tax Adjusted (NPBTA)	**27,798**	**22,384**	**23,316**	**26,070**	**27,551**
Income tax expense before adjustments	(6,941)	(5,801)	(3,373)	(5,960)	(7,195)
Net Profit After Tax Adjusted (NPATA)	**20,857**	**16,583**	**19,943**	**20,110**	**20,356**
Amortisation of acquired and other intangibles	(4,379)	(5,002)	(5,725)	(2,194)	(2,443)
Earnout - Nidasu	-	93	(2,006)	(581)	-
Earnout - SimplePart	(6,122)	(2,709)	(7,010)	(2,164)	-
Acquisition expenses	(324)	(1,829)	(899)	(697)	(128)
Income tax expense on adjustments	2,651	2,446	3,930	1,493	772
Acquisition expenses (Tax effected)	(8,174)	(7,001)	(11,710)	(4,143)	(1,799)
Reported NPAT	**12,683**	**9,582**	**8,233**	**15,967**	**18,557**

d. Short term incentives (STIs)

Table 6: Key features of FY24 STI plan

<table>
<tr><th>Feature</th><th colspan="3">Approach</th></tr>
<tr><td>Description</td><td colspan="3">Eligible Executive KMPs participate in the annual STI plan with an earning opportunity that is 'at risk' subject to specific pre-determined Group measures being met. All performance measures chosen to support the delivery of our strategy and create sustainable value for all stakeholders.</td></tr>
<tr><td>Performance period</td><td colspan="3">Aligned with the financial year, 1 July 2023 to 30 June 2024.</td></tr>
<tr><td rowspan="4">STI Opportunity</td><td colspan="3">The STI opportunity varies in accordance with role size, complexity and direct accountability. Market benchmarking references are also taken into consideration. The STI Target opportunity represents expected performance for the Group. The maximum (capped) opportunity represents outstanding levels of performance. Executive KMP capped levels, referenced as a percentage of Fixed Remuneration (FR) are:</td></tr>
<tr><td>Role</td><td>Target STI as % of FR</td><td>Maximum STI as % of FR</td></tr>
<tr><td>CEO</td><td>90%</td><td>110%</td></tr>
<tr><td>CFO</td><td>40%</td><td>48%</td></tr>
<tr><td>Delivery of award</td><td colspan="3">The STI award is delivered 100% in cash.</td></tr>
<tr><td rowspan="7">Performance measures and weightings</td><td colspan="3">The STI plan incorporates both financial and non-financial performance measures. The performance measures and their relative weightings are:</td></tr>
<tr><td>Category</td><td>Measures</td><td>Weighting</td></tr>
<tr><td>Financial</td><td>Group Exit Annual Recurring Revenue (ARR)</td><td>20%</td></tr>
<tr><td></td><td>Group Revenue</td><td>20%</td></tr>
<tr><td></td><td>Group Underlying Cash EBITDA</td><td>20%</td></tr>
<tr><td>Non-Financial</td><td>Strategic initiatives</td><td>20%</td></tr>
<tr><td></td><td>Organisational culture goals</td><td>20%</td></tr>
<tr><td rowspan="5">Performance thresholds and maximum</td><td colspan="3">A minimum performance threshold must be achieved in the performance period prior to any award vesting. The threshold and maximum performance for FY24 have been set as follows:</td></tr>
<tr><td>Measure</td><td>Threshold</td><td>Maximum</td></tr>
<tr><td>Group Exit ARR</td><td>7% growth</td><td>22% growth</td></tr>
<tr><td>Group Revenue</td><td>5% growth</td><td>19% growth</td></tr>
<tr><td>Group Underlying Cash EBITDA</td><td>2% growth</td><td>7% growth</td></tr>
<tr><td rowspan="6">Selection of Performance Measures</td><td colspan="3">Financial Measures:</td></tr>
<tr><td>Group Exit ARR</td><td colspan="2">Company's exit monthly recurring revenue annualised in constant currency.</td></tr>
<tr><td>Group Revenue</td><td colspan="2">Reflects ordinary revenue in accordance with IFRS</td></tr>
<tr><td>Group Underlying Cash EBITDA</td><td colspan="2">A non-IFRS measure disclosed in Infomedia's Operating Segment Note (note 1 to the Annual Financial Report).</td></tr>
<tr><td colspan="3">Non-Financial Measures:</td></tr>
<tr><td colspan="3">These recognise the importance of key strategic priorities and employee engagement in achieving business transformation. The Board decides on pre-determined strategic performance objective targets at the beginning of the performance period, which are linked to longer-term strategy and value creation for shareholders. The strategic objective outcomes are provided within Table 7 STI outcomes.</td></tr>
<tr><td rowspan="5">Link of performance and reward</td><td colspan="3">For each measure, there is a minimum threshold of performance required which needs to be met before any pay-out is awarded for that portion of the STI.
An incremental scale applies in accordance with achievement of financial measures, with the intention to motivate and fairly reward exceptional performance outcomes. The achievement of performance measures is assessed through a rating scale:</td></tr>
<tr><td>Measure</td><td>Threshold Achievement Payout</td><td>Maximum Achievement Payout</td></tr>
<tr><td>Financial Measures</td><td>80%</td><td>130%</td></tr>
<tr><td>Strategic Objectives</td><td>80%</td><td>100%</td></tr>
<tr><td>Organisational Culture Goals</td><td>80%</td><td>120%</td></tr>
<tr><td>Cessation of employment</td><td colspan="3">If an Executive KMP ceases employment with the Company prior to any awards being paid, unless the Board determines otherwise, in accordance with the plan rules the Executive KMP will forfeit any awards to be paid for the performance period.</td></tr>
</table>

Performance outcomes against STI Measures for FY24

The Board's assessment of the Executive KMP's performance in the 2024 financial year is outlined below.

Table 7: STI outcomes

Measure	Weighting	Payout	Outcome
Financial			**$m**
Group Exit ARR	20%	16.9%	144.1
Group Revenue	20%	20.4%	140.8
Group Underlying Cash EBITDA	20%	25.0%	33.0
Personal			
Process: Achieve a shortening of delivery time to drive faster revenue realisation. Successfully complete the upgrade of workflow planning enterprise system to the cloud for greater transparency on R&D operations	10%	10.0%	Achieved
Product: Expansion of ecosystem by delivering an increase of 5% in global DMS integrations in FY24. Update ISO:27001:2022 obtained from previous 2013 standard.	10%	10.0%	Achieved
Organisational Culture			
People: Improve employee engagement scores	10%	12.0%	Overachieved
Performance: Achieve 10% increase in NPS score Achieve Global Expansion with more than 5 contracts signed with new customers, new products or in new countries during FY24	10%	12.0%	Overachieved
TOTAL	**100%**	**106.3%**	

e. Long term incentives (LTIs)

Table 8: Key features of FY24 LTI plan

<table>
<tr><th>Feature</th><th>Approach</th></tr>
<tr><td>Description</td><td>Eligible Executive KMPs participate in the LTI plan, with an opportunity that is 'at risk' subject to specific pre-determined Group performance measures being met over a three-year period. The plan is designed to align Executive KMP's interests with those of shareholders.</td></tr>
<tr><td>Opportunity</td><td>The LTI opportunity reflects accountabilities and influence over the Company's long-term performance within each role. Market benchmarks are also referenced in determining the LTI opportunity. The maximum face value of LTI that is granted, is referenced as a percentage of Fixed Remuneration (FR) is:
<table>
<tr><th>Role</th><th>LTI as percentage of FR</th></tr>
<tr><td>CEO</td><td>110%</td></tr>
<tr><td>CFO</td><td>40%</td></tr>
</table></td></tr>
<tr><td>Performance & vesting period</td><td>Performance is measured over three financial years. Any performance rights that do not vest following testing will lapse.</td></tr>
<tr><td>Delivery</td><td>In FY24 the Board decided to simplify the FY24-26 LTI plan to have only two equity vehicles. Fifty percent of the opportunity in FY24 were granted as performance rights (PRs), with vesting subject to financial metrics being met as well as an ongoing service condition. The remaining opportunity was granted as restricted stock units (RSUs) which are linked to an ongoing service condition.</td></tr>
<tr><td>Allocation approach</td><td>The number of rights granted are calculated using the following 'Award Allocation Valuation' formula:
$$\frac{\textit{LTI Award Opportunity}}{\textit{Reference Price}} = \textit{Number of LTI to be issued}$$
The number of LTI issued were evenly apportioned between PRs and RSUs. The "Reference Price" used to determine the allocation was $1.55 and was determined using the Company's 21-day trading VWAP to 30 June 2023.
The fair value per right was calculated as $1.335 (Fair Valuation). This was based on a grant date of 13 December 2023.
The difference between the 'Award Allocation Valuation' and the 'Fair Valuation' is due to the timing differences arising from the shareholder approval process to allocate the equity instruments to the Managing Director. The difference is reflected in the accounting value attributed to the instruments in the Company's accounts and does not equate to any more or less equity incentives being granted than those approved by shareholders as set out in the Company's Notice of Annual General Meeting. This approach is consistent with the Company's practice in prior years and is consistent with market practice. </td></tr>
<tr><td>Performance Measures, Thresholds and Vesting Schedule</td><td>The performance measures are as follows:
Performance Rights
Rights will vest subject to the attainment of compound annual growth ('CAGR') on earnings per share (EPS) and continual employment. The Company has selected EPS CAGR given its direct link with shareholder returns.
The 2023 EPS has been adjusted to exclude various non-cash and non-recurring items for the purposes of determining LTI outcomes.
<table>
<tr><th>CAGR above FY23 Adjusted EPS of 4.03 cps</th><th>% of Rights that vest</th></tr>
<tr><td>Below 5% CAGR</td><td>0%</td></tr>
<tr><td>Threshold: At 5% CAGR</td><td>25%</td></tr>
<tr><td>Between 5% and 10% CAGR</td><td>Straight line vesting between 25% and 100%</td></tr>
<tr><td>Maximum: At or above 10% CAGR</td><td>100%</td></tr>
</table>
Restricted Stock Units
Do not carry specific performance conditions but are subject to continuing employment. </td></tr>
<tr><td>Selection of Performance Measures</td><td>EPS was used as a basis for company performance, excluding acquisitions. The selection of this measure was to focus the ELT on extracting more from the core operations and organic growth was the focus. This was determined to be a good driver of that outcome.</td></tr>
</table>

Table 8: Key features of FY24 LTI plan (continued)

Feature	Approach
Governance Mechanisms	**Share Trading Policy:** The Company maintains a formal Securities Trading Policy regarding the trading of Infomedia shares by employees. The policy prohibits trading based on insider information and limits the ability of 'Restricted Persons' to trade in the Company's shares to several short trading windows following the release of half year and full year financial results and following the Annual General Meeting. The policy also prohibits short term or speculative trading. **Prohibition against hedging:** Additionally, the Company's Equity Plan Rules and Equity Bonus Plan Rules prohibit Plan participants from entering hedging arrangements to limit the risk of their variable LTI component.
Minimum Shareholding Requirement	Senior management are encouraged to hold shares in the Company, however there is no requirement on Executive KMP to hold a minimum quantity of the Company's shares at any time.
Malus Provisions	The LTI scheme is subject to appropriate malus provisions entitling the Board, at its discretion, to pursue remedies where the participant has engaged in (among other things) fraud, dishonesty or gross misconduct. Remedies include the ability to suspend, reduce or extinguish outstanding entitlements in appropriate circumstances.
Dividend and Voting Rights	No dividends or voting rights are attached to the LTI interests unless they are converted into fully paid ordinary shares.
Disposal Restrictions	Shares received from the conversion of equity instruments are not subject to any disposal restrictions but are governed by the Company's Securities Trading Policy and the law.
Ability to cash settle	The Board retains a discretion as to how vested and exercised LTI entitlements may be settled, including by the payment of cash instead of issuing shares. The Board notes that all Australian based employees, including the KMP, have their LTI's settled in the form of shares.

Table 9: Movement in LTI holdings

Changes during the year	FY24			FY23
	Jens Monsees	Chantell Revie	Total	Jens Monsees
SARs				
Opening Balance	1,081,967	-	**1,081,967**	-
Granted	-	-	**-**	1,081,967
Closing Balance	**1,081,967**	**-**	**1,081,967**	**1,081,967**
Maximum fair value at grant date	-	-	**-**	497,705
PRs				
Opening Balance	295,699	44,803	**340,502**	-
Granted	225,677	48,387	**274,064**	295,699
Closing Balance	**521,376**	**93,190**	**614,566**	**295,699**
Maximum fair value at grant date	**301,279**	**64,597**	**365,876**	**385,887**
RSUs				
Opening Balance	208,913	44,803	**253,716**	314,466
Granted - sign on bonus	-	-	**-**	(1,096)
Granted	225,677	48,387	**274,064**	-
Vested and exercised	(104,457)	-	**(104,457)**	(104,457)
Closing Balance	**330,133**	**93,190**	**423,323**	**208,913**
Maximum fair value at grant date	**301,279**	**64,597**	**365,876**	**-**

Shares provided on exercise

Details of ordinary Shares in the Company provided as a result of the exercise of options by each member of the Executive KMP are set out next page.

Table 10: Shares provided on exercise

Name	LTI exercised	Date of Exercise	Number of shares issued on exercise	Value at exercise date[1]
Jens Monsees	RSUs	3-Jun-24	104,457	169,742

Notes to Table 10

(1) Value at exercise date has been determined based on the market price of the Company's shares on exercise date.

Share-based compensation disclosures – equity granted, vested, exercised and lapsed/forfeited

Table below details a full list of options and performance rights granted to executive KMP during FY24 and prior years.

Table 11: Equity movements

Name	Type of Equity	Number Granted	Equity Fair Value at Grant Date	Exercise Price	Grant Date	Vesting Date	Vested Number	Vested %	Vested Value	Vested and Exercised 30 June 2024	Unexercisable 30 June 2024
Jens Monsees	RSUs	104,457	1.14	1.63	23/05/2022	23/05/2024	104,457	100%	169,742	104,457	-
	SARs	1,081,967	0.46	-	21/03/2023	30/06/2025	-	-	-	-	1,081,967
	PRs	295,699	1.31	-	21/03/2023	30/06/2025	-	-	-	-	295,699
	RSUs	104,457	1.08	-	23/05/2022	23/05/2025	-	-	-	-	104,457
	PRs	225,677	1.34	-	13/12/2023	30/06/2026	-	-	-	-	22 5,677
	RSUs	225,677	1.34	-	13/12/2023	30/06/2026	-	-	-	-	225,677
Chantell Revie	PRs	44,803	1.31	-	21/03/2023	30/06/2025	-	-	-	-	44,803
	RSUs	44,803	1.31	-	21/03/2023	30/06/2025	-	-	-	-	44,803
	PRs	48,387	1.34	-	13/12/2023	30/06/2026	-	-	-	-	48,387
	RSUs	48,387	1.34	-	13/12/2023	30/06/2026	-	-	-	-	48,387

f. Remuneration outcomes – statutory basis

The table below has been prepared in accordance with the requirements of the Corporations Act 2001 and relevant Australian Accounting Standards. The figures provided under the share-based payments columns are based on accounting values and do not reflect actual cash amounts received by members of the Executive KMP.

Table 12: Total Executive KMP remuneration – statutory basis

		Short-term benefits				Post employment benefits	Long term benefit	Share based payments		
Name	Year	Salary and Fees[1]	Annual Leave[2]	STIs[3]	Other cash benefits[4]	Superannuation[5]	Long Service Leave[6]	PRs[7]	RSUs[8]	Total
Executive Director										
Jens Monsees	**FY24**	**608,601**	**1,122**	**608,589**	**21,896**	**27,399**	**670**	**29,680**	**190,934**	**1,488,891**
	FY23	574,708	9,449	515,160	19,880	25,292	217	70,746	211,476	1,426,928
Chief Financial Officer										
Chantell Revie	**FY24**	**330,000**	**11,669**	**159,484**	**1,221**	**27,399**	**4,226**	**10,813**	**41,161**	**585,973**
Total KMP	**FY24**	**938,601**	**12,791**	**768,073**	**23,117**	**54,798**	**4,896**	**40,493**	**232,095**	**2,074,864**

Notes to Table 12

(1) Cash salary includes amounts paid in cash plus any salary sacrifice items.
(2) Annual leave accruals are determined in accordance with Accounting Standard, AASB 119 Employee Benefits.
(3) Short term incentives accrued for in respect of the current financial year.
(4) Other short term cash benefits comprise:
Jens Monsees – Death and Disablement Insurance.
Chantell Revie – Professional body fees and reimbursement of reasonable phone expenses
(5) Superannuation contributions are paid in line with legislative requirements and contractual arrangements.
(6) Long service leave accruals are determined in accordance with Accounting Standard, AASB 119 Employee Benefits.
(7) PRs were granted to Executive KMP as reflected in Table 9.
In FY24 the remuneration value of PRs issued to executive KMP in FY23 is reported at 0% of fair value at grant date due to the expected probability of the PRs vesting. FY24 PRs issued are reported at 100% of fair value at grant date due to the expected probability of the PRs vesting.
(8) RSUs were granted to Executive KMP as reflected in Table 9.

g. Remuneration outcomes – actual received basis

The table below provides actual amounts received by the Executive KMP for FY24. This table is an additional disclosure to those required under the Australian Accounting Standards and the Corporations Act 2001. It has been provided to assist shareholders in understanding realised outcomes.

Table 13: Total Executive KMP remuneration - actual pre-tax remuneration received

Name	Year	Fixed Remuneration	Other[1]	Short Term Incentives[2]	Restricted stock units (RSUs)[3]	Total
Executive Director						
Jens Monsees	**FY24**	**636,000**	**19,181**	**515,160**	**169,742**	**1,340,083**
	FY23	600,000	15,620	-	167,131	782,751
Chief Financial Officer						
Chantell Revie	**FY24**	**357,399**	**1,221**	**63,525**	**-**	**422,145**

Notes to Table 13

(1) Other benefits paid are expense reimbursements in respect of health insurance, professional body fees and reasonable mobile phone reimbursement costs.

(2) Short term incentives paid in respect of the prior financial year.

(3) RSUs exercised are reported at market value on exercise date for remuneration purposes. Refer to Table 9 for further detail.

4. Non-Executive Directors

a. Board and committee structure

As at the date of this Report, the Company's Board and Committees are structured as follows.

Directors	Board	Audit and Risk Committee	Remuneration, People and Culture Committee	Technology and Innovation Committee	Nominations Committee
Non-Executive					
Bart Vogel	Chair		✓	✓	Chair
Kim Anderson	✓		Chair		✓
Jim Hassell	✓	✓		Chair	✓
Lisa Harker	✓	Chair			✓
Edwina Gilbert	✓	✓	✓		✓
Jon Brett	✓	✓	✓	✓	✓
Executive					
Jens Monsees	✓			✓	

b. Remuneration structure and governance principles

Remuneration structure	Non-Executive Directors are remunerated in the form of Board fees, Committee chair fees and superannuation paid in line with legislative requirements. Fees are fixed in accordance with formal agreements held between the Non-Executive Directors and the Company (subject to periodic increases) and are paid from an aggregate fee pool limit of $850,000, as last approved by shareholders in 2019. Fees are fixed and are not variable with performance metrics to account for independence and governance considerations. Directors may also be reimbursed for travel and other expenses incurred in attending to the affairs of the Company.
Minimum shareholding requirement	The Company does not impose any requirement on Non-Executive Directors to hold a minimum quantity of its shares. However, the Company does have an expectation that Non-Executive Directors hold a minimum share balance, equivalent to their annual director fees, within three years of commencing on the Board. For further detail see Table 16 for further detail.

c. Non-Executive Director fees and remuneration

Table 14: Non-Executive Director Fees

		FY24 ($)		FY23 ($)	
Board/Committee	Role	Fee earning roles	Including superannuation at 11%	Fee earning roles	Including superannuation at 10.5%
Board	Chair	1	225,000	1	218,400
	Non-executive Directors	4	102,500	4	99,247
Audit and Risk Committee	Chair	1	16,500	1	16,000
Remuneration, People and Culture Committee	Chair	1	16,500	1	16,000
Technology and Innovation Committee	Chair	1	16,500	1	16,000
Total Non-Executive Director Fees			**684,500**		**663,388**

Table 15: Non-Executive Director remuneration

		FY24			FY23		
		Short term employment benefits	Post-employment benefits		Short term employment benefits	Post-employment benefits	
Directors	Appointed	Director fees	Superannuation	Total	Director fees	Superannuation	Total
Bart Vogel	31-Aug-15	201,712	22,188	**223,900**	197,647	20,753	**218,400**
Kim Anderson	15-Jun-20	106,644	11,731	**118,374**	104,296	10,951	**115,247**
Jim Hassell	10-May-21	106,644	11,731	**118,374**	104,296	10,951	**115,247**
Lisa Harker	6-Feb-23	106,644	11,731	**118,374**	39,431	4,140	**43,571**
Edwina Gilbert	1-Mar-23	91,854	10,104	**101,958**	29,939	3,144	**33,083**
Total Remuneration		**613,498**	**67,485**	**680,980**	**475,609**	**49,939**	**525,548**

Amounts in the above table may differ from those in Table 14 above due to remuneration increases effective 1 September 2023.

5. Additional information

a. Transactions with KMP

Transactions entered with any KMP of the Group, including their personally related parties, are on normal commercial terms. No loans were made available to KMP during FY24 and there were no outstanding loans to KMP at the beginning or end of FY24.

b. KMP Shareholdings

Table 16: KMP shareholding interest movements in accordance with section 205G of the Corporations Act 2001

Name[1]	Balance at 30 June 2023	Exercise of LTIs	Purchased on-market	Balance at 30 June 2024	Balance at date ceasing to be KMP
Executive KMP					
Jens Monsees	227,203	104,457	90,912	422,572	-
Gareth Turner	34,130	-	-		34,130
Chantell Revie	13,652	-	-	13,652	-
Non-Executive Directors					
Bart Vogel	570,000	-	-	570,000	-
Kim Anderson	50,000	-	-	50,000	-
Jim Hassell	89,996	-	-	89,996	-
Lisa Harker	25,000	-	-	25,000	-
Edwina Gilbert	6,000	-	25,000	31,000	-

Notes to Table 12

(1) This table includes shares held directly and indirectly by the KMP or the KMP's related parties including domestic partner, dependents and entities controlled, jointly controlled or significantly influenced by the KMP.

This concludes the Remuneration Report, which has been audited.

Directors

The following persons were Directors of Infomedia Ltd during the whole of the financial year and up to the date of this report, unless otherwise stated:

Name	Role
Bart Vogel	Chairman & Independent Non-Executive Director
Jens Monsees	Chief Executive Officer & Managing Director
Kim Anderson	Independent Non-Executive Director
Jim Hassell	Independent Non-Executive Director
Lisa Harker	Independent Non-Executive Director
Edwina Gilbert	Independent Non-Executive Director
Jon Brett	Independent Non-Executive Director and Chairman-elect (commenced 11 July 2024)

Directorships of other listed companies

Directorships of other listed companies held by the Directors in the three years preceding the end of the financial year are set out in the following table.

Name	Company	Period of directorship
Bart Vogel	Macquarie Technology Group Limited	Since 2014
	InvoCare Limited	From 2017 to 2023
Jens Monsees	WPP AUNZ	From 2019 to 2021
Kim Anderson	CAR Group Limited	Since 2010
	Marley Spoon	From 2018 to 2022
	WPP AUNZ Limited	From 2010 to 2021
	InvoCare Limited	From 2021 to 2023
	SiteMinder Limited	Since 2022
Jim Hassell	-	-
Lisa Harker	-	-
Edwina Gilbert	CAR Group Limited	Since 2016
	Aspen Group Limited	Since 2023
Jon Brett	Corporate Travel Management Limited	Since 2020
	Mobilicom Limited	From 2018 to 2023
	Raiz Invest Limited	Since 2023

Meetings of directors

The table below sets out the number of meetings of the Company's Board of Directors (the 'Board') and each Board committee[3] held during the year ended 30 June 2024, and the number of meetings attended by each director:

	Board		Audit & Risk Committee		Remuneration, People & Culture Committee		Technology & Innovation Committee		Nominations Committee	
	E[1]	A[2]	E	A	E	A	E	A	E[4]	A
Bart Vogel	14	14	-	-	2	2	3	3	-	-
Jens Monsees	14	14	-	-	-	-	3	3	-	-
Kim Anderson	14	14	-	-	2	2	-	-	-	-
Jim Hassell	14	14	4	3	-	-	3	3	-	-
Lisa Harker	14	14	4	4	-	-	-	-	-	-
Edwina Gilbert	14	14	4	4	2	2	-	-	-	-

Table Notes:

1. 'E': represents the number of meetings which the relevant Director was eligible to attend because they held office or were a member of the relevant committee at the time each meeting was held.
2. 'A': represents the number of meetings attended by the Director.
3. Refer to section 4(a) of the Remuneration Report on page 30 for details about committee compositions.
4. Please note that the Nominations Committee did not meet during the period as Board succession including selection of the Chairman-elect was considered by the Board of Directors.
5. Mr Jon Brett was appointed as a non-executive independent director on 11 July 2024.

Company secretary

Daniel Wall BBA, LLB, GAICD

Mr Wall is the Chief Operating Officer and Company Secretary of Infomedia. He is a lawyer admitted to practice in the Supreme Court of New South Wales and the High Court of Australia. Prior to joining Infomedia he gained experience across a range of areas including commercial litigation, finance and corporate insolvency and restructuring. He also holds a certificate in Governance Practice from the Governance Institute of Australia and is a Graduate of the Australian Institute of Company Directors.

Joanne Hawkins BCom LLB, GAICD, FGIA

Joanne Hawkins is a joint Company Secretary of Infomedia. Joanne Hawkins is an experienced company secretary having previously acted as company secretary for other ASX Listed organisations including Perpetual Limited and Pendal Group Limited.

Significant changes in the affairs

There were no significant changes in the state of affairs of the Group during the financial year.

Dividends

Details of dividends paid or declared by the Company during the financial year ended 30 June 2024 are set out in Note 3 Dividends of the FY24 Financial Report.

Matters subsequent to the end of the financial year

On 26 August 2024 the Board declared a final dividend of 2.0 cents per share, franked to 100%. The record date for determining dividend entitlements is 2 September 2024 and the dividend will be paid on 18 September 2024.

No other matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

Indemnity and insurance of officers

To the extent permitted by law, the Company has indemnified the Directors and executives of the Company for liability, damages and expenses incurred, in their capacity as a Director or an executive, for which they may be held personally liable, except where there is a lack of good faith.

During the financial year, the Company paid a premium in respect of a contract to insure the Directors and executives of the Company against a liability to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

Environmental regulation

The Group is not subject to any significant environmental regulation under Australian Commonwealth or State law.

Corporate governance

Infomedia strives to achieve compliance with the governance recommendations set out in the Fourth Edition of the Corporate Governance Principles and Recommendations, published by the ASX Corporate Governance Council (the ASX Principles). The Company addresses the ASX Principles in a manner consistent with its relative size and resourcing capabilities. Infomedia's latest Corporate Governance Statement was lodged with the ASX on the same date as this report and is available on the Company's website, *http://www.infomedia.com.au/governance*

Movements in equity incentives and shares issued on exercise of equity incentives during the period

The following instrument movements were recorded during the FY24 financial period:

Instrument	Instruments Vested	Instruments Exercised	New Shares Issued on Exercise
Performance Rights	Nil	Nil	Nil
Share Appreciation Rights	Nil	Nil	Nil
Equity Bonus Plan Performance Rights	364,470	364,470	Nil
Restricted Stock Units	198,545	198,545	Nil

Movements in equity incentives and shares issued on exercise of equity incentives after 30 June 2024

The following instrument movements have been recorded between 30 June 2024 and the date of this report:

Instrument	Instruments Vested	Instruments Exercised	New Shares Issued on Exercise
Performance Rights	Nil	Nil	Nil
Share Appreciation Rights	Nil	Nil	Nil
Equity Bonus Plan Performance Rights	Nil	Nil	Nil
Restricted Stock Units	71,684	Nil	Nil

Equity Incentives on issue

At the date of this report the following equity incentives remain on issue:

Instrument	Instruments on Issue
Performance Rights	1,963,480
Share Appreciation Rights	2,605,143
Equity Bonus Plan Performance Rights	Nil
Restricted Stock Units	1,756,483

Further information about the equity incentives are set out in Note 19 Share-based remuneration of the FY24 Financial Report.

Auditor

Deloitte Touche Tohmatsu continues in office in accordance with section 327 of the Corporations Act 2001.

Non-audit services

Details of the amounts paid or payable to the auditor for non-audit services provided during the financial year by the auditor are outlined in Note 23 Remuneration of auditors of the FY24 Financial Report.

The Directors are satisfied that the provision of non-audit services during the financial year, by the auditor (or by another person or firm on the auditor's behalf), is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001.

The Directors are of the opinion that the services as disclosed in Note 23 of the FY24 Financial Report do not compromise the external auditor's independence requirements of the Corporations Act 2001 for the following reasons:

- all non-audit services have been reviewed and approved to ensure that they do not impact the integrity and objectivity of the auditor; and
- none of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants issued by the Accounting Professional and Ethical Standards Board, including reviewing or auditing the auditor's own work, acting in a management or decision-making capacity for the Company, acting as advocate for the Company or jointly sharing economic risks and rewards.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this Directors' Report.

Rounding of amounts

The Company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191, issued by the Australian Securities and Investments Commission, relating to 'rounding-off'. Amounts in this report have been rounded off in accordance with that Corporations Instrument to the nearest thousand dollars, or in certain cases, the nearest dollar.

This report is made in accordance with a resolution of Directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the Directors

Bart Vogel
Chairman
26 August 2024

Deloitte Touche Tohmatsu
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The Board of Directors
Infomedia Ltd
Level 5, 155 Clarence Street
Sydney NSW 2000

26 August 2024

Dear Board Members,

Auditor's Independence Declaration to Infomedia Ltd

In accordance with section 307C of the *Corporations Act 2001*, I am pleased to provide the following declaration of independence to the directors of Infomedia Ltd.

As lead audit partner for the audit of the financial report of Infomedia Ltd for the year ended 30 June 2024, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- Any applicable code of professional conduct in relation to the audit.

Yours faithfully,

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU

Damien Cork
Partner
Chartered Accountants

Table of Contents:

Infomedia Ltd
Consolidated statement of profit or loss and other comprehensive income
For the year ended 30 June 2024

	Note	2024 $'000	2023 $'000
Revenue	4	140,832	129,905
Other income		340	351
Expenses			
Employee benefits expenses	4	(60,724)	(52,717)
IT operating expenses		(14,291)	(11,219)
Integration, installation and training expenses		(7,166)	(6,761)
Royalty expenses		(6,463)	(6,078)
Facilities expenses		(791)	(1,403)
Compliance and insurance expenses		(2,498)	(1,865)
Marketing, travel and other expenses		(4,010)	(5,613)
Depreciation and amortisation expenses	1	(30,651)	(31,443)
Impairment expense	6	-	(484)
Net finance income	4	1,975	1,016
Net foreign currency translation gains/(losses)		420	(752)
Total expenses		(124,199)	(117,319)
Profit before income tax expense		16,973	12,937
Income tax expense	5	(4,290)	(3,355)
Profit after income tax expense for the year attributable to the owners of Infomedia Ltd		12,683	9,582
Other comprehensive (loss)/income			
Items that may be reclassified subsequently to profit or loss			
Foreign currency translation		(532)	2,339
Other comprehensive (loss)/income for the year, net of tax		(532)	2,339
Total comprehensive income for the year attributable to the owners of Infomedia Ltd		12,151	11,921
		Cents	**Cents**
Basic earnings per share	2	3.38	2.55
Diluted earnings per share	2	3.37	2.54

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Infomedia Ltd
Consolidated statement of financial position
As at 30 June 2024

	Note	2024 $'000	2023 $'000
Assets			
Current assets			
Cash and cash equivalents		70,443	64,859
Trade and other receivables	7	18,784	16,195
Contract assets	9	647	675
Other assets	8	2,490	2,326
Income tax receivable	5	951	443
Total current assets		93,315	84,498
Non-current assets			
Contract assets	9	123	572
Property, plant and equipment		2,022	1,447
Right-of-use assets	10	7,862	11,947
Intangibles	6	71,415	79,285
Deferred tax	5	7,014	4,795
Other assets	8	316	3,112
Total non-current assets		88,752	101,158
Total assets		182,067	185,656
Liabilities			
Current liabilities			
Trade and other payables		8,379	6,874
Contract liabilities	12	5,172	5,587
Lease liabilities	10	2,428	2,467
Provision for income tax	5	2,342	1,792
Provisions	11	27	28
Employee benefits	13	11,940	8,085
Total current liabilities		30,288	24,833
Non-current liabilities			
Contract liabilities	12	7	37
Deferred tax	5	9,055	10,784
Provisions	11	1,383	1,344
Lease liabilities	10	5,946	9,731
Employee benefits	13	621	473
Total non-current liabilities		17,012	22,369
Total liabilities		47,300	47,202
Net assets		134,767	138,454
Equity			
Issued share capital	14	105,196	105,196
Treasury shares held in trust	14	(1,907)	(1,208)
Foreign currency reserve		5,080	5,612
Share-based payments reserve		1,464	1,521
Retained profits		24,934	27,333
Total equity		134,767	138,454

The above consolidated statement of financial position should be read in conjunction with the accompanying notes

Infomedia Ltd
Consolidated statement of changes in equity
For the year ended 30 June 2024

Consolidated	Share capital $'000	Treasury shares held in trust $'000	Foreign currency reserve $'000	Share-based payments reserve $'000	Retained profits $'000	Total equity $'000
Balance at 1 July 2022	105,196	(249)	3,273	1,203	37,136	146,559
Profit after income tax expense for the year	-	-	-	-	9,582	9,582
Other comprehensive income for the year, net of tax	-	-	2,339	-	-	2,339
Total comprehensive income for the year	-	-	2,339	-	9,582	11,921
Transactions with owners in their capacity as owners:						
Share-based payments	-	577	-	336	157	1,070
Tax impact on share-based payments (note 5)	-	-	-	(18)	-	(18)
Purchase of treasury shares (note 14)	-	(1,536)	-	-	-	(1,536)
Dividends paid (note 3)	-	-	-	-	(19,542)	(19,542)
Balance at 30 June 2023	105,196	(1,208)	5,612	1,521	27,333	138,454

Consolidated	Share capital $'000	Treasury shares held in trust $'000	Foreign currency reserve $'000	Share-based payments reserve $'000	Retained profits $'000	Total equity $'000
Balance at 1 July 2023	105,196	(1,208)	5,612	1,521	27,333	138,454
Profit after income tax expense for the year	-	-	-	-	12,683	12,683
Other comprehensive loss for the year, net of tax	-	-	(532)	-	-	(532)
Total comprehensive (loss)/income for the year	-	-	(532)	-	12,683	12,151
Transactions with owners in their capacity as owners:						
Share-based payments	-	801	-	(375)	(51)	375
Tax impact on share-based payments (note 5)	-	-	-	318	-	318
Purchase of treasury shares (note 14)	-	(1,500)	-	-	-	(1,500)
Dividends paid (note 3)	-	-	-	-	(15,031)	(15,031)
Balance at 30 June 2024	105,196	(1,907)	5,080	1,464	24,934	134,767

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

Infomedia Ltd
Consolidated statement of cash flows
For the year ended 30 June 2024

	Note	2024 $'000	2023 $'000
Cash flows from operating activities			
Receipts from customers		143,317	134,076
Payments to suppliers and employees		(92,858)	(92,428)
		50,459	41,648
Interest received	4	4,232	1,335
Interest and other finance costs paid	4	(2,257)	(319)
Income taxes paid		(7,374)	(3,674)
Net cash from operating activities	20	45,060	38,990
Cash flows from investing activities			
Payments for property, plant and equipment		(1,379)	(325)
Payments for development costs capitalised	4,6	(19,446)	(20,103)
Net cash used in investing activities		(20,825)	(20,428)
Cash flows from financing activities			
Payments for purchase of treasury shares	14	(1,500)	(1,536)
Dividends paid	3	(15,031)	(19,542)
Repayment of lease liabilities, excluding the financing component	10,20	(2,226)	(2,134)
Net cash used in financing activities		(18,757)	(23,212)
Net increase/(decrease) in cash and cash equivalents		5,478	(4,650)
Cash and cash equivalents at the beginning of the financial year		64,859	69,045
Effects of exchange rate changes on balances of cash held in foreign currencies		106	464
Cash and cash equivalents at the end of the financial year		70,443	64,859

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 1. Operating segments

Identification of reportable segments

The Group is organised into three reportable segments:
- Asia Pacific;
- Europe, Middle East and Africa ('EMEA'); and
- Americas, representing the combined North, Central and South America.

These reportable segments are based on the internal reports that are reviewed and used by the Board of Directors (who are identified as the Chief Operating Decision Makers ('CODM')) in assessing performance and in determining the allocation of resources. There is no aggregation of reportable segments.

The reportable segments are identified by management based on the region in which products are sold or managed from. Discrete financial information about each of these operating segments is reported to the Board of Directors regularly.

The CODM reviews underlying cash earnings before interest, tax, depreciation and amortisation ('Underlying Cash EBITDA'). The accounting policies adopted for internal reporting to the CODM are consistent with those adopted in the financial statements.

Major customers

There is no significant reliance on any single customer.

Presentation of reportable segment information

The key internal measure of each operating segment's profit or loss reported regularly to the CODM is Underlying Cash EBITDA. This measure reflects the ongoing or underlying activities of each segment of the Group and excludes income and expenditure that may arise on an infrequent basis or due to activities that are not core to that of the Group. Only costs that are controlled by each segment in relation to its operating activities and generation of revenue for the Group are included in its Underlying Cash EBITDA.

The Group changed its presentation of non-operating expenses to split out acquisition related expenses from organic Group operations. Net profit after tax adjusted (NPATA) is used to assess the performance of the Group by excluding impacts of acquisition costs, purchase price accounting and earn-outs, to reflect the underlying financial performance of the Group. This change aligns with changes in internal management reporting. NPATA has been reconciled to NPAT including presentation to prior period comparatives. There is no impact on revenue or net profit after tax reported for the Group as a result of this change.

Reported net profit after tax ('reported NPAT') is adjusted for the following non-underlying items to determine Underlying Cash EBITDA:

- Earnout expenses (adjusted from employee benefits expenses)
- Share-based payment expenses (adjusted from employee benefits expenses)
- Capitalised development costs (adjusted from employee benefits expenses)
- Business restructuring costs (adjusted from employee benefits expenses)
- AASB 16 non-cash adjustments (adjusted from facilities expenses)
- Impairment expense
- Business systems upgrade (adjusted from IT operating expenses)
- Acquisition expenses and other costs (adjusted from marketing, travel and other expenses)
- Unrealised foreign exchange gains/losses
- Net finance expense/income
- Income tax benefit/expense
- Amortisation of acquired and other intangibles (adjusted from depreciation and amortisation expenses)

A reconciliation of Underlying Cash EBITDA to reported NPAT is disclosed in the operating segment information presented below.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 1. Operating segments (continued)

Consolidated - 2024	Asia Pacific $'000	EMEA $'000	Americas $'000	Corporate $'000	Total $'000
Revenue	47,996	43,376	49,460	-	140,832
Other operating income	-	-	318	22	340
Sales, marketing and support	(6,497)	(5,250)	(9,734)	(1,528)	(23,009)
Product development and management	-	-	-	(31,492)	(31,492)
Data management	-	-	-	(3,860)	(3,860)
Administration	-	-	-	(12,745)	(12,745)
Underlying employee benefits expenses (note 4)	(6,497)	(5,250)	(9,734)	(49,625)	(71,106)
IT operating expenses	(45)	(91)	(277)	(13,562)	(13,975)
Integration, installation and training expenses	(5,027)	(150)	(1,972)	(17)	(7,166)
Royalty expenses	(445)	(1,651)	(4,282)	(85)	(6,463)
Facilities expenses	(440)	(613)	(56)	(2,312)	(3,421)
Compliance and insurance expenses	(180)	(186)	(230)	(1,902)	(2,498)
Marketing, travel and other expenses	(438)	(396)	(666)	(2,043)	(3,543)
Underlying operating expenses excluding non-cash items	(13,072)	(8,337)	(17,217)	(69,546)	(108,172)
Underlying Cash EBITDA	34,924	35,039	32,561	(69,524)	33,000
Capitalised development costs					19,446
AASB16 non-cash adjustments					2,630
Underlying EBITDA					55,076
Depreciation and amortisation expense					(26,272)
Net finance income					1,975
Share-based payment expenses					(469)
Other costs					(143)
System upgrade costs					(316)
Business restructuring costs					(2,473)
Net foreign currency translation gains					420
Net Profit Before Tax Adjusted (NPBTA)					27,798
Income tax expense before adjustments					(6,941)
Net Profit After Tax Adjusted (NPATA)					20,857
Amortisation of acquired and other intangibles					(4,379)
Earnout - SimplePart					(6,122)
Acquisition expenses					(324)
Non-operating income tax effected					2,651
Acquisition expenses (tax effected)					(8,174)
Reported NPAT					12,683

Australia and the United States of America are the only individual countries from which the Group derives material revenues. In the current year, the Group derived revenue of $36.459 million from Australia (2023: $31.359 million) and $36.588 million from the United States of America (2023: $36.505 million). Of the Group's non-current assets, $70.217 million (2023: $73.623 million) are located in Australia and $16.502 million (2023: $25.620 million) are located in the United States of America.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 1. Operating segments (continued)

Consolidated - 2023	Asia Pacific $'000	EMEA $'000	Americas $'000	Corporate $'000	Total $'000
Revenue	42,142	39,689	48,074	-	129,905
Other operating income	-	-	351	-	351
Sales, marketing and support	(5,949)	(4,738)	(9,333)	(1,799)	(21,819)
Product development and management	-	-	-	(30,943)	(30,943)
Data management	-	-	-	(3,810)	(3,810)
Administration	-	-	-	(12,047)	(12,047)
Underlying employee benefits expenses (note 4)	(5,949)	(4,738)	(9,333)	(48,599)	(68,619)
IT operating expenses	(41)	(117)	(334)	(10,727)	(11,219)
Integration, installation and training expenses	(4,206)	(80)	(2,475)	-	(6,761)
Royalty expenses	(410)	(1,497)	(4,171)	-	(6,078)
Facilities expenses	(327)	(362)	(257)	(2,858)	(3,804)
Compliance and insurance expenses	(165)	(170)	(216)	(1,314)	(1,865)
Marketing, travel and other expenses	(336)	(322)	(711)	(2,378)	(3,747)
Underlying operating expenses excluding non-cash items	(11,434)	(7,286)	(17,497)	(65,876)	(102,093)
Underlying Cash EBITDA	30,708	32,403	30,928	(65,876)	28,163
Capitalised development costs					20,103
AASB16 non-cash adjustments					2,401
Underlying EBITDA					50,667
Depreciation and amortisation expense					(26,441)
Net finance income					1,016
Share-based payment expenses					(1,116)
Other costs					(37)
Business restructuring costs					(469)
Impairment expense					(484)
Net foreign currency translation losses					(752)
Net Profit Before Tax Adjusted (NPBTA)					22,384
Income tax expense before adjustments					(5,801)
Net Profit After Tax Adjusted (NPATA)					16,583
Amortisation of acquired and other intangibles					(5,002)
Earnout - Nidasu					93
Earnout - SimplePart					(2,709)
Acquisition expenses					(1,829)
Non-operating income tax effected					2,446
Acquisition expenses (tax effected)					(7,001)
Reported NPAT					9,582

Certain comparatives have been reclassified to align with current year presentation.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 2. Earnings per share

	2024 $'000	2023 $'000
Profit after income tax attributable to the owners of Infomedia Ltd	12,683	9,582

	Cents	Cents
Basic earnings per share	3.38	2.55
Diluted earnings per share	3.37	2.54

	Number	Number
Weighted average number of ordinary shares used in calculating basic earnings per share:		
Weighted average number of ordinary shares issued	375,787,000	375,783,622
Weighted average number of treasury shares held in trust	(776,483)	(367,252)
	375,010,517	375,416,370

	Number	Number
Weighted average number of ordinary shares used in calculating diluted earnings per share:		
Weighted average number of ordinary shares used in calculating basic earnings per share	375,010,517	375,416,370
Adjustments for calculation of diluted earnings per share:		
Equity based incentives (a)	1,444,382	1,906,094
	376,454,899	377,322,464

The weighted average number of ordinary shares or dilutive potential ordinary shares is calculated by taking into account the period from the issue date of the shares to the reporting date unless otherwise stated as below.

(a) Infomedia operates equity based incentive plans which are conditional upon continuous employment at Infomedia. Additional details about the equity based incentives are set out in note 19.
(b) Additional details about long-term incentives issued to Executive KMP are set out in the Company's remuneration report.

*Adjusted earnings per share**

	2024 $'000	2023 $'000
Profit after income tax attributable to the owners of Infomedia Ltd	12,683	9,582
Add: Acquisition expenses (tax effected)	8,174	7,001
Net Profit After Tax Adjusted (NPATA)	20,857	16,583

	Number	Number
Weighted average number of ordinary shares used in calculating basic adjusted earnings per share	375,010,517	375,416,370
Weighted average number of ordinary shares used in calculating diluted adjusted earnings per share	376,454,899	377,322,464

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 2. Earnings per share (continued)

	2024 Cents	2023 Cents
Basic adjusted earnings per share	5.56	4.42
Diluted adjusted earnings per share	5.54	4.39

* The Directors believe the presentation of "adjusted earnings per share" provides a useful measure to assess the performance of the Group by excluding impacts of acquisition purchase price accounting to arrive at an adjusted profit measure (NPATA, refer note 1 further details) which reflects the underlying financial performance of the Group. The adjustments disclosed are tax effected and align with note 1 Operating Segment.

Accounting policy for earnings per share
Basic earnings per share is calculated by dividing the profit attributable to the owners of Infomedia by the weighted average number of ordinary shares outstanding during the financial year, adjusted for any bonus elements in ordinary shares issued during the financial year and excluding treasury shares.

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued at no consideration received in relation to dilutive potential ordinary shares.

Note 3. Equity - dividends

Dividends paid during the financial year were as follows:

	2024 $'000	2023 $'000
Final dividend for the year ended 30 June 2023 of 1.80 cents 100% franked (2022: 3.00 cents 14% franked) per ordinary share	6,764	11,274
Interim dividend for the year ended 30 June 2024 of 2.20 cents 100% franked (2023: 2.20 cents 36% franked) per ordinary share	8,267	8,268
	15,031	19,542

On 26 August 204, the directors declared a final dividend of 2.0 cents per share to be paid on 15 September 2024, franked to 100%. As this occurred after the reporting date, the dividends declared have not been recognised in these financial statements and will be recognised in future financial statements. The total estimated dividend to be paid is $7.476 million

Franking credits

	2024 $'000	2023 $'000
Franking credits available for subsequent financial years based on a tax rate of 30%	5,276	4,894

The franking credit balance includes:

- franking credits that will arise from the payment of the amount of the provision for income tax at the reporting date;
- any franking debits that will arise from the payment of dividends recognised as a liability at the reporting date; and
- franking credits that will arise from the receipt of dividends recognised as receivables at the reporting date.

Accounting policy for dividends

Dividends are recognised when declared during the financial year.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 4. Revenue and expenses

	2024 $'000	2023 $'000
Revenue disaggregated by nature		
Subscription and related revenue	139,258	128,074
Other ancillary service revenue	1,574	1,831
	140,832	129,905
Disaggregation of subscription revenue		
Microcat	59,106	56,206
Superservice	30,513	26,941
InfoDrive	30,638	26,967
SimplePart	19,001	17,960
	139,258	128,074

	2024 $'000	2023 $'000
Employee benefits expenses		
Sales, marketing and support	(23,009)	(21,819)
Product development and management	(31,492)	(30,943)
Data management	(3,860)	(3,810)
Administration	(12,745)	(12,047)
Underlying employee benefits expenses	(71,106)	(68,619)
Share-based payment expenses	(469)	(1,116)
Earnout - Nidasu	-	93
Earnout - SimplePart	(6,122)	(2,709)
Capitalised development costs	19,446	20,103
Business restructuring costs	(2,473)	(469)
Total employee benefits expenses	(60,724)	(52,717)
Net finance income		
Finance income	4,232	1,335
Interest expense and lease liabilities finance charges	(2,257)	(319)
	1,975	1,016

Accounting policies

Revenue recognition

The Group derives the majority of its revenue from recurring ‘software as a service’ subscriptions, where customers are licensed to access and use software and associated support services.

The Group generates the following revenue streams:

Subscription and related revenue:

- subscriptions to the Group’s software products including development services to tailor off-the-shelf software solutions for specific use or functionality requirements or integration with customers’ systems; and
- agency services for advertising support provided to customers.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 4. Revenue and expenses (continued)

Other ancillary service revenue:

- ancillary services in the form of software installation and training.

Each of the above services delivered to customers are considered separate performance obligations even though, in practice, they may be governed by a single legal contract with the customer.

Revenue recognition for each of the above revenue streams are as follows:

Subscription and related revenue:

- Subscription revenue:

  > Customers are typically invoiced monthly, quarterly or yearly based on the terms in the contract with customers, and consideration is payable when invoiced. The consideration received for quarterly or yearly invoices is recognised as contract liabilities.
  > Revenue is then recognised ratably over the life of the subscription agreement beginning when the customer first has access to the software.
  > Revenue is calculated based on the number of subscriptions used and fee per subscription, or as a negotiated package for large customers.

- Software development services:

  > The software development services are typically invoiced as defined in the contract with the customers. Revenue is recognised over time as services are delivered.
  > Revenue is calculated based on time and/or external supplier costs.

- Agency services:

  > Revenue is generated when Infomedia acts as an agent and arranges search engine marketing provided by suppliers to customers, and in return obtains a fee based on a set percentage.
  > The revenue is variable and is not subject to material constraints hence it is recognised at the time the expense is incurred with the supplier as this is when the service is provided to the customer and the performance obligation is satisfied.

Other ancillary service revenue:

- Ancillary services:

  > The ancillary services are software installation and training and are invoiced as defined in the contract with the customers.
  > Revenue is recognised either at a point in time or over time depending on how the terms of the service arrangements are satisfied.

Finance costs

Finance costs attributable to qualifying assets are capitalised as part of the asset. All other finance costs are expensed in the period in which they are incurred.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 5. Income tax

	2024 $'000	2023 $'000
Income tax expense		
Current tax	8,228	6,122
Deferred tax - current year	(3,947)	(3,392)
Prior year unders - current and deferred tax	9	625
Aggregate income tax expense	4,290	3,355
Deferred tax included in income tax expense comprises:		
Increase in deferred tax assets	(2,219)	(2,271)
Decrease in deferred tax liabilities	(1,728)	(1,121)
Deferred tax - current year	(3,947)	(3,392)
Numerical reconciliation of income tax expense and tax at the statutory rate		
Profit before income tax expense	16,973	12,937
Tax at the statutory tax rate of 30%	5,092	3,881
Tax effect amounts which are not deductible/(taxable) in calculating taxable income:		
Research and development deduction	(1,435)	(1,923)
Effects of foreign tax rates difference	692	594
Non-deductible expenses	(68)	178
	4,281	2,730
Prior year unders - current and deferred tax	9	625
Income tax expense	4,290	3,355
Amounts (credited)/charged directly to equity		
Deferred tax assets	-	18
Income tax expense	(318)	-
	(318)	18

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 5. Income tax (continued)

	2024 $'000	2023 $'000
Deferred tax asset		
Deferred tax asset comprises temporary differences attributable to:		
Provisions	3,338	3,360
Share-based payments	132	145
Foreign currency exchange differences	338	680
Property, plant and equipment	23	1
Accruals and earnout	5,797	3,818
Intangible assets	1,883	1,252
Offset against deferred tax liabilities	(4,497)	(4,461)
Deferred tax asset	7,014	4,795
Movements:		
Opening balance	4,795	2,524
Credited to profit or loss	2,219	2,271
Charged to equity	-	(18)
Exchange differences	36	78
Reversal of offset against deferred tax liabilities	4,461	4,401
Offset against deferred tax liabilities	(4,497)	(4,461)
Closing balance	7,014	4,795

	2024 $'000	2023 $'000
Deferred tax liability		
Deferred tax liability comprises temporary differences attributable to:		
Capitalised development costs	12,609	14,082
Property, plant and equipment	233	184
Prepayments	166	142
Exchange differences	293	176
Intangible assets	162	208
Share-based payments trust contributions	42	43
Other	47	410
Offset against deferred tax assets	(4,497)	(4,461)
Deferred tax liability	9,055	10,784
Movements:		
Opening balance	10,784	11,905
Credited to profit or loss	(1,728)	(1,121)
Exchange differences	35	60
Reversal of offset against deferred tax assets	4,461	4,401
Offset against deferred tax assets	(4,497)	(4,461)
Closing balance	9,055	10,784

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 5. Income tax (continued)

	2024 $'000	2023 $'000
Provision for income tax		
Provision for income tax	2,342	1,792
Income tax receivable		
Income tax receivable	951	443

Critical accounting judgements, estimates and assumptions

The Group is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain, for example, research and development claims. The Group recognises liabilities for anticipated tax based on the Group's current understanding of the relevant tax regulations. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

The Company has made claims under the research and development tax incentive provided by the Australian Government (R&D incentive). The R&D incentive is claimed by way of self-assessment by the Company.

Accounting policy for income tax

The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable. Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied when the assets are recovered or liabilities are settled, based on those tax rates that are enacted or substantively enacted.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses. The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

Infomedia Ltd
Notes to the consolidated financial statements
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Note 6. Non-current assets - intangibles

	2024 $'000	2023 $'000
Goodwill	20,971	20,965
Capitalised development costs	191,987	172,550
Less: Accumulated amortisation and impairment	(147,078)	(124,077)
	44,909	48,473
Software systems	22,711	22,676
Less: Accumulated amortisation	(19,176)	(15,316)
	3,535	7,360
Customer relationships	5,549	5,568
Less: Accumulated amortisation	(3,709)	(3,241)
	1,840	2,327
Brand names	160	160
	71,415	79,285

Reconciliation

Reconciliation of the written down values at the beginning and end of the current and previous financial year is set out below:

Consolidated	Goodwill $'000	Capitalised development costs $'000	Software systems $'000	Customer relationships $'000	Brand names $'000	Total $'000
Balance at 1 July 2022	20,700	51,198	11,350	2,741	779	86,768
Additions	-	20,103	-	-	-	20,103
Amortisation expense	-	(22,891)	(4,370)	(484)	(148)	(27,893)
Impairment expense	-	(8)	-	-	(476)	(484)
Exchange differences	265	71	380	70	5	791
Balance at 30 June 2023	20,965	48,473	7,360	2,327	160	79,285
Additions	-	19,446	-	-	-	19,446
Amortisation expense	-	(23,009)	(3,888)	(491)	-	(27,388)
Exchange differences	6	(1)	63	4	-	72
Balance at 30 June 2024	20,971	44,909	3,535	1,840	160	71,415

Impairment testing

The Group performs impairment testing for:

- Goodwill and indefinite life intangible assets on an annual basis regardless of whether there are any indicators of impairment; and
- Other intangibles where there are indicators of impairment.

The Group considers the relationship between its market capitalisation and its book value, among other factors, when reviewing for indicators of impairment.

Infomedia Ltd
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Note 6. Non-current assets - intangibles (continued)

Goodwill and indefinite life intangible assets

Goodwill and indefinite life intangible assets acquired through business combinations have been allocated to a cash-generating unit (CGU) for annual impairment testing as follows:

2024	APAC $'000	Americas $'000	EMEA $'000	Total $'000
Goodwill	4,517	10,617	5,837	20,971
Indefinite life intangibles	-	160	-	160

2023	APAC $'000	Americas $'000	EMEA $'000	Total $'000
Goodwill	4,517	10,611	5,837	20,965
Indefinite life intangibles	-	160	-	160

Impairment assessment

To conduct impairment testing, the Group compares the carrying value with the recoverable amount of each CGU. The recoverable amount is the higher of value in use or fair value less costs of disposal. An income approach (discounted cash flow methodology) is used to determine the recoverable amount of each CGU.

The key assumptions[1] used in the impairment assessment were as follows:

- APAC: revenue growth rates applied up to 9%; terminal growth rate of 2.5% and post-tax weighted average cost of capital of 10.5%.
  Americas: revenue growth rates applied up to 10%; terminal growth rate of 2.5% and post-tax weighted average cost of capital of 10.5%.
- EMEA: revenue growth rates applied up to 9%; terminal growth rate of 2.5% and post-tax weighted average cost of capital of 10.5%.

The Group calculates the recoverable amount of each CGU through the preparation of a fair value less cost of disposal impairment valuation model. At the end of the current and prior year, the recoverable amount exceeded the carrying value for each CGU and no impairment has been recognised.

No reasonable change in key assumptions would result in the recoverable amount being less than the carrying amount for any CGU.

[1] Key assumptions are those to which the recoverable amount is most sensitive. The approach taken in determining the values assigned to each key assumption was to consider past experience, external sources of information and external advice where relevant.

Critical accounting judgements, estimates and assumptions – research and development

Research and development expenses incurred relate to works provided by third parties and internal salaries and on-costs of employees. Research costs are expensed in the period in which they are incurred. Development costs are capitalised when it is probable that the project will be a success considering its commercial and technical feasibility, and the costs can be measured reliably.

The key judgements relate to:

- determining the portion of the internal salary and on-costs that are directly attributable to development of the Group's product suite and software; and
- identifying and assessing the technical feasibility of completing the intangible asset and generating future economic benefits.

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Note 6. Non-current assets - intangibles (continued)

An impairment loss is recognised if the carrying amount of the development asset exceeds its recoverable amount.

The Group determines the estimated useful lives for the capitalised development costs. The useful lives could change significantly as a result of technical innovations or some other event. The amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or items no longer in use will be written off or written down.

Accounting policy for intangible assets

Goodwill

Goodwill arises on the acquisition of a business. Goodwill is not amortised. Instead, goodwill is tested annually for impairment, or more frequently if events or changes in circumstances indicate that it might be impaired and is carried at cost less accumulated impairment losses. Impairment losses on goodwill are taken to profit or loss and are not subsequently reversed if the related asset subsequently increases in value.

Capitalised development costs

Research costs are expensed in the period in which they are incurred. Capitalised development costs represent the up-front costs of developing new products or enhancing existing products to meet customer needs. Development costs are capitalised when it is probable that the project will be a success considering its commercial and technical feasibility; the Group is able to use or sell the asset; the Group has sufficient resources and intent to complete the development; and its costs can be measured reliably.

Capitalised development costs are amortised on a straight-line basis over the period of their expected benefit, being their estimated finite useful life of four to five years.

Software systems

Software systems acquired in a business combination are amortised on a straight-line basis over the period of their expected benefit, being their estimated finite useful life of four to five years.

Customer relationships

Customer relationships acquired in a business combination are amortised on a straight-line basis over the period of their expected benefit, being their estimated finite useful life of three to nine years.

Brand names

Brand names acquired in a business combination are capitalised as an asset. The brand is recognised as having an infinite useful life when there is no foreseeable limit to the period over which the brand is expected to generate cash flows. Brand names are carried at cost less accumulated impairment.

Accounting policy for impairment of non-financial assets

Goodwill and other intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of (a) an asset's fair value less costs of disposal; and (b) value-in-use. Assets that do not have independent cash flows are grouped together to form a CGU.

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Note 7. Current assets - trade and other receivables

	2024 $'000	2023 $'000
Trade receivables	18,760	15,919
Less: Allowance for expected credit losses	(656)	(477)
	18,104	15,442
Other receivables	680	753
	18,784	16,195

Allowance for expected credit losses

Aging profile	Carrying amount 2024 $'000	Carrying amount 2023 $'000	Allowance for expected credit losses 2024 $'000	Allowance for expected credit losses 2023 $'000
Current	12,012	10,899	149	80
0 to 30 days	3,487	2,576	49	46
30 to 60 days	1,300	1,078	34	37
Over 60 days	1,961	1,366	424	314
	18,760	15,919	656	477

	2024 $'000	2023 $'000
Movements in the allowance for expected credit losses		
Opening balance	477	394
Additional provisions recognised	418	149
Amounts written off as uncollectable	(239)	(66)
Closing balance	656	477

Accounting policy for trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, which is inclusive of any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 to 60 days.

The Group adopts a lifetime expected loss approach to estimate credit losses. To measure the expected credit losses, trade receivables have been grouped based on days outstanding.

Critical accounting judgements, estimates and assumptions

The allowance for expected credit losses requires a degree of estimation and judgement. The allowance for expected credit losses is calculated by applying expected credit loss rates to each aged receivables category incorporating manual adjustments where necessary. The expected credit loss rates are determined with reference to recent sales experience, historical collection rates and forward looking information available at the time of preparation. Actual credit losses in future years may be higher or lower than the provided allowance.

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Note 8. Other assets

	2024 $'000	2023 $'000
Current		
Prepayments and deferred expenses	2,490	2,326
Non-current		
Net earnout in escrow	-	2,765
Prepayments and deferred expenses	316	347
	316	3,112

Prepayments represent payments made for goods or services yet to be delivered.

Deferred expenses represent costs that have been invoiced but are expected to be incurred in future periods.

Net earnout in escrow represents an amount held in trust for the purchase of SimplePart LLC expected to be released in future periods. The current portion of the earnout is netted off against the current portion of the SimplePart earnout accrual (note 13).

Note 9. Contract assets

	2024 $'000	2023 $'000
Current	647	675
Non-current	123	572
	770	1,247

Reconciliation
A reconciliation of the contract asset values at the beginning and end of the current and previous financial year is set out below:

	2024 $'000	2023 $'000
Opening balance	1,247	1,410
Accrued revenue recognised	2,057	971
Subsequently invoiced and transferred to trade receivables	(2,517)	(1,247)
Exchange differences	(17)	113
Closing balance	770	1,247

Accounting policy for contract assets

Contract assets are recognised over the period in which performance obligations are completed and represent the Group's right to consideration for the services provided to date but not yet invoiced.

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Note 10. Leases

10(a). Right-of-use assets

	2024 $'000	2023 $'000
Right-of-use assets	12,948	14,734
Less: Accumulated depreciation	(5,086)	(2,787)
	7,862	11,947

The Group leases buildings for its offices under agreements of between 1 to 7 years with, in some cases, options to extend. The leases have various escalation clauses. On renewal, the terms of the leases are renegotiated.

Reconciliation

A reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:

	2024 $'000	2023 $'000
Opening balance	11,947	6,382
Additions	-	7,917
Lease modifications	(1,609)	-
Increase in leasehold improvements	-	161
Depreciation	(2,487)	(2,660)
Exchange differences	11	147
Closing balance	7,862	11,947

Accounting policy for right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Group expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Group has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

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Note 10. Leases (continued)

10(b). Lease liabilities

	2024 $'000	2023 $'000
Current	2,428	2,467
Non-current	5,946	9,731
	8,374	12,198

Reconciliation

A reconciliation of lease liabilities at the beginning and end of the current and previous financial year is set out below:

	2024 $'000	2023 $'000
Opening balance	12,198	6,254
Additions	-	7,917
Lease modifications	(1,762)	-
Lease payments (AASB 16 rent adjustment)	(2,633)	(2,402)
Interest charges	407	268
Exchange differences	164	161
Closing balance	8,374	12,198

Future lease payments relating to lease liabilities are disclosed in note 15.

Critical accounting judgements, estimates and assumptions - Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the Group's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The Group reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Critical accounting judgements, estimates and assumptions - Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Group estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Accounting policy for lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties.

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Note 10. Leases (continued)

The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred. Variable lease payments include rent concessions in the form of rent forgiveness.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Note 11. Provisions

	2024 $'000	2023 $'000
Lease make good		
Current	27	28
Non-current	1,383	1,344
	1,410	1,372

The provision represents the present value of the estimated costs to make good the premises leased by the Group at the end of the respective lease terms.

Reconciliation

A reconciliation of the lease make good provision at the beginning and end of the current and previous financial year is set out below:

	2024 $'000	2023 $'000
Opening balance	1,372	1,520
Additions	-	161
Payments	-	(229)
Releases	-	(155)
Interest charges	39	43
Exchange differences	(1)	32
Closing balance	1,410	1,372

Accounting policy for provisions

Provisions are recorded for estimated make-good expenses for the Group's leased properties. The provision is an estimate of costs for property remediation that is expected to be required in the future.

Note 12. Contract liabilities

	2024 $'000	2023 $'000
Current	5,172	5,587
Non-current	7	37
	5,179	5,624

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Note 12. Contract liabilities (continued)

Reconciliation

A reconciliation of the contract liabilities values at the beginning and end of the current and previous financial year is set out below:

	2024 $'000	2023 $'000
Opening balance	5,624	2,651
Billings in advance	11,002	13,090
Transfer to revenue - included in the opening balance	(5,587)	(2,651)
Transfer to revenue - performance obligations satisfied in the current financial period	(5,813)	(7,521)
Exchange differences	(47)	55
Closing balance	5,179	5,624

Accounting policy for contract liabilities

Contract liabilities represent the Group's obligation to transfer services to a customer and are recognised when a pays consideration, or when the Group recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Group has transferred the services to the customer.

Note 13. Employee benefits

	2024 $'000	2023 $'000
Current		
Employee benefits payable	4,588	4,144
SimplePart earnout accrual	3,291	-
Annual leave and long service leave provision	4,020	3,913
Cash settled long-term incentive	41	28
	11,940	8,085
Non-current		
Long service leave provision	544	447
Cash settled long-term incentive	77	26
	621	473

Accounting policy for employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for long service leave not expected to be settled within 12 months of the reporting date is measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

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Note 13. Employee benefits (continued)

Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on high quality corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Earnout accrual

Arrangements for contingent payments to selling shareholders in a business combination are recognised as remuneration for post-combination services where the employment of the selling shareholder is a condition precedent for the earn-out to be earned. A liability is raised on a monthly basis for the expected contingent payments that will occur at the end of an earnout period. They are accrued equally over the term, if the payments are forfeited on termination of employment of the selling shareholders, the liability is released to the profit and loss.

Liabilities for remuneration benefits expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for remuneration benefits not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Note 14. Equity - issued share capital

	2024 Shares	2023 Shares	2024 $'000	2023 $'000
Ordinary shares - fully paid	375,787,000	375,787,000	105,196	105,196
Treasury shares held in trust - fully paid	(1,161,638)	(839,040)	(1,907)	(1,208)
	374,625,362	374,947,960	103,289	103,988

Movements in ordinary share capital

Details	Date	Shares	Issue price	$'000
Balance	1 July 2022	375,762,341		105,196
Issue of shares - performance rights	19 August 2022	24,659	$0.00	-
Balance	30 June 2023	375,787,000		105,196
Balance	30 June 2024	375,787,000		105,196

Movements in treasury shares held in trust

Details	Shares	Price	$'000
Balance 1 July 2022	200,000		249
Purchase of treasury shares during the year	1,109,197	$1.39	1,536
Issue/distribution of treasury shares during the year	(470,157)	$1.23	(577)
Balance 30 June 2023	839,040		1,208
Purchase of treasury shares during the year	885,613	$1.69	1,500
Issue/distribution of treasury shares during the year	(563,015)	$1.42	(801)
Balance 30 June 2024	1,161,638		1,907

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Note 14. Equity - issued share capital (continued)

Ordinary shares

Ordinary shares entitle the holder to participate in dividends and the proceeds on the winding up of the Company in proportion to the number of shares held, taking into account amounts paid on those shares. The fully paid ordinary shares have no par value and the Company does not have a limited amount of authorised capital. Each member represented at a general meeting, whether in person or by proxy, shall have one vote on a show of hands. Each share carries one vote upon a poll.

Treasury shares held in trust

Treasury shares are ordinary shares of the Company purchased on market by the trustee of the Infomedia Employee Share Scheme Trust. The treasury shares are held on trust for the purpose of meeting future obligations in connection with the Company's long term employee incentive scheme. Trust shares are allocated or transferred to recipients upon vesting and exercise of long-term incentives. Further details about the Company's long term incentives are set out in note 19 to these financial statements.

Capital risk management

The Group's objectives when managing capital are to safeguard its ability to continue as a going concern, so that it can continue its listing on the Australian Securities Exchange, provide returns for shareholders and benefits for other stakeholders.

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares and take on borrowings.

The capital risk management policy remains unchanged from the 2023 Annual Report.

Accounting policy for issued capital

Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Note 15. Financial instruments

Financial risk management objectives

The Group's activities expose it to a variety of financial risks: market risk (including foreign currency risk and interest rate risk), credit risk and liquidity risk.

Risk management is carried out by senior finance executives ('finance') under policies approved by the Board of Directors ('the Board'). These policies include the identification and analysis of both the risk exposure of the Group as well as the appropriate procedures, controls and risk limits. Finance identifies, evaluates and hedges financial risks where appropriate. Finance reports to the Board on a regular basis.

The Group uses various methods to measure different risk types, including sensitivity analysis for foreign currency risk and aging analysis for credit risk.

Market risk

Foreign currency risk

The Group operates and trades in three major economic currency regions (Asia Pacific; Europe, Middle East and Africa; and Americas, including North America and Latin and South Americas); and as a result, exposures to exchange rate fluctuations arise. These exposures mainly arise from the subscriptions for the Group's products and to a lesser extent the associated costs relating to these products. As the Group's product offerings are typically made on a recurring monthly subscription basis, there is a relatively high degree of reliability in estimating a proportion of future net cash flow exposures.

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Note 15. Financial instruments (continued)

In addition to the transactional sale of products, the Group's investment in both its European and United States subsidiaries, the Group's statement of financial position can be affected by movements in both the Euro ('EUR') and United States dollar ('USD') against the Australian dollar ('AUD'), with a corresponding impact to the foreign currency reserve in equity.

The carrying value of material foreign currency denominated cash and cash equivalents are as follows:

	2024 $'000	2023 $'000
United States Dollars (USD)	22,340	10,548
European Union Euros (EUR)	3,091	2,063
British Pounds (GBP)	516	462
	25,947	13,073

The Group had cash denominated in foreign currencies of $25.947 million as at 30 June 2024 (2023: $13.073 million). Based on this exposure, had the Australian dollar weakened or strengthened by 10% against these foreign currencies with all other variables held constant, the impact to the Group's profit after tax for the year would have been as follows:

	2024 $'000	2023 $'000
Australian dollar weakened by 10%	1,320	541
Australian dollar strengthened by 10%	(1,320)	(541)

The percentage change is the expected overall volatility of the significant currencies, based on management's assessment of reasonable possible fluctuations. The actual net foreign exchange gain for the year ended 30 June 2024 was $0.420 million (2023: loss of $0.752 million).

Interest rate risk

The Group is not exposed to significant interest rate risk.

The Group had the following cash and cash equivalents and associated weighted average variable interest rates at the reporting date:

	2024		2023	
Consolidated	**Weighted average interest rate %**	**Balance $'000**	**Weighted average interest rate %**	**Balance $'000**
Cash at bank	0.16%	16,849	0.17%	12,650
Cash on deposit	4.99%	53,594	3.32%	52,209
		70,443		64,859

Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements.

Credit risk of the Group mainly arises from cash and cash equivalents and trade and other receivables.

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Note 15. Financial instruments (continued)

The cash and cash equivalents are placed with major banks in those countries where the Group operates and therefore the credit risk is minimal.

The Group's trade receivables credit risk is spread broadly across automotive manufacturers, distributors and dealerships. Receivable balances are continually monitored with the result that the Group's exposure to bad debts is not significant. As the products typically have a monthly life cycle with relatively low subscription prices, the concentration of credit risk is relatively low with the exception of automotive manufacturers.

Since the Group trades only with recognised third parties, collateral is not requested nor is it the Group's policy to securitise its trade and other receivables. The aging analysis as disclosed in note 7 shows that majority of the Group's trade receivables are within the normal credit term and the receivables impairment loss is not material.

The Group has adopted a lifetime expected loss allowance in estimating expected credit losses to trade receivables through the use of the provisions matrix for credit loss provisioning. These provisions are considered representative across all customers of the Group based on recent sales experience, historical collection rates and forward-looking information that is available.

Generally, trade receivables are written off when there is no reasonable expectation of recovery. Indicators of this include the failure of a debtor to engage in a repayment plan and a failure to make contractual payments for a period greater than 1 year even with active debt collection activities.

Liquidity risk

Liquidity risk is the risk of not being able to meet payment obligations as and when they are due and payable. The Group's exposure to liquidity risk is minimal given the relative strength of the statement of financial position and cash flows from operations. Given the nature of the Group's operations and no borrowings, the Group does not have fixed or contractual payments at the reporting date other than leases and earnout consideration.

The contractual maturity of the Group's financial liabilities are as stated in the statement of financial position and are less than 60 days.

The Group's financial instruments exposed to interest rate and liquidity risk are:

- cash and cash equivalents, minimal exposure to interest rate risk;
- lease liabilities are interest bearing, there is no exposure to interest rate risk on the basis that the interest rate is fixed and the remaining contractual maturities of leases including principal and interest payments are:

	2024 $'000	2023 $'000
Not later than one year	2,428	2,468
Later than one year, but not later than 5 years	5,946	9,581
Later than 5 years	-	149
	8,374	12,198

- trade and other receivables and trade and other payables which are non-interest bearing and with credit terms generally between 30 to 60 days:

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Note 15. Financial instruments (continued)

	2024	2023
Cash and cash equivalents	70,443	64,859
Trade and other receivables	18,784	16,195
	89,227	81,054
Trade and other payables	(8,379)	(6,874)
Surplus cash and receivables	80,848	74,180

Note 16. Contingencies and commitments

The Group has given guarantees in respect of the performance of contracts entered into in the ordinary course of business. The amount of these guarantees provided by the Group, for which no amounts are recognised in the consolidated financial statements as at 30 June 2024 was $2.970 million (2023: $3.496 million).

Note 17. Events after the reporting period

No other matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

Note 18. Interests in subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described at the end of each relevant notes:

Name	Principal place of business / Country of incorporation	Ownership interest 2024 %	Ownership interest 2023 %
IFM Europe Limited	United Kingdom	100%	100%
IFM Americas Inc.	USA	100%	100%
Nidasu Pty Limited	Australia	100%	100%
SimplePart, LLC	USA	100%	100%
IFM Deutschland GmbH	Germany	100%	100%

Infomedia Ltd is the ultimate parent entity of the Group.

Transactions with related parties

During the year ended 30 June 2024, $91,925 of revenue (2023: $24,978) was earned from related parties. All transactions were made at arms length on normal commercial terms and conditions and at market rates.

Receivable from and payable to related parties

There were no trade payables to related parties at the current or previous reporting date. As at 30 June 2024, there was $nil (2023: $1,621) receivable from related parties and no expense was recognised in respect of impaired receivables due from related parties.

Loans to/from related parties

There were no loans to or from related parties at the current or previous reporting date.

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Note 19. Share-based remuneration

The Group provides eligible employees (including key management personnel but excluding non-executive directors) with long-term incentives (LTIs) in the form of share-based payments. LTIs are an integral part of the Group's remuneration policy.

The ultimate objective of share-based remuneration is to incentivise and align executives with delivery of long-term shareholder value.

Performance based LTIs align participants to the longer-term strategies, goals and objectives of the Group, and provide greater incentive for senior employees to have broader involvement and participation in the Group beyond their immediate roles.

Retention based LTIs help the Group to attract and retain skilled and experienced senior employees.

Obligations under share-based payment arrangements are settled by either issuing new ordinary shares in the Company or acquiring ordinary shares of the Company on market. Alternatively, the Board retains discretion to settle LTIs in cash in appropriate circumstances. LTIs are governed by the terms of the Company’s Long Term Incentive Plan ('the Plan').

Trading in the Company’s shares is governed by the Company’s Securities Trading Policy. The policy restricts employees from trading in the Company’s shares when they are in a position to be aware, or are aware, of price sensitive information. Designated employees are restricted from trading shares outside defined trading windows without prior Board approval.

The Remuneration, People and Culture Committee recommends to the Board to approve each employee's participation in the Plan. All LTIs are issued by the Company.

The following LTIs are currently on issue:

Note

19(a). Performance Rights (PRs)
19(b). Share Appreciation Rights (SARs)
19(c). Equity Bonus Plan Rights (EBPRs) and Restricted Stock Units (RSUs)

19(a). Performance Rights (PRs)

General terms of PRs currently on issue:

- The Board approves the issue of PRs to eligible employees subject to the Plan rules.
- PRs are granted for nil consideration and no strike price is payable upon exercise.
- PR vesting conditions are not market related and are conditional on meeting the performance hurdles described below.
- PRs automatically lapse if vesting conditions are not met.
- Eligible employees must remain employed at any relevant vesting and/or exercise date, subject to limited exceptions contained in the Plan rules.
- Vested PRs may be exercised up to a specified number of years after the grant date.
- The Plan provides for Board discretion to adjust the performance measures for non-trading items as well as other items affecting underlying earnings.
- The Board determines the number of PRs to vest based on the outcome of the performance hurdles.
- No dividend or voting rights are attached to PRs until they are exercised and converted into fully paid ordinary shares.
- Upon exercise, each PR converts into one fully paid ordinary share of the Company.
- The fair value of the PRs at grant date is estimated by an external party with reference to the share price in accordance with the applicable accounting standard AASB 2 Share-Based Payments ('AASB 2').

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Note 19. Share-based remuneration (continued)

PRs outstanding at 30 June 2024:

Financial year in which PRs were issued	2024	2024	2023	2022
Grant date	15-May-24	13-Dec-23	21-Mar-23	21-Dec-21
Performance period from	01-Jul-23	01-Jul-23	01-Jul-22	01-Jul-21
Performance period to	30-Jun-26	30-Jun-26	30-Jun-25	30-Jun-24
Testing event: release of audited accounts	FY26	FY26	FY25	FY24
Expiry date after grant date	7 years	7 years	4 years	4 years
Performance measure:				
Compound Annual Growth Rate (CAGR) on prior year adjusted earnings per share (cents per share)	4.03	4.03	4.40	4.90
Vesting scale for CAGR:				
Threshold CAGR:	5%	5%	10%	10%
Maximum CAGR:	10%	10%	15%	15%

Vesting scale is 0% vesting below threshold CAGR. Once threshold is met, 25% vest, between threshold and maximum CAGR, vesting is straight-line pro-rated between 25% and 100%. Upon achievement of maximum CAGR, vesting is 100%.

Fair value at grant date valuation assumptions:				
Share price	$1.59	$1.47	$1.43	$1.45
Term	2.3 years	2.7 years	2.4 years	2.7 years
Risk-free interest rate	3.97%	3.92%	2.83%	0.87%
Dividend yield	3.40%	3.40%	3.70%	3.40%

Movement in number of issued PRs:

2024

Grant date	Performance period	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
15-May-24	30-Jun-26	15-May-29	$1.47	-	16,935	-	-	16,935
13-Dec-23	30-Jun-26	31-Aug-31	$1.34	-	568,193	-	(165,097)	403,096
21-Mar-23	30-Jun-25	20-Mar-27	$1.31	930,107	-	-	(349,910)	580,197
21-Dec-21	30-Jun-24	20-Dec-25	$1.33	371,119	-	-	(371,119)	-
29-Mar-21	30-Jun-23	28-Mar-27	$1.51	132,964	-	-	(132,964)	-
				1,434,190	585,128	-	(1,019,090)	1,000,228

2023

Grant date	Performance period	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
21-Mar-23	30-Jun-25	20-Mar-27	$1.31	-	974,910	-	(44,803)	930,107
21-Dec-21	30-Jun-24	20-Dec-25	$1.33	540,061	-	-	(168,942)	371,119
29-Mar-21	30-Jun-23	28-Mar-27	$1.51	192,634	-	-	(59,670)	132,964
15-Nov-19	30-Jun-22	14-Nov-25	$2.09	54,993	-	-	(54,993)	-
				787,688	974,910	-	(328,408)	1,434,190

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 19. Share-based remuneration (continued)

19(b). Share Appreciation Rights (SARs)

General terms of SARs currently issued:

- The Board approves the issue of SARs to eligible employees subject to the Plan rules.
- SARs are granted for nil consideration and no strike price is payable upon exercise.
- SARs are tested over a three-year performance period and vest proportionally based on the relevant vesting and performance criteria for each grant.
- SARs automatically lapse if vesting conditions are not met.
- Eligible employees must remain employed at any relevant vesting date, subject to limited exceptions contained in the Plan rules.
- Vested SARs may be exercised up to a specified number of years after the grant date.
- The Plan provides for Board discretion to adjust the performance measures for non-trading items as well as other items affecting revenue and underlying earnings.
- No dividend or voting rights are attached to SARs until they are exercised and converted into fully paid ordinary shares.
- Upon exercise SAR holders receive fully paid ordinary shares in the Company equivalent to the growth in share price over the 'Reference Price' calculated for each particular grant, multiplied by the number of vested SARs. The share price must exceed the Reference Price at the time of exercise.
- The fair value of the SARs at grant date is estimated by an external party with reference to the share price in accordance with AASB 2.

SARs outstanding at 30 June 2024:

Financial year in which SARs were issued	2024	2023	2022
Grant date	-	21-Mar-23	21-Dec-21
Performance period from	-	01-Jul-22	01-Jul-21
Performance period to	-	30-Jun-25	30-Jun-24
Testing event: release of audited accounts	-	FY25	FY24
Expiry date after grant date	-	4 years	4 years
Performance measure:			
Compound Annual Growth Rate (CAGR) Revenue ($'000)	-	120,140	97,446
Vesting scale for CAGR:			
Threshold CAGR	-	10%	10%
Maximum CAGR	-	20%	20%

Vesting scale is 0% vesting below threshold CAGR. Once threshold is met, 25% vest, between threshold and maximum CAGR, vesting is straight-line pro-rated between 25% and 100%. Upon achievement of maximum CAGR, vesting is 100%. If CAGR is greater than 20%, then outperformance award comprises of additional shares granted at vesting equivalent to 50% of the shares awarded on exercise of the SARs.

Calculation methodology:
Participating employees benefit from potential growth in the Company's share price between the grant and exercise dates. Upon exercise the SARs convert to a number of shares determined by the following calculation:

$$\frac{(\text{SAR End Price - Reference Price}) \text{ X Number of SARs}}{\text{SAR End Price}}$$
$$= \text{Number of Shares Vested + Outperformance Award (where applicable)}$$

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 19. Share-based remuneration (continued)

Financial year in which SARs were issued	2024	2023	2022
Where:			
SAR End Price: number of days Volume Weighted Average Price (VWAP) of the Company's shares up to exercise date	-	5 days	5 days
Reference Price: number of days VWAP calculation on the Company's share price (a) following the 2022 Annual General Meeting (b) up to and including 30 June 2021	-	20 days (a)	20 days (b)
Reference Price	-	$1.1160	$1.4650
Fair value at grant date valuation assumptions:			
Reference price	-	$1.1160	$1.4650
Share price	-	$1.43	$1.45
Term	-	3.2 years	3.4 years
Risk-free interest rate	-	2.82%	1.05%
Dividend yield	-	3.70%	3.40%
Volatility	-	38.00%	38.00%

Calculation methodology:
Number of SARs is determined by the following formula:

$$\frac{\text{SAR Award Opportunity (\$)}}{\text{SARs Estimated Value (\$)}}$$

Where:
SARs estimated value at the grant date is based on the Cox-Ross-Rubinstein binomial lattice valuation model taking into account the terms and conditions under which the SARs were granted.

Movement in number of issued SARs:

2024

Grant date	Performance period	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
21-Mar-23	30-Jun-25	20-Mar-27	$0.46	1,081,967	-	-	-	1,081,967
21-Dec-21	30-Jun-24	20-Dec-25	$0.32	1,449,843	-	-	(809,843)	640,000
29-Mar-21	30-Jun-23	28-Mar-27	$0.40	678,511	-	-	(678,511)	-
				3,210,321	-	-	(1,488,354)	1,721,967

2023

Grant date	Performance period	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
21-Mar-23	30-Jun-25	20-Mar-27	$0.46	-	1,081,967	-	-	1,081,967
21-Dec-21	30-Jun-24	20-Dec-25	$0.32	2,109,843	-	-	(660,000)	1,449,843
29-Mar-21	30-Jun-23	28-Mar-27	$0.40	1,313,122	-	-	(634,611)	678,511
15-Nov-19	30-Jun-22	14-Nov-25	$0.65	1,135,575	-	-	(1,135,575)	-
				4,558,540	1,081,967	-	(2,430,186)	3,210,321

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 19. Share-based remuneration (continued)

19(c). Equity Bonus Plan Rights (EBPRs) and Restricted Stock Units (RSUs)

General terms of EBPRs and RSUs currently on issue:

- The Board approves the issue of EBPRs and RSUs to eligible employees subject to the Company's Equity Bonus Plan Rules.
- EBPRs and RSUs are granted and exercised for nil consideration.
- Eligible employees must remain employed by the Company at any exercise date. No other performance hurdles apply.
- EBPRs and RSUs vest in terms of each offer at specified dates.
- Unexercised EBPRs and RSUs automatically lapse and are forfeited after the specified expiry dates.
- Upon vesting and exercise each EBPR or RSU converts into one fully paid ordinary share per EBPR or RSU.
- The fair value of the EBPRs and RSUs at grant date is valued by the Company with reference to the share price in accordance with AASB 2.

Movement in number of issued EBPRs:

2024

Grant date	Vesting date	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
14-Oct-21	01-Jul-23	31-Dec-23	$1.56	34,130	-	-	(34,130)	-
20-Dec-21	01-Dec-23	31-Dec-23	$1.37	383,923	-	(364,470)	(19,453)	-
				418,053	-	(364,470)	(53,583)	-

2023

Grant date	Vesting date	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
18-Mar-22	30-Jun-23	31-Dec-24	$1.40	51,195	-	-	(51,195)	-
18-Mar-22	31-Dec-23	31-Dec-24	$1.38	51,195	-	-	(51,195)	-
14-Oct-21	01-Jul-23	31-Dec-23	$1.56	34,130	-	-	-	34,130
14-Oct-21	31-Dec-22	31-Dec-23	$1.59	204,181	-	(141,041)	(63,140)	-
14-Oct-21	01-Jul-22	31-Dec-23	$1.62	34,130	-	(34,130)	-	-
14-Oct-21	31-Mar-22	31-Dec-23	$1.63	204,181	-	(190,529)	(13,652)	-
20-Dec-21	01-Dec-23	31-Dec-23	$1.37	459,130	-	-	(75,207)	383,923
				1,038,142	-	(365,700)	(254,389)	418,053

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 19. Share-based remuneration (continued)

Movement in number of issued RSUs:

2024

Grant date	Vesting date	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
15-May-24	31-Aug-26	15-May-29	$1.47	-	16,935	-	-	16,935
15-Jan-24	15-Jan-27	31-Dec-27	$1.31	-	35,386	-	-	35,386
15-Jan-24	15-Jan-26	31-Dec-27	$1.36	-	35,386	-	-	35,386
15-Jan-24	15-Jan-25	31-Dec-27	$1.40	-	35,385	-	-	35,385
13-Dec-23	30-Jun-26	31-Aug-31	$1.34	-	652,064	-	(165,097)	486,967
21-Mar-23	01-Jul-25	20-Mar-27	$1.31	94,086	-	-	(14,934)	79,152
21-Mar-23	01-Jul-24	20-Mar-27	$1.36	94,086	-	-	(14,934)	79,152
21-Mar-23	01-Jul-23	20-Mar-27	$1.42	94,086	-	(94,086)	-	-
21-Mar-23	30-Jun-25	20-Mar-27	$1.31	634,408	-	-	(349,910)	284,498
23-May-22*	23-May-24	N/A	$1.14	104,457	-	(104,457)	-	-
23-May-22*	23-May-25	N/A	$1.08	104,456	-	-	-	104,456
				1,125,579	775,156	(198,543)	(544,875)	1,157,317

2023

Grant date	Vesting date	Expiry date	Fair value at grant date	Balance at the start of the year	Granted	Vested and exercised	Lapsed or forfeited	Balance at the end of the year
21-Mar-23	01-Jul-23	20-Mar-27	$1.42	-	109,020	-	(14,934)	94,086
21-Mar-23	01-Jul-24	20-Mar-27	$1.36	-	109,020	-	(14,934)	94,086
21-Mar-23	01-Jul-25	20-Mar-27	$1.31	-	109,020	-	(14,934)	94,086
21-Mar-23	30-Jun-25	20-Mar-27	$1.31	-	679,211	-	(44,803)	634,408
23-May-22*	23-May-23	N/A	$1.19	-	104,457	(104,457)	-	-
23-May-22*	23-May-24	N/A	$1.14	-	104,457	-	-	104,457
23-May-22*	23-May-25	N/A	$1.08	-	104,456	-	-	104,456
				-	1,319,641	(104,457)	(89,605)	1,125,579

* These RSUs, representing the CEO and Managing Director's one-time sign-on bonus, were deemed granted and reported as unissued EBPRs in the FY22 Remuneration Report subject to Shareholder approval. The RSUs were issued on 9 March 2023.

Accounting policy for share-based payments

Share-based compensation benefits in the form of conditional rights to acquire shares in the Company are provided to some senior employees. The cost of share-based transactions is measured at fair value on grant date. Fair value is estimated using a pricing model that takes into account the exercise price, option term, dilution impact, share price at grant date, price volatility, dividend yield and the risk free interest rate for the term of the option. The pricing model also includes non-vesting conditions that do not determine whether the Group receives the services that entitle the employees to receive payment. No other vesting conditions are taken into account.

The cost of share-based transactions is recognised as an expense with a corresponding increase in equity over the vesting period. The amount recognised in profit or loss for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods. The cumulative charge to profit or loss is calculated based on the grant date fair value of the LTIs, the best estimate of the number of LTIs that are likely to vest and the expired portion of the vesting period. The total impact for the period arising from share-based payment transactions is included in note 4.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 20. Cash flow information

Reconciliation of profit after income tax to net cash from operating activities

	2024 $'000	2023 $'000
Profit after income tax expense for the year	12,683	9,582
Adjustments for:		
Depreciation and amortisation	30,651	31,443
Share-based payments	469	1,116
Exchange differences	(420)	968
Impairment of intangible assets	-	484
Change in operating assets and liabilities:		
(Increase)/decrease in trade and other receivables	(2,589)	(4,247)
(Increase)/decrease in other assets	2,632	3,756
(Increase)/decrease in contract assets	477	163
(Increase)/decrease in income tax receivable	(508)	1,609
(Increase)/decrease in deferred tax assets	(2,219)	(2,271)
Increase/(decrease) in trade and other payables	1,505	1,317
Increase/(decrease) in contract liabilities	(445)	2,973
Increase/(decrease) in provision for income tax	550	987
Increase/(decrease) in employee benefits	4,003	(7,540)
Increase/(decrease) in deferred tax liabilities	(1,729)	(1,121)
Increase/(decrease) other provisions	-	(229)
Net cash from operating activities	45,060	38,990

Non-cash investing and financing activities

	2024 $'000	2023 $'000
Additions to the right-of-use assets	-	7,917
Issue/distribution of treasury shares	(801)	(577)
	(801)	7,340

Changes in liabilities arising from financing activities

Consolidated	Lease liabilities $'000
Balance at 1 July 2022	6,254
Net cash used in financing activities	(2,134)
Acquisition of leases	7,917
Exchange differences	161
Balance at 30 June 2023	12,198
Net cash used in financing activities	(2,226)
Lease modifications	(1,762)
Exchange differences	164
Balance at 30 June 2024	8,374

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 21. Key management personnel disclosures

Compensation

The aggregate compensation made to directors and other members of key management personnel of the Group is set out below:

	2024 $	2023 $
Short-term employee benefits	2,356,079	2,131,182
Post-employment benefits	122,282	102,900
Long-term benefits	4,896	416
Share-based payments	272,588	356,710
	2,755,845	2,591,208

Note 22. Parent entity information

Statement of profit or loss and other comprehensive income

		Parent
	2024 $'000	2023 $'000
Profit after income tax	11,262	11,482
Total comprehensive income	11,262	11,482

Statement of financial position

		Parent
	2024 $'000	2023 $'000
Total current assets	122,034	105,529
Total assets	192,214	180,825
Total current liabilities	50,099	30,797
Total liabilities	68,015	52,749
Net assets	124,199	128,076
Equity		
Issued share capital	105,196	105,196
Share-based payments reserve	1,464	1,521
Retained profits	17,539	21,359
Total equity	124,199	128,076

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries

The parent entity guarantees IFM Americas Inc's obligations under the Members Interest Purchase Agreement in relation to the acquisition of SimplePart.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 22. Parent entity information (continued)

Guarantees

Other than the guarantees below, there were no unrecognised contingent liabilities as at 30 June 2024 and 30 June 2023.

The parent entity has provided the following:
- Bank guarantee to a maximum value of $1.056 million (2023: $1.591 million) relating to lease commitments.
- Other guarantees of $1.914 million (2023: $1.905) for lease commitments.

Capital commitments - Property, plant and equipment

The parent entity had no capital commitments for property, plant and equipment as at 30 June 2024 and 30 June 2023.

Significant accounting policies

The accounting policies of the parent entity are consistent with those of the Group, as disclosed in note 24 and throughout the accounts, except for the following:

- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.
- Dividends received from subsidiaries are recognised as other income by the parent entity.

Note 23. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Deloitte, the auditor of the Company, and unrelated firms:

	2024 $	2023 $
Deloitte and related network firms		
Audit or review of financial reports:		
- Group base fee	365,350	313,500
- Group other audit related fees	35,000	111,000
	400,350	424,500
Other auditors and their related network firms		
Audit or review of financial reports:		
- Subsidiaries	31,749	27,937
Other services:		
- Tax consulting services	4,668	5,915
	36,417	33,852

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 24. Basis of preparation and other accounting policies

Infomedia Ltd is a listed public company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Level 5, 155 Clarence Street
Sydney NSW 2000

A description of the nature of the Group's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 26 August 2024. The directors have the power to amend and reissue the financial statements.

Basis of preparation

The accounting policies that are material to the Group are set out either in the respective notes or below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for for-profit oriented entities. These financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board.

The accounting policies adopted in the preparation of the financial statements have been consistently applied to all the years presented, unless otherwise stated.

The financial statements are presented in Australian dollars, which is Infomedia Ltd's functional and presentation currency.

Impact of the initial application of other new and amended Australian Accounting Standards that are effective and applicable for the current year

In the current year, the Group has applied all amendments to Australian Accounting Standards and Interpretations issued by the Board that are effective for an annual period that begins on or after 1 July 2023. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, financial assets and liabilities at fair value through profit or loss.

Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Infomedia as at 30 June 2024 and the results of all subsidiaries for the year then ended.

Subsidiaries are all those entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date that control ceases.

Rounding of amounts

The Company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191, issued by the Australian Securities and Investments Commission, relating to 'rounding-off'. Amounts in this report have been rounded off in accordance with that Corporations Instrument to the nearest thousand dollars, or in certain cases, the nearest dollar.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 24. Basis of preparation and other accounting policies (continued)

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other payables

Trade and other payables represent liabilities for goods and services provided to the Group prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Group's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Group's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Financial assets at amortised cost

A financial asset is measured at amortised cost only if both of the following conditions are met: (i) it is held within a business model whose objective is to hold assets in order to collect contractual cash flows; and (ii) the contractual terms of the financial asset represent contractual cash flows that are solely payments of principal and interest.

Impairment of financial assets

The Group recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the Group's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

The loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

Reserves

Share-based payments reserve
The reserve is used to recognise the value of equity benefits provided to employees as part of their remuneration.

Infomedia Ltd
Notes to the consolidated financial statements
30 June 2024

Note 24. Basis of preparation and other accounting policies (continued)

Foreign currency translation
Foreign currency transactions are translated into Australian dollars using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at financial year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

The assets and liabilities of foreign operations are translated into Australian dollars using the exchange rates at the reporting date. The revenue and expenses of foreign operations are translated into Australian dollars using monthly average exchange rates, which approximate the rates at the dates of the transactions, for the period. All resulting foreign exchange differences are recognised in other comprehensive income through the foreign currency reserve in equity.

The foreign currency reserve is recognised in profit or loss when the foreign operation or net investment is disposed of.

New Accounting Standards and Interpretations not yet mandatory or early adopted

At the date of authorisation of these financial statements, the Group has not applied the following new and revised Australian Accounting Standards and Interpretations that have been issued but are not yet effective and may have an impact on the Group:

AASB 18	Presentation and disclosure of financial statements
AASB 2020-1 Amendments to Australian Accounting Standards	Classification of Liabilities as Current or Non-Current
AASB 2022-6 Amendments to Australian Accounting Standards	Non-current Liabilities with Covenants
AASB 2022-5 Amendments to Australian Accounting Standards	Lease Liability in a Sale and Leaseback
AASB 2023-1 Amendments to Australian Accounting Standards	Supplier Finance Arrangements
AASB 2023-5 Amendments to Australian Accounting Standards	Lack of Exchangeability
AASB 2014-10	Sale or contribution of assets between investor and its associate or joint venture

The directors are assessing the impact of the adoption of the Standards listed above and the potential impact on the financial statements of the Group in future periods.

Infomedia Ltd
Consolidated entity disclosure statement
As at 30 June 2024

Entity name	Entity type	Country of incorporation	% of share capital held	Tax residency
Infomedia Limited	Public Company	Australia	100%	Australia
IFM Europe Limited	Private Company	United Kingdom	100%	United Kingdom
IFM Americas Inc.	Incorporated Entity	United States of America	100%	United States of America
Nidasu Pty Limited	Private Company	Australia	100%	Australia
SimplePart, LLC	Limited Liability Corporation	United States of America	100%	United States of America
IFM Deutschland GmbH	Company with Limited Liability	Germany	100%	Germany
Infomedia Ltd Employee Incentive Trust	Public Company Trust	Australia Australia	100% N/A	Australia Australia

Infomedia Ltd is the parent entity of the Group.

There are no partnerships or joint ventures within the consolidated entity. None of the above entities was a trustee of a trust within the consolidated entity, a partner in a partnership within the consolidated entity, or a participant in a joint venture within the consolidated entity.

Infomedia Ltd
Directors' declaration
30 June 2024

In the directors' opinion:

a) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable;

b) the attached financial statements are in compliance with International Financial Reporting Standards as issued by the International Accounting Standards Board as described in note 24 to the financial statements;

c) the attached financial statements and notes thereto are in accordance with the Corporations Act 2001, including compliance with accounting standards and giving a true and fair view of the financial position and performance of the consolidated entity;

d) the directors have been given the declarations required by s.295A of the Corporations Act 2001; and

e) the information disclosed in the consolidated entity disclosure statement is true and correct.

Signed in accordance with a resolution of directors made pursuant to section 295(5) of the Corporations Act 2001.

On behalf of the directors

Bart Vogel
Chairman

26 August 2024

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Independent Auditor's Report to the Members of Infomedia Ltd

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Infomedia Ltd (the "Company") and its subsidiaries (the "Group") which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and other explanatory information, the directors' declaration and the consolidated entity disclosure statement.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- Giving a true and fair view of the Group's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matter	How the scope of our audit responded to the Key Audit Matter
Capitalised development costs As at 30 June 2024, the Group's carrying value of product and software development costs capitalised as intangibles totaled $44.9m of which $19.5m is attributable to capitalisation in the current financial year as disclosed in Note 6. Judgement is involved in determining: • Whether costs incurred qualify for capitalisation in accordance with AASB 136 Intangible assets ("AASB 136"). • The quantum of labour costs directly attributable to develop the Group's product suite and software.	Our procedures included, but were not limited to: • Understanding the relevant controls over the capitalisation of software development costs. • On a sample basis, testing capitalised software development costs during the year through the following: o Assessing management's movement schedule of capitalised labour by agreeing the underlying salaries and related expenses to the respective payroll reports. o Understanding the significant development projects and activities undertaken during the year. o Enquiring with project managers involved in product development to understand and assess the basis and rationale for capitalising costs associated with the projects. o Testing on a sample basis, capitalised labour costs during the year through reviewing timesheets. o Assessing whether the costs incurred qualify for capitalisation in accordance with the Group's accounting policy and AASB 138 *Intangible Assets.* o Testing the mathematical accuracy of management's labour capitalisation schedule. • Assessing the appropriateness of the disclosure in Note 6 to the financial statements.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Deloitte.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible:

- For the preparation of the financial report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group in accordance with Australian Accounting Standards; and
- For such internal control as the directors determine is necessary to enable the preparation of the financial report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group, and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group's audit. We remain solely responsible for our audit opinion.

Deloitte.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 20 to 31 of the Directors' Report for the year ended 30 June 2024.

In our opinion, the Remuneration Report of Infomedia Ltd, for the year ended 30 June 2024, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU

Damien Cork
Partner
Chartered Accountants

Sydney, 26 August 2024

Shareholder information as of 16 August 2024

The following information is presented in compliance with ASX Listing Rules 4.10 (as relevant). The information is current as of 16 August 2024.

1. Number of shareholders, distribution of quoted equity securities and unmarketable parcels

Range	Securities	%	No. of holders	%
100,001 and Over	331,678,335	88.26	84	1.45
10,001 to 100,000	31,070,633	8.27	1,078	18.65
5,001 to 10,000	6,486,698	1.73	823	14.24
1,001 to 5,000	5,687,031	1.51	2,224	38.47
1 to 1,000	864,303	0.23	1,572	27.19
Total	**375,787,000**	**100.00**	**5,781**	**100.00**
Unmarketable Parcels	21,735	0.01	315	5.45

2. Top 20 Registered Shareholders

Rank	Name	16 Aug 2024	%IC
1	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	98,840,419	26.30
2	J P MORGAN NOMINEES AUSTRALIA PTY LtIMITED	90,069,683	23.97
3	CITICORP NOMINEES PTY LIMITED	69,577,313	18.52
4	BNP PARIBAS NOMS PTY LTD	9,819,507	2.61
5	BNP PARIBAS NOMINEES PTY LTD	9,175,503	2.44
6	MIRRABOOKA INVESTMENTS LIMITED	6,468,818	1.72
7	NATIONAL NOMINEES LIMITED	5,613,279	1.49
8	ANACACIA PTY LTD	4,922,969	1.31
9	CITICORP NOMINEES PTY LIMITED	4,008,828	1.07
10	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	3,908,103	1.04
11	MR RICHARD LEON	2,756,302	0.73
12	BNP PARIBAS NOMINEES PTY LTD	2,508,808	0.67
13	UBS NOMINEES PTY LTD	2,407,645	0.64
14	CITICORP NOMINEES PTY LIMITED	2,224,219	0.59
15	MR PETER ALEXANDER BROWN	1,350,000	0.36
16	PACIFIC CUSTODIANS PTY LIMITED	1,161,638	0.31
17	NEWECONOMY COM AU NOMINEES PTY LIMITED	1,150,727	0.31
18	CERTANE CT PTY LTD	825,000	0.22
19	POWERWRAP LIMITED	715,008	0.19
20	PACIFIC CUSTODIANS PTY LIMITED	625,694	0.17
	Total	**318,129,463**	**84.66**
	Balance of register	**57,657,537**	**15.34**
	Grand total	**375,787,000**	**100.00**

3. Substantial shareholders

The share balances in this table are extracted from substantial shareholder notices received by the Company.

Rank	Shareholder	Number of shares	Voting Power	Date of last notice
1	VIBURNUM FUNDS PTY LTD ACN 126 348 990	29,457,818	7.84%	8 April 2024
2	PERPETUAL LIMITED and its related bodies corporate	25,429,646	6.76%	18 April 2023
3	YARRA CAPITAL MANAGEMENT LIMITED ACN 003 376 252; YARRA FUNDS MANAGEMENT LIMITED ACN 005 885 567; YARRA CAPITAL MANAGEMENT HOLDINGS PTY LTD ACN 614 782 795; YARRA MANAGEMENT NOMINEES PTY LTD ACN 616 681 068; AA AUSTRALIA FINCO PTY LTD ACN 614 781 172; TA SP AUSTRALIA TOPCO PTY LTD ACN 612 486 452; TA UNIVERSAL INVESTMENT HOLDINGS LTD; TYNDALL EQUIITIES AUSTRALIA PTY LTD ACN 149 370 301	22,292,033	5.93%	5 May 2023
4	CELESTE FUNDS MANAGEMENT LIMITED ACN 098 628 605	19,029,583	5.06%	3 March 2023
5	VANGUARD GROUP INC. and its related bodies corporate	18,805,756	5.004%	14 August 2024
	TOTAL	**115,014,836**	**30.61%**	

4. Unquoted Equity Securities – Employee Incentive Plans

Class	Number on issue	Number of holders
Unquoted Share Appreciation Rights	2,605,143	8
Unquoted Performance Rights	1,963,480	13
Unquoted Restricted Stock Units (Equity Bonus Plan)	1,756,483	15

5. Escrowed Securities

Nil.

6. Voting and dividend rights

Fully Paid Ordinary Shares: On a show of hands every member present at a meeting in person or by proxy shall have one vote and upon a poll shall have one vote for each share represented.

Unquoted Share Appreciation Rights, Performance Rights and Restricted Stock Units: No voting rights apply to the holder unless and until the unquoted securities are converted to Fully Paid Ordinary Shares.

7. Share buy-back

Infomedia Ltd does not have a current on-market buy-back in operation.

8. Shares purchased on-market

During the reporting period 885,613 shares were purchased on-market at an average price of $1.69 per share to satisfy vested and future vesting share options or performance rights granted in connection with employee incentive schemes.

9. Corporate Governance Statement

Infomedia's 2024 Corporate Governance Statement may be found by visiting *http://www.infomedia.com.au/governance*

Additional Information

Corporate Directory

INFOMEDIA LTD (ASX:IFM)
ABN 63 003 326 243

DIRECTORS
Bart Vogel – Non-Executive Chairman
Jens Monsees – CEO & Managing Director
Kim Anderson
Jim Hassell
Lisa Harker
Edwina Gilbert
Jon Brett

COMPANY SECRETARY
Daniel Wall
Joanne Hawkins

CHIEF FINANCIAL OFFICER
Chantell Revie

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Website
http://www.linkmarketservices.com.au

AUDITORS
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Sydney NSW 2000

Annual General Meeting 2024

The 2024 Annual General Meeting will be held on 19th November 2024. Further details about the AGM will be released with the Notice of Meeting.

Glossary

APAC	Sales region covering the area of Asia Pacific
ARC	Annual recurring cost
ARR	Annual recurring revenue
Cash EBITDA	Cash earnings; identifies the cash impact of investing in development costs that are capitalised: a key internal reporting metric
cps	Cents per share
CRM	Customer Relationship Management
DaaS	Data as a Service
DMS	Dealer Management System
EBITDA	Earnings before interest, tax, depreciation and amortisation
EMEA	Sales region covering the area of Europe, Middle East and Africa
EV	Electric Vehicles
FY24	The financial year from 1 July 2023 to 30 June 2024
MPI	Multipoint inspection
NPAT	Net profit after tax
NPATA	Adjusts NPAT per the income statement for aquisition expenses and purchase price accounting
NSC	National Sales Company being a country or regional distributor for an OEM
OE/OEM	Original Equipment Manufacturer
pcp	Prior corresponding period
ROI	Return on investment
SaaS	Software as a Service

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Empowering the data-driven automotive ecosystem