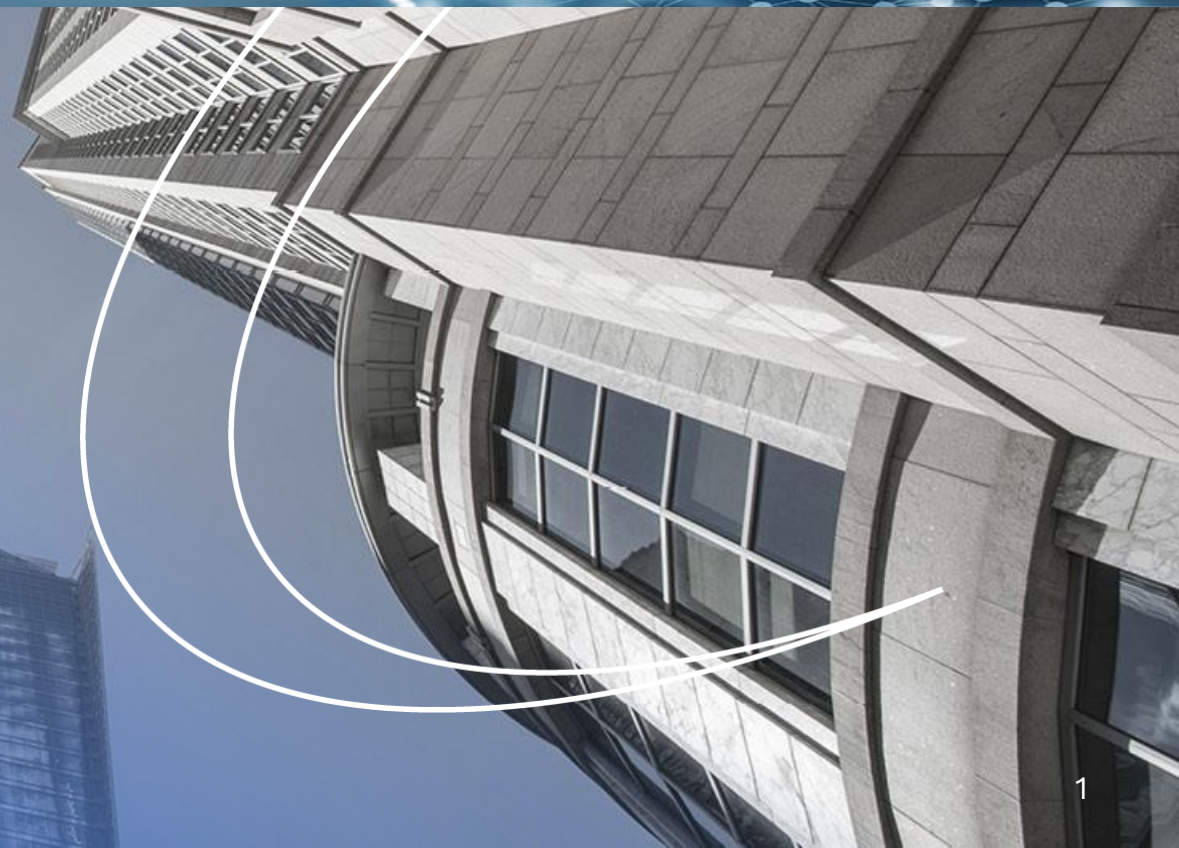




FY24 AGM Presentation



(ASX Code: HIT)



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The HiTech Difference



- We are a **leading Sovereign Company** in Talent services to Australian and State Government departments and the private sector.
- We are renowned for providing the highest quality talent on demand and a proven partner to over **43 Federal Government departments**.
- As a trusted Australian organisation with **Defence Industry Security Program (DISP) membership**, HiTech is an accredited Defence Industry supplier of security cleared personnel at the highest levels and most sensitive sectors of Government.
- Our Talent services span over **30 years since our inception in 1993** and we have unique placement and services expertise underpinned by our proprietary software platform.
- Our people have industry leading capabilities across multiple IT segments including **Cyber Security, Cloud Infrastructure and Applications Development**.
- Headquartered in Sydney, Australia, has been listed on the Australian Securities Exchange since 2000 **and has a market capitalisation of \$82m**.

FY 24 Highlights



HiTech delivered another record year with Gross Margin growth of 16.5% and EBITDA growth of 16.6%, capitalising on the growing demand for ICT professionals to drive digital transformation.



Operating Highlights

- New Panel win with ICPTA (Defence) and renewed DMP2 panel delivering substantial new opportunities
- Increasing percentage of contracts with Defence
- Contract wins with National Disability Insurance Agency (NDIA)
- Disciplined execution with a focus on profitability
- Relentless focus on cost management in line with the market outlook (including Government expenditure)



Financial Highlights

- Operating Revenue of **\$63.6m** - down 14.5%
- Gross Profit of **\$12.8m**, 20% GP margin – an increase of **16.5%** year on year
- EBITDA of **\$8.9m**, 14% EBITDA margin – an increase of **16.6%** year on year
- NPAT of **\$6.03m** - an increase of **10.9%** year on year
- EPS of **\$0.14** – an increase of **10.6%** year on year
- Strong balance sheet with **\$12.1m** in cash reserves
- Full year fully franked dividend of **10** cents per share

Investment Highlights



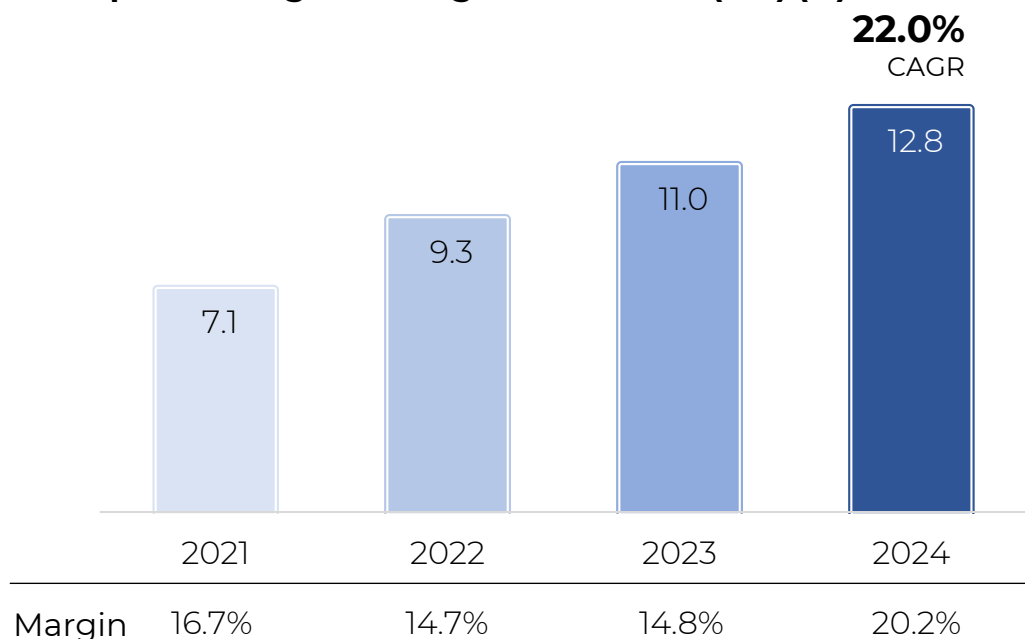
HiTech is a leading provider of ICT Talent services and has delivered consistent year on year EBITDA growth delivering significant returns to shareholders

1. **Strong track record of EBITDA CAGR growth** of 19.5% over the last 4 years all delivered through organic growth with industry leading profit margins and strong cash generation.
2. **Long term repeatable client base with deep roots in Federal and State Government Departments** including Department of Home Affairs, Department of Defence, Australian Cyber Security Centre, Australian Signals Directorate, Services Australia, Department of Health & Aged Care, Department of Employment and Workplace Relations.
3. **Member of critical Federal Government procurement panels** including The People Panel, BuyICT (DMP2) and ICTPA panels that provide consistent access to Government ICT projects and contracts.
4. **Extensive database of ICT professionals (400,00 plus) across multiple IT segments** with over 10,000 security cleared personnel at various security levels.
5. **Proprietary AI software system, HiBASE** (internally developed), that provides significant cost efficiencies to identify relevant talent for ICT projects and fulfill talent acquisition opportunities.
6. **Experienced Board and Executive aligned to shareholder value creation** with founders holding 70% of shares on issue.
7. **Positive Industry tailwinds** that will accelerate growth as HiTech is positioned at the forefront of critical ICT project delivery.

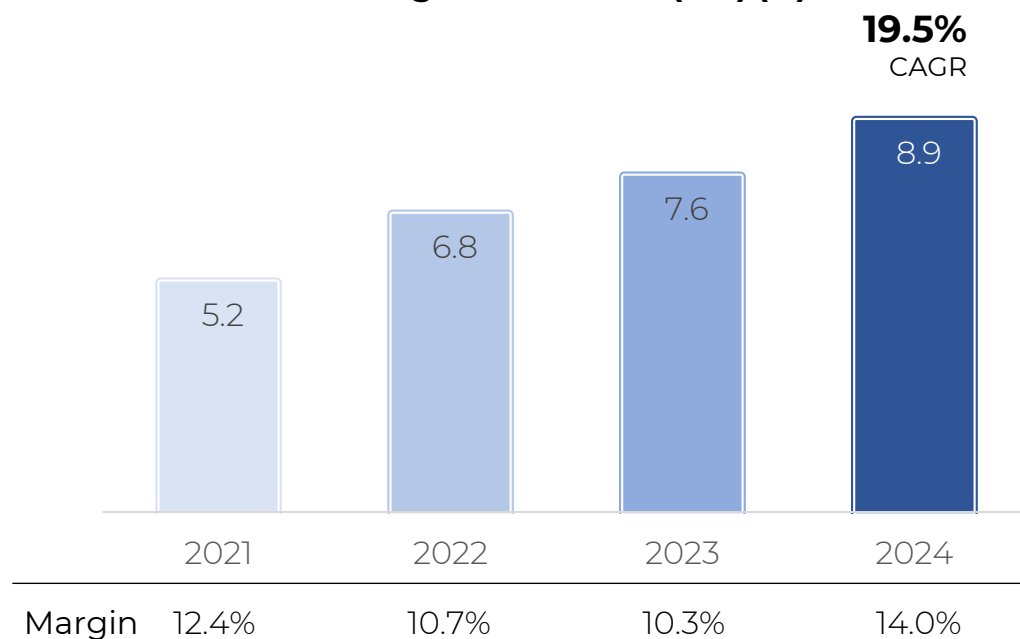
Historic financial performance

HiTech has consistently delivered strong financial performance over the past four years with annual gross profit growth CAGR of 22% and EBITDA CAGR of 19.5%

Gross profit and gross margin 2021 – 2024 (\$m) (%)



EBITDA and EBITDA margin 2021 – 2024 (\$m) (%)



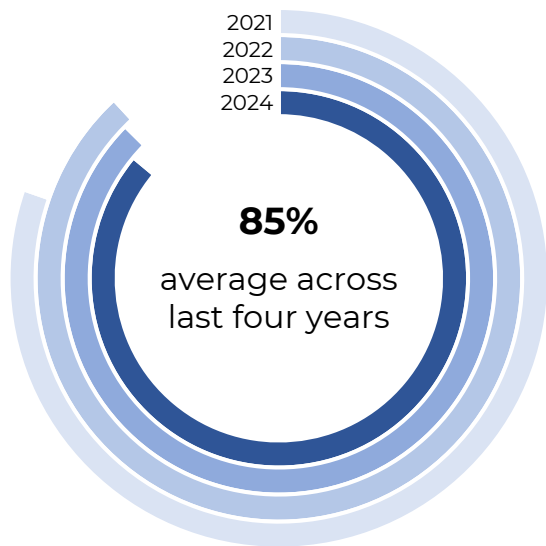
Revenue profile



HiTech also has a diversified blue chip client base with a consistent revenue stream supported by diverse and active government and corporate talent supply agreements

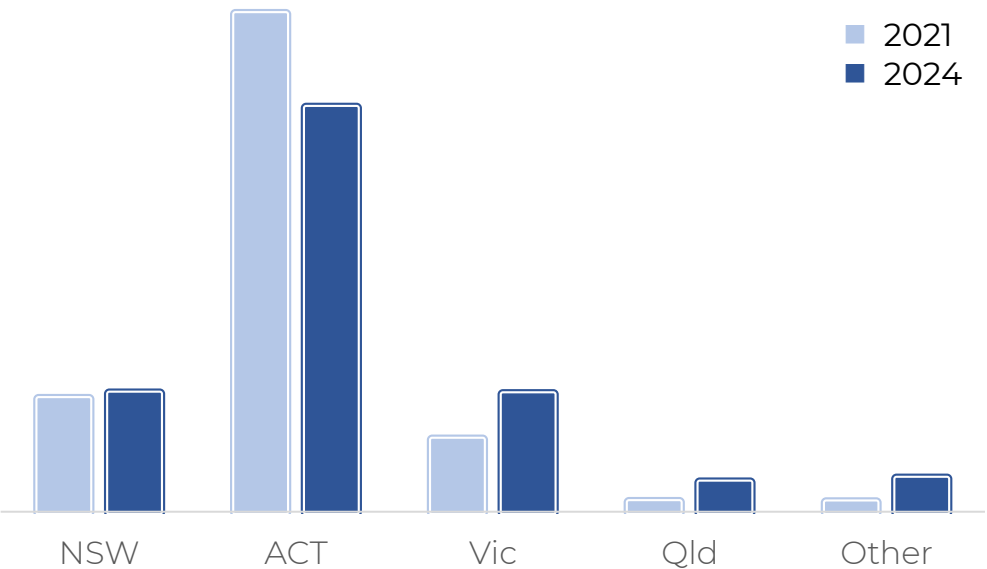
Sales represented by the Top 20 customers in each of the last four years has been relatively stable with the opportunity to broaden the service offering to these key customers.

Top 20 customers as a percentage of total sales 2021 – 2024 (%)



The business has increased its presence in the states relative to the ACT by gaining traction with state governments and their agencies and thereby further diversifying revenue.

Sales by state as a percentage of total sales 2021 & 2024 (%)¹



1. Contractor sales

HiTech Government Clients

HiTech provides services to Federal and State Government Agencies that are part of the Nation's critical infrastructure and services sector.



Australian Government
Department of Defence



Australian Government
Department of Home Affairs



Australian Government
Australian Signals Directorate



Australian Government
Department of Foreign Affairs and Trade



Australian Government
Department of Employment
and Workplace Relations



Australian Government
Services Australia



Australian Government
Department of Agriculture,
Fisheries and Forestry



Australian Government
Geoscience Australia



Australian Government
Department of Health
and Aged Care



Australian Government
Australian Digital Health Agency



Australian Government
Department of Industry,
Science and Resources



Australian Government
Department of Climate Change, Energy,
the Environment and Water



Australian Government
IP Australia

HiTech is proud to be consistently ranked in the top 5 suppliers from over 4000 suppliers servicing the substantial Digital Marketplace (now BuyICT) customers

Federal Government Panels

BuyICT Digital Transformation Panel

- The BuyICT panel is a marketplace on the BUYICT.gov.au platform that allows buyers and sellers to transact Information and Communications Technology (ICT) products and services
- Member since 2016

The People Panel Department of Finance

- The People Panel coordinates procurement involving Recruitment and Search services, Labour Hire services and Contractor Services for whole of Government
- Member since 2023

ICTPA Department of Defence

- The ICTPA Panel facilitates the procurement of IT Services for the Australian Defence Force and its related agencies
- Member since 2024

NSW State Government Panels

SCM0007

- Contingent Workforce Prequalification Scheme
- Member since 2014

SCM0020

- ICT Services scheme
- Member since 2014

HiTech contractor/services capabilities



HiTech has a significant number of technologists deployed on critical projects across multiple Federal and State Government agencies with broad IT skills and capabilities



Cyber Security services:

- ❖ Cloud and Infrastructure
- ❖ Networks
- ❖ Data
- ❖ Identity
- ❖ Detection & Prevention



Services Technology Platform services:

- ❖ SAP
- ❖ Oracle
- ❖ Windows/Azure
- ❖ AWS
- ❖ Google Cloud



Data & Digital Specialists:

- ❖ Data Warehouse
- ❖ Scientists
- ❖ UI/UX
- ❖ Service Design
- ❖ AI

HiBase and the HiTech way

HiTech has developed a unique operating model that provides it with a competitive, sustainable, advantage utilising proprietary software platform - HiBase



Proprietary Software HiBase

HiBase is a predictive intelligence tool built by HiTech for profiling, sourcing and managing ICT talent. Inbuilt AI developed by industry experts exclusively for HiTech.



Extensive Candidate Database

The HiBase talent pool is a comprehensive date database of over **400,000 professional** candidates for contract and permanent positions.



Two Sector Focus

A purpose built and public sector focused HiTech Government Supply Team – **HGST**.

Corporate services talent acquisition services across ICT, Finance and Office Administration.



Project Delivery as a service (PDaaS)

The HiTech ICT services team has developed a '**best of breed**' **Resource on Demand (RoD)** hyper service.

Talent and consulting services on demand when required on an as needed basis.

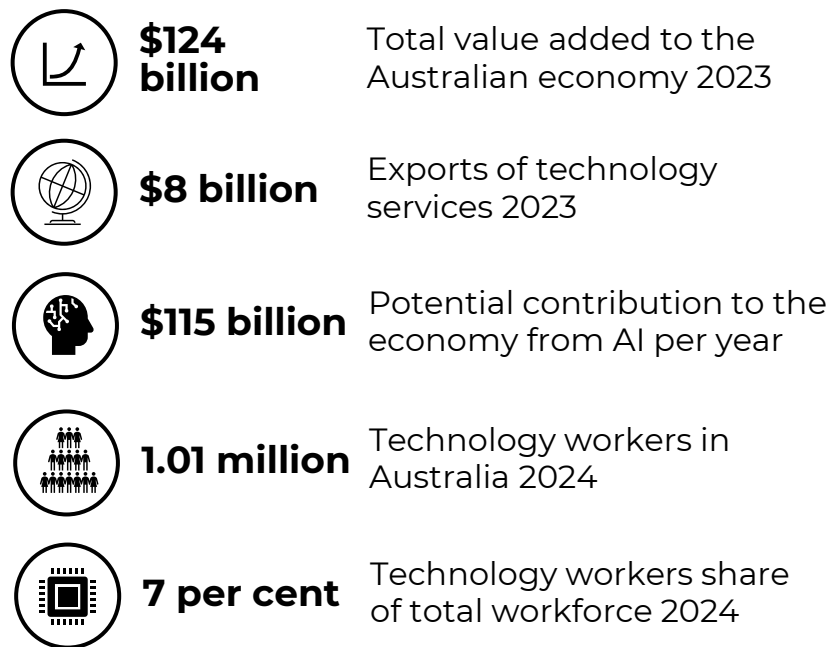
ICT sector set to grow significantly

The Tech sector contributed ~\$124 billion to the Australian economy in FY23 driven by a workforce of more than 1 million people, which is forecast to grow at >4% per year to 2030.

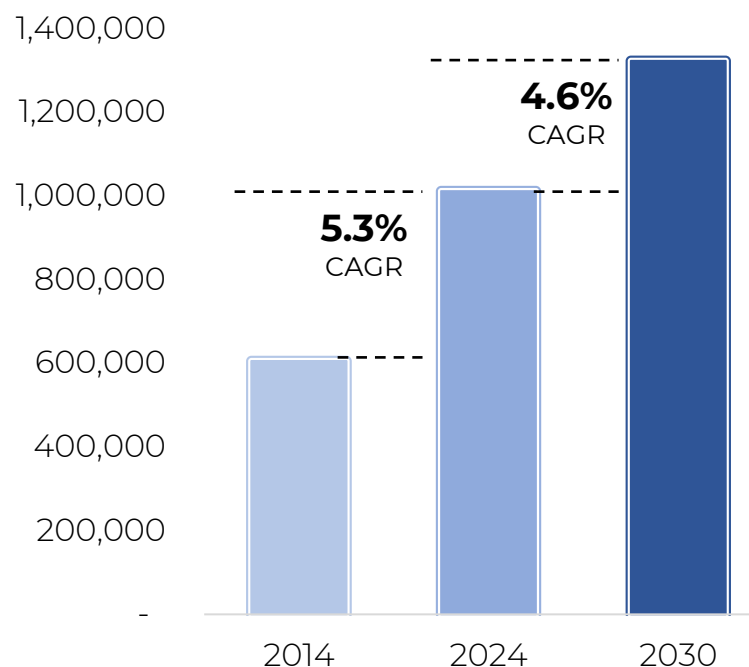
The Tech sector is an increasingly important component of the Australian economy

An additional 300,000 Tech workers are expected to be required by the end of the decade to meet demand¹

Key sector statistics¹



Technology workers in Australia 2014, 2024 & 2030¹ and CAGR² growth (%)



- In 2024, the technology workforce exceeded one million people
- Historic growth in the technology workforce has been more than double that of the broader workforce¹
- The technology workforce is forecast to require ~1.3 million people by 2030 to meet industry demand – an increase of more than 50,000 workers per year

1. ACS Australia's Digital Pulse 2024
2. Compound annual growth rate

FY25 Strategic Priorities

The combination of increasing reliance on accessible technology, cyber security and online digital services continues to support the unique HiTech business model of providing top quality, skilled technologists for critical projects



Organic Growth Pillars

- Continue to maintain the leading position of top tier supplier on the Digital Marketplace (DMP2)
- Leverage growth opportunities provided by inclusion on **ICTPA Defence panel**
- Expand growth into **State Government** agencies provided by inclusion on important programs of work
- Grow **Corporate sector** opportunities with a focus on growing requirement for qualified Cybersecurity talent and Infrastructure expertise
- Leverage existing client base and deep pool of talent on database for **outcomes-based consulting contracts**



Pursue Acquisitions

- Pursue acquisitions in a highly fragmented market that satisfy the following criteria:
 - Market share for scale and EPS accretive in nature
 - Complementary offering to leverage towards its established blue chip client base
 - Deliver positive returns to shareholders

