EVZ Limited
Appendix 4E
Preliminary final report

1. Company details

Name of entity:	EVZ Limited
ABN:	87 010 550 357
Reporting period:	For the year ended 30 June 2024
Previous period:	For the year ended 30 June 2023

2. Results for announcement to the market

	2024 $	2023 $	Change $	Change %
Revenues from ordinary activities	118,916,120	111,200,389	7,715,731	7%
Earnings Before Interest, Tax, Depreciation and Amortisation (EBITDA)	4,906,295	3,757,274	1,149,021	31%
Profit from ordinary activities after tax attributable to the owners of EVZ Limited	2,138,924	1,446,276	692,648	48%
Profit for the year attributable to the owners of EVZ Limited	2,138,924	1,446,276	692,648	48%

	2024 Cents	2023 Cents
Basic earnings per share	1.77	1.20
Diluted earnings per share	1.69	1.14

Dividends
There were no dividends paid, recommended or declared during the current financial period.

Comments
The profit for the consolidated entity after providing for income tax amounted to $2,138,924 (30 June 2023: $1,446,276).

Revenue grew by 7% to $119M, led by Syfon and Tank Industries in the Building Products sector and TSF Power in the Energy and Resources sector.

3. Net tangible assets

	Reporting period Cents	Previous period Cents
Net tangible assets per ordinary security	17.23	15.23

4. Control gained over entities

Not applicable.

5. Loss of control over entities

Not applicable.

6. Dividends

Current period
There were no dividends paid, recommended or declared during the current financial period.

Previous period
There were no dividends paid, recommended or declared during the previous financial period.

7. Dividend reinvestment plans

Not applicable.

8. Details of associates and joint venture entities

Not applicable.

9. Foreign entities

Details of origin of accounting standards used in compiling the report:

Not applicable.

10. Audit qualification or review

Details of audit/review dispute or qualification (if any):

The financial statements have been audited and an unmodified opinion has been issued.

11. Attachments

Details of attachments (if any):

The Chairmans Report for the year ended 30 June 2024 is attached.

The Annual Report of EVZ Limited for the year ended 30 June 2024 is attached.

Chairman’s Report

Dear Shareholder,

During the 2024 financial year, EVZ achieved notable revenue growth and an improvement in operating profit, despite facing the market challenges of scarcity of skilled labour and persistent inflation. The Group's net profit after income tax expense was $2,138,924.

The Building Products group performed exceptionally well, growing both revenue and profits with a strong and optimistic outlook for FY25 and beyond. The Energy & Resources group delivered mixed results and were unable to convert the revenue growth to profit at the levels consistent with our goals. We are aware of the operational challenges within this group and our management teams are purely focused on enhancing contribution margins in new work.

During the year we secured several notable project wins and expect to secure additional new contract appointments to ensure our diversified portfolio of businesses maintains momentum across all our industry sectors and geographies. Consequently, we anticipate delivering an improved profit performance in the 2025 financial year.

The Directors provide the following comments for the financial year:

- **Revenue** grew by 7% to $119M, led by Syfon and Tank Industries in the Building Products sector and TSF Power in the Energy and Resources sector.
- **Net profit after tax** improved by 48% to $2.1M, primarily due to increased profits in Syfon Systems, Tank Industries, and TSF Power. Conversely, Brockman Engineering delivered less than our expectations as it concluded several projects that were heavily impacted by labour shortages and cost inflation. With these Brockman projects completing the Group are expected to generate improved profits during FY25.
- **The strategic drivers** for the Group are, consistent improvement in margins, the addition of product and service pathways that are less dependent on contracting; and increasing scale of revenue and earnings in current or through acquired businesses.

I am pleased to comment in further detail on the year's activities across our market sectors:

Building Products:

We achieved significant increases in both revenues and profits for the Building Products segment in FY24. All businesses within this segment improved their backlog of contracted work, which should facilitate further revenue growth in FY25.

- **Syfon Systems** maintained its position as the leading syphonic roof stormwater drainage company in Australia and Southeast Asia. Syfon remains committed to expanding into other key ASEAN markets using appropriate business models for each location as part of its progressive geographic expansion strategy.
- **Tank Industries** posted strong profits in its first full financial year of operation within the EVZ Group since its acquisition in January 2023. The business co-located with Syfon during the year and is benefiting from the Building Products group's strong senior management, systems, culture, and synergistic client base.

Energy and Resources:

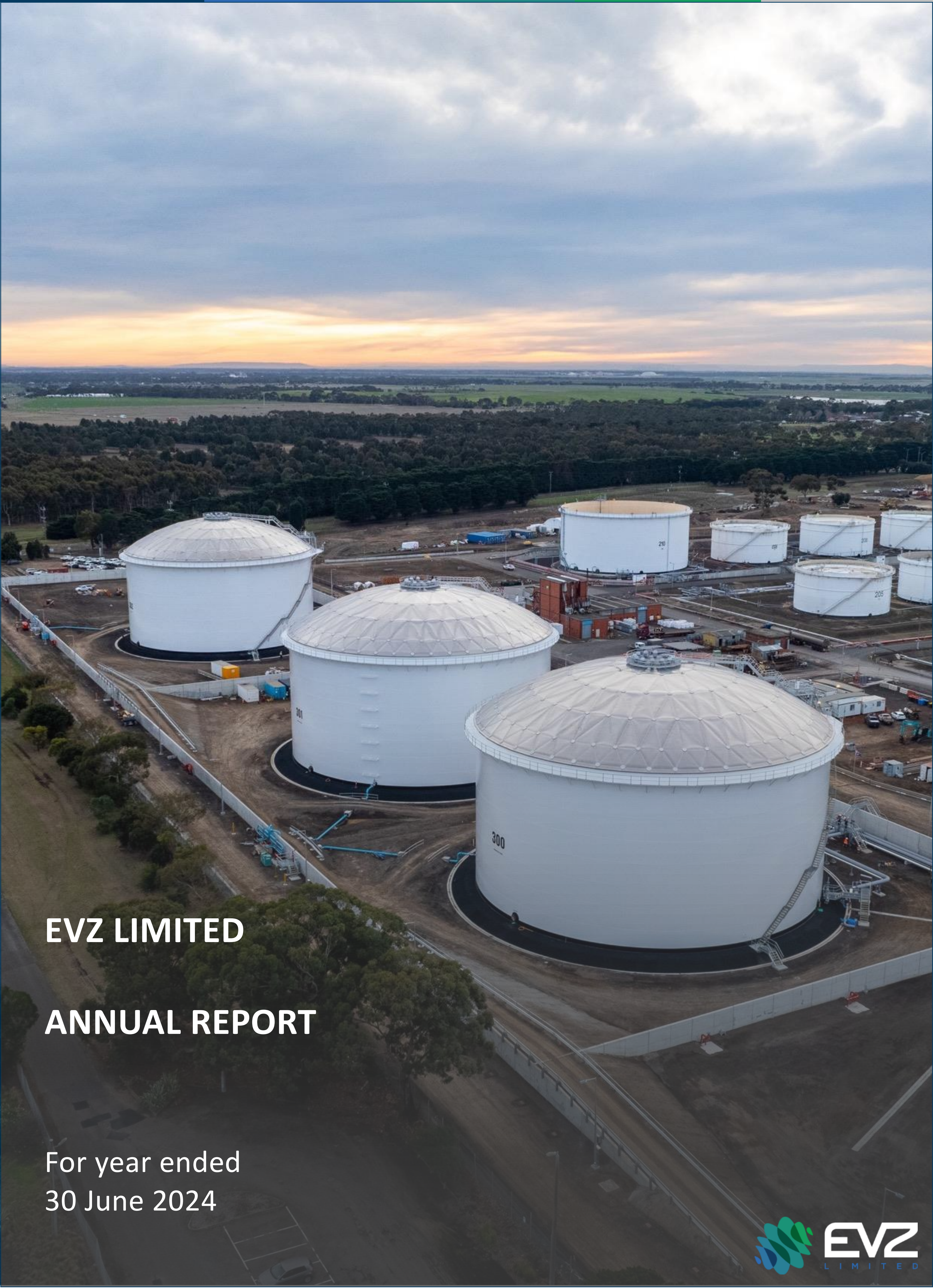
- **Brockman Engineering** increased its revenue but was unable to deliver the expected improvement in operating profit due to a few pandemic legacy projects being impacted by labour shortages and cost inflation. Brockman remains a leader in petrochemical and water tank construction, recurrent maintenance, and piping fabrication sectors. It will leverage its competitive advantages of location, skills base, and relationships with major industry companies to secure additional large contract wins in the upcoming financial year. Brockman expects to stabilise its revenue and improve profit margin across its project portfolio in FY25.
- **TSF Power** increased both revenue and operating profit during the FY24. The continued focus on technical excellence, industry knowledge, and skilled staff will enable continued growth in FY25 as it expands its exposure to the renewable gas power generation and standby power generation markets.

As always, I extend my gratitude to the senior management team for their continued focus on business improvement through a collaborative approach and a culture of innovation.

Sincerely

Graham Burns

Chairman



EVZ LIMITED

ANNUAL REPORT

For year ended
30 June 2024

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General information

The financial statements cover EVZ Limited as a consolidated entity consisting of EVZ Limited and the entities it controlled at the end of, or during, the year. The financial statements are presented in Australian dollars, which is EVZ Limited's functional and presentation currency.

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

115 / 838 Collins Street
Melbourne Vic 3008
Telephone: (03) 95455288
Email: pieter.vanderwal@evz.com.au

A description of the nature of the consolidated entity'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.

The directors present their report, together with the financial statements, on the consolidated entity (referred to hereafter as the 'consolidated entity') consisting of EVZ Limited (referred to hereafter as the 'company' or 'parent entity') and the entities it controlled at the end of, or during, the year ended 30 June 2024.

Directors

The following persons were directors of EVZ Limited during the whole of the financial year and up to the date of this report, unless otherwise stated:

Graham Burns
Robert Edgely
Ian Luck

Principal activities

During the financial year the principal continuing activities of the consolidated entity consisted of:
- Design, manufacture, service and maintenance of large steel tanks for use in the water, petrochemical and chemical industries.
- Design, construction, on-site installation, maintenance and shutdown engineering services to the mining, wood chip, petrochemical, aluminium, glass, cement, defence and agriculture industries.
- Design, and installation of syphonic roof drainage systems to major buildings including airports, shipping centres and sporting venues throughout Australia and South East Asia.
- Design, installation and maintenance of clean energy solutions, base and back-up power generation equipment, communications equipment, marine installations and provision of mobile generation capabilities.

Dividends

There were no dividends paid, recommended or declared during the current or previous financial year.

Operating & financial review

The profit for the consolidated entity after providing for income tax amounted to $2,138,924 (30 June 2023: $1,446,276).

The Directors provide the following comments for the financial year:

- **Revenue** grew by 7% to $119M, led by Syfon and Tank Industries in the Building Products sector and TSF Power in the Energy and Resources sector.
- **Net Profit after tax** improved by 48% to $2.1M, primarily due to increased profits in Syfon Systems, Tank Industries, and TSF Power. Conversely, Brockman Engineering delivered less than our expectations as it concluded several projects that were heavily impacted by labour shortages and cost inflation. With these Brockman projects completing the Group are expected to generate improved profits during FY25.
- **The strategic drivers** remain the consistent improvement in margins, the addition of product and service pathways that are less dependent on contracting and increasing scale of revenue and earnings in current or through acquired businesses.

Please also refer to the Chairmans letter for more detail on the operating results.

Significant changes in the state of affairs

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

Matters subsequent to the end of the financial year

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

Likely developments and expected results of operations

The Group will continue its focus on investing in growth across all its businesses and looking for opportunities to acquire businesses that fast track the growth of the Company.

Business risks

The board and management recognise that risk is inherent across the Group and that we are unable to provide certainty of the expected results of its activities, or that any or all of these likely activities will be achieved. The material business risks faced by the Group that could influence the Groups prospects, and how the Group manages those risks, are outlined below.

Risk description	Nature of risk	Mitigating actions
Worksite safety	Occupational Work, health & Safety (OHWS) obligations, critical safety incident or significant crisis.	Compliance with all WorkSafe laws and regulations and employ appropriately qualified safety professionals in each business to maintain our system compliance on site.
Delivery execution risk	The timely and efficient delivery of our clients' projects are critical to their satisfaction and retention. Delivery execution risk arises from delays, cost overruns, poor scope definition and change management, labour shortages, safety and quality issues in delivering projects.	To mitigate delivery execution risk, the group employs several strategies. We focus closely on reducing or eliminating contract and scope risk at project inception. We implement standard project management methodologies to ensure clear project timelines, resource planning and allocation. We constantly update our project risk register to ensure focus is maintained on delivering quality outcomes on time and on budget.
Employment recruitment and retention	Loss of key people may lead to loss of critical skills, knowledge and experience, which may disrupt workflow, or impact relationships with clients.	EVZ strives to create a positive, can-do work environment that fosters employee engagement and satisfaction. EVZ offers competitive remuneration packages and conducts regular performance reviews to support its people and identify any potential issues early on. Dynamic succession planning and knowledge sharing help mitigate any potential loss of knowledge from employee movements.
Credit risk	Lack of payment by a major project client due to contractual dispute or client insolvency.	Actively manage the commercial risk of the business including detailed credit checks before entering contracts and, post contract execution, ensuring careful management of the client contracting structure to minimise the chance of financial loss.
Loss of customers	A loss of a key customer may negatively impact the financial success of the business.	The group constantly strive to meet or exceed customers' expectations for projects delivered.
Information security, including cyber-attacks.	EVZ group may be exposed to an event or events which may result in the groups digitally stored information being unavailable, lost, stolen, copied or otherwise compromised with adverse consequences for the business.	Regularly update and invest in our IT security strategy by focusing on key success factors such as: - Diversified file storage platforms; - Regular training and awareness of all employees; - Central management, with a robust and common strategy and policy across EVZ group; and - Continual focus and improvement.
Climate change	Transition Risks – driven by policy, regulation, technology development, reputation, and market shifts in current goals to decarbonise. Physical Risks – driven by extreme weather and long-term shifts in climate patterns that have direct impacts.	EVZ recognises the interconnectedness of climate and sustainability issues within its operations and has introduced the following to progressively address them: - Adoption of a sustainability strategic framework - Ongoing monitoring of market conditions - Shift to cloud-based data management.

Environmental regulation

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

Information on directors

Name:	Graham Burns
Title:	Non-Executive Chairman
Age:	69
Qualifications:	Master of Business Administration in Technology from the Australian Graduate School of Management Fellow of the Australian Institute of Company Directors.
Experience and expertise:	Extensive managerial skills and experience in the property, retail and manufacturing sectors. Currently CEO of Hunter Land which is a significant industrial developer in regional New South Wales.
Other current directorships:	None
Former directorships (last 3 years):	None
Special responsibilities:	Member of the the Remuneration, Audit and Nomination Committees
Interests in shares:	12,293,264 ordinary shares

Name:	Robert Edgley
Title:	Non-Executive Director
Age:	59
Qualifications:	Bachelor degree in Economics from Monash University Degree in Japanese language
Experience and expertise:	Significant experience and skills in strategic planning, performance management and marketing and has proven abilities in building business. His career has been predominantly focused in international finance and investment banking in Australia, the UK and throughout Asia.
Other current directorships:	Way 2 VAT Ltd (ASX code: W2V). Appointed 15 Sep 2021
Former directorships (last 3 years):	Self Wealth Limited (ASX code: SWF). Appointed 16 April 2019; Resigned 30 June 2023
Special responsibilities:	Chairman of the Audit Committee and a member of the Remuneration and Nomination Committees.
Interests in shares:	300,000

Name:	Ian Luck
Title:	Non-Executive Director
Age:	72
Qualifications:	Bachelor of Technology, Civil Engineering Fellow of the Institute of Engineers Australia CPEng (Ret)
Experience and expertise:	Significant experience in the engineering and construction sector with 49 years experience in business leadership, strategy and governance roles that focus on creating high performing teams to deliver outstanding growth and profitability. Previously he has been the Managing Director of Baulderstone, a Non-Executive Director of McConnell Dowell and a key manager in Leighton Contractors.
Other current directorships:	None
Former directorships (last 3 years):	McConnel Dowell Corporation Ltd
Special responsibilities:	Chairman of the Remuneration Committee and member of the Audit Committee and Nomination Committee
Interests in shares:	825,000

'Other current directorships' quoted above are current directorships for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

'Former directorships (last 3 years)' quoted above are directorships held in the last 3 years for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

Company secretary

The Company Secretary is Pieter van der Wal. He was appointed 4 September 2017. Mr van der Wal has a Bachelor of Business and is a Chartered Accountant with company secretarial experience.

Meetings of directors
The number of meetings of the company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2024, and the number of meetings attended by each director were:

	Full Board		Nomination and Remuneration Committee		Audit and Risk Committee	
2024	Attended	Held	Attended	Held	Attended	Held
G Burns	13	14	6	6	2	3
R Edgley	13	14	6	6	3	3
I Luck	14	14	6	6	3	3

Held: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

Remuneration report (audited)
This report details the nature and amount of remuneration for Key Management Personnel.

Key Management Personnel are the non-executive directors and employees who have authority and responsibility for planning, directing and controlling the activities of the Company.

The remuneration report is set out under the following main headings:
- Principles used to determine the nature and amount of remuneration
- Details of remuneration
- Service agreements
- Share-based compensation
- Additional disclosures relating to key management personnel

Principles used to determine the nature and amount of remuneration
The remuneration policy of the Company has been designed to align Director and Executive remuneration with shareholder and business objectives by providing a fixed remuneration component and where appropriate offering specific short and long-term incentives based on key performance areas affecting the Group's financial results. The Board believes the remuneration policy to be appropriate and effective in its ability to attract and retain the best Directors and Executives to govern and manage the Group, as well as to create goal congruence between Directors, Executives and Shareholders.
In accordance with best practice corporate governance, the structure of non-executive director and executive director remuneration is separate.

Non-executive directors remuneration
The Board's policy is to remunerate Non-Executive Directors at appropriate market rates. The Remuneration Committee recommends the fee structure for Non-Executive Directors which will be determined by reference to market practice, duties performed, time, commitment and accountability. Director fees are reviewed annually by the Remuneration Committee.

The Remuneration Committee may seek independent advice in determining appropriate fee structures for Directors.

The maximum aggregate amount of fees payable to Non-Executive Directors is subject to approval by shareholders at the Annual General Meeting. Fees for Non-Executive Directors are not linked to the performance of the Group. However, to align Directors' interests with shareholder interests, the Directors are encouraged to hold shares in the Company and may be able to participate in any employee share/option plan introduced.

All remuneration paid to Directors is valued at the cost to the Company and expensed.

Executive remuneration
The group changed its Operating Segments during the financial period (refer note 3) and appointed executive managers to each of the new segments accordingly. As a result of this restructure, management below this level are no longer considered Key Management Personnel (refer note 27) and have been removed from the remuneration report.

The Board’s policy for determining the nature and amount of remuneration for key senior Executives for the Group is as follows:

- The remuneration policy, setting the terms and conditions for Executive officers, was developed by the Remuneration Committee, and approved by the Board after seeking external advice where appropriate from external independent consultants
- All Executives receive a base salary (which is based on factors such as their experience and length of service), superannuation, fringe benefits and where appropriate performance incentives

The Remuneration Committee reviews Executive remuneration packages annually with reference to the Group’s performance, each Executive’s performance and comparable information from industry sectors and listed companies in similar industries. The performance of each Executive is measured against criteria agreed and is predominantly measured by comparing actual growth against forecast growth of the Group’s profits and shareholders’ value. Bonuses and incentives will be linked to predetermined performance criteria. The Board may, however, exercise its discretion in relation to approving incentives, bonuses and options, and can recommend changes to the Remuneration Committee’s recommendations. Any changes must be justified by reference to measurable performance criteria. The policy is designed to attract the highest calibre of Executives and reward them for performance that results in long-term growth in shareholder wealth.

Executives receive a superannuation guarantee contribution as required by the Government and do not receive any other retirement benefits. Individuals may choose to sacrifice part of their salary to increase payments towards superannuation. All remuneration paid to Executives is valued at the cost to the Company and expensed.

Performance based remuneration:
During the year to 30 June 2024, performance-based remuneration of $149,255 was paid to key management relating to the 2023 financial year performance. This amount had been accrued in the prior year. An amount of $124,643 has been accrued and is payable relating to the 2024 financial year performance.

Short Term Incentives (STI)
The Remuneration Committee set certain key performance indicators for the key Executives in the Group to determine eligibility for STI payments. The key performance indicators are quantitative measures based on business profitability and improvement in forward work in hand. Both measures are considered to be drivers of shareholder value.

STI’s payable in relation to the 2024 year are $124,643 (2023: $149,255).

Long term incentives (LTI):
LTI’s, also linked to key performance indicators for the key Executives in the Group, were issued under the Company’s’ Directors’ and Employees’ Benefits Plan.

The Key Performance Indicators (“KPIs”) used to measure performance for these incentives are group profit growth, earnings per share growth and cashflow. These KPIs are measured over a three-year performance period and were chosen because they are aligned to shareholder wealth creation. For each component of the LTI against a KPI no award is made where performance falls below the minimum threshold for that KPI

Shareholders had previously approved the EVZ Directors’ and Employees’ Benefits Plan (the “Plan”) which allows employees, Directors and others (“Eligible Persons”) to be granted shares, options and performance rights in the Company. The object of this Plan is to help the Company recruit, reward, retain and motivate its employees and Directors.

Such shares, options and performance rights would be offered only to those Eligible Persons entitled to receive an invitation. Those Eligible Persons would be:

- a Director, or Secretary of a Group Company;
- an employee in permanent full-time or permanent part-time employment of a Group Company; or
- a contractor to a Group Company who is selected by the Board to participate in the Plan

There are no share options issued at 30 June 2024 (2023: Nil).

No LTI’s have been granted to Directors.

Invitations to Eligible Persons will be made by the Board and may be made subject to such conditions and rules as the Board determines, including:

- In the case of Options, the exercise period, the exercise price and the exercise conditions.
- In the case of Shares, the issue price payable on acceptance of the application by the Company and issue of the shares and any other specific terms and conditions of issue.
- In the case of Performance Rights, the performance criteria and the performance period in which those performance criteria must be satisfied.

The issue of any securities (including options or performance rights) issued to any Director or their associates will still require shareholder approval under ASX Listing Rule 10.14.

The maximum number of shares issued pursuant to the Plan would be not more than 5% of the equity interests in the Company.

Consolidated entity performance, shareholder wealth and link to directors and executives remuneration
The remuneration policy has been tailored to increase goal congruence between shareholders and Directors and Executives.

In considering the impact of the Group's performance on shareholder wealth and the related rewards earned by executives, the Remuneration Committee had regard to the following measures over the years below:

	2024 $	2023 $	2022 $	2021 $	2020 $
Group Performance measures for Remuneration					
$ Profit / (Loss) after tax	2,138,924	1,446,276	894,680	3,403,148	(2,751,440)
$ Net Assets	32,576,976	30,444,015	29,067,293	24,446,853	21,205,223
Earnings per share (basic in cents)	1.77	1.20	0.89	3.54	(2.86)
% Change in share price	-	(26.30)	18.80	128.60	(61.10)

Details of remuneration

Amounts of remuneration
The remuneration, paid or payable, for each Director and each of Key Management Personnel of the Group during the year was as follows:

	Short-term benefits			Post-employment benefits	Long-term benefits	Share-based payments	
2024	Cash salary and fees $	Cash bonus $	Non-monetary $	Super-annuation $	Long service leave $	Equity-settled $	Total $
Non-Executive Directors:							
G Burns	107,067	-	-	-	-	-	107,067
R Edgley	72,100	-	-	-	-	-	72,100
I Luck	72,100	-	-	-	-	-	72,100
Other Key Management Personnel:							
S Farthing	455,458	24,863	-	27,399	-	11,520	519,240
P van der Wal	289,268	20,400	-	27,399	-	9,408	346,475
A Bellgrove	349,211	79,380	36,423	27,675	-	29,845	522,534
	1,345,204	124,643	36,423	82,473	-	50,773	1,639,516

2023	Short-term benefits: Cash salary and fees $	Short-term benefits: Cash bonus $	Short-term benefits: Non-monetary $	Post-employment benefits: Super-annuation $	Long-term benefits: Long service leave $	Share-based payments: Equity-settled $	Total $
Non-Executive Directors:							
G Burns	90,334	-	-	-	-	-	90,334
R Edgley	56,333	-	-	-	-	-	56,333
I Luck	56,333	-	-	-	-	-	56,333
Other Key Management Personnel:							
S Farthing	429,946	35,163	-	25,292	-	68,600	559,001
P van der Wal	267,359	29,063	-	25,113	-	30,320	351,855
A Bellgrove	313,111	85,029	37,271	25,292	-	19,880	480,583
	1,213,416	149,255	37,271	75,697	-	118,800	1,594,439

The proportion of remuneration linked to performance and the fixed proportion are as follows:

Name	Fixed remuneration 2024	Fixed remuneration 2023	At risk - STI 2024	At risk - STI 2023	At risk - LTI 2024	At risk - LTI 2023
Non-Executive Directors:						
G Burns	100%	100%	-	-	-	-
R Edgley	100%	100%	-	-	-	-
I Luck	100%	100%	-	-	-	-
Other Key Management Personnel:						
S Farthing	93%	82%	5%	6%	2%	12%
P Van der Wal	91%	83%	6%	8%	3%	9%
A Bellgrove	79%	78%	15%	18%	6%	4%

The proportion of the cash bonus paid/payable or forfeited is as follows:

Name	Cash bonus paid/payable 2024	Cash bonus paid/payable 2023	Cash bonus forfeited 2024	Cash bonus forfeited 2023
Other Key Management Personnel:				
S Farthing	13%	19%	87%	81%
P Van der Wal	21%	39%	79%	61%
A Bellgrove	63%	91%	37%	9%

Service agreements

Remuneration and other terms of employment for key Executives are formalised in employment service agreements. Each of these agreements may provide for the provision of other benefits including car allowances. These agreements have no fixed term. There are no other standard termination provisions excluding notice periods. Notice periods are generally between three and six months.

Share-based compensation

Issue of shares
Details of shares issued to directors and other key management personnel as part of compensation during the year ended 30 June 2024 are set out below:

Name	Date	Shares	Exercise price
S Farthing	07/09/2023	290,000	$0.00
P Van der Wal	07/09/2023	148,000	$0.00
A Bellgrove	07/09/2023	32,000	$0.00

Performance Rights
The terms and conditions of each grant of options over ordinary shares affecting remuneration of directors and other key management personnel in this financial year or future reporting years are as follows:

Grant date	Vesting date and exercisable date	Expiry date	Exercise price	Fair value per performance right at grant date
01/08/2021	30/06/2024	01/08/2024	$0.00	$0.16
12/08/2022	30/06/2025	12/08/2025	$0.00	$0.19
23/08/2023	30/06/2026	23/08/2026	$0.00	$0.14

Name	Number of performance rights granted	Grant date	Vesting date and exercisable date	Expiry date	Exercise price	Fair value per performance right at grant date
S Farthing	1,000,000	01/08/2021	30/06/2024	01/08/2024	$0.00	$0.16
P Van der Wal	400,000	01/08/2021	30/06/2024	01/08/2024	$0.00	$0.16
A Bellgrove	400,000	01/08/2021	30/06/2024	01/08/2024	$0.00	$0.16
S Farthing	1,000,000	12/08/2022	30/06/2025	12/08/2025	$0.00	$0.19
P Van der Wal	400,000	12/08/2022	30/06/2025	12/08/2025	$0.00	$0.19
A Bellgrove	400,000	12/08/2022	30/06/2025	12/08/2025	$0.00	$0.19
S Farthing	1,000,000	23/08/2023	30/06/2026	23/08/2026	$0.00	$0.14
P Van der Wal	400,000	23/08/2023	30/06/2026	23/08/2026	$0.00	$0.14
A Bellgrove	400,000	23/08/2023	30/06/2026	23/08/2026	$0.00	$0.14

* Fair value is determined based on the Company's ASX traded share price on grant date.

Performance rights granted as remuneration during the financial year:
Details of performance rights over ordinary shares granted, vested and lapsed for directors and other key management personnel as part of compensation during the year ended 30 June 2024 are set out below:

Name	Grant date	Vesting date	Number of performance rights Initially granted	Number of performance rights vested	Number of performance rights lapsed	% Vested
S Farthing	01/08/2021	30/06/2024	1,000,000	80,000	920,000	8
P Van der Wal	01/08/2021	30/06/2024	400,000	80,000	320,000	20
A Bellgrove	01/08/2021	30/06/2024	400,000	124,000	276,000	31

Fair value is based on the share price at grant date. Performance rights which have been granted expire at the end of the financial period to which they relate if the targeted performance objectives are not met. The performance rights were granted on 1 August 2021 and vested on award date of 30 June 2024. The company plans to allot the shares within 60 days of the date of this report.

Performance rights are granted as part of the long-term incentive scheme and are determined based on the measures and results of a balanced scorecard analysis for each of key managements' contribution to the business during the financial year. The measures are determined by the Board and all incentive awards are at the discretion of the Board.

Options
There were no options over ordinary shares issued to directors and other key management personnel as part of compensation that were outstanding as at 30 June 2024.

There were no options over ordinary shares granted to or vested by directors and other key management personnel as part of compensation during the year ended 30 June 2024.

Additional disclosures relating to key management personnel

Shareholding
The number of shares in the company held during the financial year by each director and other members of key management personnel of the consolidated entity, including their personally related parties, is set out below:

	Balance at the start of the year	Received as part of remuneration	Additions	Disposals/ other	Balance at the end of the year
Ordinary shares					
G Burns	11,282,149	-	1,011,115	-	12,293,264
R Edgley	300,000	-	-	-	300,000
I Luck	825,000	-	-	-	825,000
S Farthing	2,016,840	290,000	-	-	2,306,840
P van der Wal	368,000	148,000	-	-	516,000
A Bellgrove	1,417,171	32,000	-	-	1,449,171
	16,209,160	470,000	1,011,115	-	17,690,275

Performance rights holding
The number of performance rights over ordinary shares in the company held during the financial year by each director and other members of key management personnel of the consolidated entity, including their personally related parties, is set out below:

	Balance at the start of the year	Granted	Exercised	Lapsed/ forfeited/ other	Balance at the end of the year
Performance rights over ordinary shares					
S Farthing	2,290,000	1,000,000	(290,000)	(920,000)	2,080,000
P van der Wal	948,000	400,000	(148,000)	(320,000)	880,000
A Bellgrove	832,000	400,000	(32,000)	(276,000)	924,000
	4,070,000	1,800,000	(470,000)	(1,516,000)	3,884,000

	Vested and exercisable	Vested and unexercisable	Balance exercisable at the end of the year
Performance rights over ordinary shares - Vested and exercisable			
S Farthing	80,000	-	80,000
P van der Wal	80,000	-	80,000
A Bellgrove	124,000	-	124,000
	284,000	-	284,000

Performance rights which have been granted expire at the end of the 3 year financial period to which they relate if the service condition and targeted performance objectives are not met. The company plans to allot the vested performance rights within 90 days of the date of this report.

This concludes the remuneration report, which has been audited.

Shares under option
There were no unissued ordinary shares of EVZ Limited under option outstanding at the date of this report.

Shares under performance rights
Unissued ordinary shares of EVZ Limited under performance rights at the date of this report are as follows:

Grant date	Expiry date	Exercise price	Rights vested and unissued
01/08/2021	01/08/2024	$0.00	284,000

No person entitled to exercise the performance rights had or has any right by virtue of the performance right to participate in any share issue of the company or of any other body corporate.

Shares issued on the exercise of options
There were no ordinary shares of EVZ Limited issued on the exercise of options during the year ended 30 June 2024 .

Shares issued on the exercise of performance rights
The following ordinary shares of EVZ Limited were issued during the year ended 30 June 2024 on the exercise of performance rights granted:

Date performance rights granted	Exercise price	Number of shares issued
30/09/2020	$0.00	470,000

Indemnity and insurance of officers
The company has indemnified the directors and executives of the company for costs incurred, in their capacity as a director or 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.

Indemnity and insurance of auditor
The company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the company or any related entity against a liability incurred by the auditor.

During the financial year, the company has not paid a premium in respect of a contract to insure the auditor of the company or any related entity.

Proceedings on behalf of the company
No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

Non-audit services
There were no non-audit services provided during the financial year by the auditor.

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.

Auditor

Grant Thornton continues in office in accordance with section 327 of the Corporations Act 2001.

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

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Graham Burns
Chairman

26 August 2024

Introduction
The Board of the Company is committed to protecting shareholders' interests and ensuring investors are fully informed about the performance of the Company's business. The Directors have undertaken to perform their duties with honesty, integrity, care and diligence, according to the law and in a manner that reflects the highest standards of corporate governance.

The policies and practices of the Company are in accordance with the ASX Corporate Governance Council's "Corporate Governance Principles and Recommendations – 4th Edition".

Unless otherwise indicated, the best practice principles of the ASX Corporate Governance Council and suggested disclosures, have been adopted by the Company for the year ended 30 June 2024 as relevant to the size and complexity of the Company and its operations.

The Corporate Governance Statement is current at the date of approval of the annual report and has been approved by the Board of Directors.

Principle 1: Lay solid foundations for management and oversight

Recommendation 1.1: Board charter and the respective roles and responsibilities of the Board and management.
The Board charter sets out the function and responsibilities of the Board. The Directors of the Company are accountable to shareholders for the proper management of business and affairs of the Company.

The key Board functions and responsibilities include:
- demonstrating leadership;
- defining the Company's purpose and setting its strategic objectives, including general and specific goals and reviewing actual results against those objectives, which are aimed at meeting stakeholders' objectives and managing business risk;
- overseeing management in its implementation of the Company's strategic objectives, instilling the Company's values and monitoring performance generally;
- establishing and maintaining policies directed to ensuring that the Company complies with the law and conforms to the highest standards of financial and ethical behaviour;
- ensuring that appropriate risk management systems, internal control and reporting systems and compliance frameworks are in place and are operating effectively;
- assessing the necessary and desirable competencies of Board members, review Board succession plans, evaluate its own performance and consider the appointment and removal of Directors;
- considering executive remuneration and incentive policies, the Company's recruitment, retention and termination policies and procedures for senior management and the remuneration framework for non-executive directors;
- monitoring financial performance;
- approving decisions concerning the capital, including capital restructures, and dividend policy of the Company; and
- monitoring the effectiveness of the Company's governance practices.

The Board delegates responsibility for day-to-day management of the Company to the Chief Executive Officer (CEO), subject to certain financial limits. The CEO must consult the Board on matters that are sensitive, extraordinary, of a strategic nature or matters outside the permitted financial limits.

Recommendation 1.2: Director and senior management appointments
Non-Executive Directors appointed during the year hold office until the next annual general meeting, where they must stand for re-election. Each year one third of the Board of Directors (excluding the Managing Director) must retire and if they wish seek re-election at the annual general meeting. Board support for a Director's re-election is not automatic and is subject to satisfactory Director performance.

Appropriate background checks are undertaken before a Director is nominated. At the annual general meeting shareholders are provided with all material information concerning the Director seeking election or re-election.

Recommendation 1.3: Terms of appointment
The Company has written agreements with all senior executives setting out the terms of their appointment. Written agreements have now been implemented for all new director appointments. The duties of the Directors as detailed above were provided to all directors.

Recommendation 1.4: Company secretary

The appointment and removal of the Company Secretary is a decision of the Board. The Company Secretary is accountable directly to the Board, through the Chairman, on all matters relating to the proper functioning of the Board and is responsible for ensuring compliance with Board procedures and governance matters. All Directors have direct access to the Company Secretary.

Recommendation 1.5: Diversity policy

The Group's ultimate success is under-pinned by its employees. To maximise success, the Group encourages a diverse population of employees within its operations.

Diversity is defined to include race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, education, skill levels, family status, religious, political and other beliefs and work styles. The Group recognises that differences in ideas, backgrounds, patterns of thinking and approaches to work can generate value for the Group's stakeholders: its customers, shareholders, personnel and the communities in which it operates. It is the Group's policy to promote these differences within a productive, inclusive and performance-based environment in which everybody feels valued, where their skills are fully utilised, their performance is recognised, professional accountability is expected and organisational goals are met.

The Group's approach to diversity is based on the following objectives:

- retain, promote and hire the best people possible, focusing on actual and potential contribution in terms of performance, competence, collaboration and professional accountability;
- foster an inclusive culture and ensure that current and future employee opportunities are based on competence and performance, irrespective of race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, education, family status, religious, political and other beliefs and work styles. This includes being intolerant of behaviour that denigrates or otherwise diminishes such attributes or that discriminates on the basis of such attributes;
- create and manage appropriate human resource processes which take a unified and talent-based approach to recruitment, training and development, performance management, retention and succession planning;
- provide a fair level of reward in order to attract and retain high calibre people – and build a culture of achievement by providing a transparent link between reward and performance; and
- be compliant with all mandatory diversity reporting requirements.

The Group's measurable objective and current gender profile:

The Group's measurable objective for increasing gender diversity is to increase the representation of women at all levels of its organisation over time. The Group's progress towards achieving that objective, along with the proportion of women employees within the Group, women in senior Executive positions and women non-executive directors, is set out in the table below:

	2024		2023	
Measure	**No.**	**%**	**No.**	**%**
Women employees	27	7.0	24	6.3
Women senior executives *	-	-	-	-
Women non-executive directors	-	-	-	-

* This includes both employees and specific contractors engaged by the Group.

Recommendation 1.6: Board and committee performance

The Board and its committees undertook self-assessment in accordance with their relevant charters during the financial year. The Chairman conducts annual one-on-one personal performance discussions with each of the individual Directors.

The Board was provided with all company information it needed in order to effectively discharge its responsibilities and were entitled to, and did, request additional information when considered necessary or desirable.

Recommendation 1.7: Senior executive performance

Reviews of the performance of Senior Executives are undertaken annually against established key performance indicators. At the same time goals and targets for the coming year are discussed and implemented. The annual evaluation of the CEO's performance is a specific function of the Remuneration Committee.

Principle 2: Structure the board to be effective and add value

Recommendation 2.1: Nomination committee
The Company has a duly appointed nomination committee. The committee operates pursuant to a nomination committee charter. The charter sets out the responsibilities of the committee including reviewing Board succession plans to ensure an appropriate balance of skills and expertise, developing policies and procedures for the appointments of Directors and identifying Directors with appropriate qualifications to fill Board committee vacancies. The term of Non-Executive Directorships is set out in the Company's constitution.

Given the size of the Board, the Board has determined it appropriate for the nomination committee to consist of the full Board of Directors.

Recommendation 2.2 and 2.3: Board composition
The Company's Board is comprised of Non-Executive Directors.

Details of Directors and skills are detailed in the following tables:

Director	Term in office	Qualifications	Status
Graham Burns	Appointed 1 February 2008	MBA (Tech), FAICD	Not Independent
Robert Edgley	Appointed 26 August 2011	B Ec	Independent
Ian Luck	Appointed 3 July 2017	B Tech. Civil Engineering, FIE Australia, CPEng (Ret).	Independent

Areas of competence and skills of the board of directors are as follows:

Area	Competence and skills
Leadership	Business leadership
	Public listed company experience
Business & Finance	Accounting expertise
	Business strategy
	Corporate turnarounds
	Corporate financing
	Mergers and acquisitions
	Risk management
	Commercial agreements
Sustainability and Stakeholder management	Corporate governance
	Remuneration
Market and Industry	Financial services expertise
International	Geographical experience
	International business management

Recommendation 2.4 & 2.5: Director independence & Independence of the chairman
Directors of EVZ Limited all non-executive and are considered to be independent when they are not aligned with the interests of management or a substantial shareholder. Independent directors are free of any interest, position or relationship that might influence, or could reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the Board and to act in the best interest of the Company as a whole, rather than in the interests of an individual shareholder or other party.

In the context of director independence, 'materiality' is considered from both the Company and individual director perspective. The determination of materiality requires consideration of both quantitative and qualitative elements. An item is presumed to be quantitatively immaterial if it is equal to or less than 5% of the appropriate base amount. It is presumed to be material (unless there is qualitative evidence to the contrary) if it is equal to or greater than 10% of the appropriate base amount.

Qualitative factors considered include whether a relationship is strategically important, the competitive landscape, the nature of the relationship and the contractual or other arrangements governing it and any similar factors.

When assessing the independence of a Director, the Board considers the definition of independence, and the factors set out in Box 2.4 of the ASX Corporate Governance Principles and Recommendations. In accordance with the definition of independence, and the materiality thresholds set, Mr Edgley and Mr Luck are both considered to be independent directors, representing the majority of the Board. The Board considers the depth of Company and industry knowledge and experience possessed by Non-Executive Director, Mr Burns, is of great benefit and value to the Company.

The Board believes that while the Chair is not independent, the current composition of the Board with its combined skills and capability, and its mix of experience, best serve the interests of the shareholders.

The role of Chair and Chief Executive Officer are not exercised by the same individual. In addition, there are procedures in place, agreed by the Board, to enable directors, in furtherance of their duties, to seek independent professional advice at the Company's expense.

Profiles of the directors are set out in this annual report. All directors are subject to retirement by rotation in accordance with the Company's constitution but may stand for re-election by the shareholders. The composition of the board is determined by the board and, where appropriate, external advice is sought. The board has adopted the following principles and guidelines in determining the composition of the board:

To be independent, a director ought to be non-executive and:
- not a current executive of the Company;
- ideally not held an executive position in the Company in the previous three years;
- not a nominee or associate of a shareholder holding more than 10% of the Company's shares;
- not significantly involved in the value chain of the organisation, either upstream or downstream; and
- not a current advisor to the Company receiving fees or some other benefit, except for approved director's fees.

Directors are encouraged to be long term shareholders in the Company. Directors shareholdings are disclosed in the annual report. Any change in directors' shareholdings are disclosed in accordance with ASX Listing Rules.

Recommendation 2.6: Induction and training
Any new director will receive a letter of appointment. Directors are provided access to the Company's policies including the board's charter. At board meetings directors receive regular updates and also undertake site visits, attend customer and financier meetings as required. These assist directors to keep abreast of relevant market and industry developments.

Principle 3: Instil a culture of acting lawfully, ethically and responsibly

Recommendation 3.1: Articulation and disclosure of values
The Company has formulated core values which all directors, senior executives and employees are expected, at a minimum, to follow. The core values are included in the corporate governance section of the Company's website.

Recommendation 3.2: Code of conduct
The Company has developed a code of conduct to guide all of the Company's employees, particularly directors, the CEO, the CFO and other senior executives, in respect of ethical behaviour. A copy of the code is available on its website.
These codes are designed to maintain confidence in the Company's integrity and the responsibility and accountability of all individuals within the Company for reporting unlawful and unethical practices.

These codes of conduct embrace such areas as:
- conflicts of interest
- corporate opportunities
- confidentiality
- fair dealing and trade practices
- protection of assets
- compliance with laws, regulations and industry codes
- security trading

- commitment to and recognition of the legitimate interests of stakeholders

Recommendation 3.3: Whistleblower policy
The Company has a Whistleblower protection policy in place (Whistleblower Policy), a copy of which is available on its website.

The Whistleblower Policy Encourages all employees to speak out if they have concerns about unethical, unlawful, or irresponsible behaviour within the Company. The Company has established an external helpline to assist reporting, which can be done online and anonymously if preferred. The CEO and CFO are informed of all incidents reported under the Whistleblower policy. The CEO and CFO will inform the board of any material incidents reported under the Whistleblower policy.

Recommendation 3.4: Anti-bribery and corruption policy
The Company has established an anti-bribery and corruption policy which is disclosed on the Company's website. This policy is a particular focus for the Board, as the company operates across multiple divisions and has exposure to foreign markets and cultures outside of Australia. It is a requirement of the policy that the board of directors be informed of any material breaches of the policy.

Principle 4: Safeguard the integrity of corporate reports

Recommendation 4.1: Audit committee
The Board-appointed audit committee operates in accordance with the audit committee charter. The details of the committee meetings held during the year and attendance at those meetings are detailed in the directors' meeting schedule in the directors' report.

The audit committee consists of:
- Robert Edgley - Chairperson
- Ian Luck
- Graham Burns

Each of the members of the committee is a Non-Executive Director and the Chairman of the committee is not the Chairman of the Board. Mr Edgley and Mr Luck are both considered to be independent, representing the majority of the committee. Refer further commentary around independence at recommendation 2.5 above. The CEO and the CFO/Company Secretary may attend the meetings at the invitation of the committee. All members of the committee are financially literate (i.e. they are able to read and understand financial statements) and have an understanding of the industry in which the Company operates.

The audit committee provides an independent review of:
- financial information produced by the Company;
- the accounting policies adopted by the Company;
- the effectiveness of the accounting and internal control systems and management reporting which are designed to safeguard company assets;
- the quality of the external audit functions;
- external auditor's performance and independence as well as considering such matters as replacing the external auditor where and when necessary; and
- identifying risk areas.

Recommendation 4.2: CEO and CFO assurance
The CEO and CFO have provided to the Board formal declarations that the integrity of the financial statements is founded on a system of risk management and internal control which supports the policies adopted by the Board and that the Company's risk management and internal control system is operating effectively in all material respects to manage the Company's material business risks.

Recommendation 4.3: Integrity of corporate reports
The Company's periodic corporate reports are subject to comprehensive review and auditing. The process ensures that the Company is satisfied that any reports that are issued by the Company are materially accurate, balanced and provide investors with appropriate information to make informed investment decisions.

Principle 5: Make timely and balanced disclosure

Recommendation 5.1: Continuous disclosure

The board recognises that the Company, as an entity listed on the ASX, has an obligation to make timely and balanced disclosure in accordance with the requirements of the Australian Securities Exchange Listing Rules and the Corporations Act 2001. The board also is of the view that an appropriately informed shareholder base and market is essential to an efficient market for the Company's securities. The board is committed to ensuring that shareholders and the market have timely and balanced disclosure of material matters concerning the Company.

In demonstration of this commitment, the Company has adopted a continuous disclosure policy which can be accessed under the corporate governance section of the Company's website.

Recommendation 5.2: Board to receive copies of material market announcements
The Company secretary ensures that the board receives timely copies of all material market announcements made in accordance with the continuous disclosure requirements. The Company's continuous disclosure policy can be accessed under the corporate governance tab of the Company's website.

Recommendation 5.3: Investor / Analyst presentations
As documented in the Company's continuous disclosure policy, when the Company gives a new and material investor or analyst presentation, a copy of the presentation materials are provide to the ASX ahead of the presentation. The Company's continuous disclosure policy can be accessed under the corporate governance tab of the Company's website.

Principle 6: Respect the rights of security holders

Recommendation 6.1: Company website
The Company provides information about itself and its governance procedures to its investors via its website. The corporate governance policies are disclosed on the website through a specific corporate governance tab, as are copies of annual reports, and biographies for directors and key management.

Recommendation 6.2: Investor relations program

Investor updates:
The Company provides regular investor updates via the ASX website to communicate the Company's performance and strategies. These updates typically focus on the Company's financial performance and strategies.

Annual general meeting and annual reports:
The Company's Annual General Meeting enables security holders to engage directly with the board and key management. The CEO and Company Secretary also meet with security holders upon request and respond to any inquiries that may be made from time to time. The Company's annual report and associated investor presentation are released to the ASX and copies are available on the Company's website.

Regular release of financial information:
The Company financial results are announced every 6 months with full year results released via the ASX in August and half year results in February. In between full and half year results, the Company also releases material information on contract wins and other relevant information to the ASX throughout the year as events occur.

Recommendation 6.3: Participation at meetings by security holders
The Company's AGM provides shareholders with the opportunity to vote on resolutions recommended by the board, hear directly from the board and CEO and ask questions of the board.

The Company's AGM is usually held in November. The Chairman and CEO's AGM presentations and voting results are released to the ASX on the day of the meeting.

Recommendation 6.4: Substantive resolutions decided by poll
All substantive resolutions are decided by poll, rather than by a show of hands.

Recommendation 6.5: Electronic communication
The Company provides security holders with the option to receive communications from the entity and its security registry, such as notice of meetings, explanatory memorandums, proxy forms and annual reports electronically. A corporate email address is provided via the

Company's website to allow security holders to communicate with the Company. The Company's share registry provider remains Computershare.

Since 2020, the Company has ceased producing hard printed copies of its annual report for environmental reasons. Shareholders who have registered to receive electronic communication from the Company's share register will receive access to an electronic copy of the annual report together with the notice of annual general meeting.

Arrangements for hard copy annual reports can be made by request via the corporate email address on the Company's website.

Principle 7: Recognise and manage risk

Recommendation 7.1: Risk committee
Overall risk management is the responsibility of the Risk Committee and covered within that committee's charter.
A copy of the charter is available on the company's website.

Recommendation 7.2: Risk management framework
The Risk Committee has implemented a Risk Register matrix framework under which, matters of higher risk or higher likelihood of occurrence are reported at least monthly to the Board. In addition, a monthly project risk report is tabled at Board meetings for consideration.

Recommendation 7.3: Internal audit
The Company does not currently have any internal audit function. The Board considers that given the Company's current size there is no benefit in having an internal audit function. Independent advice will be sought as necessary. The Board has overall responsibility for the identification, assessment, management and monitoring of the risks faced by the Company.

Recommendation 7.4: Environmental and social risks
EVZ Group is committed to operating within a defined Environmental, Social and Governance Framework (ESG) that provides our investors, employees, and all other stakeholders with assurance that the Board and senior management are focused on leading an ethical and sustainable business. EVZ Group is committed to acting ethically and with integrity in all its business dealings and relationships.

Accordingly, EVZ Group has developed an ESG framework outlining the Groups commitment to continuous improvement in response to the ever-evolving business landscape. A copy of the Groups ESG framework can be obtained on its website at the following location:

https://evz.com.au/assets/images/site/2023/05/EVZ-Limited-ESG-Framework-May-2023.pdf

Principle 8: Remunerate fairly and responsibly

Recommendation 8.1 and 8.2: Remuneration committee and policies
The Company has a duly appointed remuneration committee. The committee operates pursuant to the remuneration committee charter.

The remuneration committee consists of:

- Ian Luck
- Graham Burns
- Rob Edgley

The Company's approach to remuneration is set out in the Remuneration Report contained within this annual report.

The primary responsibilities of the remuneration committee are:

- Establish appropriate remuneration policies for directors, the CEO and other senior executives which are effective in attracting and/or retaining the best directors and executives to monitor and manage EVZ Limited, whilst ensuring goal congruence between shareholders, directors and executives.
- Ensuring appropriate disclosure of remuneration in line with the Corporations Act, ASX Listing Rules and Corporate Governance guidelines.

Non-executive directors are remunerated by way of fees. They may receive options (subject to shareholder approval) but there is no scheme for retirement benefits, other than statutory superannuation. Executives are paid a salary and may be provided, under the directors' and employees' benefits plan, with shares, performance rights and/or options and bonuses as part of their remuneration and incentive package.

There are no executive directors.

Recommendation 8.3: Equity based remuneration scheme
There is currently in place an EVZ Directors' and Employees' Benefits Plan (the "Plan") which allows employees, directors and others ("Eligible Persons") to be granted shares, options and performance rights in the Company. The object of this plan is to help the Company recruit, reward, retain and motivate its employees and directors.

Such shares, options and performance rights would be offered only to those eligible persons entitled to receive an invitation. Those eligible persons would be:

- a director or secretary of a group company;
- an employee in permanent full-time or permanent part-time employment of a group company; or
- a contractor to a group company.

Recommendation 8.3: Equity based remuneration scheme (continued)

Invitations to eligible persons will be made by the board and may be made subject to such conditions and rules as the board determines, including:

- In the case of options, the exercise period, the exercise price and the exercise conditions.
- In the case of shares, the issue price payable on acceptance of the application by the Company and issue of the shares and any other specific terms and conditions of issue.
- In the case of performance rights, the performance criteria and the performance period in which those performance criteria must be satisfied.

The issue of any securities (including options or performance rights) issued to any director, or their associates will still require shareholder approval under ASX Listing Rule 10.14.

The maximum number of shares issued pursuant to the plan would be not more than 5% of the equity interests in the Company.

**** End of corporate governance statement ****

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Auditor's Independence Declaration

To the Directors of EVZ Limited

In accordance with the requirements of section 307C of the *Corporations Act 2001*, as lead auditor for the audit of EVZ Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been:

a no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

b no contraventions of any applicable code of professional conduct in relation to the audit.

Grant Thornton Audit Pty Ltd
Chartered Accountants

M A Cunningham
Partner – Audit & Assurance

Melbourne, 26 August 2024

EVZ Limited
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2024

	Note	Consolidated 2024 $	2023 $
Revenue			
Sales	3	118,908,415	111,200,389
Other Revenue		7,705	-
		118,916,120	111,200,389
Cost of Sales		(101,499,596)	(96,332,056)
Gross profit		17,416,524	14,868,333
Other income		(68,397)	34,141
Interest received		43,907	108,120
Expenses			
Corporate costs		(2,118,377)	(1,871,345)
Administration		(12,874,362)	(11,415,016)
Finance costs	4	(580,880)	(298,398)
Profit before income tax benefit		1,818,415	1,425,835
Income tax benefit	5	320,509	20,441
Profit after income tax benefit for the year attributable to the owners of EVZ Limited		2,138,924	1,446,276
Other comprehensive income			
Items that may be reclassified subsequently to profit or loss			
Foreign currency translation of foreign operation		185,620	(188,354)
Other comprehensive income for the year, net of tax		185,620	(188,354)
Total comprehensive income for the year attributable to the owners of EVZ Limited		2,324,544	1,257,922
		Cents	Cents
Basic earnings per share	31	1.77	1.20
Diluted earnings per share	31	1.69	1.14

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

EVZ Limited
Statement of financial position
As at 30 June 2024

	Note	Consolidated 2024 $	2023 $
Assets			
Current assets			
Cash and cash equivalents	6	8,365,542	9,268,155
Trade and other receivables	7	20,129,097	20,675,650
Contract assets	8	4,796,260	2,547,698
Inventories	9	3,747,014	3,494,723
Financial assets	10	267,878	235,575
Total current assets		37,305,791	36,221,801
Non-current assets			
Trade and other receivables	7	1,219,845	1,118,241
Property, plant and equipment	12	7,010,585	6,533,977
Right-of-use assets	11	3,751,905	1,263,152
Intangibles	13	12,072,010	12,072,010
Deferred tax asset	5	3,030,251	2,729,611
Total non-current assets		27,084,596	23,716,991
Total assets		64,390,387	59,938,792
Liabilities			
Current liabilities			
Trade and other payables	14	18,092,360	15,593,821
Contract liabilities	15	3,135,705	6,772,896
Lease liabilities	16	1,418,017	1,182,668
Income tax payable	5	17,767	91,470
Provisions	17	3,933,990	4,121,392
Total current liabilities		26,597,839	27,762,247
Non-current liabilities			
Lease liabilities	16	4,135,904	1,543,049
Deferred tax liability	5	31,624	37,330
Provisions	17	747,400	152,151
Total non-current liabilities		4,914,928	1,732,530
Total liabilities		31,512,767	29,494,777
Net assets		32,877,620	30,444,015
Equity			
Issued capital	18	60,142,066	60,099,766
Reserves	19	50,383	(201,998)
Accumulated losses		(27,314,829)	(29,453,753)
Total equity		32,877,620	30,444,015

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

EVZ Limited
Statement of changes in equity
For the year ended 30 June 2024

Consolidated	Issued capital $	Share based payments reserve $	Foreign currency translation reserve $	Accumulated losses $	Total equity $
Balance at 1 July 2022	60,009,326	90,440	(132,444)	(30,900,029)	29,067,293
Profit after income tax benefit for the year	-	-	-	1,446,276	1,446,276
Other comprehensive income for the year, net of tax	-	-	(188,354)	-	(188,354)
Total comprehensive income for the year	-	-	(188,354)	1,446,276	1,257,922
Transactions with owners in their capacity as owners:					
Share-based payments expense (note 32)	-	118,800	-	-	118,800
Performance rights exercised	90,440	(90,440)	-	-	-
Balance at 30 June 2023	60,099,766	118,800	(320,798)	(29,453,753)	30,444,015

Consolidated	Issued capital $	Share based payments reserve $	Foreign currency translation reserve $	Accumulated losses $	Total equity $
Balance at 1 July 2023	60,099,766	118,800	(320,798)	(29,453,753)	30,444,015
Profit after income tax benefit for the year	-	-	-	2,138,924	2,138,924
Other comprehensive income for the year, net of tax	-	-	185,620	-	185,620
Total comprehensive income for the year	-	-	185,620	2,138,924	2,324,544
Transactions with owners in their capacity as owners:					
Share-based payments expense(note 32)	-	109,061	-	-	109,061
Performance rights exercised	42,300	(42,300)	-	-	-
Balance at 30 June 2024	60,142,066	185,561	(135,178)	(27,314,829)	32,877,620

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

EVZ Limited
Statement of cash flows
For the year ended 30 June 2024

	Note	Consolidated 2024 $	Consolidated 2023 $
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		124,922,950	117,738,301
Payments to suppliers and employees (inclusive of GST)		(122,510,946)	(113,657,819)
		2,412,004	4,080,482
Interest received		43,907	108,120
Interest and other finance costs paid		(580,878)	(253,238)
Income taxes paid		(59,540)	(93,828)
Net cash from operating activities	30	1,815,493	3,841,536
Cash flows from investing activities			
Payment for purchase of business, net of cash acquired		-	(796,463)
Payments for property, plant and equipment	12	(2,147,810)	(2,259,785)
Proceeds from disposal of property, plant and equipment		6,103	23,044
Net cash used in investing activities		(2,141,707)	(3,033,204)
Cash flows from financing activities			
Proceeds from finance leases		758,067	1,468,119
Repayment of borrowings		-	(300,000)
Repayment of lease liabilities		(1,334,466)	(1,641,781)
Net cash used in financing activities		(576,399)	(473,662)
Net increase/(decrease) in cash and cash equivalents		(902,613)	334,670
Cash and cash equivalents at the beginning of the financial year		9,268,155	8,933,485
Cash and cash equivalents at the end of the financial year	6	8,365,542	9,268,155

At 30 June 2024 there was a difference between the above statement of cash flows and the Appendix 4C. $10.5m of GST paid was allocated to payments to suppliers and employees in the above statement of cash flows which was previously coded to receipts from customers in the Appendix 4C.

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

Note 1. Material accounting policy information

The accounting policies that are material to the consolidated entity are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted
The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation
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 ('IASB').

Historical cost convention
The financial statements have been prepared under the historical cost convention.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the consolidated entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Parent entity information
In accordance with the Corporations Act 2001, these financial statements present the results of the consolidated entity only. Supplementary information about the parent entity is disclosed in note 26.

Principles of consolidation
The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of EVZ Limited ('company' or 'parent entity') as at 30 June 2024 and the results of all subsidiaries for the year then ended. EVZ Limited and its subsidiaries together are referred to in these financial statements as the 'consolidated entity'.

Subsidiaries are all those entities over which the consolidated entity has control. The consolidated entity controls an entity when the consolidated entity 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 consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the consolidated entity are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

Foreign currency translation
The financial statements are presented in Australian dollars, which is EVZ Limited's functional and presentation currency.

Foreign currency transactions
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.

Foreign operations
The assets and liabilities of foreign operations are translated into Australian dollars using the exchange rates at the reporting date. The revenues and expenses of foreign operations are translated into Australian dollars using the 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.

Note 1. Material accounting policy information (continued)

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

Revenue recognition

Revenue is recognised when an entity satisfies a performance obligation by transferring control of a promised good or service to a customer.

To determine whether to recognise revenue, the Group follows a 5-step process:
1. Identifying the contract with a customer;
2. Identifying the performance obligations;
3. Determining the transaction price,
4. Allocating the transaction price to the performance obligations; and
5. Recognising revenue when/as performance obligation(s) are satisfied.

The core principle of AASB 15 is that an entity shall recognise revenue to depict the transfer of promised goods and services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services.

<u>Construction revenue</u>
The contractual terms and the way in which the Group operates its construction contracts is predominantly derived from projects containing one performance obligation. Due to the high degree of interdependence between the various elements of these projects, they are accounted for as a single performance obligation. Contracted revenue is recognised over time by comparing costs incurred with total estimated costs required to deliver the project to measure progress. Estimated costs are reviewed on a monthly basis. The requirements of over time measurement are met as the construction creates assets with no alternative use to the Group and there is an enforceable right to payment for performance completed.

Contract variations are assessed to determine whether they represent a separate contract with the customer or are modifications to the original contract.

Most contracts are billed according to approved monthly progress claim schedules or in some cases according to contracted milestone schedules. When payments received from customers exceed revenue recognised to date on a particular contract, an excess (a contract liability) is reported in the statements of financial position. Alternatively, where revenue to be recognised exceeds amounts invoiced to customers, the excess (contract asset) is reported.

<u>Services revenue</u>
Services revenue arises from maintenance and other services supplied to infrastructure assets and facilities which may involve a range of services and processes.

Under AASB 15, these are recognised over time with reference to inputs (time and materials) as services are provided. These services have been determined to be one performance obligation as they are highly inter-related and fulfilled over time therefore revenue is recognised over time.

As with construction revenue, contract variations are assessed to determine whether they represent a separate contract with the customer or are modifications to the original.

Note 1. Material accounting policy information (continued)

Parts sales revenue
The Group recognises parts sales revenue as follows:

Revenue is recognised at an amount that reflects the consideration to which the Group is expected to be entitled in exchange for transferring goods or services to their customers. For each contract with a customer, the Group:

- identifies the contract with a customer;
- identifies the performance obligations in the contract;
- determines the transaction price which takes into account estimates of variable consideration and the time value of money;
- allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and
- recognises revenue when or as each performance obligation is satisf ied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price if any, reflects concessions provided to the customer such as discounts, rebates and refunds and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount method'. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are initially recognised as deferred revenue in the form of a separate refund liability.

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, except for:

- When the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- When the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

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.

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 consolidated entity'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.

Note 1. Material accounting policy information (continued)

A liability is classified as current when: it is either expected to be settled in the consolidated entity'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.

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

The consolidated entity has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Contract assets
Contract assets are recognised when the consolidated entity has transferred goods or services to the customer but where the consolidated entity is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

Inventories
Stock on hand is stated at the lower of cost and net realisable value. Cost comprises of purchase and delivery costs, net of rebates and discounts received or receivable.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

Property, plant and equipment
Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	40 years
Leasehold improvements	3-10 years
Plant and equipment	3-7 years
Fixtures and fittings	3-10 years
Motor vehicles	3-10 years
Computer equipment	2-5 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated useful life of the assets, whichever is shorter.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the consolidated entity. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Note 1. Material accounting policy information (continued)

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 consolidated entity 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 consolidated entity 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.

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.

Impairment of non-financial assets
Goodwill that has an indefinite useful life is not subject to amortisation and is 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 an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables
These amounts represent liabilities for goods and services provided to the consolidated entity 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.

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

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 consolidated entity'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. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

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 1. Material accounting policy information (continued)

Employee benefits

Short-term employee benefits
Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave 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.

Other long-term employee benefits
The liability for annual leave and long service leave 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 using the projected unit credit method. 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.

Defined contribution superannuation expense
Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Share-based payments
The Group operates an equity-settled share-based payment employee share scheme. The fair value of the equity to which employees become entitled is measured at grant date and recognised as an expense with a corresponding increase to an equity account.

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 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Share-based payment transactions
The consolidated entity measures the cost of equity-settled transactions with employees by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined by using either the Binomial or Black-Scholes model taking into account the terms and conditions upon which the instruments were granted. Professional judgment is involved in estimating the inputs used in the fair value calculation. The accounting estimates and assumptions relating to equity-settled share-based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact profit or loss and equity.

Allowance for expected credit losses
The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Goodwill
The consolidated entity tests annually, or more frequently if events or changes in circumstances indicate impairment, whether goodwill and other indefinite life intangible assets have suffered any impairment, in accordance with the accounting policy stated in note 1. The recoverable amounts of cash-generating units have been determined based on value-in-use calculations. These calculations require the use of assumptions, including estimated discount rates and growth rates of the estimated future cash flows.

Note 2. Critical accounting judgements, estimates and assumptions (continued)

Recovery of deferred tax assets
Deferred tax assets are recognised for deductible temporary differences only if the consolidated entity considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Note 3. Operating segments

Identification of reportable operating segments
The consolidated entity is organised into two operating segments: Energy and Resources, and Building Products. These operating 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 operating segments.

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

The information reported to the CODM is on a monthly basis.

The reported operating segments have been revised during the current financial period to align with the restructure of the consolidated entity's management group. The revised structure reflects the markets in which the Group operates. The CODM reviews the performance of the business based on monthly management reports reflecting this revised structure. Brockman Engineering (previously *Engineering*) and TSF Power (previously *Energy*) operate in the *Energy and Resources* market, while Syfon Systems and Tank Industries operate in the *Building Products* market (previously *Water*).

Types of products and services
The principal products and services of each of these operating segments are as follows:

Energy and Resources	The energy and resources segment designs, manufactures and installs equipment on electricity, oil and gas facilities. Its product range consists of constant load power stations, back up power generation equipment, clean energy solutions, large steel tanks, silos, cooling towers, pipe spooling, pressure vessels and fabricated structural steel. In addition the segment provides customer support services by way of ongoing maintenance, servicing of equipment and sourcing emergency equipment.
Building Products	The building products segment designs syphonic roof drainage systems for large and/or complex roof structures, supplies and installs metal panel tanks and prefabricated hydraulic systems.

Intersegment transactions
Intersegment transactions were made at market rates. The Energy and Resources operating segment purchases Quality Control services from the Building Products operating segment. Intersegment transactions are eliminated on consolidation.

Intersegment receivables, payables and loans
Intersegment loans are initially recognised at the consideration received. Intersegment loans receivable and loans payable that earn or incur non-market interest are not adjusted to fair value based on market interest rates. Intersegment loans are eliminated on consolidation.

Unallocated items

The following items of revenue, expenses, assets and liabilities are not allocated to operating segments as they are not considered part of the core operations of any segment:

- Impairment of assets and other non-recurring items of revenue or expense
- Income tax expense
- Current tax liabilities
- Other financial liabilities

Note 3. Operating segments (continued)

Major customers
The Group has many customers to whom it provides products and services. In the current year, the Group had one major customer in the Energy and Resources operating segment who accounted for 24% (2023: 26%) of external revenue. There are no other significant client accounts.

Operating segment information

Consolidated - 2024	Energy & resources $	Building products $	Unallocated $	Total $
Revenue				
Sales to external customers	79,955,558	38,960,562	-	118,916,120
Total revenue	79,955,558	38,960,562	-	118,916,120
EBITDA	3,354,963	3,623,274	(2,071,942)	4,906,295
Depreciation and amortisation	(1,489,076)	(1,015,396)	(46,435)	(2,550,907)
Interest revenue	14,628	21,999	7,280	43,907
Finance costs	(299,684)	(291,338)	10,142	(580,880)
Profit/(loss) before income tax benefit	1,580,831	2,338,539	(2,100,955)	1,818,415
Income tax benefit				320,509
Profit after income tax benefit				2,138,924
Assets				
Segment assets	33,828,599	43,128,593	498,682	77,455,874
Intersegment eliminations				(13,065,487)
Total assets				64,390,387
Total assets includes:				
Acquisition of non-current assets	911,030	1,230,096	6,685	2,147,811
Liabilities				
Segment liabilities	23,865,482	16,337,433	486,497	40,689,412
Intersegment eliminations				(9,176,645)
Total liabilities				31,512,767

Note 3. Operating segments (continued)

Consolidated - 2023	Energy & resources $	Building products $	Unallocated $	Total $
Revenue				
Sales to external customers	82,672,456	28,802,550	13,497	111,488,503
Total revenue	82,672,456	28,802,550	13,497	111,488,503
EBITDA	2,793,030	2,788,297	(1,824,054)	3,757,273
Depreciation and amortisation	(1,408,887)	(684,982)	(47,291)	(2,141,160)
Interest revenue	81,662	12,961	13,497	108,120
Finance costs	(237,242)	(54,900)	(6,256)	(298,398)
Profit/(loss) before income tax benefit	1,228,563	2,061,376	(1,864,104)	1,425,835
Income tax benefit				20,441
Profit after income tax benefit				1,446,276
Assets				
Segment assets	34,920,087	36,405,214	1,971,727	73,297,028
Intersegment eliminations				(13,358,236)
Total assets				59,938,792
Total assets includes:				
Acquisition of non-current assets	1,845,262	1,165,242	46,064	3,056,568
Liabilities				
Segment liabilities	26,537,800	12,143,826	387,071	39,068,697
Intersegment eliminations				(9,573,920)
Total liabilities				29,494,777

Geographical information

	Sales to external customers		Geographical non-current assets	
	2024 $	2023 $	2024 $	2023 $
Australia	114,163,392	101,955,983	10,292,852	7,264,863
Asia	4,752,728	9,244,406	496,636	532,266
	118,916,120	111,200,389	10,789,488	7,797,129

The geographical non-current assets above are exclusive of financial instruments and deferred tax assets.

Note 3. Operating segments (continued)

Revenue by product set	Energy & resources $	Building products $	Total $
2024			
Construction contracts *	67,263,464	38,810,622	106,074,086
Services revenue *	8,647,079	20,738	8,667,817
Parts sales **	4,045,014	129,203	4,174,217
Total revenue	79,955,557	38,960,563	118,916,120
2023			
Construction contracts *	72,793,148	28,609,594	101,402,742
Services revenue *	7,108,693	-	7,108,693
Parts sales **	2,688,959	-	2,688,959
Total revenue	82,590,800	28,609,594	111,200,394

* Construction contract revenue and services revenue are recognized over time
** Parts sales are recognized at a point in time

Note 4. Expenses

	Consolidated 2024 $	Consolidated 2023 $
Profit before income tax includes the following specific expenses:		
Finance costs		
Interest and finance charges paid/payable on bank facilities and other	263,863	161,735
Interest and finance charges paid/payable on lease liabilities	317,017	136,663
Finance costs expensed	580,880	298,398
Leases		
Short-term lease payments	32,095	44,421
Superannuation expense		
Defined contribution superannuation expense	2,474,557	2,938,247
Share-based payments expense		
Share-based payments expense	109,061	118,800
Employee benefits expense excluding superannuation		
Employee benefits expense excluding superannuation	49,226,035	41,131,192
Write off of assets		
Plant and equipment	30,941	-

Note 5. Income tax

	Consolidated 2024 $	Consolidated 2023 $
Income tax benefit		
Current tax	896,160	743,977
Deferred tax expense	(306,346)	(121,791)
Utilisation of carried forward tax losses	(872,548)	(590,914)
Prior year overprovision	(37,775)	(51,713)
Aggregate income tax benefit	(320,509)	(20,441)
Deferred tax included in income tax benefit comprises:		
Increase in deferred tax assets	(300,640)	(118,741)
Decrease in deferred tax liabilities	(5,706)	(3,050)
Deferred tax expense	(306,346)	(121,791)
Numerical reconciliation of income tax benefit and tax at the statutory rate		
Profit before income tax benefit	1,818,415	1,425,835
Tax at the statutory tax rate of 30% (2023: 30%)	545,524	427,751
Tax effect amounts which are not deductible/(taxable) in calculating taxable income:		
Share-based payments	46,825	-
Other permanent differences	70,215	(57,447)
	662,564	370,304
Previously unrecognised tax losses now recognised	(925,431)	(370,304)
Difference in overseas tax rates	(19,868)	98,300
Prior year overprovision	(37,774)	(51,713)
Tax affect of provisions acquired	-	(67,028)
Income tax benefit	(320,509)	(20,441)

	Consolidated 2024 $	Consolidated 2023 $
Tax losses not recognised		
Unused tax losses for which no deferred tax asset has been recognised	-	3,084,771
Potential tax benefit @ 30%	-	925,431

The group has no unrecognised tax losses as at 30 June 2024. All previously unrecognised tax losses have been utilised or recognised in the deferred tax asset at the end of the financial year.

Note 5. Income tax (continued)

	Consolidated 2024 $	Consolidated 2023 $
Deferred tax asset		
Deferred tax asset comprises temporary differences attributable to:		
Amounts recognised in profit or loss:		
Unrecouped tax losses	1,292,218	972,399
Employee benefits and other provisions	1,506,288	1,558,769
Other	231,745	198,443
Deferred tax asset	3,030,251	2,729,611
Movements:		
Opening balance	2,729,611	2,610,870
Credited to profit or loss	300,640	118,741
Closing balance	3,030,251	2,729,611

	Consolidated 2024 $	Consolidated 2023 $
Deferred tax liability		
Deferred tax liability comprises temporary differences attributable to:		
Amounts recognised in profit or loss:		
Property, plant and equipment	31,624	37,330
Deferred tax liability	31,624	37,330
Movements:		
Opening balance	37,330	40,380
Credited to profit or loss	(5,706)	(3,050)
Closing balance	31,624	37,330

Note 6. Cash and cash equivalents

	Consolidated 2024 $	Consolidated 2023 $
Current assets		
Cash at bank	8,365,542	9,268,155

Note 7. Trade and other receivables

	Consolidated	
	2024	2023
	$	$
Current assets		
Trade receivables	19,366,322	19,687,004
Trade receivables - Retention debtors	697,264	796,689
Less: Allowance for expected credit losses	(523,798)	(623,726)
	19,539,788	19,859,967
Other debtors / prepayments	589,309	815,683
	20,129,097	20,675,650
Non-current assets		
Trade receivables - Retention debtors	1,219,845	1,118,241
	21,348,942	21,793,891

Market practices provide for the retention of monies from progress and final billings on certain construction contracts. The monies are received after a contracted period of time has elapsed following completion of the construction.

Current trade receivables are non-interest bearing and generally on 30 days terms.

Credit risk – trade and other receivables
The Group has no significant concentration of credit risk with respect to any single counter party or Group of counter parties. The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Group.

On a geographical basis, the Group has credit risk exposures in Australia and Asia given the substantial operations in those regions. The Group's exposure to credit risk for receivables at reporting date in those regions is as follows:

	Consolidated	
	2024	2023
Australia	17,715,816	17,709,518
Asia	4,156,924	4,708,099
	21,872,740	22,417,617

Trade and other receivables pertaining to the Australian entities in the Group, as disclosed in Note 28, are provided as security against the Group's bank facilities.

Note 7. Trade and other receivables (continued)

Allowance for expected credit losses

The ageing of the receivables and allowance for expected credit losses provided for above are as follows:

Consolidated	Expected credit loss rate 2024 %	Expected credit loss rate 2023 %	Carrying amount 2024 $	Carrying amount 2023 $	Allowance for expected credit losses 2024 $	Allowance for expected credit losses 2023 $
Not overdue	-	-	16,925,388	17,666,539	-	-
0 to 3 months overdue	-	1%	2,263,238	3,330,330	-	18,661
Over 6 months overdue	25%	100%	2,094,805	605,065	523,798	605,065
Other receivables	-	-	589,309	815,683	-	-
			21,872,740	22,417,617	523,798	623,726

Movements in the allowance for expected credit losses are as follows:

	Consolidated 2024 $	Consolidated 2023 $
Opening balance	623,726	574,996
Additional provisions recognised	245,735	110,407
Provisions utilised	(345,663)	(61,677)
Closing balance	523,798	623,726

Market and economic conditions have tightened over the previous year which has impacted an increase in provisions utilised year on year.

However, the overall group receivables balance has reduced year on year which has also been factored into the expected credit loss rate and a slightly lower provision level in absolute dollars.

	Consolidated 2024 $	Consolidated 2023 $
Construction contracts		
Net construction work in progress at the reporting date:		
Contract costs incurred to date	93,539,320	85,350,042
Profit recognised to date	12,539,197	10,756,620
WIP acquired from business combination	-	326,657
	106,078,517	96,433,319
Less: Progress billings received and receivable	(104,833,952)	(100,658,517)
Net construction work in progress	1,244,565	(4,225,198)
Representing:		
Contract liabilities (Receipts in advance)	(3,135,705)	(6,772,896)
Contract assets (Amounts due from customers for contract work in progress)	4,380,270	2,547,698
	1,244,565	(4,225,198)

Note 7. Trade and other receivables (continued)

Construction contracts which have remaining performance obligations at 30 June 2024 total $51,905,568 (2023: $75,022,483). This obligation excludes long term service and maintenance contracts also held by the group at 30 June 2024 for $13,002,645 (2023: $9,499,567).

Refer note 1 for more detail of accounting policy for revenue recognition.

Note 8. Contract assets

	Consolidated	
	2024	2023
	$	$
Current assets		
Contract assets	4,796,260	2,547,698

Contract assets

Contract assets are balances due from customers under long term contracts as work is performed and therefore a contract asset is recognised over the period in which the performance obligation is fulfilled. This represents the Group’s right to consideration for the services transferred to date. Amounts are generally reclassified to accounts receivable when there is an unconditional right to receive payment.

	Consolidated	
	2024	2023
	$	$
Contract Asset details:		
Contract assets - construction	4,380,270	2,547,698
Contract assets - service contracts	415,990	-
	4,796,260	2,547,698

Contract assets and contract liabilities are offset where they relate to the same contract.

Contract assets at the start of the reporting period was $2,547,698 (2023: $3,860,275). All contract assets recognised at the start of the reporting period have been reclassified to accounts receivable and subsequently received during the financial year.

Note 9. Inventories

	Consolidated	
	2024	2023
	$	$
Current assets		
Stock on hand - at cost	3,747,014	3,494,723

Inventories pertaining to the Australian entities in the Group, as disclosed in Note 37 are provided as security against the Group's bank facilities.

Note 10. Financial assets

	Consolidated 2024 $	Consolidated 2023 $
Current assets		
Security deposits	267,878	235,575

Funds on deposit represent security deposits covering a guarantee for property lease obligations and contract performance bonds.

Note 11. Right-of-use assets

	Consolidated 2024 $	Consolidated 2023 $
Non-current assets		
Land and buildings - right-of-use	5,418,809	2,805,899
Less: Accumulated depreciation	(1,778,563)	(1,646,924)
	3,640,246	1,158,975
Office equipment - right-of-use	199,711	195,918
Less: Accumulated depreciation	(88,052)	(91,741)
	111,659	104,177
	3,751,905	1,263,152

Reconciliations

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

Consolidated	Land and buildings ROU $	Office equipment ROU $	Total $
Balance at 1 July 2022	1,069,060	143,361	1,212,421
Additions	757,350	-	757,350
Exchange differences	(2,878)	-	(2,878)
Depreciation expense	(664,557)	(39,184)	(703,741)
Balance at 30 June 2023	1,158,975	104,177	1,263,152
Additions	3,348,267	56,336	3,404,603
Disposals	-	(7,881)	(7,881)
Exchange differences	1,779	-	1,779
Depreciation expense	(868,775)	(40,973)	(909,748)
Balance at 30 June 2024	3,640,246	111,659	3,751,905

Note 12. Property, plant and equipment

	Consolidated 2024 $	Consolidated 2023 $
Non-current assets		
Buildings - at cost	194,962	196,533
Less: Accumulated depreciation	(15,922)	(12,120)
	179,040	184,413
Leasehold improvements - at cost	488,512	359,334
Less: Accumulated depreciation	(99,348)	(235,961)
	389,164	123,373
Plant and equipment - at cost	13,366,969	14,154,505
Less: Accumulated depreciation	(7,624,802)	(8,792,335)
	5,742,167	5,362,170
Fixtures and fittings - at cost	469,672	407,626
Less: Accumulated depreciation	(328,541)	(299,207)
	141,131	108,419
Motor vehicles - at cost	1,761,594	1,988,246
Less: Accumulated depreciation	(1,430,862)	(1,548,852)
	330,732	439,394
Computer equipment - at cost	967,150	1,065,295
Less: Accumulated depreciation	(738,799)	(749,087)
	228,351	316,208
	7,010,585	6,533,977

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

Consolidated	Buildings $	Improvements $	Fixtures and Fittings $	Computer Equipment $	Plant and Equipment $	Motor Vehicles $	Total $
Balance at 1 July 2022	192,495	112,551	53,450	310,290	3,877,032	405,698	4,951,516
Additions	-	30,182	99,902	167,041	1,989,589	247,746	2,534,460
Additions from business acquisitions	-	-	-	-	522,108	-	522,108
Exchange differences	(1,849)	(515)	(225)	(1,910)	(6,567)	(1,000)	(12,066)
Depreciation expense	(6,233)	(18,845)	(44,708)	(159,213)	(1,019,992)	(213,050)	(1,462,041)
Balance at 30 June 2023	184,413	123,373	108,419	316,208	5,362,170	439,394	6,533,977
Additions	-	370,861	80,994	53,821	1,542,189	99,945	2,147,810
Exchange differences	-	-	-	(1,021)	-	-	(1,021)
Write off of assets	-	(6,667)	-	-	(23,454)	(820)	(30,941)
Depreciation expense	(5,373)	(98,403)	(48,282)	(140,657)	(1,138,738)	(207,787)	(1,639,240)
Balance at 30 June 2024	179,040	389,164	141,131	228,351	5,742,167	330,732	7,010,585

Note 13. Intangibles

	Consolidated 2024 $	Consolidated 2023 $
Non-current assets		
Goodwill - at cost	12,072,010	12,072,010

Reconciliations

Reconciliations of the written down values by CGU (Cash Generating Unit) at the beginning and end of the current and previous financial year are set out below:

By Cash Generating Unit Consolidated	Syfon Systems Group $	Brockman Engineering Group $	Total $
Balance at 1 July 2022	3,282,532	8,789,478	12,072,010
Balance at 30 June 2023	3,282,532	8,789,478	12,072,010
Balance at 30 June 2024	3,282,532	8,789,478	12,072,010

Impairment disclosures

The EVZ Group assesses at each annual reporting date the potential impairment to the carrying value of Goodwill of the relevant cash generating unit (CGU) or group of CGU's.

The recoverable amount of each CGU (Brockman Eng and Syfon Systems) is determined based on value-in-use calculations. Value-in-use is calculated based on the present value of pre-tax cash flow projections over a five year period adjusted for the estimated terminal value of the cash generating unit. The cash flows are discounted using a discount rate determined individually for each CGU and reflects current market assessment of the time value of money and industry-specific risk factors. All discount rates are pre tax.

Budgets use estimated weighted average growth rates to project revenue. Costs are calculated taking into account historical gross margins as well as estimated weighted average inflation rates over the periods which are consistent with inflation rates applicable to the locations in which the businesses operate. The forecasts used in the value-in-use calculations are based on the management approved budgets.

Other key assumptions in the value-in-use calculation include gross margin, allowances for capital expenditure and normalisation of working capital changes. Due to the correlation of these factors, assumptions for growth rates and discount rates are the most sensitive in the value-in-use calculation.

The following assumptions were used in the value-in-use calculations:

	2024 Growth Rates %	2024 Discount Rates %	2023 Growth Rates %	2023 Discount Rates %
Syfon Systems Group:				
Growth year 1	2%	15%	7%	15%
Growth subsequent years	2%	15%	2%	15%
Engineering (Brockman Eng.):				
Growth year 1	2%	15%	(4%)	15%
Growth subsequent years	2%	15%	2%	15%

Note 13. Intangibles (continued)

A growth rate of 2% in revenue is modelled for Syfon Systems for all future periods. Gross margin is not expected to be impacted.

For Brockman, the growth rate is also 2% reflecting the minimum expected growth that is expected in each of the relevant CGUs in normal markets.

All growth rates consider forward work-in-hand levels, weighted project prospects, consideration of future expected activities, and giving consideration to historical growth rates achieved.

Key estimates
The following sensitivity analysis was undertaken with respect to the value in use calculations and the imbedded assumptions and estimates used in performing the impairment testing on the carrying value of goodwill.

In performing impairment testing on the carrying values of goodwill, certain discount rates and growth rates have been assumed as part of the value-in-use calculations.

The following table illustrates sensitivities to changes in those discount rates and growth rates. The discount and growth rates used, and the results of the sensitivity analysis are:

	2024		2023	
	Growth Rates %	Discount Rates %	Growth Rates %	Discount Rates %
Syfon Systems Group:				
Growth year 1	-	17%	7%	17%
Growth subsequent years	-	17%	-	17%
Engineering (Brockman Eng.):				
Growth year 1	-	17%	(4%)	17%
Growth subsequent years	-	17%	-	17%

	Consolidated	
	2024	2023
Value of impairment to carrying value of goodwill based on sensitivity analysis:		
Syfon Systems Group	-	-
Engineering (Brockman Engineering)	-	-
	-	-

The sensitivity discount rates of 17% are the same as the prior year, and the Growth rates are Nil for 2024 compared with 7% and -4% in 2023. As a result, there is no impairment in either Syfon Systems group or Brockman Engineering.

Note 14. Trade and other payables

	Consolidated	
	2024 $	2023 $
Current liabilities		
Trade payables	11,661,837	11,554,674
Other payables	6,430,523	4,039,147
	18,092,360	15,593,821

Note 15. Contract liabilities

	Consolidated 2024 $	Consolidated 2023 $
Current liabilities		
Contract liabilities	3,135,705	6,772,896

Contract liabilities

Contract liabilities relating to construction contracts are balances due to customers under construction contracts. These arise if a milestone payment exceeds the revenue recognised to date. Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period was $6,772,896 (2023: $8,802,809).

Contract assets and contract liabilities are offset where they relate to the same contract.

Note 16. Lease liabilities

	Consolidated 2024 $	Consolidated 2023 $
Current liabilities		
Lease liability	1,418,017	1,182,668
Non-current liabilities		
Lease liability	4,135,904	1,543,049
	5,553,921	2,725,717

Refer to note 21 - financial instruments for further information on leases.

The lease liabilities are secured by the related underlying assets. Future minimum lease payments are as follows:

	0-1 years	1-2 years	2-3 years	3-4 years	4-5 years	5+ Years	TOTAL
2024							
Lease payments	1,784,960	1,233,080	706,657	643,010	568,057	2,226,057	7,161,821
Finance charges	(366,944)	(284,014)	(235,705)	(201,613)	(167,807)	(351,817)	(1,607,900)
	1,418,016	949,066	470,952	441,397	400,250	1,874,240	5,553,921
2023							
Lease payments	1,310,965	1,035,706	544,147	46,705	-	-	2,937,523
Finance charges	(128,297)	(66,019)	(16,275)	(1,215)	-	-	(211,806)
	1,182,668	969,687	527,872	45,490	-	-	2,725,717

Lease payments not recognised as a liability

The group has elected not to recognise a lease liability for short term leases (leases with an expected term of 12 months or less) or for leases of low value assets. Payments made under such leases are expensed on a straight-line basis.

The expense relating to payments not included in the measurement of the lease liability is as follows:

Note 16. Lease liabilities (continued)

	Consolidated 2024	Consolidated 2023
Short term leases	32,095	44,421
	-	-
Total lease payments expensed directly to profit or loss	32,095	44,421

Note 17. Provisions

	Consolidated 2024 $	Consolidated 2023 $
Current liabilities		
Annual leave	3,105,007	2,780,618
Long service leave	828,983	1,340,774
	3,933,990	4,121,392
Non-current liabilities		
Long service leave	747,400	152,151
	4,681,390	4,273,543

Amounts not expected to be settled within the next 12 months
The current provision for employee benefits includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount is presented as current, since the consolidated entity does not have an unconditional right to defer settlement. However, based on past experience, the consolidated entity does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

Note 18. Issued capital

	Consolidated 2024 Shares	Consolidated 2023 Shares	Consolidated 2024 $	Consolidated 2023 $
Ordinary shares - fully paid	121,091,917	120,621,917	60,142,066	60,099,766

Movements in ordinary share capital

Details	Date	Shares	Issue price	$
Balance	1 July 2022	120,145,917		60,009,326
Shares issued	5 December 2022	476,000	$0.19	90,440
Balance	30 June 2023	120,621,917		60,099,766
Shares issued	7 September 2023	470,000	$0.09	42,300
Balance	30 June 2024	121,091,917		60,142,066

Note 18. Issued capital (continued)

Shares issued are performance rights that vested and were issued to employees.

The issue price is the deemed issue price based on the fair value of the performance rights at grant date. No cash received upon issue of shares as exercise price was nil.

Ordinary shares
Ordinary shares participate in dividends and the proceeds on winding up of the parent entity in proportion to the number of shares held. At shareholders' meetings each ordinary share is entitled to one vote when a poll is called, otherwise each shareholder has one vote on a show of hands. The ordinary shares have no par value.

Capital risk management
Management controls the capital of the Group in order to maintain an appropriate debt to equity ratio, provide shareholders with adequate returns and ensure the Group can fund its operations and continue as a going concern. The Group's debt and capital includes ordinary share capital and financial liabilities, supported by financial assets.

There are no externally imposed capital requirements. Management effectively manages the Group's capital by assessing the Group's financial risks and adjusting its capital structure in response to changes in these risks and in the market. These responses include the management of debt levels, distributions to shareholders and share issues.

Note 19. Reserves

	Consolidated	
	2024	2023
	$	$
Foreign currency reserve	(135,178)	(320,798)
Share based payments reserve	185,561	118,800
	50,383	(201,998)

Foreign currency reserve
The reserve is used to recognise exchange differences arising from the translation of the financial statements of foreign operations to Australian dollars.

Share-based payments reserve
The reserve is used to recognise the value of equity benefits provided to employees and directors as part of their remuneration, and other parties as part of their compensation for services.

Note 19. Reserves (continued)

Movements in reserves
Movements in each class of reserve during the current and previous financial year are set out below:

Consolidated	Foreign Currency Reserve $	Share Option Reserve $	Total $
Balance at 1 July 2022	(132,444)	90,440	(42,004)
Foreign currency translation	(188,354)	-	(188,354)
Performance rights vested and issued	-	(90,440)	(90,440)
Share based payment expense	-	118,800	118,800
Balance at 30 June 2023	(320,798)	118,800	(201,998)
Foreign currency translation	185,620	-	185,620
Performance rights vested and issued	-	(42,300)	(42,300)
Share based payments expense	-	109,061	109,061
Balance at 30 June 2024	(135,178)	185,561	50,383

During the year 284,000 (2023: 470,000) performance rights vested to Key Management Personnel. The performance rights were issued subsequent to year end.

Performance rights which have been granted expire at the end of the financial period to which they relate if the targeted performance objectives are not met. The company plans to award and allot the shares within 90 days of the date of this report.

Performance rights are granted as part of the long-term incentive scheme and are determined based on the measures and results of a balanced scorecard analysis for each of key managements' contribution to the business during the financial year. The measures are determined by the Board and all incentive awards are at the discretion of the Board.

Note 20. Dividends

Dividends
There were no dividends paid, recommended or declared during the current or previous financial year.

Franking credits

	Consolidated	
	2024 $	2023 $
Franking credits available for subsequent financial years based on a tax rate of 30%	1,813,797	1,813,797

Note 21. Financial instruments

Financial risk management objectives
The Group's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The main purpose of non-derivative financial instruments is to raise finance for Group operations.

Treasury risk management
The Board of Directors is responsible for monitoring treasury risk. Currency and interest rate exposures are reviewed regularly to ensure any risk associated with these exposures is minimized.

Note 21. Financial instruments (continued)

Market risk

Foreign currency risk
The Group is exposed to fluctuations in foreign currencies arising from the sale and purchase of goods and services in currencies other than the Group's measurement currency. The Group monitors its foreign exchange exposure on a regular basis.

Refer Note 3 for a breakdown of revenue and assets by geographic location. Whilst the Group monitors its foreign exchange risk, it does not believe there is any material risk associated with its foreign exchange exposure.

Price risk
The Group minimises its exposure to price risk as costs of major materials and components are agreed and fixed with suppliers and subcontractors at the time of project tender.

Interest rate risk
The consolidated entity has no bank loan borrowings at balance date (2023: $nil).

The Group currently has no bank loans and all bank deposits are at variable rates, and therefore believes it has minimal exposure to interest rate risk.

Credit risk
The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance 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. The Group does not have any material credit risk exposure to any single receivable or Group of receivables under financial instruments entered into by the Group.

Liquidity risk
The Group manages liquidity risk by monitoring forecast cash flows and ensuring that adequate cash reserves are maintained.

Refer below for a maturity analysis of financial liabilities and to Note 16 Leases for a maturity analysis of lease liabilities.

Consolidated - 2024	Weighted average interest rate %	1 year or less $	Between 1 and 2 years $	Between 2 and 5 years $	Over 5 years $	Remaining contractual maturities $
Non-derivatives						
Non-interest bearing						
Trade payables	-	11,661,837	-	-	-	11,661,837
Other payables	-	5,749,134	-	-	-	5,749,134
Interest-bearing - variable						
Finance Leases	7.83%	638,184	520,074	509,870	13,274	1,681,402
Total non-derivatives		18,049,155	520,074	509,870	13,274	19,092,373

Note 21. Financial instruments (continued)

Consolidated - 2023	Weighted average interest rate %	1 year or less $	Between 1 and 2 years $	Between 2 and 5 years $	Over 5 years $	Remaining contractual maturities $
Non-derivatives						
Non-interest bearing						
Trade payables	-	11,554,674	-	-	-	11,554,674
Other payables	-	1,668,802	-	-	-	1,668,802
Interest-bearing - variable						
Finance Leases	6.65%	623,537	453,995	379,914	-	1,457,446
Total non-derivatives		13,847,013	453,995	379,914	-	14,680,922

Fair value of financial instruments

The fair value of cash and cash equivalents and non-interest bearing monetary financial assets and financial liabilities of the Group approximate their carrying value.

The fair values of financial assets and liabilities, together with their carrying amounts in the statement of financial position, for the consolidated entity are as follows:

Consolidated	2024 Carrying amount $	2024 Fair value $	2023 Carrying amount $	2023 Fair value $
Assets				
Cash at bank	8,365,538	8,365,538	9,268,152	9,268,152
Cash on deposit for security	267,878	267,878	235,575	235,575
Trade receivables	20,759,633	20,759,633	20,978,208	20,978,208
Other receivables	589,309	589,309	815,683	815,683
	29,982,358	29,982,358	31,297,618	31,297,618
Liabilities				
Trade payables	11,661,837	11,661,837	11,554,674	11,554,674
Other payables	6,430,523	6,430,523	4,130,617	4,130,617
Finance Lease liability	1,482,472	1,482,472	1,353,913	1,353,913
	19,574,832	19,574,832	17,039,204	17,039,204

Note 22. Key management personnel disclosures

Names and positions of Directors and key management personnel in office at any time during the financial year are:

Directors

The following persons were directors of EVZ Limited during the financial year:

Mr G Burns	Non-Executive Chairman
Mr R Edgley	Non-Executive Director
Mr I Luck	Non-Executive Director

Note 22. Key management personnel disclosures (continued)

Other key management personnel
The following persons also had the authority and responsibility for planning, directing and controlling the major activities of the consolidated entity, directly or indirectly, during the financial year:

Mr S Farthing	Chief Executive Officer and Executive General Manager - Energy and Resources
Mr P van der Wal	Chief Financial Officer and Company Secretary
Mr A Bellgrove	Executive General Manager - Building Products

The Group changed its Operating Segments during the financial period (refer note 3) and appointed executive managers to each of the new segments accordingly. As a result of the restructure, management below this level are no longer considered key management personnel.

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

	Consolidated	
	2024 $	2023 $
Short-term employee benefits	1,506,270	1,399,942
Post-employment benefits	82,473	75,697
Share-based payments	50,773	118,800
	1,639,516	1,594,439

Refer to disclosures in Note 25 for other transactions with Key Management Personnel.

Key Management Personnel are the non-executive directors and employees who have authority and responsibility for planning, directing and controlling the activities of the Company.

Note 23. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Grant Thornton, the auditor of the company:

	Consolidated	
	2024 $	2023 $
Audit services		
Audit or review of the financial statements	186,585	159,000

Note 24. Contingent liabilities

The consolidated entity has given bank guarantees as at 30 June 2024 of $5,617,557 (2023: $4,548,938) to various customers.

The facilities are secured by a registered equitable mortgage over the assets and undertakings of all Australian companies in the Group.

In addition to the above facility, the Group has provided cash backed bank guarantees of $43,266 (2023: $86,532) as security on projects. These bank guarantees are secured by term deposits totalling the same amount.

Note 24. Contingent liabilities (continued)

	Consolidated 2024 $	Consolidated 2023 $
Bank Guarantee Facilities		
Used at the reporting date	5,617,557	4,548,938
Unused at the reporting date	1,382,443	2,451,062
	7,000,000	7,000,000

Note 25. Related party transactions

Parent entity
EVZ Limited is the parent entity.

Subsidiaries
Interests in subsidiaries are set out in note 27.

Key management personnel
Disclosures relating to key management personnel are set out in note 22 and the remuneration report included in the directors' report.

Transactions with related parties
The following transactions occurred with related parties:

	Consolidated 2024 $	Consolidated 2023 $
Payment for other expenses:		
Directors fees	251,267	203,000

Receivable from and payable to related parties
The following balances are outstanding at the reporting date in relation to transactions with related parties:

	Consolidated 2024 $	Consolidated 2023 $
Current payables:		
Director fees payable	52,500	42,300

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

Terms and conditions
All transactions were made on normal commercial terms and conditions and at market rates.

Note 26. Parent entity information

Set out below is the supplementary information about the parent entity.

Statement of profit or loss and other comprehensive income

	Parent	
	2024	2023
	$	$
Loss after income tax	(1,800,314)	(1,742,997)
Total comprehensive income	(1,800,314)	(1,742,997)

Statement of financial position

	Parent	
	2024	2023
	$	$
Total current assets	178,727	213,534
Total assets	3,266,100	1,971,788
Total current liabilities	329,174	281,091
Total liabilities	3,253,914	387,085
Equity		
Issued capital	60,142,069	60,099,766
Share based payments reserve	185,558	118,800
Accumulated losses	(60,315,441)	(58,633,863)
Total equity	12,186	1,584,703

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries
A deed of cross guarantee between EVZ Ltd (Parent Entity), Brockman Engineering Pty Ltd, Syfon Systems Pty Ltd, and Brockman Services Pty Ltd (previously Syfon International Pty Ltd and EVZ Energy Pty Ltd) (Group Entities) is enacted and relief was obtained from preparing financial statements for those Group Entities under ASIC Legislative Instrument 2016/785. Under the deed, EVZ Ltd and the Group Entities jointly guarantee to support the liabilities and obligations of the Group Entities. EVZ Ltd and the Group Entities are the only parties to the Deeds of Cross Guarantee and form the Closed Group.

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.

Material accounting policy information
The accounting policies of the parent entity are consistent with those of the consolidated entity, as disclosed in note 1, except for the following:

- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.

Note 27. Interests in subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 1:

Name	Principal place of business / Country of incorporation	Ownership interest 2024 %	Ownership interest 2023 %
Syfon Systems Pty Ltd	Australia	100.00%	100.00%
Syfon Systems Sdn Bhd	Malaysia	100.00%	100.00%
Syfon Systems Pte Ltd	Singapore	100.00%	100.00%
Syfon Systems SE Asia, Inc.	Philippines	100.00%	100.00%
Syfon Systems Vietnam Co Ltd	Vietnam	100.00%	100.00%
Brockman Engineering Pty Ltd	Australia	100.00%	100.00%
Brockman Project Services Pty Ltd	Australia	100.00%	100.00%
TSF Power Pty Ltd	Australia	100.00%	100.00%
Brockman Services Pty Ltd*	Australia	100.00%	100.00%
Tank Industries Australia Pty Ltd	Australia	100.00%	100.00%

* Brockman Services Pty Ltd (previously Syfon International Pty Ltd) did not trade during the year or the prior year.

Note 28. Deed of cross guarantee

The following entities are party to a deed of cross guarantee under which each company guarantees the debts of the others:

EVZ Ltd (Parent Entity)
Brockman Engineering Pty Ltd
Syfon Systems Pty Ltd
Brockman Services Pty Ltd (previously Syfon International Pty Ltd)

By entering into the deed, the wholly-owned entities have been relieved from the requirement to prepare financial statements and directors' report under Corporations Instrument 2016/785 issued by the Australian Securities and Investments Commission.

The above companies represent a 'Closed Group' for the purposes of the Corporations Instrument, and as there are no other parties to the deed of cross guarantee that are controlled by EVZ Limited, they also represent the 'Extended Closed Group'.

Note 28. Deed of cross guarantee (continued)

Set out below is a consolidated statement of profit or loss and other comprehensive income and statement of financial position of the 'Closed Group'.

Statement of profit or loss and other comprehensive income	2024 $	2023 $
Sales	92,592,549	92,158,330
Cost of sales	(82,051,848)	(82,713,947)
Corporate costs	(2,118,377)	(1,871,345)
Administration	(7,961,590)	(7,062,290)
Finance costs	(488,606)	(157,618)
Profit/(loss) before income tax benefit	(27,872)	353,130
Income tax benefit	300,640	118,741
Profit after income tax benefit	272,768	471,871
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	272,768	471,871

Equity - accumulated losses	2024 $	2023 $
Accumulated losses at the beginning of the financial year	(31,412,825)	(31,884,696)
Profit after income tax benefit	272,768	471,871
Accumulated losses at the end of the financial year	(31,140,057)	(31,412,825)

Note 28. Deed of cross guarantee (continued)

Statement of financial position	2024 $	2023 $
Current assets		
Cash and cash equivalents	6,407,416	6,835,184
Trade and other receivables	18,219,163	17,318,927
Inventories	1,499,026	1,521,052
	26,125,605	25,675,163
Non-current assets		
Property, plant and equipment	8,619,325	5,720,391
Intangibles	12,072,010	12,072,010
Deferred tax asset	3,030,251	2,729,611
Other	5,756,322	6,851,845
	29,477,908	27,373,857
Total assets	55,603,513	53,049,020
Current liabilities		
Trade and other payables	21,464,486	22,378,407
Borrowings	926,495	1,182,668
	22,390,981	23,561,075
Non-current liabilities		
Borrowings	3,741,699	-
Provisions	524,589	941,227
	4,266,288	941,227
Total liabilities	26,657,269	24,502,302
Net assets	28,946,244	28,546,718
Equity		
Issued capital	59,835,629	59,809,006
Reserves	250,672	150,537
Accumulated losses	(31,140,057)	(31,412,825)
Total equity	28,946,244	28,546,718

Note 29. Events after the reporting period

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

Note 30. Reconciliation of profit after income tax to net cash from operating activities

	Consolidated 2024 $	Consolidated 2023 $
Profit after income tax benefit for the year	2,138,924	1,446,276
Adjustments for:		
Depreciation and amortisation	2,550,908	2,141,160
Write off of property, plant and equipment	30,941	-
Net gain on disposal of property, plant and equipment	-	(23,044)
Share-based payments	109,061	-
Foreign exchange differences	-	(69,553)
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	444,949	(1,854,295)
Decrease/(increase) in contract assets	(2,248,562)	1,312,577
Increase in inventories	(252,291)	(883,304)
Increase in deferred tax assets	(300,640)	(118,741)
Decrease in prepayments	152,417	2,211
Increase in trade and other payables	2,498,539	3,124,565
Decrease in contract liabilities	(3,637,191)	(2,029,911)
Increase/(decrease) in provision for income tax	(73,703)	7,522
Decrease in deferred tax liabilities	(5,706)	(3,050)
Increase in employee benefits	407,847	789,123
Net cash from operating activities	1,815,493	3,841,536

Note 31. Earnings per share

	Consolidated 2024 $	Consolidated 2023 $
Profit after income tax attributable to the owners of EVZ Limited	2,138,924	1,446,276

	Cents	Cents
Basic earnings per share	1.77	1.20
Diluted earnings per share	1.69	1.14

	Number	Number
Weighted average number of ordinary shares used in calculating basic earnings per share	121,004,355	120,415,868
Adjustments for calculation of diluted earnings per share:		
Performance rights over ordinary shares	5,910,028	6,103,026
Weighted average number of ordinary shares used in calculating diluted earnings per share	126,914,383	126,518,894

Note 32. Share-based payments

During the period performance rights over ordinary shares in the company were granted as remuneration to key executives in the group as part of the Long-Term Incentive (LTI) program. These performance rights will vest subject to the meeting of Key Performance Indicators ("KPIs") and service conditions.

Note 32. Share-based payments (continued)

The Key Performance Indicators ("KPIs") used to measure performance for these incentives are group profit growth, earnings per share growth and cashflow. These KPIs are measured over a three-year performance period and were chosen because they are aligned to shareholder wealth creation. For each component of the LTI against a KPI no award is made where performance falls below the minimum threshold for that KPI

Details regarding the payments related to these performance rights are as follows:

	Consolidated 2024 $	Consolidated 2023 $
a) Expense recognised in profit or loss		
Share based payments expenses for the year comprise:		
Performance rights under Long Term Incentive plan	109,058	118,800

b) Performance rights granted and outstanding
The following table shows the performance rights granted and outstanding at the beginning and end of the reporting period.

	Number of rights 2024	Weighted average exercise price 2024	Number of rights 2023	Weighted average exercise price 2023
Outstanding at the beginning of the financial year	4,070,000	$0.00	4,876,000	$0.00
Granted	2,600,000	$0.00	2,200,000	$0.00
Forfeited / lapsed	(1,516,000)	$0.00	(2,530,000)	$0.00
Exercised	(470,000)	$0.00	(476,000)	$0.00
Outstanding at the end of the financial year	4,684,000	$0.00	4,070,000	$0.00
Vested and exercisable at the end of the financial year	284,000	$0.00	470,000	$0.00

c) Performance rights granted as remuneration

2024

Grant date	Expiry date	Fair Value at grant date price	Balance at the start of the year	Granted	Exercised	lapsed/ forfeited/ other	Balance at the end of the year
30/09/2020	30/09/2023	$0.09	470,000	-	(470,000)	-	-
01/08/2021	01/08/2024	$0.16	1,800,000	-	-	(1,516,000)	284,000
12/08/2022	12/08/2025	$0.19	1,800,000	-	-	-	1,800,000
23/08/2023	23/08/2026	$0.14	-	2,600,000	-	-	2,600,000
			4,070,000	2,600,000	(470,000)	(1,516,000)	4,684,000

Note 32. Share-based payments (continued)

2023

Grant date	Expiry date	Fair Value at grant date price	Balance at the start of the year	Granted	Exercised	Expired/ forfeited/ other	Balance at the end of the year
26/09/2019	26/09/2022	$0.09	476,000	-	(476,000)	-	-
30/09/2020	30/09/2023	$0.14	2,200,000	-	-	(1,730,000)	470,000
01/08/2021	01/08/2024	$0.16	2,200,000	-	-	(400,000)	1,800,000
12/08/2022	12/08/2025	$0.19	-	2,200,000	-	(400,000)	1,800,000
			4,876,000	2,200,000	(476,000)	(2,530,000)	4,070,000

Name of Entity	Entity type	Trustee, partner, or participant in joint venture	% of share capital held	Country of incorporation	Australian resident or foreign resident (for tax purpose)	Foreign tax jurisdiction(s) of foreign residents
EVZ Limited	Body Corporate	n/a	n/a	Australia	Australian	n/a
Brockman Engineering Pty Ltd	Body Corporate	n/a	100%	Australia	Australian	n/a
Brockman Project Services Pty Ltd	Body Corporate	n/a	100%	Australia	Australian	n/a
Brockman Services Pty Ltd	Body Corporate	n/a	100%	Australia	Australian	n/a
Syfon Systems Pty Ltd Australia	Body Corporate	n/a	100%	Australia	Australian	n/a
Syfon Systems Sdn Bhd Malaysia	Body Corporate	n/a	100%	Malaysia	Foreign	Malaysia
Syfon Systems Pte Ltd Singapore	Body Corporate	n/a	100%	Singapore	Foreign	Singapore
Syfon Systems SE Asia, Inc.	Body Corporate	n/a	100%	Philippines	Foreign	Philippines
Syfon Systems Vietnam Co Ltd	Body Corporate	n/a	100%	Vietnam	Foreign	Vietnam
Tank Industries Australia Pty Ltd	Body Corporate	n/a	100%	Australia	Australian	n/a
TSF Power Pty Ltd	Body Corporate	n/a	100%	Australia	Australian	n/a

* **Basis of preparation**

This Consolidated Entity Disclosure Statement (CEDS) has been prepared in accordance with the *Corporations Act 2001.* It includes certain information for each entity that was part of the consolidated entity at the end of the financial year.

Determination of tax residency

Section 295 (3A) of the Corporation Acts 2001 defines tax residency as having the meaning in the Income Tax Assessment Act 1997. The determination of tax residency involves judgement as there are currently several different interpretations that could be adopted, and which could give rise to a different conclusion on residency.

In determining tax residency, the consolidated entity has applied the following interpretations:

Australian tax residency

The consolidated entity has applied current legislation and judicial precedent, including having regard to the Tax Commissioner's public guidance in Tax Ruling TR 2018/5.

Foreign tax residency

Where necessary, the consolidated entity has used independent tax advisers in foreign jurisdictions to assist in determining tax residency and ensure compliance with applicable foreign tax legislation.

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;

- the attached financial statements and notes comply with International Financial Reporting Standards as issued by the International Accounting Standards Board as described in note 1 to the financial statements;

- the attached financial statements and notes give a true and fair view of the consolidated entity's financial position as at 30 June 2024 and of its performance for the financial year ended on that date;

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

- at the date of this declaration, there are reasonable grounds to believe that the members of the Extended Closed Group will be able to meet any obligations or liabilities to which they are, or may become, subject by virtue of the deed of cross guarantee described in note 28 to the financial statements; and

- the information disclosed in the attached consolidated entity disclosure statement is true and correct.

The directors have been given the declarations required by section 295A of the Corporations Act 2001.

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

On behalf of the directors

____
Graham Burns
Chairman

26 August 2024

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Melbourne VIC 3001

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Independent Auditor's Report

To the Members of EVZ Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of EVZ Limited (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, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

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

a giving a true and fair view of the Group's financial position as at 30 June 2024 and of its performance for the year ended on that date; and

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

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 of 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 our audit addressed the key audit matter
Revenue from contracts with customers (Note 3)	
In accordance with AASB 15 *Revenue from Contracts with Customers*, revenues from goods and services are recognised based on the completion of performance obligations under each contract. For the year ended 30 June 2024 the Group recognised revenue from construction contracts of $118,908,415. Revenue for these contracts is recognised over time with reference to the input method to determine revenue to be recognised. The determination of the appropriate timing of revenue recognition requires estimation of the inputs (costs) remaining in the contract and the expected margins earned on the contracts which requires management judgement. This area is a key audit matter due to the high level of estimation and management judgement required to determine the revenue recognised from each contract.	Our procedures included, amongst others: • Obtaining an understanding of the nature of revenue transactions and the process and internal controls at each subsidiary; • Selecting a sample of revenue transactions and obtain the contract or agreements, test whether the revenue is being calculated and recognised appropriately; • Performing testing on debtors outstanding at balance date to ensure these exist and have been recovered subsequent to 30 June 2024; • Detailed analytical review of revenue and gross margin analysis across the Group; • Reviewing material work-in-progress at 30 June 2024 to verify that the calculation utilised and the inputs in the calculation are reasonable and reflect the expected profit margin; • Reviewing project margins in the 30 June 2024 work-in-progress compared to actual margins achieved by the business throughout FY24; • Discussing material projects performance with General Managers and obtaining signed confirmations from Project Managers to determine whether the respective project status agrees with the work-in-progress ledger; and • Assessing the adequacy of financial report disclosures.
Goodwill impairment (Note 13)	
As at 30 June 2024, the Group has goodwill of $12,072,010 across two cash generating units (CGUs). The Group is required to perform an annual impairment test of goodwill in accordance with AASB 136 *Impairment of Assets*. The Group estimates the recoverable of its CGUs by employing a discounted cash flow model and, in doing so, must determine the following key inputs and assumptions: • forecast cash flows from operations; • working capital adjustments; • capital expenditure estimates;	Our procedures included, amongst others: • Assessing managements goodwill impairment process in accordance with the requirements of AASB 136; • Assessing the design and implementation of relevant controls for embedded in the process; • Assessing managements goodwill allocation by reviewing their determination of the cash generating units or group of cash generating units;

• discount and growth rates; and • terminal value. This area is a key audit matter due to management estimation and judgement involved in the assessment.	• Reviewing management's goodwill impairment models as at 30 June 2024 for accuracy and technical compliance; • Reviewing the key assumptions used in the model for reasonableness given historical results, subsequent events, contract pipeline and work backlog; • Performing a sensitivity analysis on the key assumptions utilised in management models; • Reviewing the FY24 forecasts against FY24 actuals to determine managements' ability to forecast accurately; • Inquiring with management on current business performance and pipeline of projects to support cash flow assumptions in the model; • Reviewing managements forecast for FY25 - FY29; • Determining an auditors point estimate for the recoverable amount of the CGUs and comparing the outcome to managements; and • Assessing the adequacy of financial report disclosures.

Information other than the financial report and auditor's report thereon

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.

Responsibilities of the Directors for the financial report

The directors of the Company are responsible for the preparation of:

a the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* (other than the consolidated entity disclosure statement); and

b the consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*, and

for such internal control as the directors determine is necessary to enable the preparation of:

i the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and

ii the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the Group's ability 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 have 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar1_2020.pdf.This description forms part of our auditor's report.

Report on the remuneration report

Opinion on the remuneration report

We have audited the Remuneration Report included in pages 5 to 11 of the Directors' report for the year ended 30 June 2024.

In our opinion, the Remuneration Report of EVZ Limited, 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.

Grant Thornton

Grant Thornton Audit Pty Ltd
Chartered Accountants

M A Cunningham
Partner – Audit & Assurance

Melbourne, 26 August 2024

The shareholder information set out below was applicable as at 9 August 2024.

Distribution of equitable securities

Analysis of number of equitable security holders by size of holding:

	Ordinary shares		Options over ordinary shares	
	Number of holders	% of total shares issued	Number of holders	% of total shares issued
1 to 1,000	1,096	0.26	-	-
1,001 to 5,000	270	0.52	-	-
5,001 to 10,000	82	0.50	-	-
10,001 to 100,000	151	4.82	-	-
100,001 and over	93	93.90	-	-
	1,692	100.00	-	-
Holding less than a marketable parcel	1,306	0.57	-	-

Equity security holders

Twenty largest quoted equity security holders
The names of the twenty largest security holders of quoted equity securities are listed below:

	Ordinary shares	
	Number held	% of total shares issued
UBS Nominees Pty Ltd	23,807,384	19.66
Bond Street Custodians Limited (Salter - D79836 A/C)	21,500,000	17.76
Airlie Beach Investments Pty Ltd	8,628,264	7.13
Bond Street Custodians Limited (RSALTE - V38514 A/C)	5,050,000	4.17
Bond Street Custodians Limited (RSALTE - D62375 A/C)	4,500,000	3.72
Sirocco Assets Pty Ltd (ABI Superannuation Fund A/C)	3,665,000	3.03
Myall Resources Pty Ltd (Myall Group Super Fund)	2,545,754	2.10
Onmell Pty Ltd (ONM BPSF A/C)	2,443,462	2.02
STF Enterprises Pty Ltd	2,306,840	1.91
Bond Street Custodians Limited (RSALTE - V39117 A/C)	2,272,096	1.88
Bond Street Custodians Limited (RSALTE - V37466 A/C)	2,120,351	1.75
HSBC Custody Nominees (Australia) Limited	1,654,272	1.37
Three Pillars Investment Group Pty Ltd (Bellgrove Super Fund)	1,448,621	1.20
Archwin Pty Ltd (Sharp Retirement Fund A/C)	1,444,798	1.19
Mr Wayne Stephen Glynne + Mrs Carol-Anne Glynne (Tuncurry Super)	1,416,287	1.17
Tayco Investments Pty Ltd	1,387,815	1.15
T R B Management Pty Limited (Bowden Super Fund A/C)	1,025,000	0.85
Ms Serena Salanitri	1,009,230	0.83
Mrs Carol-Anne Glynne	1,000,000	0.83
Mr Sean Patrick Martin (The Avebury Family A/C)	1,000,000	0.83
	90,225,174	74.55

Unquoted equity securities
There are no unquoted equity securities.

Substantial holders

Substantial holders in the company are set out below:

	Ordinary shares	
	Number held	% of total shares issued
UBS Nominees Pty Ltd	23,807,384	19.66
Bond Street Custodians Limited (Salter - D64848 A/C)	21,500,000	17.76
Airlie Beach Investments P/L and Sirocco Assets P/L	12,293,264	10.15

Voting rights

The voting rights attached to ordinary shares are set out below:

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 each share shall have one vote.

There are no voting rights attached to options for ordinary shares until the options have been exercised.

Directors	Mr. Graham Burns, Chairman & Non-Executive Director Mr. Robert Edgley, Non-Executive Director Mr. Ian Luck, Non-Executive Director
Company secretary	Mr. Pieter van der Wal
Registered & principal office	EVZ Limited Suite 115, 838 Collins Street Melbourne Vic 3008 Telephone: (03) 9545 5288 Email: pieter.vanderwal@evz.com.au
Share register	Computershare Investor Services Pty Ltd 452 Johnston Street Abbotsford Vic 3067 Telephone: +61 (0)3 9415 4000
Auditor	Grant Thornton Audit Pty Ltd Collins Square, Tower 5 727 Collins Street Docklands VIC 3008
Bankers	Commonwealth Bank of Australia Collins Square, Tower 1 727 Collins Street Docklands VIC 3008
Stock exchange listing	EVZ Limited shares are listed on the Australian Securities Exchange (ASX code: EVZ)
Website	https://evz.com.au/
Chief Executive Officer	Mr. Scott Farthing